

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

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

Client Company name (Parent Company): FGV Holdings Berhad
Client company Address: FGV Holdings Berhad, Wisma FGV, Level 20 West, Jalan Raja Laut, 50350, Kuala Lumpur, Malaysia.
Certification Unit: FGVPISB Besout Palm Oil Mill
Location of Certification Unit: Felda Besout 01, 35600 Sungkai, Perak, Malaysia
Date of Final Report: 26/08/2022

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	FGV Holdings Berhad		
RSPO Membership Number	1-0225-16-000-00	Membership Approval Date	27/12/2016
Address	FGV Holdings Berhad, Wisma FGV, Level 20 West, Jalan Raja Laut, 50350, Kuala Lumpur, Malaysia.		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	FGVPISB Besout Palm Oil Mill		
Location / Address	Felda Besout 01, Sungkai, 35600 Perak, Malaysia		
Website	http://www.fgvholdings.com		
Management Representative	Ameer Izyanif Bin Hamzah	E-mail	ameer.h@fgvholdings.com
Telephone	03-2781338	Facsimile	03-27890440

2. Certification Information			
Certificate Number	RSPO 682927	Certificate Start Date	30/04/2018
Date of First Certification	30/04/2018	Certificate Expiry Date	29/04/2023
Scope of Certification	Production of Palm Oil and Palm Kernel		
Visit Objectives	The objective of the ASA 4 assessment is to conduct a certification assessment to ensure the elements of the scope of registration and the requirements of the management standard are effectively addressed by Besout POM and Supply Base's management system and the ability of the management system to ensure the organisation meets applicable statutory, regulatory and contractual requirements and as applicable, to identify areas for potential improvement of the management system.		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 4) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input type="checkbox"/> RSPO P&C 2018 for the Production of Sustainable Palm Oil <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	54mt
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		

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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 701758 (Estate)	MSPO 2530-3:2013 (MSPO Part 3)	BSI Services Malaysia Sdn Bhd	06/05/2024
MSPO 701757 (POM)	MSPO 2530-4:2013 (MSPO Part 4)	BSI Services Malaysia Sdn Bhd	06/05/2024
OHS 00590	OHSAS 18001:2007	SIRIM QAS International Sdn Bhd	08/01/2024

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
FGVPISB Besout POM	FGVPISB Besout POM, H.S. (D) 10962 Felda Besout 01, 35600 Sungkai, Perak Darul Ridzuan, Malaysia	3° 52' 48.00" N	101° 16' 33.99" E
FGVPM Besout 6 Estate	FGVPM Besout 06 Estate, 35600 Sungkai, Perak	3° 46' 40.01" N	101° 16' 39.00" E
FGVPM Besout 7 Estate	FGVPM Besout 07 Estate, 35600 Sungkai Perak	3° 50' 35.00" N	101° 17' 35.00" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes (please refer to Principle 7 for details)		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
FGVPM Besout 6 Estate	2,109.36	-	275.54	2,384.90	88.45
FGVPM Besout 7 Estate	2,495.00	-	413.04	2,908.04	85.80
Total	4,604.36	-	688.58	5,292.94	87.54

6. Plantings & Cycle							
Estate / Smallholders	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
FGVPM Besout 6 Estate	19.91	1,241.19	759.09	89.17	-	2,089.45	19.91
FGVPM Besout 7 Estate	-	1,848.49	646.51	-	-	2,495.00	-
Total (ha)	19.91	3,089.68	1,405.60	89.17	0	4,584.45	19.91

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage / year			
	Estimated last year (May'21 – Apr'22)	Actual (Feb'21 – Jan'22)		Forecast (May'22 – Apr'23)
		Previous license period (Feb'21- April'21)	Current license period (May'21 – Jan'22)	
FGVPM Besout 6 Estate	39,705.47	9,366.58	28,113.73	43,440.00
FGVPM Besout 7 Estate	23,058.00	3,770.42	13,597.57	18,000.00
Total	62,763.47	54,848.30		61,440.00

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage / year			
	Estimated last year (May'21 – Apr'22)	Actual (Feb'21 – Jan'22)		Forecast (May'22 – Apr'23)
		Previous license period (Feb'21- April'21)	Current license period (May'21 – Jan'22)	
N/A		N/A	N/A	
Total		N/A		

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage / year			
	Estimated last year (May'21 – Apr'22)	Actual (Feb'21 – Jan'22)		Forecast (May'22 – Apr'23)
		Previous license period (Feb'21- April'21)	Current license period (May'21 – Jan'22)	
Independent FFB for All Supplier	N/A	49,990.42	156,709.31	N/A
Total	N/A	206,699.73		N/A

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	Feb 2021	3,671.72	15,085.23	18,756.95
2	Mar 2021	4,686.45	17,844.63	22,531.08
3	Apr 2021	4,778.83	17,060.56	21,839.39
4	May 2021	4,564.74	17,981.70	22,546.44

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5	Jun 2021	5,416.30	22,411.99	27,828.29
6	Jul 2021	5,091.55	19,214.66	24,306.21
7	Aug 2021	5,425.83	20,620.66	26,046.49
8	Sept 2021	4,271.18	16,621.85	20,893.03
9	Oct 2021	5,012.49	16,656.91	21,669.40
10	Nov 2021	4,442.25	16,941.85	21,384.10
11	Dec 2021	4,042.26	13,413.73	17,455.99
12	Jan 2022	3,444.70	12,845.96	16,290.66
TOTAL		54,848.30	206,699.73	261,548.03

10. Summary of Certified Tonnage (not applicable for ISS)			
Estimated last year (May'21 – Apr'22)	Actual (Feb'21 – Jan'22)		Forecast (May'22 – Apr'23)
	Previous license period (Feb'21- Apr'21)	Current license period (May'21 – Jan'22)	
FFB	FFB		FFB
62,763.47 mt	13,137.00 mt	41,711.30 mt	61,440.00 mt
	54,848.30 mt		
CPO (OER:20.50 %)	CPO (OER:20.02%)		CPO (OER: 20.02%)
12,866.51 mt	2,550.81 mt	8,279.56 mt	12,398.59 mt
	10,830.37 mt		
PK (KER:5.50 %)	PK (KER:5.19%)		PK (KER:5.19%)
3,451.99 mt	674.59 mt	2,132.89 mt	3,317.76 mt
	2,807.48 mt		

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (mt)	Certified PK (mt)
1	Feb 2021	729.40	187.54
2	Mar 2021	897.94	233.91
3	Apr 2021	923.47	253.14
4	May 2021	828.85	226.57
5	Jun 2021	1,100.87	276.97
6	Jul 2021	1,029.19	262.26
7	Aug 2021	1,099.56	299.22

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8	Sept 2021	888.83	242.31
9	Oct 2021	1,026.11	238.82
10	Nov 2021	922.75	225.20
11	Dec 2021	701.93	182.44
12	Jan 2022	681.47	179.10
TOTAL		10,830.37	2,807.48

11. Summary of Actual Volume sold					
Current License period (May 21-Jan 22)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	-	-	-	4,223.42	4,223.42
PK (MT)	2,615.19	-	-	-	2,615.19
Credits	6,080	-	-	-	6,080
Previous License period (Feb 21- Apr 21)					
CPO (MT)	-	-	-	-	-
PK (MT)	-	-	-	-	-
Credits	-	-	-	-	-

Note: Total 674.59mt of PK has been carried forward from previous licences period (Feb'21, 187.54mt, Mar'21, 223.91mt, Apr'21, 253.14mt). There is no PK has been sold in period Feb'21 until Apr'21. Total 2,615.19mt PK has been sold for current period (Ma'21-Jan'22)

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	Palmtrace Trading License Number	Certified CPO Sold (mt)	Certified PK Sold (mt)
1	Kilang Isi Sawit Pandamaran	TR-33803232-71b4	-	2,615.19
TOTAL			-	2,615.19

11B. Records of CPO & PK Sold under other schemes since the last audit (if any)				
No.	Buyers Name	Scheme Name	CPO Sold (mt)	PK Sold (mt)
N/A				
TOTAL			N/A	N/A

11C. Records of CPO & PK Sold as conventional since the last audit (if any)				
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No.	Buyers Name	CPO Sold (mt)	PK Sold (mt)
1	FGV IFFCO SDN BHD, AGRI ASIA REFINERY SDN BHD, FGV BULKERS PORT KLANG	4,223.42	0
TOTAL		4,223.42	0

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold (mt)
1	FGV HOLDING BERHAD	ST-TR-3416be43-3UCO	6080
TOTAL			6,080

12. Independent Smallholders Certified Tonnage / Volume									
Phase	Estimated last year (Not Applicable)			Actual (Not Applicable)			Forecast (Not Applicable)		
	Eligibility	MS A	MS B	Eligibility	MS A	MS B	Eligibility	MS A	MS B
	40%	70%	100%	40%	70%	100%	40%	70%	100%
FFB									
IS-CSPO	NA								
IS-CSPKO									
IS-CSPKE									

13. Independent Smallholders Actual Sold Tonnage / Volume						
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	IS-CSPK	IS-CSPKE
Current License period (Not Applicable)						
Credits				NA		
Physical						

Section 2: Assessment Process

Certification Body:

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

BSI is a leading global provider of management systems assessment and certification, with more than 92,000 certified locations and clients in over 193 countries. BSI 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.

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **07-10/02/2022**. The audit programme is included as Section 2.3. The approach to the audit was to treat the mill and supply base as an RSPO Certification Unit. A range of occupational health and safety, environmental, best practice management, and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas, local communities engagement and workers welfare and safety.

The Critical NC close out on-site assessment was conducted on **28/04/2022**. The audit programs are included in Section 2.3.

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

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

Meetings were held with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and these have been incorporated into the assessment findings.

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.4.

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

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
FGVPISB Besout POM	√	√	√	√	√
FGVPM Besout 6 Estate	√	√	√	√	√
FGVPM Besout 7 Estate	√	√	√	√	√

Tentative Date of Next Visit: February 6, 2023 – February 9, 2023

Total Number of Mandays: 9.5 Man-days

2.2 BSI Assessment Team

Name	Role	Competency
Mohd. Razaleigh Mohamad (MRM)	Team Leader	<p>Education: Holds a Bachelor Degree in Plantation Management and Agrotechnology, University Technology Mara (UiTM).</p> <p>Work Experience: He has 5 years’ experience in Oil Palm Estate Management with Tradewinds Plantation Berhad. The last position held was Senior Assistant Manager. He has more than 4 years of experience in Third Party Certification Audit with Control Union (M) Sdn Bhd for RSPO P&C, MSPO P&C and GLOBALG.A.P. IFA Fruits and Vegetables. Qualified as RSPO Lead Auditor and approved to conduct Environmental and Social elements.</p> <p>Training attended: He has completed ISO 9001-2015 Lead Auditor Course, ISO14001- 2015 Lead Auditor Course, ISO45001-2018 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed MSPO P&C Lead Auditor Course, Social Accountability SA8000 Auditor Course, RSPO Independent Smallholder (IHS) Auditor Training.</p> <p>Aspects covered in this audit: During this assessment, he assessed on the aspects of Policy and commitment, Social requirements, contract agreement, human rights, workers’ welfare, smallholder welfare, Stakeholder Consultation, Legal Requirements, land & Legal issue and supply chain.</p> <p>Language proficiency: Bahasa Malaysia and English</p>
Hafriazhar Mohd. Mokhtar (HMM)	Team Member	<p>Education: Holds a Bachelor of Engineering (Hons.) Chemical Engineering, University Technology Malaysia</p> <p>Work Experience: He has 20 years of working experience in multiple engineering disciplines emphasized on science, technology and sustainability. He acquired many skills from being involved in various industrial environments ranging from construction, plantation and mining before auditing. In summary, his started his career as Environmental Officer (2002-2003) in construction, Mill Engineer (2003-2008) in palm oil mill, Project</p>

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		<p>Control Engineer (2008-2011) in mining and Auditor (2011-present) with accredited certification bodies.</p> <p>Training attended: He has completed Social Auditing & SMETA Training, HCV & HCS Introductory Training, ISO 45001 LA Training, MSPO LA Training, Endorsed RSPO SCCS LA Training, Endorsed RSPO P&C LA Training, ISO 9001 LA Training, ISO 50001 LA Training, and ISO 14001 LA Training.</p> <p>Aspect covered in this audit: Economic management plan, mill best practices, estate best practices, natural and biodiversity conservation, Waste management, GHG and HCV.</p> <p>Language proficiency: Bahasa Malaysia and English</p>
Muhamad Naqiuddin Mazeli (MNM)	Team Member	<p>Education: Holds a Bachelor of Science Horticulture, University Putra Malaysia</p> <p>Work Experience: 11 years working experience in oil palm industry managing sustainability implementation and certification of RSPO P&C, ISCC, and ISO9001 and ISO 18001 for the estates, mills, refineries and Smallholder scheme. He also support in providing training related to RSPO and other certifications where applicable to the operations during previous company.</p> <p>Training attended: He has completed ISO 9001: 2015 Lead Auditor Course, ISO 14001: 2015 Lead Auditor Course, ISO 45001: 2018 Lead Auditor Course, HCV & HCS Introductory Training, Endorsed RSPO P&C Lead Auditor Course and Social Auditing & SMETA Training</p> <p>Aspect covered in this audit: Occupational safety and health, mill and estates best practices, legal compliance</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English Language</p>

Accompanying Persons:

Name	Role
N/A	

2.3 Assessment Plan

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

Date	Time	Subjects	MRM	HMM	MNM
Sunday 06/02/2022	PM	Auditors travel to Slim River, Perak Overnight in Slim River	√	√	√
Monday 07/02/2022 FGVPM Besout 6 Estate	0830 - 0900	Opening Meeting: <ul style="list-style-type: none"> • Opening Presentation by Audit team leader. • Confirmation of assessment scope and finalize Audit plan (including stakeholder’s consultation). • Verification on previous audit findings 	√	√	√
	0900 - 1200	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area	√	√	√

		(agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill, etc.			
	1200 - 1300	Lunch	√	√	√
	1300 - 1630	Document Review P1 – P7: SOPs. Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation etc.	√	√	√
	1630 - 1700	Interim Closing Briefing	√	√	√
Tuesday 08/02/2022 FGVPM Besout 7 Estate	0830 - 1200	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc).	√	√	√
	1000 – 1100	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	√	-	-
	1200 – 1300	Lunch	√	√	√
	1300 - 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc).	√	√	√
	1630 - 1700	Interim Closing Briefing	√	√	√
Wednesday 09/02/2021 FGVPISB Besout POM	0830 - 1200	Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment, staff, workers and contractor interview, housing and facility inspection, clinic, meeting stakeholders etc. Visit to laboratory, weighbridge and palm product storage area.	√	√	√
	1200 – 1300	Lunch	√	√	√
	1300 - 1630	Document Review P1 – P7: SOPs. Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation etc.	√	√	√
	1630 - 1730	Interim Closing Briefing	√	√	√

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Thursday 10/02/2022 FGVPISB Besout POM	0830 - 1200	RSPO Supply Chain Site visit: Incoming of FFB and outgoing of CSPO & CSPK – weighbridge, ramp, storage area, loading bays, etc. Documentation review: RSPO SCC general requirements, internal audit, management review, sales and purchasing documents, mass balance accounting and other relevant documents and records.	√	-	√
	1200 – 1230	Verify any outstanding issues & Preparation for closing Meeting	√	-	√
	1230 - 1300	Closing Meeting	√	-	√

Critical NC close out assessment plan:

Date	Time	Subjects	MRM
Thursday 28/04/2022	1000-1015	Opening briefing by the audit team leader	√
	1015-1115	<u>FGVPISB Besout POM</u> Verification of effective implementation of corrective actions for NCR #2164637-202202-M1 • Site visit to the loading ramp and verification on the shovel	√
	1130-1300	<u>FGVPM Besout 06 Estate, FGVPM Besout 07 Estate</u> Verification of effective implementation of corrective actions for NCR #2164637-202202-M2: • Interview with PIC • Document review	√

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	The plan is inclusive of all current subsidiaries, estates and mills as per time bound plan FY2021. As stated, the management of FGV Holdings Berhad has plan to certify all the complexes starting from 2017 until 2021. The updated time bound plan dated April 2021 shows that the plan spans from year 2017 until 2023.	Complied.
Have all the estates and mills certified within five (5) years after obtaining RSPO membership?	33 complexes have been certified from 2017 – 2019 as shown in the TBP below. Remaining 35 mills have undergone internal audit. The time bound plan is behind the scheduled due to tendering process which CB appointment based on yearly selection together with re-suspension by RSPO Complaint Panel for certification processes for all FGV's uncertified units for unsatisfactory findings on non-compliance of the Complaints Panel Decision dated 28/11/2018. (https://www.rspo.org/newsand-events/news/rspo-statement-regardingcomplaints-panel-decision-on-felda-global-ventureholdings) On the latest development of suspension, verification audit by RSPO CP being conducted by an independent certification body (CB) appointed by RSPO to assess and verify the implementation of the action plan at 6 FGV units. The exercise being carried out since November 2020. The current status is waiting final report from CP as RSPO has informed FGV Holdings Berhad after meeting conducted on 06/12/2021.	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available.	No. There are no new acquisition.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	At the time of the audit, there is a slight delay on certification for the remaining uncertified units due to RSPO Complaint Panel suspension – uplifting decision still pending at RSPO CP side. Refer RSPO letter dated 13 January 2020. Other than that, another possible revision of the TBP involving: 1. Issues pertaining membership as of now FGV management control has been taken over by FELDA through shareholder acquisition.	Complied

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

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	<p>recruitment costs, FGV has taken positive and further steps to ensure that the workers are well informed of FGV policies on the hiring of workers inter alia the cost of recruitment.</p> <p>In addition, since July 2019, FGV has been conducting briefing sessions for its appointed recruitment agencies to communicate and promote understanding about the contents and expectations of the Guidelines and Procedures for the Responsible Recruitment of Foreign Workers. Emphasis is given in particular on ethical recruitment processes and on the non-imposition of recruitment fees by the recruitment agencies on the workers as stipulated in the contract between FGV and the recruitment agencies.</p> <p>Notwithstanding, it is noted that the pre-recruitment costs which include the cost of securing the official documents (ID and passports) and the travel-related cost for these are borne by workers, which some paid to the sub-agent/ agents to assist/ expedite the process.</p> <p>FGV has also revised the contract of Recruitment Agencies Contract to translate FGV's commitment to bear the official costs of recruitments which include, among others, the levy, airfare, cost of medical check-up in Malaysia and insurance. The revised contract includes new provisions prohibiting the agencies from charging the above fees on workers.</p> <p>In order to ensure recruitment agencies, comply with this requirement around imposition of fee, FGV has conducted a series of socialization programs with agencies and their sub-agents in Lombok (Indonesia) on 30-31/01/2020, Chennai (13/01/2020) and Kolkata (14/01/2020). During this process, FGV explained that the costs associated with the recruitment onwards are covered by FGV and on that basis agents and sub-agents shall not charge workers on similar fee.</p> <p>FGV has also established three One-Stop-Center in sourcing country of workers namely Lombok (Indonesia); Chennai (India) and Kolkata (India) where workers go through pre-departure training programme (which is conducted in collaboration with local labour department); interview and selection process. FGV is continuously conducting a socialization programme comprising a serious of engagement sessions involving various stakeholders.</p> <p>Given the size of FGV's operations and the large number of its mills and plantations, the socialization</p>	
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	<p>programme has being carried out in phases in different locations starting June 2019.</p> <p>These action plans being developed and implemented throughout FGV units to mitigate the issues highlighted in the complaints particularly to labour related issues, and its progress report being reporting quarterly to RSPO Secretariat and can be referred on FGV Sustainability website: https://www.fgvholdings.com/sustainability/reports/updates/.</p> <p>Further to the action plans, RSPO CP has also carried out verification audits through its appointed Certification Bodies to assess the implementation and the effectiveness of the action plans. On the latest development of the verification audit by RSPO COP, another round of assessment being conducted by an independent certification bodies (CB) appointed by RSPO to assess and verify the implementation of the action plan at six FGV units. The exercise being carried out since November 2020.</p> <p>The current status is waiting final report from CP as RSPO has informed FGV Holdings Berhad after meeting conducted on 06/12/2021.</p>	
<p>Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1</p>	<p>There is 1 issue happen in FGVPM Palong Timur 04 (Now FGVPM Palong Timur 05) and the details is elaborated below:</p> <p>1. FGVPM PALONG TIMUR 04 (NOW FGVPM PALONG TIMUR 05): Claims on 19.06.2012 with value of summon RM61,968.60 and summon status is Court Appeal.</p> <p>Auditor Verification: During partial audit, 1 issue with DOE in FPISB Selancar 2A POM is sighted. Summon no : SJ 53-4/2016 ; Date 14.04.2016 in Mahkamah Seksyen Kuantan.</p> <p>Fixed for Trial on 01.03.2017, 02.03.2017 and 03.03.2017.</p> <p>All process still in progress and CB will verify this issue in next audit or during audit in this mill.</p>	<p>Complied</p>
<p>Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.</p>	<p>Yes, there have positive assurance statement from internal certification unit. All 67 complexes have conducted internal audit in Year 2019 and 2020. Seen the internal audit done by Sustainability Compliance and Certification Department (SCCD).</p>	<p>Complied</p>
<p>Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If</p>	<p>There are Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the internal audits.</p>	<p>Complied</p>

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yes is the NC(s) actively addressed with RSPO?	The NCs raised has been actively addressed with RSPO.	
Have there been any stakeholder (including NGO) consultation conducted?	Stakeholders are being engaged during stakeholders consultation which are being carried out during social impact assessment (SIA). Issues raised during the session are being recorded and actions/resolutions being handled by respective projects	Complied

3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification? OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.	FGVPISB Besout POM received FFB from smallholder and independent outgrower. No scheme smallholder under FGVPISB POM POM.	Complied

Approved Time Bound Plan

TIME BOUND PLAN FORECAST FOR RSPO CERTIFICATION OF ALL FGV PALM OIL MILLS & SUPPLY BASES				
Palm Oil Mill	Supply Bases (estates, plantations, associations)			
	FFB Supplier	Certification Year	Certification Standard	Status
KS SELANCAR 2B	FGVPM Selancar 06	2017	MYNI 2019	Certified
	FGVPM Selancar 08	2017	MYNI 2019	
	FGVPM Selancar 09	2017	MYNI 2019	
KS ARING A	FGVPM Aring 02	2017	MYNI 2019	Certified
	FGVPM Aring 15	2017	MYNI 2019	
	FGVPM Aring 03	2017	MYNI 2019	
	FGVPM Aring 04	2017	MYNI 2019	
	FGVPM Aring 05	2017	MYNI 2019	
	FGVPM Aring 06	2017	MYNI 2019	
	FGVPM Aring 08	2017	MYNI 2019	
	FGVPM Aring 10	2017	MYNI 2019	
	FGVPM Aring 11	2017	MYNI 2019	
KS SELENDANG	FGVPM Selendang 3	2018	MYNI 2019	Certified
	FGVPM Selendang 4	2018	MYNI 2019	
	FGVPM Selendang 5	2018	MYNI 2019	

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

KS LEPAR HILIR	FGVPM Lepar Hilir 05	2017	MYNI 2019	Certified
	FGVPM Lepar Hilir 06	2017	MYNI 2019	
	FGVPM Lepar Hilir 08	2017	MYNI 2019	
KS TRIANG	FGVPM Triang 2	2017	MYNI 2019	Certified
	FGVPM Triang Selatan 1	2017	MYNI 2019	
	FGVPM Triang 4	2017	MYNI 2019	
KS KECHAU B	FGVPM Kechau 06	2017	MYNI 2019	Certified
	FGVPM Kechau 08	2017	MYNI 2019	
	FGVPM Kechau 09	2017	MYNI 2019	
	FGVPM Kechau 10	2017	MYNI 2019	
	FGVPM Kechau 02	2017	MYNI 2019	
	FGVPM Kechau 03	2017	MYNI 2019	
	FGVPM Kechau 07	2017	MYNI 2019	
	FGVPM Kechau 11	2017	MYNI 2019	
	FGVPM Chegar Perah 2	2017	MYNI 2019	
	FGVPM Telang 01	2017	MYNI 2019	
	FASSB Telang	2017	MYNI 2019	
KS PALONG TIMUR	FGVPM Palong Timur 4/5	2018	MYNI 2019	Certified
	FGVPM Palong Timur 06	2018	MYNI 2019	
KS BESOUT	FGVPM Besout 06	2018	MYNI 2019	Certified

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	FGVPM Besout 07	2018	MYNI 2019	
KS NERAM	FGVPM Cherul 03	2018	MYNI 2019	Certified
KS CHINI 3	FGVPM Terapai 1	2018	MYNI 2019	Certified
	FGVPM Chini Timur 4	2018	MYNI 2019	
KS CHIKU	FGVPM Ciku 4	2018	MYNI 2019	Certified
	FGVPM Ciku 8	2018	MYNI 2019	
KS KERATONG 2	FGVP Bera Selatan 03	2018	MYNI 2019	Certified
KS SERTING	FGVPM Palong 17	2018	MYNI 2019	Re-Certified (External Audit)
	FGVPM Palong 18	2018	MYNI 2019	
	FGVPM Palong 21	2018	MYNI 2019	
	FGVPM Serting Hilir 8	2018	MYNI 2019	
KS KERATONG 3	FGVPM Keratong 11	2018	MYNI 2019	Certified
KS KERTEH	FASSB Kerteh	2018	MYNI 2019	Certified
	FGVPM Semaring 01	2018	MYNI 2019	
KS KOTA GELANGGI	FASSB PPTR	2018	MYNI 2019	Certified
	FASSB K.GELANGGI 5/6	2018	MYNI 2019	
KS JENGA 21	FASSB Jengka 24/25	2018	MYNI 2019	Certified
KS PENGGELI	FGVPM Inas Selatan	2018	MYNI 2019	Certified
KS BELITONG	FASSB Ulu Belitong	2018	MYNI 2019	Certified
	FGVPM Bukit Tongkat B	2018	MYNI 2019	

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

KS KALABAKAN	FGVPM Kalabakan Utara 01	TBC	TBC	Targeted to be certified on Year 2022
	FGVPM Kalabakan Selatan	TBC	TBC	
KS HAMPARAN BADA I	FGVPM Sahabat 23	TBC	TBC	Targeted to be certified on Year 2022
	FGVPM Sahabat 24	TBC	TBC	
	FGVPM Sahabat 26	TBC	TBC	
	FGVPM Sahabat 28	TBC	TBC	
	FGVPM Sahabat 31	TBC	TBC	
	FGVPM Sahabat 33	TBC	TBC	
	FGVPM Sahabat 34	TBC	TBC	
	FGVPM Sahabat 25	TBC	TBC	
	FGVPM Sahabat 22	TBC	TBC	
	FASSB Tambisan	TBC	TBC	
KS UMAS	FGVPM Umas 05	TBC	TBC	Targeted to be certified on Year 2022
	FGVPM Umas 06	TBC	TBC	
KS PONTIAN FICO	Pontian Fico	TBC	TBC	Targeted to be certified on Year 2022
	Pontian Subok	TBC	TBC	
	Pontian Orico	TBC	TBC	
	Pontian Pendirosa	TBC	TBC	
	Pontian Kuril	TBC	TBC	
	Pontian Hillco	TBC	TBC	

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	Pontian Korosah	TBC	TBC	
	Blossom Plantation Sdn. Bhd	TBC	TBC	
KS TEMENTI	FGVPM Bera Selatan 1	TBC	TBC	Targeted to be certified on Year 2022
	FGVPM Bera Selatan 4	TBC	TBC	
KS SELANCAR 2A	External Suppliers	TBC	TBC	Targeted to be certified on Year 2022
KS BUKIT MENDI	External Suppliers	TBC	TBC	Targeted to be certified on Year 2022
KS JENGA 8	External Suppliers	TBC	TBC	Targeted to be certified on Year 2022
KS JENGA 18	External Suppliers	TBC	TBC	Targeted to be certified on Year 2022
KS JENGA 3	External Suppliers	TBC	TBC	Targeted to be certified on Year 2022
KS PADANG PIOL	External Suppliers	TBC	TBC	Targeted to be certified on Year 2022
KS TERSANG	External Suppliers	TBC	TBC	Targeted to be certified on Year 2022
KS KEMAHANG	External Suppliers	TBC	TBC	Targeted to be certified on Year 2023
KS CHINI 2	External Suppliers	TBC	TBC	Targeted to be certified on Year 2023
KS JERANGAU BARAT	External Suppliers	TBC	TBC	Targeted to be certified on Year 2023
KS TROLAK	External Suppliers	TBC	TBC	Targeted to be certified on Year 2023
KS SEMENCHU	External Suppliers	TBC	TBC	Targeted to be certified on Year 2023
KS PANCHING	External Suppliers	TBC	TBC	Targeted to be certified on Year 2023
KS AIR TAWAR	External Suppliers	TBC	TBC	Targeted to be certified on Year 2023
KS LOK HENG	External Suppliers	TBC	TBC	Targeted to be certified on Year 2023
KS SG TENGI	External Suppliers	TBC	TBC	Targeted to be certified on Year 2023

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KS PASOH	External Suppliers	TBC	TBC	Targeted to be certified on Year 2023
KS KAHANG	External Suppliers	TBC	TBC	Targeted to be certified on Year 2023
KS MEMPAGA	External Suppliers	TBC	TBC	Targeted to be certified on Year 2023
KS SAMPADI	FGVPM Sampadi 01	TBC	TBC	Targeted to be certified on Year 2023
	FGVPM Sampadi 03	TBC	TBC	
	FGVPM Sampadi 04	TBC	TBC	
	FGVPM Sampadi 05	TBC	TBC	
	FGVPM Sampadi 06	TBC	TBC	
KS KEMBARA SAKTI	FGVPM Sahabat 30	TBC	TBC	Targeted to be certified on Year 2023
	FGVPM Sahabat 35	TBC	TBC	
	FGVPM Sahabat 40	TBC	TBC	
	FGVPM Sahabat 41	TBC	TBC	
	FGVPM Sahabat 42	TBC	TBC	
	FGVPM Sahabat 43	TBC	TBC	
KS NILAM PERMATA	FGVPM Sahabat 50	TBC	TBC	Internal Audit
	FGVPM Sahabat 51	TBC	TBC	
	FGVPM Sahabat 52	TBC	TBC	
	FGVPM Sahabat 53	TBC	TBC	
	FGVPM Sahabat 54	TBC	TBC	
KS MERCU PUSPITA	FGVPM Sahabat 07	TBC	TBC	Targeted to be certified on Year 2023

	FGVPM Sahabat 46	TBC	TBC	
	FGVPM Sahabat 48	TBC	TBC	
	FGVPM Sahabat 10	TBC	TBC	
	FASSB Sahabat 06	TBC	TBC	
KS LANCANG KEMUDI	FGVPM Sahabat 36	TBC	TBC	Targeted to be certified on Year 2023
	FGVPM Sahabat 38	TBC	TBC	
	FGVPM Sahabat 39	TBC	TBC	
	FGVPM Sahabat 44	TBC	TBC	
	FGVPM Sahabat 45	TBC	TBC	
KS EMBARA BUDI	FGVPM Sahabat 11	TBC	TBC	Targeted to be certified on Year 2023
	FGVPM Sahabat 12	TBC	TBC	
	FGVPM Sahabat 17	TBC	TBC	
	FGVPM Sahabat 56	TBC	TBC	
	FGVPM Sahabat 20	TBC	TBC	
	FASSB Sahabat 17	TBC	TBC	
	FGVPM Sahabat 21	TBC	TBC	
KS BAIDURI AYU	FGVPM Sahabat 09	TBC	TBC	Targeted to be certified on Year 2023
	FGVPM Sahabat 16	TBC	TBC	
	FGVPM Sahabat 55	TBC	TBC	
KS TENGGAROH TIMUR	FGVPM Tenggaraoh 12	2021	TBC	Targeted to be certified on Year 2023

	FGVPM Tenggara Timur 2	TBC	TBC	
Asian Plantation Milling Sdn. Bhd	Incosetia Sdn. Bhd	TBC	Group Cert	Internal Audit
	Kronos plantations Sdn. Bhd	TBC	Group Cert	
	Fortune Plantation Sdn. Bhd	TBC	Group Cert	
	BJ Corporation Sdn. Bhd	TBC	Group Cert	
Tanah Emas Oil Palm Processing	Sri Kehuma	TBC	Group Cert	Internal Audit
	Yapidmas AE	TBC	Group Cert	
	Tanah Emas Corporation Berhad (TECB)	TBC	Group Cert	
	Ladang Kluang	TBC	Group Cert	
	Yapidmas D	TBC	Group Cert	
	Sri Mosta 1	TBC	Group Cert	
	Sri Mosta 2	TBC	Group Cert	
	Sri Mosta 3	TBC	Group Cert	
	Cepat Ringgit A	TBC	Group Cert	
	Cepat Ringgit B	TBC	Group Cert	
	Cepat Ringgit D	TBC	Group Cert	
	Karamuak	TBC	Group Cert	
	Sg Milian	TBC	Group Cert	
	Sg Imbak	TBC	Group Cert	
	Kuamut	TBC	Group Cert	

PT CITRA NIAGA PERKASA	TBA	TBC	INA-NIWG	Internal Audit
PT TEMILIA AGRO ABADI	TBA	TBC	INA-NIWG	Internal Audit
FGV estate without mills	FGVPM Paloh	2018	MYNI 2019	Certified under Kulim (M) Berhad – Tereh POM
Estate under RaCP	TBA	TBC	MYNI 2018	Internal Audit

3.3 Details of Nonconformities

The nonconformities are listed below. The findings summary of the assessment by criteria are listed in Appendix A. During this Assessment there were *Two (2)* Critical; *Three (3)* Minor nonconformities and *Zero* Opportunity For Improvement raised. The *FGVPISB Besout POM* Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

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

Non-conformity			
NCR Ref #	2164637-202202-M1	Date Issued	10/02/2022
Due Date	10/05/2022	Date of nonconformity Closure	28/04/2022
Clause & Category (Critical / Minor)	3.6.1 (Critical)		
Statement of Nonconformity:	Mitigation plans based on identified H&S issues from risk assessment of some operations found insufficiently implemented.		
Requirement Reference:	All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.		
Objective Evidence:	<p>Besout POM:</p> <p>Based on the HIRADC Form # FGV/PUC-OSH/F1.2 Rev. 0; Date: 1/3/2021; Project: Besout POM; Process/location: Loading Ramp for Shovel movement/FFB levelling/FFB shovelling identified hazard on Safety component damage (light, siren, honk etc.); Probability: 2; Severity: 2; Risk rating: 4. Determined control: 1. To inspect periodically; 2. To repair damage immediately. The existing risk control is as per Safe Operation Procedure (SOP) FPI-PK-004(A); Doc. # title: Loading Ramp Operation (Top) that requires the revolving light switched-on when moving. However during visit to Besout POM Loading Ramp area, it was found that the shovel (UMW) in operation was without switched-on revolving light, no reverse alarm and no signals light at both left-hand side and right hand-side. These indicated that the mitigation plan which include to repair damage immediately were insufficiently implemented</p>		
Corrections:	<p>Mill management or delegated PIC to carry out immediate maintenance to fix all faulty machineries and equipment. Regular monitoring and maintenance to be carry out and recorded.</p> <p>Appointed SHO or PIC to conduct regular inspection on HSE compliance and management to monitor and document the record (eg SHO inspection form consisting of SHO name, dates, time, area of inspection, items inspected, findings, corrective actions, status). This document to be filed by project for reference and verification.</p>		
Root Cause Analysis:	Lack of monitoring and enforcement on HSE SOP and practices at project.		
Corrective Actions:	Management of certification units (FGVPISB) through its SHO officers (both at mill and at regional) to carry out compliance monitoring periodically and to enforce the		

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	implementation of the HSE policy and SOPs in order to ensure all HSE matters and practices are in accordance to regulations and company SOP.
Assessment Conclusion:	<p>Verification assessment</p> <ul style="list-style-type: none"> a. Site verification has been made by the auditor and verified that all broken parts has been repaired by the management b. Regular maintenance done every 300 running hours and maintenance recorded in the document title "Monthly services records tahun 2022" and has been monitored through "Buku Harian Kenderaan" <p>The evidence provided were able to address the non-conformity raised. Therefore, the critical nonconformity was successfully closed on 28/04/2022.</p>

Non-conformity			
NCR Ref #	2164637-202202-M2	Date Issued	10/02/2022
Due Date	10/05/2022	Date of nonconformity Closure	28/04/2022
Clause & Category (Critical / Minor)	1.1.5 (Critical)		
Statement of Nonconformity:	Stakeholders list is not complete		
Requirement Reference:	There is a current list of contact and details of stakeholders and their nominated representatives.		
Objective Evidence:	<p>FGVPM Besout 06 Estate.</p> <p>There is some stakeholder still not included in the list such as Majlis Pebandaran.</p> <p>FGVPM Besout 07 Estate</p> <p>Sighted there is 3 Kampung Orang Asli (Kampung Pisang, Kampung Changkat Lama and Kampung Teras) neighboring the estate area. However, it is not included in the stakeholders list.</p> <p>The issues has been highlighted as Minor Non conformities last year, hence it has been escalated to Major NCs this year audit</p>		
Corrections:	To re identify and updated the existing stakeholder list with the inclusion of the local authorities and communities (eg Majlis Perbandaran, Kampung Orang Asli neighboring estates)		
Root Cause Analysis:	Lack of understanding due to inadequate of training and knowledge given to the appointed person in charge ie <i>Pegawai Komunikasi</i> in relation to the mechanism to identify the stakeholders based on the stakeholder's criteria as mentioned in the guidelines (refer para 3.3.1 & 3.3.2 <i>Garis Panduan Kajian Penilaian Impak Sosial FGV/GSD-SCCD/GL/02</i>) resulting the existing stakeholder list not being updated correctly. Though the guideline is readily available, it is not being used to identify the stakeholders.		
Corrective Actions:	Management of the certification unit to carry out training/briefing on the stakeholders criteria and identify mechanism through the new <i>Garis Panduan KAJIAN PENILAIAN IMPAK SOSIAL (SIA) FGV/GSD-SCCD/GL/02</i> , and also to		

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	monitor of the appointed personnel to verify and ensure new or changes in the stakeholder list are updated and verified periodically.
Assessment Conclusion:	<p>Verification assessment</p> <p><u>FGVPM Besout 07 Estate</u></p> <p>a) Appointment letter PIC for communication to Mr Mohd Faiz bin Mohd Saad dated 01/01/2022</p> <p>b) Training has been conducted on 27/04/2022 by Mr Azwan Muhammad title "Taklimat Penerangan Pelaksanaan garis panduan penilaiain impak social" with attendance representative of 4 persons from FGVPM Besout 06 Estate and FGVPM Besout 07 Estate</p> <p>c) Re-identification of stakeholders has been done and stakeholders list updated on 27/04/2022. Sighted 3 Kampung and 3 neighboring estate has been included in the stakeholders list.</p> <p><u>FGVPM Besout 06 Estate</u></p> <p>a) Appointment letter PIC for communication to Mr Muhammad Shahrul dated 01/01/2022</p> <p>b) Training has been conducted on 27/04/2022 by Mr Azwan Muhammad title "Taklimat Penerangan Pelaksanaan garis panduan penilaiain impak social" with attendance representative of 4 persons from FGVPM Besout 06 Estate and FGVPM Besout 07 Estate</p> <p>c) Re-identification of stakeholders has been done and stakeholders list updated on 27/04/2022. Majilis Perbandar has been included in the stakeholder list.</p> <p>The evidence provided were able to address the non-conformity raised. Therefore, the critical nonconformity was successfully closed on 28/04/2022.</p>

Non-conformity			
NCR Ref #	2164637-202202-N1	Date Issued	10/02/2022
Due Date	09/02/2023	Date of nonconformity Closure	Open
Clause & Category (Critical / Minor)	3.3.2 (Minor)		
Statement of Nonconformity:	Procedures in place found inconsistently implemented.		
Requirement Reference:	A mechanism to check consistent implementation of procedures is in place.		
Objective Evidence:	<p>Besout 06 Estate:</p> <p>Based on procedure of Workers Transport; SOP # FGVPM/L3/GPK-016; Rev. 0; Date: 1/2/2020 for Tractor with Workers Transport Trailer (TPP) vehicle safety specifications indicated some minimum safety specifications that the TPP's roof and workers' protective side canvas to be in good condition.</p> <p>However during visit in Besout 06 Estate, it was sighted that there were two vehicles carrying workers without the minimum safety specifications as per procedure.</p>		

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	Interview with workers during the field visit for spraying gang also found that the workers said they ride the same trailer that carrying the chemicals to-fro work site. This indicated that the Workers Transport SOP was inconsistently implemented.
Corrections:	Rearrange spacing to differentiate for a space separation between chemical container and workers for more visible.
Root Cause Analysis:	<ol style="list-style-type: none"> 1. Lack of understanding in implementation of procedure FGVPM/L3/GPK-016; Rev. 0; Date: 1/2/2020: <ol style="list-style-type: none"> a. 'Clause 6.1 Ciri- Ciri Keselamatan Minimum No. 3 Traktor C/W treler' two vehicle carrying workers is follow the minimum requirements which is it is not required a good canvas. b. Clause 6.1.4, it is mentioned that 'Penumpang tidak digalakkan naik bersama dengan muatan. Sekiranya perlu, ruang pemisah perlu disediakan antara penumpang dan muatan sekiranya menggunakan kenderaan yang sama''. 2. Space will be provided between workers and chemical containers.
Corrective Actions:	<ol style="list-style-type: none"> 1. Safety Health Officer will give a training for FGVPM/L3/GPK-016 to management and workers. 2. Revise and review HIRADC for transportation chemical and workers.
Assessment Conclusion:	Corrective action plan has been reviewed and deemed to be satisfactory to address the Minor Nonconformity. Implementation of the corrective action plan will be verified during next assessment.

Non-conformity			
NCR Ref #	2164637-202202-N2	Date Issued	10/02/2022
Due Date	09/02/2023	Date of nonconformity Closure	Open
Clause & Category (Critical / Minor)	7.11.3 (Minor)		
Statement of Nonconformity:	The certification unit does not engage with adjacent stakeholder on fire prevention and control measures.		
Requirement Reference:	The unit of certification engages with adjacent stakeholders on fire prevention and control measures. - Minor compliance -		
Objective Evidence:	There is no evidence of Besout certification unit have engages with adjacent stakeholder for fire prevention and control measures.		
Corrections:	Reprogrammed the engagement with adjacent stakeholder either physical or online. Other options such as via posters, pamphlet or brochures displayed at public places.		
Root Cause Analysis:	Engagement with the adjacent stakeholder for fire prevention and control measures was planned physically but not materialize due to the pandemic.		
Corrective Actions:	To include training program for fire prevention and control measures with adjacent stakeholder in annual training program.		

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	Communication through distribution of memo email, posters, pamphlet or brochures for fire prevention and control measures information to every adjacent stakeholder
Assessment Conclusion:	Corrective action plan has been reviewed and deemed to be satisfactory to address the Minor Nonconformity. Implementation of the corrective action plan will be verified during next assessment.

Non-conformity			
NCR Ref #	2164637-202202-N3	Date Issued	10/02/2022
Due Date	09/02/2023	Date of nonconformity Closure	Open
Clause & Category (Critical / Minor)	3.4.2 (Minor)		
Statement of Nonconformity:	Sighted Environmental management and monitoring plan was develop inadequately		
Requirement Reference:	For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.		
Objective Evidence:	a) As per Aspect and impact (FGV/FGVPM/IV/IMS/15/1.6 Pind 1 dated 6/1/2022, there are no identification of activity for tractor cleaning where sighted oil contamination at soil during site verification at Tractor cleaning area in Besout 6 estate b) Oil filter was found in Housing Besout 7 estate area not disposed as Scheduled waste accordingly and this action was not followed as per environmental management plan dated Jan 2022.		
Corrections:	a. Review and add the identification of aspect impact for tractor cleaning procedure. b. To issue a memo instruction to contractor's workers.		
Root Cause Analysis:	a. Inadequate of understanding of person in charge in developing the aspect impact. b. Inadequate monitoring and enforcement by the project management or its delegated PIC in waste management resulting mishandled of waste disposals by contractors and contractor's workers.		
Corrective Actions:	a. To conduct a training program to person in charge in developing the aspect impact b. To conduct a awareness program to contractor and its workers on schedule waste management on regular basis and monitoring of housing inspection to be carried out more thoroughly by using the improved housing inspection checklist. c. At the same time, management to impose strict directive and to take action (eg impose penalty, suspend/terminate the contract) on contractor who are found to flout the regulations.		

Assessment Conclusion:	Corrective action plan has been reviewed and deemed to be satisfactory to address the Minor Nonconformity. Implementation of the corrective action plan will be verified during next assessment.
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Opportunity for Improvements	
OFI #	Description
OFI 1	Nil

Positive Findings	
PF #	Description
PF 1	Good commitment and corporation from the management.
PF 2	Positive feedbacks from internal and external stakeholders.

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	2016202-202102-M1	Date Issued	05/02/2021
Due Date	06/05/2021	Date of nonconformity Closure	12/04/2021
Clause & Category (Critical / Minor)	3.4.3 (Critical)		
Statement of Nonconformity:	Social management and monitoring plan is not implemented, reviewed and updated regularly.		
Requirement Reference:	The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.		
Objective Evidence:	<p>Besout POM:</p> <p>The management plan was developed on January 2019 which not accordance to procedure Penilaian Impak Sosial (SIA) with Doc. No.: FGV/ML-1A/L2-Pr21, Issue 1 dated March 2019, Clause 6.4.1, 6.4.1 Penilaian semula Pelan Pengurusan SIA perlu dilaksanakan sekurang-kurangnya sekali setahun. 2) Issues raised during stakeholder meeting and Union meeting was not included.</p> <p>Besout 7 Estate and Besout 6 Estate:</p> <p>a. The management plan was developed on 24/01/2020 which not accordance to procedure Penilaian Impak Sosial (SIA) with Doc. No.: FGV/ML-1A/L2-Pr21, Issue 1 dated March 2019, Clause 6.4.1, 6.4.1 Penilaian semula Pelan Pengurusan SIA perlu dilaksanakan sekurang-kurangnya sekali setahun.</p> <p>b. Issues raised during workers' committee meeting was not included.</p>		
Corrections:	a. Training conducted to address as per the SOP "Penilaian Impak Sosial (SIA)" of "Penilaian Semula Pelan Pengurusan SIA" and to include any new issues raised related to social impact.		

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	b. " Penilaian Semula Pelan Pengurusan SIA" done on the existing SIA and updated issues raised from any other meeting related to social impact
Root Cause Analysis:	<p>a. Due to miscommunication whereby the "Penilaian Semula Pelan Pengurusan SIA" need to be carried out by the project respectively on the yearly basis to close the issues raised</p> <p>b. Not trained whereby any current issues raised during any meeting related to social impact need to be incorporated under "Penilaian Semula Pelan Pengurusan SIA"</p>
Corrective Actions:	<p>a. Appointment letter of SIA personnel at the project to make sure the "Penilaian Semula Pelan Pengurusan SIA" to be carried out yearly basis</p> <p>b. To address the "Penilaian Semula Pelan Pengurusan SIA" at the Management Review Meeting every time.</p>
Assessment Conclusion:	<p>ASA4 Verification: FGVPM Besout 06 and FGVPM Besout 07 Estate</p> <p>Management plan has been conducted for social impact assessment latest on 08/04/2021 and information has been collected base on the previous social impact assessment and workers` committee meeting that has been done on 22/04/2021 with attendance of all workers representative. There is no issues raised the meeting. Latest assessment for social FGV Besout Complex has been done latest in February 2022 that has been done by Mr Ahmad Akram Abd Jalal. There is evidence that the assessment has been done with participation of interested parties which include internal stakeholders and external stakeholders. Management review meeting has been done on 17/01/2022 and has been minute in the document title management review meeting No.01/2022. Thus, Critical Non conformities remain closed.</p>

Non-conformity			
NCR Ref #	2016202-202102-N1	Date Issued	05/02/2021
Due Date	ASA 4	Date of nonconformity Closure	09/04/2022
Clause & Category (Critical / Minor)	1.1.5 (Minor)		
Statement of Nonconformity:	List of stakeholders was incomplete.		
Requirement Reference:	There is a current list of contact and details of stakeholders and their nominated representatives.		
Objective Evidence:	Stakeholder list developed in Besout POM, Besout 7 Estate and Besout 6 Estate was incomplete where some of the government authorities were not included.		
Corrections:	Updated the stakeholder list with some of the government authorities.		
Root Cause Analysis:	There is no mechanism to update the existing stakeholder list.		
Corrective Actions:	Appointment personnel to make sure any new or changes in the stakeholder list need to be updated if there any new stakeholder communicated or updated quarterly.		
Assessment Conclusion:	ASA4 Verification:		

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	<p><u>Major Non conformities</u></p> <p>FGVPM Besout 06 Estate. There is some stakeholder still not included in the list such as Majlis Pebandaran.</p> <p>FGVPM Besout 07 Estate Sighted there is 3 Kampung Orang Asli (Kampung Pisang, Kampung Changkat Lama and Kampung Teras) neighboring the estate area. However, it is not included in the stakeholders list.</p> <p>The issues has been highlighted as Minor Non conformities last year, hence it has been escalated to Major NCs this year audit.</p>
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Non-conformity			
NCR Ref #	2016202-202102-N2	Date Issued	05/02/2021
Due Date	ASA 4	Date of nonconformity Closure	09/04/2022
Clause & Category (Critical / Minor)	4.2.3 (Minor)		
Statement of Nonconformity:	Complaints received were not resolved within the timeline accordance to SOP for "Menangani Aduan dan Rugutan" with Doc. No.: FGV/ML-1A/L2-Pr13 dated 01/04/2019.		
Requirement Reference:	The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.		
Objective Evidence:	Besout POM: Reviewed the Laporan Kerosakan Rumah Kakitangan complaints, House No.: H04 reported on 18/02/2020 for broken toilet door and House No.: HD-3 reported on 15/04/2019 found that the complaint was only resolved on 10/11/2020 and 06/11/2020. The complaints were not resolved in the timeline as per the SOP for "Menangani Aduan dan Rugutan" with Doc. No.: FGV/ML-1A/L2-Pr13 dated 01/04/2019.		
Corrections:	Reviewed the Laporan Kerosakan Rumah Kakitangan complaints, House No.: H04 reported on 18/02/2020 for broken toilet door and House No.: HD-3 reported on 15/04/2019 found that the complaint was only resolved on 10/11/2020 and		
Root Cause Analysis:	06/11/2020. The complaints were not resolved in the timeline as per the SOP for "Menangani Aduan dan Rugutan" with Doc. No.: FGV/ML-1A/L2-Pr13 dated 01/04/2019.		
Corrective Actions:	<ol style="list-style-type: none"> 1. Before proceeding for resolving the complaints the NEW FORM need to be signed and agreed by both parties on the complaints within 14 days. 2. The Mill Manager only signed upon confirmation from both parties for further action. 		
Assessment Conclusion:	<p><u>ASA4 Verification:</u></p> <p>FGVPISB Besout POM has implemented Complaint Book and Housing Defect Form to allow the stakeholders to lodge complaint. While for both FGVPM Besout 6 and</p>		

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	<p>FGVPM Besout 7 Estate, implemented Complaint Book and Records Grievances & Complaint.</p> <p>As per verification, most of the complaint received is related to house repair and has been responded to the complainer as per timeframe.</p>
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Non-conformity			
NCR Ref #	2016202-202102-N3	Date Issued	05/02/2021
Due Date	ASA 4	Date of nonconformity Closure	09/04/2022
Clause & Category (Critical / Minor)	2.2.2 (Minor)		
Statement of Nonconformity:	Due diligence of the contractor was not available.		
Requirement Reference:	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.		
Objective Evidence:	<p>Sampled the contractor's workers - sorters from Awaseri Enterprise found the following issue:</p> <ul style="list-style-type: none"> a. Reviewed payslips for March 2020, July 2020 and December 2020 found 3 of the workers (I/C No.: 901208-08-50XX), 890922-08-55XX and 931126-08-58XX) were working on public holiday, 25/12/2020 (Christmas) was not paid the wages according Employment Act 1955 and contract agreement. b. Replacement of emergency leave with overtime work was implemented by Contractor as per punch card verification. 		
Corrections:	<ul style="list-style-type: none"> a. Briefing conducted with the contractor on the wages for public holiday according Employment Act 1995. b. Payment been made for the 3 sorters in separately with 3 times. c. Notify the sorters for any overtime will be paid according in the future. d. Notify the sorters if there are no more annual leave will be substitute with unpaid leave. 		
Root Cause Analysis:	No proper monitoring done on the contractor.		
Corrective Actions:	For future payment by the Mills to contractors, whereby the Mills will monitor the sorters payslips every month on the public holiday and overtime wages if work.		
Assessment Conclusion:	<p>ASA4 Verification:</p> <p>Sample of 3 contracted parties has been sampled for FGVPM Besout 07 Estate which are Tanjung Global Indah Enterprise and GPH Enterprise (FFB transport) and Roslin Saidin Enterprise (Hiring machineries). While for FGV PISB Besout POM, 2 samples of contractor has been taken which Awaseri Enterprise and GPH Enterprise.</p> <p>All contractors need to sign document title "Supplier code of conduct, FGV Holdings Berhad". Stated in the document, that all contracted parties need to comply with applicable law and regulations in clause 5.0, sustainability. As per verification by</p>		

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	the auditor, it has been confirmed that all sample contractors comply with applicable legal requirement.
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Opportunity for Improvement	
OFI#	Description
OFI 1	OFI Statement: N/A Verification / Follow-up actions:

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1736826-201902-M1	Major	4.6.10	20/02/2019	Closed on 22/04/2019
1736826-201902-M2	Major	2.1.1	20/02/2019	Closed on 22/04/2019
1736826-201902-M3	Major	6.12.1	20/02/2019	Closed on 22/04/2019
1736826-201902-N1	Minor	2.1.3	20/02/2019	Closed on 06/02/2020
1736826-201902-N2	Minor	5.1.2	20/02/2019	Closed on 06/02/2020
1736826-201902-N3	Minor	5.3.3	20/02/2019	Closed on 06/02/2020
1736826-201902-N4	Minor	6.1.4	20/02/2019	Closed on 06/02/2020
1736826-201902-N5	Minor	6.5.3	20/02/2019	Closed on 06/02/2020
1877545-202001-M1	Critical	6.2.3	06/02/2020	Closed on 29/04/2020
1877545-202001-M2	Critical	2.1.1	06/02/2020	Closed on 29/04/2020
1877545-202001-M3	Critical	6.2.4	06/02/2020	Closed on 29/04/2020
1877545-202001-N1	Minor	7.3.2	06/02/2020	Closed on 05/02/2021
1877545-202001-N2	Minor	7.3.3	06/02/2020	Closed on 05/02/2021
1877545-202001-N3	Minor	3.3.2	06/02/2020	Closed on 05/02/2021
1877545-202001-N4	Minor	7.7.2	06/02/2020	Closed on 05/02/2021
2016202-202102-M1	Critical	3.4.3	05/02/2021	Closed on 12/04/2021
2016202-202102-N1	Minor	1.1.5	05/02/2021	Closed on 09/04/2022
2016202-202102-N2	Minor	4.2.3	05/02/2021	Closed on 09/04/2022
2016202-202102-N3	Minor	2.2.2	05/02/2021	Closed on 09/04/2022
2164637-202202-M1	Critical	3.6.1	10/02/2022	Closed on 28/04/2022
2164637-202202-M2	Critical	1.1.5	10/02/2022	Closed on 28/04/2022
2164637-202202-N1	Minor	3.3.2	10/02/2022	Open
2164637-202202-N2	Minor	7.11.3	10/02/2022	Open

2164637-202202-N3	Minor	3.4.2	10/02/2022	Open
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3.4 Stakeholders and previous land owner / user consultation

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

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

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

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Communities	Mohd Azhan bin Othman/ Imam Masjid Besout 04	Face to Face
Communities	Sudin A/L Sina/ Penghulu Kampung Erong	Face to Face
Government agency	Norhidayah Hashan/ Pemaju Masyarakat Kemas	Face to Face
Internal stakeholder	Patimah Shaari/ Pengerusi GPW Besout	Face to Face
Neighbouring estate	Adam bin Mohd Noor/ Manager Felde Besout 04	Face to Face
School	Rahmah binti Nik/ Headmaster of SK Seri Besout	Face to Face
School	Abdul Halim Zalmi/ Student Welfare SK Seri Besout	Face to Face
Contractor	Raja Gopal/ JTPH Enteprise.	Face to Face

Stakeholders comment	
1	<p>Feedbacks: Raja Gopal/ JTPH Enteprise/ Contractor</p> <p>All contractors confirm good relationship has been established between management and the contractor. Most of the contractor has provided their services more than 5 years. Tendering process has been done</p>

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	<p>every 3 years and following tendering process. Payment has been made on timely manner which less than 14 days.</p> <p>Audit Team verification and response: Verification has been made by the auditor on contract agreement, tendering process, payment (invoice and payment voucher) confirm the statement.</p>
2	<p>Feedbacks: Mohd Azhan bin Othman/ Imam Masjid Besout 04</p> <p>As per interview, it has been confirmed that estates and POM has good relationship with Masjid. Unofficial meeting has been done between both parties to discuss issues related to welfare and activities. There is some activities that has been done together with POM/Estate and Masjid Besout 04</p> <p>Audit Team verification and response: No further verification required</p>
3	<p>Feedbacks: Rahmah binti Nik/ Headmaster of SK Seri Besout, Abdul Halim Zalmi/ Student Welfare SK Seri Besout , Norhidayah Hashan/ Pemaju Masyarakat Kemas</p> <p>All the stakeholder provide education from kinder garden, primary and secondary school. As per interview, most of kids in FGV Besout both estates and POM studied there and transport has been provided by the management. There is no issue of absenteeism from the kids. The stakeholders also requested if possible to get contribution from both estates and POM. For now, both Tabika is under FELDA</p> <p>Audit Team verification and response: Further verification with estates and POM has been done, and the management will look into any opportunities to contribute to Tabika</p>
4	<p>Feedbacks: Patimah Shaari/ Pengerusi GPW Besout</p> <p>Sample of local and foreign workers has been interviewed. As per interview, there is issues has been raised where policy and procedure has been communicated to all workers. Salary payment is in line with local regulations. All workers interviewed satisfied with accommodation provided by the company.</p> <p>Audit Team verification and response: Management team will keep update on any update of legal requirement to ensure that all workers will be paid compliance with legal requirement.</p>
5	<p>Feedbacks: Adam bin Mohd Noor/ Manager Felda Besout 04</p> <p>Interview with confirmed that good relationship has been established by the management with smallholder surrounding the estates. There are no issues of land since clear identification has been made by both parties</p> <p>Audit Team verification and response: No further verification required</p>

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

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


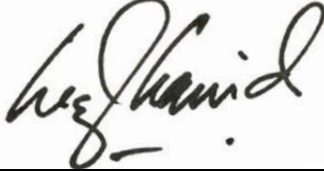
3.5 Impartiality and conflict of interest

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

Formal Signing-off of Assessment Conclusion and Recommendation

The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that FGVPISB Besout POM has complied with the Malaysia National Interpretation 2019 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that FGVPISB Besout POM is remain certified.	
Report prepared by	Acceptance of Assessment Conclusion

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Name: Mohd Razaleigh bin Mohamad	Name: NOROLSAIFUL HAZRI BIN HAMID
Company Name: BSI Services (M) Sdn Bhd	Company Name: FGV HOLDINGS BERHAD
Title: Client Manager	Title: Sustainability 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: 14/07/2022	Date: 25 JUL. 2022

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance	
Principle 1: Behave ethically and transparently			
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	<p>(C) Documents that are specified in the RSPO P&C are made available to the public.</p> <p>- Critical (Major) compliance -</p>	<p>Memo has been sent to all stakeholders mentioning list of information that can be requested on 12/01/2022. Total 20 document can be listed</p> <ul style="list-style-type: none"> a) Minutes meeting b) Complaint report c) Land title d) Safety and Health Plan e) HCV report f) Stakeholder list g) SEIA assessment report and management plan h) Policies 	Complied
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>Information provided in both English and Bahasa Malaysia and accessible to all stakeholders in FGV Besout Certification Unit upon request. Policies & guidelines were available in the company's website: https://www.fgvholdings.com/sustainability/policies-guidelines/.</p>	Complied
1.1.3	<p>(C) Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	<p>Records of information request has been maintained in the document title "Rekod Permohonan dan maklumbalas". There is no request received in year 2021 for all operating units.</p>	Complied

1.1.4	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has established SOP for information request from relevant stakeholders and documented in 'Komunikasi, Penglibatan dan Rundingan' with Doc. No.: FGV/ML-1A/L2-Pr12 dated 01/06/2016. The objective of the SOP is to establish an effective system for communication between company and stakeholder.</p>	Complied
1.1.5	<p>There is a current list of contact and details of stakeholders and their nominated representatives.</p> <p>- Minor compliance -</p>	<p>Guideline for identification of stakeholders has been established and documented in the document title Garis Panduan Kajian Penilaian Impak Sosial clause 3.3. Stated in the document, stakeholders need to be classified into 2 category which are external (government agencies, FFB supplier, local communities, neighbouring estate and NGO) and internal parties (local staff and workers, foreign workers, support services and contractor).</p> <p>FGVPISB Besout POM and all estates has established List of Stakeholders which has been classified into internal and external stakeholders. Stated in the list, details of the stakeholders such as address, contact person and contact numbers are available in the stakeholder list. Stakeholders comprise of government authorities, suppliers, contractors, local communities, schools and external FFB suppliers.</p> <p><u>Major Non conformities</u></p> <p>FGVPM Besout 06 Estate.</p> <p>There is some stakeholder still not included in the list such as Majlis Pebandaran.</p> <p>FGVPM Besout 07 Estate</p> <p>Sighted there is 3 Kampung Orang Asli (Kampung Pisang, Kampung Changkat Lama and Kampung Teras) neighboring the estate area. However, it is not included in the stakeholders list.</p>	Non-compliance

		The issues has been highlighted as Minor Non conformities last year, hence it has been escalated to Major NCs this year audit.	
Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts. - Minor compliance -	<p>FGV Group Sustainability Policy (GSP) (Policy No.: FGV/SED/POL/001 dated 17/11/2020) was established. The purpose of the policy is to establish the objectives and guideline for FGV Holdings Berhad and its Group of Compliance for the fulfilment of FGV’s commitment with regard to sustainability matter.</p> <p>Besides, Code of Business Conduct and Ethics (CoBCE) for Employees (Policy No.: FGV/GHR/POL/039, Rev. 4 dated 01/01/2020) was established which incorporated various aspect of committing to a code of ethical conduct and integrity.</p> <p>Supplier Code of Conduct was available in the company’s website (Doc. Version: 01/05/2020) which outlined the business ethics& integrity for all the suppliers with FGV Holdings Berhad. The policies are accessible by the stakeholders via www.fgvholdings.com/sustainability/.</p>	Complied
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice. - Minor compliance -	<p>Implementation and monitoring of the compliance of the policy was conducted through agreement and the Supplier Code of Conduct (SCOC).</p> <p>FGV Holdings Berhad has established Whistleblowing Policy (Policy No.: FGV/ GGD/ POL/ 001 dated 17/11/2020) to establish the rules and principles for the process of complaint management, investigation and protection for whistleblowing for FGV Holdings Berhad and its Group of Companies. The COBCE policy will be used as reference for this policy. An appointed member will be in-charge for investigation on matters related to corruption/ abuse of power/ fraud and misconduct.</p>	Complied

Principle 2: Operate legally and respect rights			
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	<p>(C) The Unit of Certification complies with legal requirements - Critical (Major) compliance -</p>	<p>As per Register of Legal and Other Requirements; Form # FGV/FGVPM/IV/IMS/15.21; Updated 4/1/2022</p> <p>As per sample as following:</p> <p>Besout 06 Estate:</p> <ul style="list-style-type: none"> a) MPOB license # 574649002000; Licensed activity: Oil Palm Production; Sales and transport: FFB #; Validity period: 1/7/2021 to 30/6/2022 b) KPDNHEP Schedule Control Goods Special Permit; Ref. # KPDNHEP/P/TPH/600-2/1/6/2/107; Type: Diesel; Validity period: 10/05/2021 – 09/05/2022 c) DOSH Air compressor CF # PMT-PK/20 54564; Validity period: 27/10/2021 - 26/01/2023 <p>Besout 07 Estate:</p> <ul style="list-style-type: none"> a) MPOB license # 559124002000; Licensed activity: Oil Palm Production; Sales and transport: FFB#; Validity period: 1/4/2022 to 31/3/2023 b) FMA 1967 Certificate of Eligibility Unfired Pressure Vessel; DOSH Reg. # PK PMT 5472; Validity period: 29/1/2021 – 28/4/2022 c) KPDNHEP Schedule Control Goods Special Permit; Serial # PK A001424; Ref. # KPDNHEP.TPH.600-2/1/6/1/236; Type: Petrol; Quantity: 24 litres/day; Validity period: 11/2/2022 – 10/2/2023 d) KPDNHEP Schedule Control Goods Permit; Serial # P A001379; Ref. # KPDNHEP/P/TPH/600-2/1/6/2/228; Type: 	Complied

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		<p>Euro 2M Diesel; Quantity: 10,000 litres/day; Validity period: 11/3/2021 – 10/2/2024</p> <p>Besout POM:</p> <ul style="list-style-type: none"> - MPOB license # 500155504000; Licensed activity: Palm Oil Production; Sales and transport SPO #; Storage PK, CPO, SPO#; Milling FFB#; Validity period: 1/4/2021 to 31/3/2022; Allowed Processing Capacity: 330,000 mt - DOE License # 004230; Validity period: 1/7/2021 – 30/6/2022; Final Discharge Method: Water Course; Max processing capacity: 60 mt/hr - KPDNHEP Schedule Control Goods Special Permit; Serial # A001576; Ref. # KPDNHEP/PT/TPH/600-2/1/6/2/220; Type: Euro 2M Diesel; Quantity: 29,115 litres; Validity period: 15/1/2021 – 14/1/2024; BLESS # BL22021000454 - Energy Commission License for Private Installation # 2021/01376; Serial # 50579; Installation capacity limit: 4,093 kW; Validity Period: 28/7/2021 – 27/7/2022 - Steam Engine Driver Grade 1; Certificate of Competency # PA/59/2014; Muhamad Hanafi Bin Abdul Hadi; Serial # 030769; Date issued: 30/9/2014 	
<p>2.1.2</p>	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.</p> <p>- Minor compliance -</p>	<p>FGV has established SOP on track changes, monitoring, implementation and compliances of legal and other requirement's register as per procedure Ref. # ML-1A/L2-PR6 (0) dated 01/06/2016 in the estate and Procedure Manual Legal and Other Requirements; Doc. # FPI/L2/QOHSE-2.0; Rev. 1; Date: 15/9/2014 in mill.</p> <p>Plantation and Sustainability Department and Manager, Asst. Manager and Supervisor/Clerk for respective operating units will undertake the responsibility of identifying, managing, updating and</p>	<p>Complied</p>

		tracking the legal requirement as well as monitoring the status of legal compliance through Evaluation of Compliance. All legal requirement was documented in Register of Legal and Other Requirements; Doc. ref. # ML-1A/L5-AP1 Rev. 0) and List of compliance license/permit/legal requirement.	
2.1.3	Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries. - Minor compliance -	<u>Besout 7 Estate:</u> The legal boundary was demarcated with red and white colour pole and red and white ring at the palm trunk along the boundary as sighted in field PM12H. <u>Besout 6 Estate:</u> The legal boundary was demarcated with red and white colour pole as sighted in field PM14U adjacent in Sg. Erong and Felde settlers' farm and PM09Q adjacent to Felde settler's farm	Complied
Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	A list of contracted parties is maintained. - Minor compliance -	List of contracted parties has been maintained for both estates in the document title Senarai Pihak Berkepentingan (Stakeholder) yang terlibat which has been classified as internal and external stakeholder and updated 04/01/2022. There are 3 contracted parties has been listed for both estates which are Tanjung Global Indah Enterprise and GPH Enterprise (FFB transport) and Roslin Saidin Enterprise (Hiring machineries). While for FGVPIB Besout POM, 2 samples of contractor has been taken which Awaseri Enterprise and GPH Enterprise.	Complied
2.2.2	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.	Sample of 3 contracted parties has been sampled for FGVPM Besout 07 Estate which are Tanjung Global Indah Enterprise and GPH Enterprise (FFB transport) and Roslin Saidin Enterprise (Hiring machineries). While for FGVPIB Besout POM, 2 samples of	Complied

	<p>Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.</p> <p>- Minor compliance -</p>	<p>contractor has been taken which Awaseri Enterprise and GPH Enterprise.</p> <p>All contractors need to sign document title "Supplier code of conduct, FGV Holdings Berhad". Stated in the document, that all contracted parties need to comply with applicable law and regulations in clause 5.0, sustainability.</p>	
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <p>- Minor compliance -</p>	<p>Sample of 3 contracted parties has been sampled for FGVPB Besout 07 Estate which are Tanjung Global Indah Enterprise and GPH Enterprise (FFB transport) and Roslin Saidin Enterprise (Hiring machineries). While for FGVPISB Besout POM, 2 samples of contractor has been taken which Awaseri Enterprise and GPH Enterprise.</p> <p>All contractors need to sign document title "Supplier code of conduct, FGV Holdings Berhad". Stated in the document, that all contracted parties need to comply with clauses disallowing child, forced and trafficked labour.</p>	Complied
<p>Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.</p>			
2.3.1	<p>(C) For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> • Information on geo-location of FFB origins • Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder • One or more supporting documents for claims • Valid MPOB license <p>- Critical (Major) compliance -</p>	<p>The mill has established information of all directly source FFB and documented in the stakeholder list. In the list contains information such as Company name, GPS location, Person in Charge, Contact no. as per sample sighted as following:</p> <p>a) Pantas Asli Enterprise; GPS: 3° 47' 8" N; 101° 14' 11" E b) FGVPMSB Besout 06 Estate; GPS: 3° 46' 40" N; 101° 16' 39" E c) FGVPMSB Besout 07 Estate; GPS: 3° 47' 8" N; 101° 14' 11" E</p>	Complied
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.</p>	<p>Evidence available for indirectly sourced FFB for sample External Supplier (Collection Centre Ramp) i.e. Seng Highland Fruits Trading Sdn. Bhd.</p>	Complied

	- Minor compliance -																				
Principle 3: Optimise productivity, efficiency, positive impacts and resilience																					
Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.																					
3.1.1	<p>(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>The business plan for the mill is presented in the form of annual budget and the projection for 5 years prepared as guidance for future planning. The business plan contains production CPO, OER, and KER, operational & maintenance cost and CAPEX.</p> <p>The business or management plan for the estates were presented in the form of annual budget with 5 years projection. The annual budget contains the crop projection and the finance allocation for field operation & administrations and CAPEX.</p> <p>The management has their monthly progress report and regular meetings to monitor the expenditure to ensure the budget is not overrun.</p>	Complied																		
3.1.2	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>Replanting planned for the palm older than 25 years, non-performance field (yield) and Ganoderma infected palm.</p> <p>Reviewed the replanting program FY 2022 – 2027 as follows:</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>2022</th> <th>2023</th> <th>2024</th> <th>2025</th> <th>2027</th> </tr> </thead> <tbody> <tr> <td>Besout 6</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Besout 7</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>The next replanting in Besout 7 was in year 2033.</p>	Estate	2022	2023	2024	2025	2027	Besout 6	0	0	0	0	0	Besout 7	0	0	0	0	0	Complied
Estate	2022	2023	2024	2025	2027																
Besout 6	0	0	0	0	0																
Besout 7	0	0	0	0	0																
3.1.3	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake.</p> <p>- Minor compliance -</p>	<p>The latest management review meetings were carried out on 25/01/2022 attended by 14 person. They were chaired by the respective operating unit’s managers and attended by key personnel. Among the agenda discussed were:</p> <p>a) Follow-up action from previous management review</p>	Complied																		

		<ul style="list-style-type: none"> b) Process conformance & product conformity c) Customer feedback d) Internal audit e) External audit f) Changes that could affect management system g) Recommendation for improvement h) Complaints and grievances i) Other matters 	
<p>Criterion 3.2: The unit of Certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable Continuous improvement in key operations.</p>			
3.2.1	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>Action plan for continuous improvement based on the main social and environmental impacts and opportunities implemented for both mill and estates as per sample as following:</p> <ul style="list-style-type: none"> a) Reduction of pesticides use via IPM implementation b) Establishment and maintenance of riparian and buffer zones within estate fields c) Recycles of recyclable wastes generated d) Zero burning of waste and replanting e) Enhancement of workers living facilities with focus on education, religious amenities infrastructures f) Initiatives to optimize productivity and quality of estate FFB production and mill productions 	Complied
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the [RSPO metrics template].</p>	<p>The company has maintained the submission of its GHG calculation using RSPO Palm GHG calculator and ACOP to RSPO secretariat. The documents were made available during this assessment.</p>	Complied

	<p>PROCEDURAL NOTE:</p> <p>The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed.</p> <p>Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>		
<p>Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.</p>			
<p>3.3.1</p>	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>The standard operation procedure SOP for the estates operations is available which is prepared on Group basis. There are levels of documentation identified as follows;</p> <ul style="list-style-type: none"> a) Manual Ladang Sawit LESTARI on reviewed 01/06/2012 Sawit pra matang edisi II seksyen 3 b) Manual Ladang Sawit LESTARI reviewed on 01/06/2012 Sawit matang edisi II seksyen 4 c) Manual Ladang Sawit LESTARI 01/06/2012 Pembajaan sawit edisi II seksyen 5 d) Garis Panduan Keselamatan e) Manual Kelestarian (Sustainability) f) Amendments are made should there be requirement to suit the g) local issues/situation. 	<p>Complied</p>
<p>3.3.2</p>	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor Compliance -</p>	<p>The Agronomy and Agricultural Services Department, Sustainability Unit, Plantation Head and relevant Head Office personnel including the Regional Controller inspect and report to ensure compliance against company policy and procedure with regards to operation, finance as well as safety, health and welfare requirements.</p>	<p>Non-compliance</p>

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		<p>Based on procedure of Workers Transport; SOP # FGVPM/L3/GPK-016; Rev. 0; Date: 1/2/2020 for Tractor with Workers Transport Trailer (TPP) vehicle safety specifications indicated some minimum safety specifications that the TPP's roof and workers' protective side canvas to be in good condition.</p> <p>However during visit in Besout 06 Estate, it was sighted that there were two vehicles carrying workers without the minimum safety specifications as per procedure. Interview with workers during the field visit for spraying gang also found that the workers said they ride the same trailer that carrying the chemicals to-fro work site. This indicated that the Workers Transport SOP was inconsistently implemented and procedures in place found inconsistently implemented.</p> <p>Hence, a Minor NC has been raised on the matter.</p>	
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor Compliance -</p>	<p>Operating units visited maintained all records of monitoring and available for review. There are several levels of records beginning from the field/mill supervisors to executives and the Managers.</p> <p>The Regional Controller (RC) are accountable to monitor the estates compliance towards the SOP, budget and productivity among others. Estates / Mill performances are reviewed during the monthly meeting with RC and Zone Head.</p> <p>Verify on record, internal audit report conducted on 19-21/1/2022 by Sustainability Department. There are several finding and already close as per verification.</p> <p>Yield performance Quarter 4/2021 FGVP(M) Trolak prepared by Mr Chow Chee Wai dated December 2021.</p> <p>Environmental meeting conducted on 11/3/2021 regarding to monitoring on environmental in estate.</p>	Complied

Criterion 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.			
3.4.1	<p>(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented.</p> <p>- Critical (Major) compliance -</p>	<p>Guideline for social impact assessment has been established in the document title "Garis panduan Kajian Penilaian Impak Social document number FGV/GSD-SCCD/GL/02 dated 15/12/2020. Stated in the document that social impact assessment needs to be done every 3 years or any significant changes of the operating units operations.</p> <p>Latest assessment for social FGV Besout Complex has been done latest in February 2022 that has been done by Mr Ahmad Akram Abd Jalal. There is evidence that the assessment has been done with participation of interested parties which include internal stakeholders and external stakeholders. Total 5 negative issues has been highlighted for FGVPM Besout 07 Estate, total 5 issues for FGVPM Besout 06 Estate and 4 negative issues for FGVPI SB Besout POM. Issues that has been highlighted such as</p> <ul style="list-style-type: none"> a. Gender committee are not aware mechanism to get financial support by the management for any activities. b. Local workers are not aware about the salary calculation c. PPE is not in line with the requirement <p>Training that has been conducted did not include contractor.</p>	Complied
3.4.2	<p>For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.</p> <p>- Minor Compliance -</p>	<p>For FGVPM Besout 07 Estate, Management plan for social impact assessment has been established and updated on 08/04/2022. As per stated in the document that all issues that has been raised during the previous assessment has been resolved. It has been confirmed base on the document review and interview with workers. One of the issues has been verified is related to price for at sundry which higher compare to outside sundry shop. The</p>	Non-compliance

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		<p>management plan has plan to provide transportation for those workers who want to purchase grocery in Slim River Town.</p> <p>Management plan for latest assessment has yet to be established since the report just completed in February 2022. Recommendation for the management plan has been outline in the assessment report by the assessor.</p> <p>Pollution prevention plan available dated 5/1/2021. Under this PPP there are several activities that been identified to produce pollution such as FFB transportation, spraying in field, manuring in field and disposal of Domestic waste. Verification in Besout 7 estate, the aspect and impact already review on 4/1/2022 there are no identification of activity for tractor cleaning where sighted oil contamination at soil during site verification at Tractor cleaning area.</p> <p>As per Aspect and impact (FGV/FGVPM/IV/IMS/15/1.6 Pind 1 dated 6/1/2022, there are no identification of activity for tractor cleaning where sighted oil contamination at soil during site verification at Tractor cleaning area in Besout 6 estate</p> <p>Oil filter was found in Housing Besout 7 estate area not disposed as Scheduled waste accordingly and this action was not followed as per environmental management plan dated Jan 2022. Thus Minor NC been raised.</p>	
3.4.3	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>Jadual pematuhan(AS(B)A31/152/000/022) license no 004230 for Felda Besout POM was valid from 1/7/2021 until 30/6/2022. For this mill the effluent was disposed through river/stream.</p> <p>This mill also already applies contravene license for black smoke dated 22/12/2021 to DOE and pending for approval. Previous contravene license was available valid from 1/9/2021 until</p>	Complied

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		<p>31/12/2021 (License no 021706) under section 22(1) Environmental Quality Act 1974.</p> <p>In it are Management Action Plans that showed it is being implemented and reviewed done in a participatory way as evidenced from minutes of meetings, discussions, written feedbacks/responses from stakeholders. Each Management Action Plan has identified the Social and Environmental Aspects-Impacts, Action Plan undertaken (solution and method involved), Action Plan Review, Time frame, PIC and Further Action Required After Review.</p>	
<p>Criterion 3.5: A system for managing human resources is in place.</p>			
3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.</p> <p>- Minor Compliance -</p>	<p>FGV has developed SOP for 'Proses Sosialisasi & Temuduga' with Doc. No.: FGV/JTK/POL/001 for recruitment of foreign workers and 'Perlantikan PBH (Pekerja Artian dan Operasi Ladang' with Doc. No.: HRZonTimur/Staffing dated 01/08/2020 for recruitment of local workers.</p> <p>Besides, FGV Group has established Guidelines and Procedures for Responsible Recruitment of Foreign Workers dated 27/6/2019 which available in company's website, https://www.fgvholdings.com/wp-content/uploads/2020/02/FGV-Group-Guideline-and-Procedures-For-Responsible-Recruitment-of-Foreign-Workers-Final.pdf. The procedure is to set a guideline and adopt the principles in Group Sustainability Policy including non-discrimination, respect for human rights and labour rights. The procedure has outlined the whole process starting from recruitment, hiring, employment and post-employment.</p>	Complied
3.5.2	<p>Employment procedures are implemented, and records are maintained.</p> <p>- Minor Compliance -</p>	<p>FGV has signed agreement with the approved agents for India and Indonesia and outlined all the terms and conditions in the agreement. In the agreement, the agents agreed not to collect any</p>	Complied

		fees from workers during the recruitment process. The cost of the recruitment process was detailed out in the agreement.	
Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	<p>(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>Besout 06 Estate & Besout 07 Estate:</p> <ul style="list-style-type: none"> - As per Borang Pengenalpastian Hazard Analisa Risiko Penentuan Kawalan (HIRADC); Form # FGV/FGVPM/F(IMS)/1.3 Pindaan 1; Date: 4/1/2022 <p>Besout POM:</p> <ul style="list-style-type: none"> - As per Procedure Manual Quality Planning, Hazard Identification, Risk Assessment, Determining Control and Environmental Aspects; Doc. # FPI/L2/QOHSE-1.0; Rev. 4; Date: 15/9/2014 - As per SOP Hazard Identification, Risk Assessment and Determined Control (HIRADC); <p>Based on the HIRADC Form # FGV/PUC-OSH/F1.2 Rev. 0; Date: 1/3/2021; Project: Besout POM; Process/location: Loading Ramp for Shovel movement/FFB levelling/FFB shovelling identified hazard on Safety component damage (light, siren, honk etc.); Probability: 2; Severity: 2; Risk rating: 4. Determined control: 1. To inspect periodically; 2. To repair damage immediately. The existing risk control is as per Safe Operation Procedure (SOP) FPI-PK-004(A); Doc. # title: Loading Ramp Operation (Top) that requires the revolving light switched-on when moving.</p> <p>However during visit to Besout POM Loading Ramp area, it was found that the shovel (UMW) in operation was without switched-on revolving light, no reverse alarm and no signals light at both left-hand side and right hand-side. These indicated that the</p>	Non-compliance

		<p>mitigation plan which include to repair damage immediately were insufficiently implemented and mitigation plans based on identified H&S issues from risk assessment of some operations found insufficiently implemented.</p> <p>Hence, a Major NC has been raised on the matter.</p>	
<p>3.6.2</p>	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored. - Critical (Major) compliance -</p>	<p>Monitoring of the effectiveness of the H&S plan to address health and safety risks to people implemented as per sample records sighted as following:</p> <p>Besout POM:</p> <ul style="list-style-type: none"> - CHRA Report Ref. # JKPP/HIE/127/171/2(8)-2018/056 dated 19/6/2018 by Dr. Yasriza Bin Yahaya; DOSH Reg. # JKPP/HIE/127/171/2(8) of Occumed Consultancy & Services Sdn. Bhd. - Baseline Noise Risk Assessment for FGV Palm Industries Sdn. Bhd. Besout Palm Oil Mill; DOSH Reg. # PK(K)4155; Noise Risk Assessor: Hanif Bin Jamaluddin; HQ/08/PEB/00/87; Assessment date: 12/12/2019 - Audiometric Test to be conducted by HITEC ITESH Holding (M) Sdn. Bhd.; Ref. # BST-0035-2022; Date: 30/1/2022 <p>Besout 06 Estate:</p> <ul style="list-style-type: none"> - Baseline Noise Risk Assessment Report; Doc. # N087/2019-118 by Yellow Tulips Resources for FGV Plantations (Malaysia) Sdn. Bhd. (Besout 06 Estate); DOSH # PK/06/04/2273; Noise Risk Assessor: Haniff Bin Jamaluddin DOSH Reg. # HQ/08/PEB/00/87; Assessment date: 25/9/2021 - Chemical Health Risk Assessment (CHRA) Report by Yellow Tulips Resources for FGV Plantations (Malaysia) Sdn. Bhd. (Besout 06 Estate); DOSH # PK/06/04/2273; Chemical Health 	<p>Complied</p>

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		<p>Risk Assessor: Ja'afar Bin Othman; DOSH Reg. # HQ/13/ASS/00/326-2021/044; Assessment date: 22/9/2021</p> <ul style="list-style-type: none"> - Report on Medical Surveillance at FGVP Besout 06 Estate; by Dr. Muhammad Hamdi bin Haji Suki; DOSH Reg. # HQ/10/DOC/00/00456; Occupational Health Doctor; Date: 16/7/2021; Medifa Occupational Health and Safety Services <p>Besout 07 Estate:</p> <ul style="list-style-type: none"> - Report on Chemical Health Risk Assessment (CHRA) Report by Haji Shaari Chin; DOSH Reg. # JKKP HIE 127/171-2(124) Global Advance Training & Consultancy for FGV Plantations (Malaysia) Sdn. Bhd. Besout 07; Assessment date: 14/12/2019 - Report on Medical Surveillance at FGVP Besout 06 Estate; by Dr. Muhammad Hamdi bin Haji Suki; DOSH Reg. # HQ/10/DOC/00/00456; Occupational Health Doctor; Date: 30/7/2021; Medifa Occupational Health and Safety Services - Baseline Noise Risk Assessment Report for FGV Plantations (Malaysia) Sdn. Bhd. Besout 07 Estate; DOSH Reg. # PK/08/00/292; Noise Risk Assessor: Mohd Syukri Bin Jamaluddin; HQ/14/PEB/00/136; Assessment date: 25/9/2021 	
Criterion 3.7: All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.			
3.7.1	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out-growers, taking into account gender-specific needs, and which covers applicable aspects of the RSPOP&C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>Documented programme that provides training in place was Training Needs Analysis and Training Needs Assessment. Based on these documents, an Annual Training Plan was established to provide training to all employees as well as relevant stakeholders.</p>	Complied

3.7.2	<p>Records of training are maintained.</p> <p>- Minor Compliance -</p>	<p>Records of training were well maintained as per sample sighted as following:</p> <ul style="list-style-type: none"> a) Besout 07 Estate FFB Harvesting Safe Operation Procedure training; Date: 3/2/2022 b) Besout POM Hearing Conservation Program training; Date: 27/12/2021 c) Besout POM Chemical Handling training; Date: 27/12/2021 d) Besout POM Welding Safe Work Procedure; Date: 4/9/2021 e) First Aider Refresher Course – All operating units @ Akademi Latihan FGV (ALAF); Date: 11/11/2021 f) Laboratory Refresher Course – All mills @ Akademi Latihan FGV (ALAF); Date: 10/9/2021 g) Handling, Storage and Transportation of Chemicals – All estates @ Akademi Latihan FGV (ALAF); Date: August 2021 	Complied
3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	<p>The mill has identified personnel involve in supply chain as per stated in SOP established Procedure RSPO Supply Chain Certification (Palm Oil Mill). Refer SOP no. FGV/GSDSCCD/SOP/007 ver. 1.0 dated 07/01/2021 under section 5.0 Responsibility.</p> <p>The mill provided training to all personnel in supply chain. Latest training conducted on 19/01/2021. Among personnel involve in the training conducted Mill Manager, Asst. Mill Manager, Weighbridge Operator, Supervisor, Lab Operator and FFB Grader.</p>	Complied
<p>Criterion 3.8: Supply chain requirement for mills (note: All supply chain requirements are considered as Critical (C). However it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the</p>	<p>Not applicable since FGVPISB Besout POM operate under MB module which received FFB from own supply bases and others supplier.</p>	Not Applicable

	<p>RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>		
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>FGVPISB Besout POM received FFB from own supply bases and outsider (out grower, collection centre and smallholder)</p>	<p>Complied</p>
3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in this public summary report (see Table 10).</p>	<p>Complied</p>
3.8.4	<p>The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.</p>	<p>FGV Holdings Berhad held RSPO membership number: 1-0225-16-000-00 since 27/12/2016.</p> <p>Company info available through RSPO IT Platform i.e. RSPO PalmTrace as following:</p> <p>FGVPISB Besout POM</p>	<p>Complied</p>

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		Member ID : RSPO_PO1000001892 RSPO Membership Number : 1-0225-16-000-00 (FGV Holdings Berhad)	
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill. 	<ul style="list-style-type: none"> a. Documented procedure for supply chain has been documented in the document title "Prosedur Operasi Standard (SOP), RSPO Supply Chain certification (Kilang Sawit) document number SOP:FGV/GSD-SCCS/SOP/007 dated 07/01/2021. Stated in the procedure, responsibilities of the person in charge, supply chain model, transaction, purchase and selling. b. Training records for supply chain has been done and verified base on the training records dated 12/01/2022 with attendance on 5 persons and has been done by Mr Abd Rahman. c. Appointment letter signed document number (01) RSPO/SCC dated 26/01/2022 to all assistant manager, weighbridge attendance, operational staff, FFB grader and lab attendant. <p>Documented procedure for receiving and processing has been documented in the procedure with supply chain in clause 6.6</p>	Complied
3.8.6	<p>Internal Audit</p> <ul style="list-style-type: none"> i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill: <ul style="list-style-type: none"> a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. b. Effectively implements and maintains the standard requirements within its organisation. 	<p>Internal audit procedure has been documented in the document tile Prosedur operasi standard (SOP) audit dalam pensijilan kelestarian document number FGV/GSD-SCCD/SOP/04 version 04.</p> <p>Internal audit has been done by the SCCS Department, Mr Abd Rahmad Awang on 13/01/2022 and records has been maintained in the document title "Checklist audit dalamn pensijilan RSPO SCC"</p> <p>There is no non conformities has been raised during the internal audit.</p>	Complied

	<p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>		
3.8.7	<p>Purchasing and Goods In</p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>List of FFB supplier has been verified and FGVPISB only received certified FFB from FGVP M Besout 06 Estate and FGVP M Besout 07 Estate.</p> <p>Sample of weighbridge ticket for certified and uncertified FFB supplier has been taken and verified. Details as per below</p> <p>Koperasi Permodalan Felda Dated 30/12/2021 Tonnage : 1.41mt</p> <p>Felda Besout 03 Estate Dated 18/12/2021 Tonnage: 4.09mt</p> <p>Bakti Mas Bina Sdn Bhd Dated 30/12/2021 Tonnage: 1.60mt</p>	Complied
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil</p>	<p>Sample of document has been taken for sales of CSPO and CSPK and details as per below</p> <p>CSPO</p>	Complied

	<p>palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ul style="list-style-type: none"> a) The name and address of the buyer; b) The name and address of the seller; c) The loading or shipment / delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation; i) A unique identification number. 	<p>Buyer: Felda IFFCO Sdn BHD Seller : Kilang Sawit Besout Delivery date : 13/11/2021 Date document issued 13/11/2021 Product : CSPO Delivery note number : H000007771 P.O number : 6200009344</p> <p>CSPK Buyer: Pangkor Oil Mills Sdn Bhd Seller : Kilang Sawit Besout Delivery date : 31/12/2021 Date document issued 31/12/2021 Product : CSPK Delivery note number : L000002171 P.O number : T007420J</p>	
3.8.9	<p>Outsourcing Activities</p> <ul style="list-style-type: none"> i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification ii) The mill shall ensure the following: <ul style="list-style-type: none"> a) The mill has legal ownership of all input material to be included in outsourced processes 	<p>There was no outsourced activities involved at the mill. All mill processing activities were carried out by FGVPISB Besout POM.</p>	Complied

	<p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>		
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	There was no outsourced activities involved at the mill. All mill processing activities were carried out by FGVPISB Besout POM.	Not Applicable
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	There was no outsourced activities involved at the mill. All mill processing activities were carried out by FGVPISB Besout POM.	Not Applicable
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p> <p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p>	<p>FGVPISB Besout Palm Oil Mill has maintained the accurate, complete, up-to-date and accessible records and reports covering all aspects of these RSPO Supply Chain Certification requirements. The record retention period is 2 years as stated in the SOP under Clause 6.9.</p> <p>Based on verification of mass balance sheet in MPR system, it was found that there was no sales of certified CPO and sales of certified PK were always delivered from positive stock.</p>	Complied

	<p>iv) For Mass Balance Module, the mill:</p> <p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock.</p>		
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	OER and KER has been updated on daily basis and has been recorded in the document title Laporan Penerimaan BTS dan Operasi.	Complied
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	OER and KER has been updated on daily basis and has been recorded in the document title Laporan Penerimaan BTS dan Operasi.	Complied
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	Not applicable as the mill opted for Mass Balance Module.	Not Applicable
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to</p>	Shipping announcement, by contract. Shipping announcement will done within 3 months from the date of delivery from FGVPISB Besout POM.	Complied

	<p>refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>		
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>FGV does not make any claim for RSPO trademark in Besout POM as verified in the weighbridge ticket and the company's website.</p>	<p>Complied</p>
General corporate communications			
4.1	<p>A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.</p>	<p>No off-product claim made by Besout POM and verified through document and site review (notice board, business card, shipping documentation, procurement/ purchasing document and promotional material etc).</p>	<p>Complied</p>
4.2	<p>In corporate communications a member is allowed to:</p> <ol style="list-style-type: none"> Display its RSPO membership status Display the RSPO web address (www.rspo.org) State that the member supports the work of the RSPO State the member's history with regard to the RSPO. Use the RSPO trademark to promote its membership of the RSPO. <p>Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text 'Check our progress at www.rspo.org' where the link must lead to the member's profile page.</p>	<p>No off-product claim made by FGV PISB Besout POM as to date.</p>	<p>Complied</p>

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4.3	In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	No off-product claim made by FGVPIB Besout POM as to date.	Complied
4.4	Members must ensure that all communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member's own products.	No off-product claim made by FGVPIB Besout POM as to date.	Complied
4.5	Members are not allowed to use the RSPO corporate logo as shown in the RSPO Rules on Market Communications & Claims document. This is for the sole use of the RSPO secretariat.	No evidence of RSPO corporate logo used by FGVPIB Besout POM as verified through documentations and websites.	Complied
Business to business communications			
5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	Business to business communication was done to the next supply chain buyer as per shipping/transport documentation and sales contract.	Complied
5.2	When confirming the sale of certified oil palm products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	The RSPO SCCS requirement was adhere by the mill. Reviewed and verified the samples weighbridge ticket as follows Buyer: Felda IFFCO Sdn BHD Seller : Kilang Sawit Besout Delivery date : 13/11/2021 Date document issued 13/11/2021 Product : CSPO Delivery note number : H000007771 P.O number : 6200009344 CSPK Buyer: Pangkor Oil Mills Sdn Bhd	Complied

		<p>Seller : Kilang Sawit Besout Delivery date : 31/12/2021 Date document issued 31/12/2021 Product : CSPK Delivery note number : L000002171 P.O number : T007420J</p>	
5.3	<p>Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options:</p> <p>a. If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer’s SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation.</p> <p>b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.</p>	<p>FGVPISB Besout POM is not under distributor or wholesaler category. Thus, this requirement is not applicable</p>	Not Applicable
Business to consumer communication			
6.1	<p>Only RSPO members that have supply chain certification are allowed to make business to consumer claims about the certified sustainable oil palm products contained within product(s), which are known as ‘product-specific’ claims. Product-specific claims are voluntary.</p>	<p>No business to consumer communication on product specific claim made FGVPISB Besout POM and only producing crude and unfinished product. This is not applicable for FGVPISB Besout POM.</p>	Not Applicable
6.2	<p>Only RSPO members who have supply chain certification are authorised to use the RSPO trademark and/or RSPO label, with the exception of RSPO Credits and of retailers in accordance with 6.8 below.</p>	<p>No business to consumer communication on product specific claim made FGVPISB Besout POM and only producing crude and unfinished product. This is not applicable for FGVPISB Besout POM.</p>	Not Applicable

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

	applying to RSPO supply chain certified members. The guidance document for audits is available on www.rsपो.org .		
MODULE B – MASS BALANCE SPECIFIC RULES			
Minimum Mass Balance content			
	95% or above of the oil palm content must be RSPO MB-certified.	FGVPISB Besout POM is producing crude palm product and does not involved in any labelling of end product.	Not Applicable
	Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.	FGVPISB Besout POM is producing crude palm product and does not involved in any labelling of end product.	Not Applicable
Labelling and trademark (MB)			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> Surrounded by the text: 'Certified sustainable palm oil'. The RSPO label MUST contain the tag 'MIXED'. The tag MIXED designates oil palm products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag 'MIXED' on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim. The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'. Wherever the RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the 	FGVPISB Besout POM is producing crude palm product and does not involved in any labelling of end product.	Not Applicable

	<p>trademark or the 'statement'. Font must be Calibri, font size must be at least 4 pt (1.4 mm or 0.06 inch).</p> <ul style="list-style-type: none"> In on-pack communications, the RSPO trademark can be printed anywhere on the pack. Further guidance on use of the trademark is provided in the RSPO Trademark License Terms and Conditions and in Annex 1 of the Rules on Market Communications & Claims document. 		
Messaging (MB)			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> [Oil palm products]/[palm oil]/[palm kernel oil] from RSPO-certified mills and plantations were mixed with non-certified oil palm products in the supply chain. The volume of [oil palm products][palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. <p>In off-product communications, reference to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown in company records is allowed.</p> <p>Messaging NOT ALLOWED in storytelling in product-related communications:</p> <ul style="list-style-type: none"> Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product. 	<p>FGVPISB Besout POM is producing crude palm product and does not involved in any labelling of end product.</p>	<p>Not Applicable</p>
Principle 4: Respect community and human rights and deliver benefits			
Criterion 4.1: The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where the company committed to respecting human rights by upholding international human rights principles and standards as encapsulated in the</p>	<p>Complied</p>

	unit of certification and contracted services, including contracted security forces. - Critical (Major) compliance -	Universal Declaration of Human Rights (UDHR), and other applicable international human rights treaties, subject to the laws and regulations of the countries and territories in which FGV Group operates. In fulfilling its responsibility to respect human rights, FGV Group is guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs).	
4.1.2	The unit of certification does not instigate violence or use any form of harassment in their operations. - Minor compliance -	As per interview with the workers and stakeholders, there is evidence that POM and estate does not instigate violence or use any form of harassment in their operations.	Complied
Criterion 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties			
4.2.1	(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD. - Critical (Major) compliance -	Complaint procedure has been established by FGV Holdings Berhad and has been documented in the document number FGV/ML-1A/L2-Pr13 title "Menangani aduan dan rungutan" dated 01/04/2019. The complaints will be solved in 14 days (first stage), 14 days (second stage). The complaint has to be resolved within 2 months from the date of discussion in third stage While for women, there is specific procedure has been established and documented in the document number ML-1A/L2-PR10(1) dated 22/05/2015. Besides, whistleblowing e-form was available in https://www.fgvholdings.com/whistleblowing/ for the stakeholders to report a grievance.	Complied
4.2.2	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties. - Minor compliance -	The procedure has been briefed to the contractors on 23/10/2020, 15/10/2020 to the workers and 07/12/2020 to the settlers in Besout POM and 05/01/2021 to workers in Besout 7 Estate. Interviewed with the stakeholders confirmed that they are understand on the process of complaint and grievances. Besout 7 Estate has issued	Complied

		memo dated 10/01/2020 to inform stakeholders regarding the method of complaints can be reported.	
4.2.3	The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders. - Minor compliance -	FGVPISB Besout POM has implemented Complaint Book and Housing Defect Form to allow the stakeholders to lodge complaint. While for both FGVP Besout 6 and FGVP Besout 7 Estate, implemented Complaint Book and Records Grievances & Complaint. As per verification, most of the complaint received is related to house repair and has been responded to the complainer as per timeframe.	Complied
4.2.4	The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator. - Minor compliance -	As per SOP for Complaint & Grievance (Doc no: FGV/ML-1A/L2-Pr13 dated 01/06/2016, under clause 7.1.4 (4th stages) 7.1.4.1 if there is no agreement after complaint lodges to the headquarters, the complaint can be escalated to Jabatan Perhubungan Perusahaan, Kementerian Sumber Manusia or Panel Aduan Persijilan Kelestarian (RSPO or MSPO) as a solution	Complied
Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.			
4.3.1	Contributions to community development that are based on the results of consultation with local communities are demonstrated. - Minor compliance -	FGVPISB Besout POM has made contribution to the local communities such as collection for donation for the family of deceased worker. Besides, job opportunities were provided to the local communities. FGVP Besout 6 and 7 Estate has provided free transport to send the children of the workers to school. Besides, the management will responded and provided assistance to requests from the stakeholder when deemed necessary. During the Eid Fitr, the management of each operating units provide chicken to all staff and workers as token for celebration.	Complied
Criterion 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			

4.4.1	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>All operating units under FGV Besout has been leased from Lembaga Kemajuan Tanah Persekutuan (FELDA) For FGVP Besout 06 Estate, there is total land area 2384.90 hectare with 34 land title has been verified. Details of sample land title as per below</p> <ul style="list-style-type: none"> a. H.S (D) 5351 b. H.S (D) 5362 c. H.S (D) 5352 d. H.S (D) 20579 e. H.S (D) 5354 <p>Sample land title for FGVP Besout 07 Estate</p> <ul style="list-style-type: none"> a. H.S. (D) 5414 b. H.S. (D) 5415 c. H.S. (D) 5419 d. H.S (D) 5420 <p>Land title for FGVPISB Besout POM has been verified and sighted in the document title No H.S. (D) 10962 leased for 99 years until 23/09/2103</p>	Complied
4.4.2	<p>Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:</p>	<p>There is no land dispute in the Besout Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.</p>	Not Applicable
4.4.2a	<p>Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with</p>	<p>There is no land dispute in the Besout Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with</p>	Not Applicable

	<p>particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making.</p> <p>- Minor compliance -</p>	<p>tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.</p>	
4.4.2b	<p>Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken.</p> <p>- Minor compliance -</p>	<p>There is no land dispute in the Besout Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.</p>	Not Applicable
4.4.2c	<p>Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.</p> <p>- Minor compliance -</p>	<p>There is no land dispute in the Besout Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.</p>	Not Applicable
4.4.3	<p>(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p> <p>- Critical (Major) compliance -</p>	<p>There is no land dispute in the Besout Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.</p>	Not Applicable
4.4.4	<p>All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.</p> <p>- Minor compliance -</p>	<p>There is no land dispute in the Besout Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.</p>	Not Applicable

4.4.5	<p>(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.</p> <p>- Critical (Major) compliance -</p>	<p>There is no land dispute in the Besout Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.</p>	Not Applicable
4.4.6	<p>There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.</p> <p>- Minor compliance -</p>	<p>There is no land dispute in the Besout Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.</p>	Not Applicable
<p>Criterion 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>			
4.5.1	<p>(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p> <p>- Critical (Major) compliance -</p>	<p>There's neither new planting nor any acquisition of new land for oil palm planting within FGVPM Besout 6 Estate and FGVPM Besout 7 Estate. Boundaries of existing plot area land belongs to Felda and its settlers that already demonstrated their legal user rights.</p>	Not Applicable
4.5.2	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	<p>There's neither new planting nor any acquisition of new land for oil palm planting within FGVPM Besout 6 Estate and FGVPM Besout 7 Estate. Boundaries of existing plot area land belongs to Felda and its settlers that already demonstrated their legal user rights.</p>	Not Applicable
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and</p>	<p>There's neither new planting nor any acquisition of new land for oil palm planting within FGVPM Besout 6 Estate and FGVPM Besout 7</p>	Not Applicable

	<p>associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>- Minor compliance -</p>	<p>Estate. Boundaries of existing plot area land belongs to Felda and its settlers that already demonstrated their legal user rights.</p>	
4.5.4	<p>To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.</p> <p>- Minor compliance -</p>	<p>There's neither new planting nor any acquisition of new land for oil palm planting within FGVPM Besout 6 Estate and FGVPM Besout 7 Estate. Boundaries of existing plot area land belongs to Felda and its settlers that already demonstrated their legal user rights.</p>	Not Applicable
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	<p>There's neither new planting nor any acquisition of new land for oil palm planting within FGVPM Besout 6 Estate and FGVPM Besout 7 Estate. Boundaries of existing plot area land belongs to Felda and its settlers that already demonstrated their legal user rights.</p>	Not Applicable
4.5.6	<p>Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.</p> <p>- Minor compliance -</p>	<p>There's neither new planting nor any acquisition of new land for oil palm planting within FGVPM Besout 6 Estate and FGVPM Besout 7 Estate. Boundaries of existing plot area land belongs to Felda and its settlers that already demonstrated their legal user rights.</p>	Not Applicable
4.5.7	<p>New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations.</p> <p>- Minor compliance -</p>	<p>There's neither new planting nor any acquisition of new land for oil palm planting within FGVPM Besout 6 Estate and FGVPM Besout 7 Estate. Boundaries of existing plot area land belongs to Felda and its settlers that already demonstrated their legal user rights.</p>	Not Applicable
4.5.8	<p>(C) New lands are not acquired in areas inhabited by communities in voluntary isolation.</p>	<p>There's neither new planting nor any acquisition of new land for oil palm planting within FGVPM Besout 6 Estate and FGVPM Besout 7</p>	Not Applicable

	- Critical (Major) compliance -	Estate. Boundaries of existing plot area land belongs to Felda and its settlers that already demonstrated their legal user rights.	
Criterion 4.6: Any negotiations Concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	<p>(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	FGV has developed procedure on “Pengenalpastian dan penyelesaian pertikaian tanah” with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	Complied
4.6.2	<p>(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	Refer to Indicator 4.6.1.	Complied
4.6.3	<p>Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings.</p> <p>- Minor compliance -</p>	No issues related to loss of legal customary rights with indigenous peoples, local communities, settlers and other stakeholders reported during the time of audit through interviewed with the local communities. Painting of oil palm trees, boundary stone and trenches were available to demarcate the boundary of land between the neighboring stakeholders	Not Applicable
4.6.4	<p>The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them.</p> <p>- Minor compliance -</p>	No issues related to loss of legal customary rights with indigenous peoples, local communities, settlers and other stakeholders reported during the time of audit through interviewed with the local communities. Painting of oil palm trees, boundary stone and	Not Applicable

		trenches were available to demarcate the boundary of land between the neighboring stakeholders	
Criterion 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	FGV has developed procedure on "Pengenalpastian dan penyelesaian pertikaian tanah" with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	Complied
4.7.2	(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. - Critical (Major) compliance -	FGV has developed procedure on "Pengenalpastian dan penyelesaian pertikaian tanah" with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	Complied
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development. - Minor compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities, settlers and other stakeholders reported during the time of audit through interviewed with the settlers.	Not Applicable
Criterion 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.			

4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	There is no land dispute in the Besout Certification Unit at the time of audit. The lands are belonged to Lembaga Kemajuan Tanah Persekutuan via verified with the land titles. Interview with the stakeholders confirmed that no encroachment of land by certification unit. No changes from previous report.	Not Applicable
4.8.2	(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms. - Critical (Major) compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities, settlers and other stakeholders reported during the time of audit through interviewed with the settlers.	Not Applicable
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4) - Minor compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities, settlers and other stakeholders reported during the time of audit through interviewed with the settlers.	Not Applicable
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). - Minor compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities, settlers and other stakeholders reported during the time of audit through interviewed with the settlers.	Not Applicable

Principle 5: Support smallholder inclusion

Criterion 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.

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5.1.1	<p>Current and previous period prices paid for FFB are publicly available and accessible by smallholders.</p> <p>- Minor compliance -</p>	<p>Current and previous FFB prices available and calculated based on daily price declared by MPOB. The FFB Purchasing Department will updated the daily FFB prices to the mill on daily basis.</p> <p>Daily FFB prices were displayed at the weighbridge station at the mill and updated on daily basis. Sighted the weekly FFB prices dated 7-10/2/2022 and FFB prices report for the month of Feb 2022.</p>	Complied
5.1.2	<p>(C) Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request).</p> <p>- Critical (Major) compliance -</p>	<p>The certification units explain the FFB pricing to the FFB supplier in the FFB Purchase Offer letter under section 1: Purchase Term and section 2: Price Calculation Formula. Sighted the FFB Purchasing contract Agreement between Besout POM and FFB supplier as follows:</p> <p>a) KIMMA Oil Palm (Transport) Sdn Bhd. Ref. letter no. (45)FGVPISB/FFBPD/8668 dated 4/3/2019.</p> <p>b) PKEINPk Sdn Bhd (Ladang MAIPk Sungkai) Ref. letter no. (01)FGVTSB/FFBPD/92019 dated 31/7/2019</p> <p>c) BAKTI MAS BINA Sdn Bhd Ref. letter no. (64)FGVPISB/FFBPD/8877 dated 4/3/2019.</p> <p>Additionally, the FFB prices explanation made normally through meeting e.g. Meeting with smallholders and suppliers.</p>	Complied
5.1.3	<p>(C) Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented.</p> <p>- Critical (Major) compliance -</p>	<p>Fair pricing calculated based on daily price declared by MPOB depend on OER awarded to suppliers including smallholders as specified in the FFB Purchasing Agreements under section 2: Price Calculation Formula.</p>	Complied
5.1.4	<p>(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and</p>	<p>Suppliers in general has been briefed and provided with FGV Supplier Code of Conduct (SCOC); 1/5/2020 prior to contractual engagement. The SCOC also available via FGV company's website http://www.fgvholdings.com/wp-</p>	Complied

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	<p>repayments through FFB price reductions for replanting and or other support mechanisms where applicable.</p> <p>- Critical (Major) compliance -</p>	<p>content/uploads/2019/07/Supplier-Code-of-Conduct-SCOC.pdf where the SCOC were specified relevant terms of Labour Standards as well as legality to be complied with by suppliers.</p> <p>For FFB suppliers, valid MPOB license copies were kept by the mill as evidence of legal due diligence prior to being approved to supply FFB. Additionally, each FFB supplier issued with agreement to purchase FFB which was signed by both party. Sighted the contract for FFB suppliers as follows:</p>	
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>Verification of contract agreement, records of payment and interview with contractors showed that contracts w a s fair, legal and transparent and agreed payments were made in timely manner.</p>	Complied
5.1.6	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>Verification of contract agreement, records of payment and interview with contractors showed that contracts w a s fair, legal and transparent and agreed payments w e r e made in timely manner.</p> <p>Reviewed the payment records as follows: Auto debit SSC for Bakti Mas dated 3/2/2022 and payment was on 7/2/2022. Auto debit SSC for PKEINPK been given to Shared Services Centre dated 3/3/2022 and payment 7/2/2022.</p>	Complied
5.1.7	<p>Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government).</p> <p>- Minor compliance -</p>	<p>FGVPIB Besout POM weighbridge was verified as per sighted records of latest calibration by Metrology Corporation Malaysia Sdn. Bhd. Refer Weighbridge calibration serial no. B547731288 with safety sticker no. DE18 005534 conducted on 19/01/2022.</p>	Complied
5.1.8	<p>The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control</p>	<p>FGVPIB Besout POM and supply Base does not deal with the independent smallholders directly but rather with the management agencies such as Felda Techno plant and Felda.</p>	Complied

	<p>system (ICS), who holds the certificates, and who holds and sells the certified material.</p> <p>- Minor compliance -</p>		
5.1.9	<p>(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	<p>SOP for Complaint & Grievance (Doc no: FGV/ML-1A/L2-Pr13 issue 01, rev. no. 2 dated 1/4/2019 is available. This procedure is applicable to all employees and stakeholders who wish to lodge a complaint or grievance. The procedure also provides a mechanism for addressing complaints received and accords protection and confidentiality to complainants. The complaints will be solved on 14 days (first stage), 14 days (second stage) and 14 days (third stage). Apart from that, FGV also has the FGV Whistleblowing Policy, (policy number FGV/GGD/POL.001 revision 6 dated 28/05/2018) to protect the complainant.</p>	Complied
<p>Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.</p>			
5.2.1	<p>The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>	<p>There were series of meetings held by the management among others dialogue and discussion shown below:</p> <ul style="list-style-type: none"> a) 03/09/2020 - Perbincangan Isu BTS Peneroka DiJual Ke Pembekal Luar b) 04/03/2020 - Field Day Grading BTS Zone Besout c) 4/07/2020 - J/Kuasa Permuafakatan Produktiviti & Kualiti - 15 participants. d) 02/11/2020 Kawalan Pemantauan BTS Gugusan FELDA Besout. e) 12/11/2020 - Peruntukan JPPK Aktiviti Kompleks Gugusan Besout. <p>Issues discussed among others covered the following:</p> <ul style="list-style-type: none"> a) RSPO/MSPO certification and requirement. 	Complied

		<ul style="list-style-type: none"> b) to prevent the FFB sold from smallholder to dealer where smallholder has to sell the FFB directly to the mill itself. c) Crop quality / current OER, grading report. finance report, etc. d) Provide job opportunity to the smallholders. e) Road maintenance for field roads. f) Provide machinery assistance to facilitate the work of smallholders based on FGV capabilities. <p>For year 2021, no meeting been conducted with stakeholder due to Covid 19 issue and to comply with ministry of health requirement.</p>	
5.2.2	<p>The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS).</p> <p>- Minor compliance -</p>	<p>Due to covid 19 issue on 2021, no programme been conducted for smallholder.</p>	Complied
5.2.3	<p>Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.</p> <p>- Minor compliance -</p>	<p>There were series of meetings held by the management among others dialogue and discussion shown below:</p> <ul style="list-style-type: none"> a) 03/09/2020 - Perbincangan Isu BTS Peneroka DiJual Ke Pembekal Luar b) 04/03/2020 - Field Day Grading BTS Zone Besout c) 14/07/2020 - J/Kuasa Permuafakatan Produktiviti & Kualiti - 15 participants. d) 02/11/2020 Kawalan Pemantauan BTS Gugusan FELDA Besout. e) 12/11/2020 - Peruntukan JPPK Aktiviti Kompleks Gugusan Besout. 	Complied

		<p>Issues discussed among others covered the following:</p> <ul style="list-style-type: none"> a) RSPO/MSPO certification and requirement. b) to prevent the FFB sold from smallholder to dealer where smallholder has to sell the FFB directly to the mill itself. c) Crop quality / current OER, grading report. d) finance report, etc. e) Provide job opportunity to the smallholders. f) Road maintenance for field roads. g) Provide machinery assistance to facilitate the work of smallholders based on FGV capabilities. <p>For year 2021, no meeting been conducted with stakeholder due to Covid 19 issue and to comply with ministry of health requirement.</p>	
5.2.4	<p>(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.</p> <p>- Critical (Major) compliance -</p>	<p>Due to covid 19 issue on 2021, no programme been conducted for smallholder.</p>	Complied
5.2.5	<p>The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme.</p> <p>- Minor compliance -</p>	<p>There were series of meetings held by the management among others dialogue and discussion shown below:</p> <ul style="list-style-type: none"> a) a) 03/09/2020 - Perbincangan Isu BTS Peneroka DiJual Ke Pembekal Luar b) 04/03/2020 - Field Day Grading BTS Zone Besout c) 14/07/2020 - J/Kuasa Permuafakatan Produktiviti & Kualiti - 15 participants. d) 02/11/2020 Kawalan Pemantauan BTS Gugusan FELDA Besout. e) 12/11/2020 - Peruntukan JPPK Aktiviti Kompleks Gugusan Besout. <p>Issues discussed among others covered the following:</p>	Complied

		<ul style="list-style-type: none"> a) RSPO/MSPO certification and requirement. b) to prevent the FFB sold from smallholder to dealer where smallholder has to sell the FFB directly to the mill itself. c) Crop quality / current OER, grading report. d) finance report, etc. e) Provide job opportunity to the smallholders. f) Road maintenance for field roads. g) Provide machinery assistance to facilitate the work of smallholders based on FGV capabilities. <p>For year 2021, no meeting been conducted with stakeholder due to Covid 19 issue and to comply with ministry of health requirement.</p>	
Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	<p>(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where no person shall be subjected to any discrimination in employment, including hiring, compensation, advancement, training, disciplinary action, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnic origin, reproductive rights or other forms of discrimination.</p>	Complied
6.1.2	<p>(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers.</p> <p>- Critical (Major) compliance -</p>	<p>List of labour recruitment agencies has been listed in the list of workers title "Labour Employment report" and as per conversation, all labour recruitment agencies need to sign agreement with FGV Holdings Berhad in the document number FGV/JTK/Kontrak/001 dated 01/03/2020. As stated in the contract agreement list of fee that has been categorize into 3 category which are a) can be charged to workers, b) charge to recruitment agencies and invoices</p>	Complied

		<p>back to FGV and c) cost charge to the FGV. Sighted 2 samples of contract agreement under Taufiq Management Sdn Bhd and PT Kijang Lombok Raya. There is no new recruitment has been done since March 2020 due to pandemic Covid 1</p> <p>Interviewed with the workers comprises of different gender and nationalities confirmed that no discrimination has occurred in the plantations. The management treated all equally such as provided free accommodation and medical to all the workers, no charging of recruitment fees for the foreign workers and offered job based on capability.</p>	
6.1.3	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>FGV Holdings Berhad has established internal guideline for promotion and has been documented in the document title "Promotion and upgrading guideline". Stated in the document that promotion is based on 3 factors which are performance rating PMS rating score above 3.0 for the past 3 years, position to be promoted and no received any disciplinary action for the past 3 years.</p> <p>While for recruitment, guideline has been documented in the document title "Garis panduan pengambilan & perlantikan pekerja AM G7" document number 2020/1 dated 01/05/2020. Sighted also job vacancy advertisement that has been place at the entrance on POM.</p> <p>Sample of workers has been taken for increment where it has been stated in the document "Kadar Upah Kerja" for general mandore increment total RM1.80/day/year. There is evidence that all general mandore received increment in year 2021 base on comparison pay slip on December 2020 and January 2021</p>	Complied
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p>	<p>There is no pregnancy testing has been conducted by the management of all operating units and has been confirmed through</p>	Complied

	- Minor compliance -	interview with 2 female workers Siti Norazlina binti Shahrudin and Nor Izzatul Husna Ahmad.	
6.1.5	<p>(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>- Critical (Major) compliance -</p>	<p>SOPs for gender committee has been documented in the document title Prosedur Operasi Standard Jawatankuasa Gender document number FGV/GSD-SCC/SOP/07. Stated in procedure that meeting of gender committee need to be done at least once a year or any related issues happen.</p> <p>For FGV Besout 06 Estate, there is evidence that gender committee has been established in the nama Kelab Keluarga Daya Budi (KKD) and appointment of committee has been done in January 2022. The gender committee has been chaired by Puan Umi Jamila binti Johari. Latest meeting has been done on 27/01/2022 with attendance 30 persons. While for FGV PISB Besout, there is evidence that gender committee has been established and latest meeting has been done remotely in January 2021 and Puan Rashidah binti Mat Sabu has been appointed as chairman.</p>	Complied
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	<p>For FGV Besout 06 Estate, there is only 3 female workers and for FGV PISB Besout POM, there is only 1 female workers that work as admin staff, office cleaner and checker and 1 female worker as storekeeper. There is evidence that female workers have been paid equally base on the minimum wages act</p>	Complied
<p>Criterion 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).</p>			
6.2.1	<p>(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Palm Industries Sdn Bhd has sign the Collective Agreement with Kesatuan Pekerja-pekerja FGV Palm Industries Sdn Bhd Semenanjung which valid from 01/01/2019 to 31/12/2021 (Cog. No.: 031/2020) and FGV Plantations (Malaysia) Sdn Bhd has signed Collective Agreement Kesatuan Pekerja-pekerja FGV Plantations</p>	Complied

		<p>(Malaysia) Sdn Bhd Semenanjung which valid from 01/01/2019 to 31/12/2021.</p> <p>While for estates, collective agreement has been made on 22/01/2020 for period 01/01/2019 until 31/12/2021 with Kesatuan Pekerja- pekerja FGV Plantations (Malaysia) Sdn Bhd.</p> <p>Details such as promotion, notice period, resignation, annual leave and overtime were outlined in the agreement.</p> <p>FGV Plantation (M) Sdn Bhd has established document as guideline for workers salary and payment and has been documented in the document title Buku Panduan Kadar Upah Kerja Pekerja Ladang FGVPMSB (KUK Bil 07)</p>	
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.</p> <p>- Critical (Major) compliance -</p>	<p>Employment contract has been made available base on the nationality of the workers in the document title "Perjanjian Kontrak Pekerjaan di antara FGV Plantation (Malaysia) Sdn Bhd dengan tenaga kerja asing " and sample has been taken by auditor with different category such as origin, gender, types of works. Stated in the employment contract, payment and detailing payment and condition of employment such as working hours, holidays, deduction and sick leave</p> <p>There is only electric, water and medical deduction for workers who work under FGVP and there is evidence of wages deduction permit for FGVP dated 26/04/2016. Stated in the permit that deduction for water and electric if the usage is more than subsidized which is RM4/family for water RM6/family. While for medical, total RM200/year has been allocated. Samples of pay slips which show the deduction and records of monitoring for water/electric has been taken by auditor confirm that deduction made comply with the regulations</p>	Complied
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave,</p>	<p>There is evidence that working hours and breaks for all workers that comply with legal regulation and collection agreement. Time</p>	Complied

	<p>reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>recording system for estates has been established through the check roll book that has been monitored by the field supervisor. For overtime, it has been recorded in document title "Rekod kerja lebih masa" and for work on rest day and public holiday it has been recorded in the document title "Borang arahan/ kebenaran kerja lebih masa, kerja pada hari cuti rehat dan kerja pada hari cuti umum". Sample has been taken for month March , July and November 2021. There is also evidence that overtime has been paid accordingly. It has been confirmed through interview with the workers.</p> <p>There is only electric, water and medical deduction for workers who work under FGVP and there is evidence of wages deduction permit for FGVP dated 26/04/2016. Stated in the permit that deduction for water and electric if the usage is more than subsidized which is RM4/family for water RM6/family. While for medical, total RM200/year has been allocated. Samples of pay slips which show the deduction and records of monitoring for water/electric has been taken by auditor confirm that deduction made comply with the regulations</p>	
6.2.4	<p>(C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>For FGVP Besout 06 Estate, there is 6 block of hostel for foreigner workers and line site inspection has been done on daily basis sample has been taken for December and January 2022.</p> <p>All workers are provided with housing facilities that furnish with sanitation facilities, water supplies, electricity and amenities such praying house. Water and electricity are connected to the national supply and grid. Water and electricity usage are subsidized by the company and these conditions are stated in the collective agreement. Interview with workers confirms that there is no issue</p>	Complied

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		related to the payment of water and electricity. Budget for Y2021 has been allocated to upgrade/ repair the housing defect.	
6.2.5	The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food. - Minor compliance -	Location of mill and estate was inside the vicinity of FGV Settlers village and access to town is available by public transport. Groceries shops and restaurants are sighted, and the workers are easily access to adequate, sufficient and affordable food.	Complied
6.2.6	A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours. PROCEDURAL NOTE: STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate). <i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i> In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation with relevant stakeholders such as palm oil industry members, workers' union, authorities and/or relevant organisations.	FGVPISB Besout Complex has established the prevailing wage calculation to include all the in-kind benefits provided to the workers. Sampled the prevailing wages for benefit of Housing – RM 350 for local workers and RM 150 for foreign workers; Healthcare for local workers is RM 65.90 and RM 105.60 for foreign workers. The prevailing wages is more than the Minimum Wage Order 2020.	Complied

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	<p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage (RSPO Guidance for Implementing a Decent Living Wage). The RSPO will also develop further guidance and tools to calculate DLW in line with the RSPO endorsed methodology which may include independent studies by local experts in their respective region or country).</i></p> <p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> • Updated assessment on prevailing wages and in-kind benefits • There is annual progress on the implementation of living wages • Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment • The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation. <p>- Minor compliance -</p>		
6.2.7	<p>Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal.</p> <p>- Minor compliance -</p>	<p>There are no casual workers has been recruited for all operating units under FGVPSB Besout Complex. All the employees are permanent employee. Sorters in POM, FFB Lorry Driver and Backhoe drivers in estate was carried out by contractors where the workers are permanent.</p>	Complied
<p>Criterion 6.3: The unit of Certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p>(C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV is committed to employing only persons of the age of 18 and above, FGV recognises that Malaysian laws allow for young persons to be engaged in</p>	Complied

	Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented. - Critical (Major) compliance -	certain forms of employment. Therefore, no person shall be employed under the age of 15, and any employment of young persons shall not be in a manner that is likely to be hazardous, or to interfere with such person's education, or to be harmful to the person's health or physical, mental, spiritual, moral, or social development at any stage of the employment.	
6.3.2	Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request. - Minor compliance -	As per interview with the management, all application will be filtered base on the application form before been called for interview. After the interview, all workers will be registered in the Human Resource Management System, HRMS which all information related to workers will be key in the systems	Complied
6.3.3	Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers. - Minor compliance -	Review from the masterlist of workers for both estate and POM and interview with the workers, it was confirmed that there is no young workers has been recruited.	Complied
Criterion 6.4: Children are not employed or exploited.			
6.4.1	A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements. - Minor compliance -	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV Group shall not tolerate any form of harassment and abuse including physical, sexual, psychological or verbal. Everyone shall be treated with respect and dignity.	Complied
6.4.2	(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure. - Critical (Major) compliance -	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where no person shall be subjected to any discrimination in employment, including hiring, compensation, advancement, training, disciplinary action, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, gender identity, nationality,	Complied

		political opinion, social group, ethnic origin, reproductive rights or other forms of discrimination.	
6.4.3	<p>(C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	New mother assessment has been done by the management for FGV Besout POM in year 2020 and has been documented in 'borang pengenalpastian ibu baru and borang kaji selidik keperluan ibu baru' dated 12/11/2020. Base on the assessment, the new mother has request for additional rest time for breast feeding and personal area for breast milk pump and storage. It has been approved by the management. However, there is no further action has been taken to address the needs.	Complied
6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	Communication of the policy has been done during the muster call briefing for all workers in all operating units. Sample has been taken for FGVPM Besout 6 Estate on 25/04/2021 and FGVPM Besout 07 Estate, 23/01/2021. While for stakeholders, communication on the policy has been done through email due to pandemic COVID 19.	Complied
<p>Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.</p>			
6.5.1	<p>(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV Group shall not tolerate any form of harassment and abuse including physical, sexual, psychological or verbal. Everyone shall be treated with respect and dignity.</p> <p>Communication of the policy has been done during the muster call briefing for all workers in all operating units. Sample has been taken for FGVPM Besout 6 Estate on 25/04/2021 and FGVPM Besout 07 Estate, 23/01/2021. While for stakeholders, communication on the policy has been done through email due to pandemic COVID 19</p>	Complied
6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p>	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where no person shall be subjected to any discrimination in employment, including hiring,	Complied

	- Critical (Major) compliance -	compensation, advancement, training, disciplinary action, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnic origin, reproductive rights or other forms of discrimination.	
6.5.3	Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified. - Minor compliance -	There is no new mother has been identified for all operating units. It has been confirmed through document and interview with female workers.	Not Applicable
6.5.4	A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce. - Minor compliance -	FGV has established 'Menangani Aduan Melalui Jawatankuasa Wanita' with Doc. No.: ML-1A/L2-Pr14 dated 01/06/2016. The objective of the procedure is to establish a mechanism to handle sexual harassment, discrimination, violence cases reported in the area. Channel of complaint lodge has outlined in the procedure such as verbal and written. The appointed committee need to forward the complaint to Regional Gender Committee within 1 week from the date of complain received. If the case is unresolved, the committee will forward the case to Talian Nur (Kementerian Pembangunan Wanita, Keluarga & Masyarakat) through 15999. The management will protect the identity of the complainant if they wish not to reveal. Interviewed with the female workers confirmed that they are aware of the complaint procedure and informed that there is no case of sexual harassment and violence reported.	Complied
Criterion 6.6: No forms of forced or trafficked labour are used.			
6.6.1	(C) All workers have entered into employment voluntarily and the following are prohibited: <ul style="list-style-type: none"> Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes) Charging the workers for recruitment fees. 	Sample of employment contracts for checkroll foreign workers has clearly stated the passport is responsible to keep and protect their own passport; FGV will bare all recruitment fees such as medical, transportation from airport to Malaysia, visa as stated in the Communications Pack which will briefed to the candidates during	Complied

	<ul style="list-style-type: none"> • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>	<p>pre-employment process in home country and agreement with the agent in source country; Workers have signed agreement in home country where the terms and conditions are identical without any contract substitution; overtime is based on request of workers and as per FGV's policy, developed Overtime Policy (Policy No.: FGV/GHC/POL/006, Rev. 4 dated 01/01/2020) to comply with the Employment Act 1955; there is no debt and wages withholding through interviewed with the workers; and workers can terminate the contract with 30 days of notice period without any penalty of termination.</p>	
<p>6.6.2</p>	<p>(C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Group has developed Guidelines and Procedures for Responsible Recruitment of Foreign Workers dated 27/6/2019. The guidelines are adopted the principles embedded in the Group Sustainability Policy including non-discrimination, respect for human rights and labour rights as well as health and safety. Workers will</p>	<p>Complied</p>
<p>Criterion 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.</p>			
<p>6.7.1</p>	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>Responsible persons for H&S were identified and appointed as the committee members of H&S Committee of each operating unit. the H&S Committee members were a combination of employer's representatives and employees' representatives. Records of regular meetings of H&S Committee available as per sample minutes of meeting sighted as following:</p> <ul style="list-style-type: none"> - Besout POM: Latest meeting date: 24/12/2021; Previous meeting date: 24/9/2021, 25/6/2021 & 25/3/2021 - Besout 06 Estate: Latest meeting date: 18/11/2021; Previous meeting date: 11/8/2021, 18/5/2021 & 17/2/2021 - Besout 07 Estate: Latest meeting date: 11/11/2021; Previous meeting date: 16/8/2021, 5/5/2021 & 16/2/2021 	<p>Complied</p>

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		The minutes of meeting sighted with discussion of concerns of all parties about health, safety and welfare among all employees and other issues.	
6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>Accidents and emergency procedures available for as per Manual Procedure Emergency Preparedness and Response; FPI/L2/QOHSE-14.0.</p> <p>For accident investigation, FGV has established procedure and documented in Complaints, Nonconformity, Incidents Investigation and Corrective Action in QOSHE Manual Procedure doc. # FPI/L2/QOSHE-22.0 under subsection 6.4 handling accident cases.</p> <p>The SOP established were communicated through training, briefing and displayed on notice board at several placed in the operating units.</p> <p>Visit to the mill operational area and estate fields found specific person in-charge among mandores were given the first aid training and provided with first aid equipment for use in work sites.</p> <p>Records of accidents were kept available with number of accidents from Jan – Dec 2021 as following:</p> <ul style="list-style-type: none"> - Besout 07 Estate; Date: 6/1/2021; MC: 5 days - Besout 07 Estate; Date: 27/5/2021; MC: 90 days - Besout 06 Estate; Date: 14/11/2021; MC: 8 days - Besout 06 Estate; Date: 29/12/2021; MC: 23 days <p>Emergency evacuation and fire drills were conducted from time to time at all operating units with latest conducted on September 2021 in estates.</p>	Complied
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine</p>	<p>Workers PPE were issued based on their work activities and hazard determined form HIRARC as part of the work activities risks controls. As sample, for operation related to chemical handling, the</p>	Complied

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	<p>operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>PPE to be use are based on the established procedure of Chemical Mixing in Mixing Area; SOP # FGVPM/L3/GPK-007; Rev. 0; Effective date: 1/2/2020 which indicated the PPE to be use based on the HIRARC as well as the Safety Datasheet requirement which included the following:</p> <ul style="list-style-type: none"> a) Eye Goggle b) Respirator mask c) Rubber hand glove d) Apron e) Rubber boots <p>Visit to both Besout 06 Estate and Besout 07 Estate fields for the spraying activities found all sprayers were well equipped with required PPE for spraying activities. The sprayers also confirmed that they were provided with sanitation facilities for wash upon completion of work prior to go home. Visit to the sanitation facilities found that complete shower room, toilet and washing machine provided in sanitation facilities.</p>	
6.7.4	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law.</p> <p>- Minor compliance -</p>	<p>All workers provided with medical care either treatment through estate clinics or panel clinics from nearby town. All costs incurred from work-related incidents leading to injury or sickness are covered via accident insurance coverage made through SOCSO contributions. Sighted records of monthly SOCSO contributions for the month of May, Aug and Nov 2021 made by all operating units via SOCSO 8A forms indicated no miss or late contributions of insurance for the workers.</p>	Complied
6.7.5	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>Records of LTA metrics for occupational injuries sighted available as per sample for Besout POM JKKP 8; Ref. # JKKP 8/100403/2021; Date: 13/1/2022; Total accident 2021: 2; Total lost days = 31; Lost time accident: 248 hours; Total man-hours = 566,400; Average</p>	Complied

		employee: 200; Occurrence rate: 10; Frequency rate: 3.53; Severity rate: 54.73 Besout POM: Total manhours 297,500.00 manhours; Average workers 2021 = 85													
Principle 7: Protect, conserve and enhance ecosystems and the environment															
Criterion 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.															
7.1.1	(C) IPM plans are implemented and monitored to ensure effective pest control. - Critical (Major) compliance -	<p>IPM plans implemented with the main objectives as following:</p> <ul style="list-style-type: none"> a) Control of pest attack <5% yield damage b) Plan for integrated action and control in pest control c) Prioritize on biological control that reduces chemicals use d) Census to identify target area to increase efficiency e) Training of proper and accurate method in pest control <p>Amongst all, sighted the sample Besout 07 Estate Annual 2022 IPM plan as following:</p> <table border="1"> <thead> <tr> <th>Activity Plan</th> <th>Date</th> <th>Area/Target</th> </tr> </thead> <tbody> <tr> <td>Additional Barn Owl Box (BOB) installation</td> <td>Mar 2022</td> <td>40 BOBs</td> </tr> <tr> <td>Beneficial plants (Tunera, Cassia and Antigonon) planting</td> <td>Feb 2022</td> <td>500 plants</td> </tr> <tr> <td>Bagworm control operation</td> <td>Feb 2022</td> <td>Field PM18M</td> </tr> </tbody> </table> <p>Monitoring conducted for all plans and activities implemented as per records of samples for bagworms monitoring summary; Estate: FGV Besout 06; Planted area: 2109.34 ha; Month: December 2021.</p>	Activity Plan	Date	Area/Target	Additional Barn Owl Box (BOB) installation	Mar 2022	40 BOBs	Beneficial plants (Tunera, Cassia and Antigonon) planting	Feb 2022	500 plants	Bagworm control operation	Feb 2022	Field PM18M	Complied
Activity Plan	Date	Area/Target													
Additional Barn Owl Box (BOB) installation	Mar 2022	40 BOBs													
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Bagworm control operation	Feb 2022	Field PM18M													

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7.1.2	Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented. - Minor compliance -	No use of species referenced in the Global Invasive Species Database and CABI.org in all managed areas within estates and mill.	Complied										
7.1.3	There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities. - Minor compliance -	Visit to estate fields and interview conducted with workers found that no use of fire for pest control in all estates within Besout POM complex.	Complied										
Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.													
7.2.1	(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised. - Critical (Major) compliance -	Justification for all pesticide usage were available under the Sustainability Manual 1A, under Document: MLSL (Ed.2)-Sec.4 (2.0) dated 01/06/2012. In this Justification all chemical such as Pesticide, Herbicide and Fungicide is available for each chemical as per sample as following: <table border="1" data-bbox="1227 898 1834 1303"> <thead> <tr> <th>Pest Category</th> <th>Chemical Type</th> </tr> </thead> <tbody> <tr> <td>Impreta Cylindrical (Lalang), Pennisectum Polystachyon</td> <td>Glyphosate</td> </tr> <tr> <td>Mikania Micranta, Hedyotis</td> <td>2, 4 D Amine</td> </tr> <tr> <td>Memordica Charantia</td> <td>Glyphosate + Metsulfuronmeth yl</td> </tr> <tr> <td>Melastoma Malabthricum</td> <td>Metsulfuron0met hyl (Ally) + 'surfactant'</td> </tr> </tbody> </table>	Pest Category	Chemical Type	Impreta Cylindrical (Lalang), Pennisectum Polystachyon	Glyphosate	Mikania Micranta, Hedyotis	2, 4 D Amine	Memordica Charantia	Glyphosate + Metsulfuronmeth yl	Melastoma Malabthricum	Metsulfuron0met hyl (Ally) + 'surfactant'	Complied
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7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>Records of pesticides use including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications are provided as per sample sighted in Besout 06 Estate for the year 2021 as following:</p> <table border="1" data-bbox="1137 507 1926 1152"> <thead> <tr> <th>Chemicals</th> <th>Active ingredients (a.i.)</th> <th>a.i./ha</th> </tr> </thead> <tbody> <tr> <td>Dipel</td> <td>Btk fermentation solids</td> <td>0.0341</td> </tr> <tr> <td>Sodium Chlorate</td> <td>Sodium Chloride</td> <td>4.4495</td> </tr> <tr> <td>Cypermethrin</td> <td>Halex Cypermethrin</td> <td>1.6409</td> </tr> <tr> <td>Bayfolan</td> <td>Kalium magnesium nitrogen phosphorus</td> <td>0.0036</td> </tr> <tr> <td>Adonis</td> <td>Acephate 75%</td> <td>1.2374</td> </tr> <tr> <td>Krush</td> <td>Glyphosate potassium</td> <td>5.1546</td> </tr> <tr> <td>Genee 15</td> <td>Glufosinate ammonium</td> <td>0.1152</td> </tr> <tr> <td>Tricalon</td> <td>Triclopyr butoxy ethyl ester</td> <td>0.2191</td> </tr> <tr> <td>Ecomax</td> <td>Glyphosate Isopropyl amine</td> <td>0.1399</td> </tr> <tr> <td>Metfuron</td> <td>Metfulron methyl</td> <td>0.2869</td> </tr> </tbody> </table> <p>Besout 07 Estate for the year 2021 as following:</p> <table border="1" data-bbox="1137 1200 1926 1391"> <thead> <tr> <th>Chemicals</th> <th>Active ingredients (a.i.)</th> <th>a.i./ha</th> </tr> </thead> <tbody> <tr> <td>Supresate</td> <td>Glyphosate Isopropyl amine</td> <td>0.7385</td> </tr> <tr> <td>Tricalon</td> <td>Triclopyr butoxy ethyl ester</td> <td>0.3661</td> </tr> <tr> <td>Cypermethrin</td> <td>Cypermethrin</td> <td>0.0660</td> </tr> </tbody> </table>	Chemicals	Active ingredients (a.i.)	a.i./ha	Dipel	Btk fermentation solids	0.0341	Sodium Chlorate	Sodium Chloride	4.4495	Cypermethrin	Halex Cypermethrin	1.6409	Bayfolan	Kalium magnesium nitrogen phosphorus	0.0036	Adonis	Acephate 75%	1.2374	Krush	Glyphosate potassium	5.1546	Genee 15	Glufosinate ammonium	0.1152	Tricalon	Triclopyr butoxy ethyl ester	0.2191	Ecomax	Glyphosate Isopropyl amine	0.1399	Metfuron	Metfulron methyl	0.2869	Chemicals	Active ingredients (a.i.)	a.i./ha	Supresate	Glyphosate Isopropyl amine	0.7385	Tricalon	Triclopyr butoxy ethyl ester	0.3661	Cypermethrin	Cypermethrin	0.0660	Complied
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		Sodium Chloride	Sodium Chloride	0.4068	
		Butik Super	Chloropoxinone	0.0164	
7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>The estates visited has established Chemical usage reduction plan. Among the plan established as following:</p> <ul style="list-style-type: none"> a) To use roto slasher as a medium to control grass in the estate. b) To reduce the spraying round by change the type of chemical usage by using Alion that can reduce the circle spraying round from 3 round per year to 1 round per year. c) To increase the number of beneficial plants as biological control for IPM. 			Complied
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p> <p>- Minor compliance -</p>	<p>Neither any prophylactic use of pesticides nor exceptional circumstances as identified in national nest practice guidelines requires it.</p>			Complied
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to:</p> <ul style="list-style-type: none"> a) Judgment of the threat and verify why this is a major threat b) Why there is no other alternative which can be used c) Which process was applied to verify why there is no other less hazardous alternative d) What is the process to limit the negative impacts of the application 	<p>Based on the internal memo by Executive Director dated 08/05/2017; Ref. # (27)010810/HQ/JAB.OP.17/Plantations/AM entitled "Prohibition On Using Paraquat Dichloride", it was escalated to all FGV plantation that Paraquat usage is prohibited as of 08/05/2017.</p> <p>FGVPM Besout 6 Estate and FGVPM Besout 7 Estate have eliminated the usage of Monocrotophos (Class 1B) which was previously used for controlling the bagworm outbreaks in the estates. The estate currently has planted more beneficial plants and uses Acephate 97% for the trunk injection purpose as an alternative to Monocrotophos.</p>			Complied

	<p>e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.</p> <p>- Minor compliance -</p>	<p>Both estates acquired the permit to purchase controlled/limited pesticides from Department of Agricultural.</p>	
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticide operators were given training on the safe handling and application of the pesticides. Suitable personal protective equipment's and application equipment provided to the operators. All precautions attached to the products explained to operators and understood by them. This was noted during the interview with sprayers at the estate. Sampled trainings records as sighted in criteria 3.7.2.</p>	Complied
7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticides were found stored in the mill and estate's Chemical Store in accordance with the Occupational Safety and Health Act 1994 (Act 514) and Pesticides Act 1974 (Act 149) and their Regulations. The store was locked at all times. All chemical issued out from the store must be through the requisition from store clerk who is the authorised person to keep the key. Safety signage were erected at the store area. Safety work procedure were also displayed at the notice board at the chemical store. The facility ventilation fan was found working with adequate ventilation available, up-to-date chemical register, trade and generic names, and their Safety data Sheet were available.</p>	Complied
7.2.8	<p>All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes.</p> <p>- Minor compliance -</p>	<p>Empty pesticides containers were triple rinsed, holes punched and stored separately in the SW store. Thereafter disposal arrangement will follow accordingly as per procedure in Sustainability Manual procedure ref ML/-1A/L4 2016 and SOP ref HSE/SOP/SW/1. The latest disposal to Besout Recycle Enterprise as follows: The disposal inventory of empty container was available dated 8/1/2022 with total 0.360 mt. Besout 6 estate using Besout Recycle</p>	Complied

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		Enterprise as medium to dispose all recycle waste in estate, as per bill record dated 20/10/2021.	
7.2.9	<p>(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	No aerial spraying of pesticides conducted in all estates within Besout complex.	Complied
7.2.10	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>Besout POM last conducted its Medical Surveillance as per report of Annual Medical Surveillance Report on Occupational Working in Confined Space (2020). The report indicated that the examination conducted by Occupational Health Doctor (OHD) Dr. Lee Teik Leong; DOSH Reg. # HQ/12/DOC/00/279 found all workers are fit to continue work. Based on the mill's CHRA Report Ref. # JKPP/HIE/127/171/2(8)-2018/056 dated 19/6/2018 by Dr. Yasriza Bin Yahaya; DOSH Reg. # JKPP/HIE/127/171/2(8) of Occumed Consultancy & Services Sdn. Bhd., no annual medical surveillance required for any of the mill employee.</p> <p>Both Besout 6 Estate and Besout 7 Estate have also been conducted medical surveillance assessment for all pesticide operators with the report stated that none of the employee has ill health effect of the chemicals use as following:</p> <ul style="list-style-type: none"> - Report on Medical Surveillance at FGVPM Besout 06 Estate; by Dr. Muhammad Hamdi bin Haji Suki; DOSH Reg. # HQ/10/DOC/00/00456; Occupational Health Doctor; Date: 16/7/2021; Medifa Occupational Health and Safety Services - Report on Medical Surveillance at FGVPM Besout 07 Estate; by Dr. Muhammad Hamdi bin Haji Suki; DOSH Reg. # 	Complied

		HQ/10/DOC/00/00456; Occupational Health Doctor; Date: 30/7/2021; Medifa Occupational Health and Safety Services	
7.2.11	<p>(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p> <p>- Critical (Major) compliance -</p>	<p>Estates have issued a memo # (1) E6.2.1) to all female workers dated 02/01/2020; stating <i>`Larangan Mengendali Bahan Kimia Kepada Wanita mengandung Atau Menyusukan Anak`</i> which prohibits female workers that are pregnant or breastfeeding from handling chemicals.</p> <p>It was acknowledged that the pesticide handlers and sprayers in the Besout 6 were all males. In Besout 7, the Female Store Clerk showed awareness that pregnant and breastfeeding women were restricted from handling chemicals. It was verified from records, field visits and interviews that no pregnant or breast feeding woman have been offered work as pesticide operators. Based on the interview with the female workers and staff, it was established that the knowledge of the rights to transfer to alternative duties if they wished to continue working when pregnant or breast-feeding was adequately informed to the workers.</p> <p>All three operating units do not employ workers below the age of 18.</p>	Complied
Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.			
7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>Wastes management plan is developed based on the environmental aspects and impacts assessment. The mitigation measures were then derived from this exercise. The Waste Management Action Plans 2021 were established to mitigate and control the identified wastes and source of pollution. Generally, the scheduled wastes were disposed through licensed vendors, organic wastes were disposed through landfill and recyclable wastes were sent to recycle centres.</p>	Complied

<p>7.3.2</p>	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	<p>Both the mill and estates had established SOP for chemical/waste handling. The SOP is available in the following document:</p> <ul style="list-style-type: none"> a) Manual Ladang Sawit Lestari <ul style="list-style-type: none"> - Prosedure Kerja Selamat b) Manual Sustainability <ul style="list-style-type: none"> - Prosedur Kerja Selamat - Prosedur membancuh Racun di PREMIX - Pengendalian Bahan Kimia <p>Besout 6 estate already got permission from DOE for extension the Scheduled waste storage, referred as per letter A11/023/000/018(9) dated 28/1/2022. This extension letter valid until 30/6/2022 for SW 305, 408, 409 and 410.</p> <p>In Besout 7 estate, Estate despatched the SW via collectively with Besout 6 Estate for a better logistics. Approval letter dated 30/10/2019 from DOE was sighted and verified. During verification sighted letter (22)620/10.1.15 dated 13/10/2021 evidence on Besout 7 estate send scheduled waste to Besout 6 estate.</p> <p>The landfill sites PM09F and PM01K were equipped with signboard displayed and properly demarcated. The area is sufficiently distant from habitation and water contamination. The site disposal area (landfill area) is shown and marked in the estate map.</p> <p>In Besout POM, the SW 404 been notify to DOE on 19/1/2022 (2022011911HFZMB6) by Besout POM management for test kit Covid -19 clinical waste. Inventory record available as per record</p>	<p>Complied</p>
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		0808A5011539122022 dated Feb 2022. There 9 type of SW been registered under eSwiss such as SW 102,109,110,305,306,322,404,409 and SW410. Latest disposal was on 13/10/2021 for SW 306, 305 at Pentas Flora Sdn Bhd referred as per Consignment note no. A 03897.	
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	<p>FGV practices of “Zero open burning” is enforced and elaborated in the Group Sustainability Policy dated 29 May 2019. The compliance are also included in the following guidelines;</p> <p>a) Manual Ladang Sawit Lestari - Prosedure Kerja Selamat</p> <p>b) Manual Sustainability - Prosedur Kerja Selamat - Prosedur membancuh Racun di PREMIX - Pengendalian Bahan Kimia</p> <p>The operating units adhered to the policy of “Zero open burning” for any replanting. From field visits and interviews with the workers there is no open burning being practiced in the estates. The 2 estates had replanting program spanned over the forthcoming years as shown in 3.1.2. There was no evidence that fire had been used to prepare land for replanting in the estates. No fire was used for waste disposal.</p>	Complied
Criterion 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts. - Minor compliance -	FGV has been established to cover Replanting, roads drains Bridges culverts and fences, construction of estate building, manuring, harvesting, pruning and ablation, soil conservation, justification of chemical use, weed management, integrated pest management and	Complied

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		plant diseases. All estates operate in accordance with the Agriculture Manual and standard operating procedures. The practices consistently monitored by estate operation management and estate inspectorate. The recommendations for improvements are given to maintain the sustainable practices.	
7.4.2	Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health. - Minor compliance -	Foliar and soil sampling was carried out by Internal Agronomist from FGV Agri services Sdn Bhd prior to the fertilizer recommendation for the next financial year dated 23/4/2021. Leaf and soil nutrient analysis are commonly used in the diagnosis of fertilizer requirements in oil palms. The frequency for leaf sampling must be conducted every year while for soil analysis, the frequency is once in 4 years. The last soil analysis reports verified as per report Foliar sampling FRF20220165 and Lab code FRS20220163.	Complied
7.4.3	A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers. - Minor compliance -	The following practices are applied in the estate in relation to the nutrient recycling strategy: a) EFB application is minimal as the mill has facility of incinerator and external buyer for fuel source. b) Cut frond are stacked in between the palms rows left to discompose. The record in estate using EFB as verified in Besout 6 estate, sampling on field PM09Q, dated 14/9/2021 on weighbridge ticket 00831125 total weight 10.75mt. As to date implementation was 10012.69 mt in field PM09Q.	Complied
7.4.4	Records of fertiliser inputs are maintained. - Minor compliance -	The fertiliser recommendation was given by FGV Agri Services Sdn Bhd (FRF20210255)	Complied
Criterion 7.5: Practices minimise and control erosion and degradation of soils.			

7.5.1	(C) Maps identifying marginal and fragile soils, including steep terrain, are available. - Critical (Major) compliance -	Description of the soil characteristics such as texture, depth, drainage, parent material and key aspect for management was available. The main soil series (in %) in the estates based on the soil maps which were sourced from the Department of Agriculture.	Complied
7.5.2	No replanting on steep slopes (above 25 degrees) unless approved by state governments. In case of replanting is permitted, no replanting in contiguous area of steep terrain (greater than 25 degrees) larger than 25 Ha within the Unit of Certification. - Minor compliance -	It was observed that practices to minimize and control erosion and degradation of soils were in place through proper stacking of fronds, EFB application, avoidance of blanket spraying, construction terraces, road maintenance and maintenance of soft vegetation in the interlines. Cover crops were planted in the replants and in certain mature areas. The cover crop mucuna bracteata had been planted along crucial slopes by management. Large areas with neprolepis biserrata in the inter rows were sighted during the visit.	Complied
7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	From the site verification no new planting of oil palm in the estate as per land hectarage and interview with stakeholder and management.	Complied
Criterion 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	(C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations. - Critical (Major) compliance -	Soil surveys are made and available in a soil map for both the 2 estates. Topographic contour map are also available which are both used to manage the drainage and road works in the estates The estates had no new planting for the current year and also for the forthcoming 5 years operations.	Complied
7.6.2	Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices. - Minor compliance -	FGV Group Estates had no planting on areas of more than 25 degree. Plantings on steep slope are either avoided or minimized.	Complied
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.	Soil surveys are made and available in a soil map at both the estates. Topographic contour map are also available which are both	Complied

	- Minor compliance -	used to manage the drainage and road works in the estates.	
Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -	There is no new planting or new development in both the estates visited.	Complied
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below). - Minor compliance -	Areas of peatland was documented and available in the estate maps. The total area of peat for Besout 06 estate is 496.92 ha mainly in PM17 and PM15. The inventory has been reported to RSPO Secretariat as per the RSPO Template dated 10/02/2020. RSPO acknowledged acceptance via email dated 17/02/2020. As per record inventory total peat have been register under FGV was 5028.57 Ha.	Complied
7.7.3	(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	The map for subsidence poles and monitoring records were sighted during the visit. Sample of peat subsidence pole was verified in field PM15V during the field visit. In accordance with its established procedure and programme, the management continues to carry out its best practices in maintaining the water table of the peat areas. The network of drainage system was sighted to be adequate and water table was monitored and maintained at 60 cm from the ground surface at all times by using piezometers, water level markers, construction of bunds, flap gates and sand bag stop bunds. Records of soil subsidence dated 2/9/2021 and 10/12/2021 was sighted and verified. The water level monitoring records dated 14/09/2021 and 27/12/2021 was also verified.	Complied
7.7.4	(C) A documented water and ground cover management programme is in place. - Critical (Major) compliance -	The water and ground cover management programme is documented in the FGV Agricultural Manual (Water Management in	Complied

Inland, Costal and Peat lands) issued on 01.07.2011. Details are described in 7.8.1. individual estates and mill had their respective water management plan mainly to monitor among others the following;

- a. Bulk of the supply in view of the location are from owned treatment plant / LAP for both mill and estates.
- b. Monitor the quality of main water inlet/outlet for pollutants from estate’s operations.
- c. Contingency during water shortage/contamination.
- d. Monitor the usage of fresh water on monthly basis
- e. Reuse/recycle wastewater.

The certification unit (Besout 7) have conducted river water analysis for all river as per below;-

River	BOD	COD	TSS	pH	Class
Sg. Chawang (IN)	1	9	30	4.98	II
Sg. Chawang (OUT)	1	6	24	5.0	II
Sg. Teras (IN)	1	8	15	4.29	II
Sg. Teras (OUT)	2	15	27	5.13	II

This river analysis conducted by FGV Agri Services Sdn Bhd Batch 449/2020W.

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		<p>Referred as per SOP Pengambilan Sampel Air (FGVPM/L2/PAS-01 Rev. 0 dated 23/1/2020.</p> <p>In Besout POM the Final discharge effluent sampling result was available referred Analysis Certificate : 4258/2021 & 5020/2021 and result as per below:-</p> <table border="1" data-bbox="1137 580 1926 826"> <thead> <tr> <th>Date</th> <th>BOD</th> <th>COD</th> <th>Suspend ed Solid</th> <th>Oil and Grease</th> <th>AN</th> </tr> </thead> <tbody> <tr> <td>8/11/2021</td> <td>28</td> <td>199</td> <td>1548</td> <td>3</td> <td>47</td> </tr> <tr> <td>27/12/2021</td> <td>129</td> <td>827</td> <td>538</td> <td>2</td> <td>149</td> </tr> </tbody> </table> <p>The result was still in range as per approval DOE under Jadual Pematuhan.</p>	Date	BOD	COD	Suspend ed Solid	Oil and Grease	AN	8/11/2021	28	199	1548	3	47	27/12/2021	129	827	538	2	149	
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7.7.5	<p>(C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.</p> <p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p>	<p>In certification unit, only in Besout 6 available peat soil. Besout 6 Estate has no plan replanting to be done in the peat areas for the next 5 years as stated in the replanting programme. The present planting age is 5 years old (2017 planting).</p>	Complied																		

	- Critical (Major) compliance -		
7.7.6	<p>(C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>FGVPM Besout 6 Estate manages the peat areas using guidance of the following Manual/SOP:</p> <ul style="list-style-type: none"> a. Manual Pengurusan Perladangan FGV; b. Pengurusan Gambut (Peat – SOP (0) dated 15 Mei 2014. c. Manual Pengurusan Tanah Gambut. <p>Among others content therein consists of</p> <ul style="list-style-type: none"> a) Pengurusan system pengairan. b) Pengurusan paras air di kawasan tanah gambut bagi Ladang Kelapa Sawit c) Kaedah Pemasangan Alat Penyukat Paras Air di Parit Pengumpul d) Kaedah Pemasangan Alat Penyukat Air di bawah Tanah Gambut (Peizometer) e) Mengawal Paras Air Di Dalam Parit Pertanian. <p>It was verified during the field visit at PM 17 that the peat subsidence pole were as stated in the peat map. Records were available of peat subsidence monitoring and verified during the visit.</p>	Complied
7.7.7	<p>(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>All peat areas are fully planted with oil palm. There are no peat in land conservation or unplanted areas in the estate.</p>	Complied

Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.															
7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <ul style="list-style-type: none"> a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities. b) Workers have adequate access to clean water. <p>- Minor compliance -</p>	<p>The mill water management plan has been established dated 10/1/2022 review made on respectively by the management. Among others the plan therein has emphasized:</p> <ul style="list-style-type: none"> a. rain water harvesting for cleaning purposes, b. water from the reservoir/catchment for the mill operations c. continual training for workers on water efficiency consumption, d. desilting of water reservoir to retain the reservoir optimal capacity. e. The action plan in event of draught/water pollution and 	Complied												
7.8.2	<p>(C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental deterioration having occurred during the previous cycle.</p> <p>- Critical (Major) compliance -</p>	<p>Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones has been verified at the estate and mill catchment. Riparian buffer zones have been identified and demarcated. No chemicals and fertilizer application observed been used in their maintenance. In certain areas Guatemala grass / Vertivar sp were planted along the river banks. Guidelines of the width of the rivers and natural courses to be protected have been illustrated in the FGV Sustainability Manual Section 1A/L2 revised dated 01/06/2016. The certification unit (Besout 7) have conducted river water analysis for all river as per below;-</p> <table border="1" data-bbox="1137 1129 1926 1289"> <thead> <tr> <th>River</th> <th>BOD</th> <th>COD</th> <th>TSS</th> <th>pH</th> <th>Class</th> </tr> </thead> <tbody> <tr> <td>Sg. Chawang (IN)</td> <td>1</td> <td>9</td> <td>30</td> <td>4.98</td> <td>II</td> </tr> </tbody> </table>	River	BOD	COD	TSS	pH	Class	Sg. Chawang (IN)	1	9	30	4.98	II	Complied
River	BOD	COD	TSS	pH	Class										
Sg. Chawang (IN)	1	9	30	4.98	II										

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		Sg. Chawang (OUT)	1	6	24	5.0	II	
		Sg. Teras (IN)	1	8	15	4.29	II	
		Sg. Teras (OUT)	2	15	27	5.13	II	
		<p>This river analysis conducted by FGV Agri Services Sdn Bhd Batch 449/2020W. Referred as per SOP Pengambilan Sampel Air (FGVPM/L2/PAS-01 Rev. 0 dated 23/1/2020.</p>						
7.8.3	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored. - Minor compliance -</p>	<p>The effluent treatment plant was made in accordance and interview with operator in charge revealed that the operation was in accordance with standard operation procedure and legal requirements. a) No over flow was observed, and flow meter reading was recorded daily. The mill monitoring the effluent and submits to DOE through 'Borang Penyata Suku Tahunan' . b) Besout Mill DOE license no 004230 was for water discharge requirement of which is BOD less than 100mg/l. c) The results from final discharge were compliance within the parameter limit.</p>						Complied
		Parameter	6/7/2021	3/8/2021	6/9/2021			
		Total discharge	297.12	327.12	198.91			
		Temperature	38	38	38			

		pH value	9.14	9.11	9.01																													
		BOD	30	69	41																													
		COD	240	400	342																													
7.8.4	Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -	<p>The mill processing water are obtained from the water catchment adjacent to the mill complex. The water usage monitoring is made on a monthly basis with the latest recording (water usage per mt in 2021 of fresh fruit bunches (FFB) below:</p> <table border="1"> <thead> <tr> <th>Month</th> <th>Water (M3)</th> <th>FFB Process</th> <th>(Liter/mt)</th> </tr> </thead> <tbody> <tr> <td>December 2021</td> <td>17440</td> <td>15080</td> <td>1.16</td> </tr> <tr> <td>November 2021</td> <td>24850</td> <td>21500</td> <td>1.16</td> </tr> <tr> <td>October 2021</td> <td>24610</td> <td>21290</td> <td>1.16</td> </tr> <tr> <td>September 2021</td> <td>24090</td> <td>21000</td> <td>1.15</td> </tr> <tr> <td>August 2021</td> <td>31200</td> <td>27000</td> <td>1.16</td> </tr> <tr> <td>July 2021</td> <td>28435</td> <td>24590</td> <td>1.16</td> </tr> </tbody> </table> <p>There were variations of performance. Probable factors are linked to rainy days, significant boiler water rinsing/discharging for maintenance etc. The base line is 1.15 (298120 liter/259060 mt)</p>				Month	Water (M3)	FFB Process	(Liter/mt)	December 2021	17440	15080	1.16	November 2021	24850	21500	1.16	October 2021	24610	21290	1.16	September 2021	24090	21000	1.15	August 2021	31200	27000	1.16	July 2021	28435	24590	1.16	Complied
Month	Water (M3)	FFB Process	(Liter/mt)																															
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July 2021	28435	24590	1.16																															

Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised											
7.9.1	<p>A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented.</p> <p>- Minor compliance -</p>	<p>A plan for improving the efficiency of the use of fossil fuels is in place and has been incorporated into the Environmental Aspect and Impact activities report for 2022. The document was reviewed/updated on Jan 2022. The Environment Management Plan for efficiency of fossil fuel usage available and been monitored the data accordingly. Utilization data for year 2021 as per below:-</p> <table border="1" data-bbox="1176 662 1886 810"> <thead> <tr> <th>Year</th> <th>Diesel usage</th> <th>Liter/Tan</th> </tr> </thead> <tbody> <tr> <td>2020</td> <td>154242</td> <td>0.724</td> </tr> <tr> <td>2021</td> <td>167105</td> <td>0.645</td> </tr> </tbody> </table> <p>For year 2021 (259060mt), the FFB was more higher than FFB year 2020(213070mt). This show the management plan for efficiency of the use of fossil fuel was positive impact to Besot POM.</p>	Year	Diesel usage	Liter/Tan	2020	154242	0.724	2021	167105	0.645
Year	Diesel usage	Liter/Tan									
2020	154242	0.724									
2021	167105	0.645									
Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.											
7.10.1	<p>(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>Main sources of GHG emission identified were methane (CH) emission through POME treatment and boiler stack from the mill. Other less significant GHG emissions identified including CO, SOx and NOx from various sources including fossil fuel, chemical and fertilizer consumptions mainly from estates activities. The emission value is recorded and calculated through the utilisation of RSPO’s Palm GHG Calculator ver. 4.</p> <p>Based on verification of various records such as store issuance records and computerised accounting system, all the data was found to be accurate.</p>									

<p>7.10.2</p>	<p>(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development). - Critical (Major) compliance -</p>	<p>FGVPISB Besout POM and estates has calculated the GHG using RSPO Palm GHG calculator and the calculation option used is Option 1. There was no new development within the certified area.</p>	<p>Complied</p>								
<p>7.10.3</p>	<p>(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored. - Critical (Major) compliance -</p>	<p>An assessment of all polluting activities has been conducted and monitored. This included the gaseous emissions, particulate / soot emissions and effluent. The mill and estates have continued to maintain its environmental aspects/impacts register associated with their activities. Environmental aspect and impact (EAI) records i.e. which covers the and mill activities / operation. 'Pollution Identification Environmental Improvement Action Plan' is used to identify the waste products and sources of pollution, was in place and is reviewed accordingly.</p> <p>Sampling in mill implementation on Isokinetic Stack sampling for Boiler No 1,2 and 3 for Besout POM dated 18/11/2021</p> <table border="1" data-bbox="1137 962 1928 1161"> <thead> <tr> <th>Boiler no</th> <th>Particulate Concentration</th> </tr> </thead> <tbody> <tr> <td>No 1</td> <td>0.234 g/Nm3</td> </tr> <tr> <td>No 2</td> <td>0.249 g/Nm3</td> </tr> <tr> <td>No 3</td> <td>0.268 g/Nm3</td> </tr> </tbody> </table> <p>This result was less than standard as per Jadual Pematuhan 400g/Nm3.</p> <p>For Isokinetic Fume Cupboard already conducted by management dated 11/1/2022. This test conducted by Mareff Management Sdn</p>	Boiler no	Particulate Concentration	No 1	0.234 g/Nm3	No 2	0.249 g/Nm3	No 3	0.268 g/Nm3	<p>Complied</p>
Boiler no	Particulate Concentration										
No 1	0.234 g/Nm3										
No 2	0.249 g/Nm3										
No 3	0.268 g/Nm3										

		Bhd referred reference BESOUT_LEV_01/01/22.Result as per below;- LEV Particulate concentration actual was 0.142 mg/Nm3	
Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area			
7.11.1	(C) Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -	<p>There was no land preparation of existence or new planting in FGV Estates by burning ever since the management practiced zero burning as per the policy in:</p> <ul style="list-style-type: none"> a. Manual Ladang Sawit LESTARI on reviewed 1/6/12 b. Sawit pra matang edisi II seksyen 3 c. Manual Ladang Sawit LESTARI reviewed on 1/6/12 Sawit matang edisi II seksyen 4 d. Manual Ladang Sawit LESTARI 1/6/12 Pembajaan sawit edisi II seksyen 5 e. Prosedur Kerja Selamat f. Manual Kelestarian (Sustainability) g. Work instructions <p>As advocated, the estates practiced zero burning. In the replants visited during the audit in the estates, it was evident that all palms were felled, shredded, windrow-ed and left to decompose. There was no evidence that fire had been used to prepare land for replanting in the estate. No fire was used for waste disposal.</p>	Complied
7.11.2	The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification. - Minor compliance -	The Group "Zero open burning" is enforced as described in the Group Sustainability Policy May 2019. The operating units adhered to the policy of "Zero open burning" for any replanting. From field visits and interviews with the workers there is no open burning	Complied

		being practiced in the estates. The estates recorded replanting program for the forthcoming 5 years. Refer details in 4.6.2.2. There is a fire ERP team established by the estate and mill.	
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures. - Minor compliance -	There are no evidence of Besout certification unit have engages with adjacent stakeholder for fire prevention and control measures. Thus Minor NC been raised during this audit.	Non-compliance
Criterion 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.			
7.12.1	(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests. A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document. - Critical (Major) compliance -	The audit findings have confirmed that there is no new planting (refer 7.3.1 to 7.4.2) affecting present HCV and primary forest. There was no land clearing activities made nor had damaged any forest to protect or enhance the HCV. Auditors has verified through checking through www.globalforestwatch.com , Google Maps, Estate Maps and also through site visit to all estates. Based on the audit findings, it was confirmed that no land clearing at the Besout CU since Nov 2005.	Complied
7.12.2	(C) HCVs, HCS forests and other conservation areas are identified as follows: a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid. b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations. PROCEDURAL NOTE:	The HCV assessment was conducted with details as follows: Besout 7 Estate: "Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti Ladang FGVPM Besout 7". This report was updated and reviewed by an IB Executive SCCD Department FGVH dated 25/05/2017. There was no HCV present in the CU except for buffer zone for the 7 rivers / water courses flowing within the estate I.e Sg Chawang / Erong / Daharol / Teras / Tampan / Rasau /Dohal. Besout 6 Estate: "Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti Ladang FGVPM Besout 06". This report was updated and reviewed by an IB Executive SCCD Department FGVH dated 23/05/2017. There was	Complied

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	Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019). - Critical (Major) compliance -	no HCV present in the CU except for buffer zone Sg Erong located at PM13W.	
7.12.3	<i>Indicator is not applicable in Malaysia context</i>	Not applicable in Malaysia	Complied
7.12.4	(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified). - Critical (Major) compliance -	From the report of Laporan Biodiversiti Ladang FGVPM Besout 07 prepared by CDD Department , Felda Global venture Holding Bhd dated 25/5/2017. The management already identified the HCV and RTE that available in estate, there already put under HCV management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. Monitoring of these areas are made through the daily field supervision by the field staff and executives. There were also visits by the PA/RC and also personnel from the SCCD unit. Sighting of RTE are made and recorded during the AP rounds in estate.	Complied
7.12.5	Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas. - Minor compliance -	There was no rights of local communities been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas. a. The HCV Assessment report indicated that there is no threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill operations. b. There is only common bird, presence of wild boar and monkeys occasionally sighted. The appropriate measures that are expected to maintain and/or enhance them were implemented through an action plan reviewed in Jan 2022.	Complied
7.12.6	All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in	There is no RTE found the entire estate complex as recorded, with latest the following observation /report "Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti Ladang FGVPM Besout 06"	Complied

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	<p>accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<p>and "Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti Ladang FGVPM Besout 07" dated 25/5/2017.</p> <p>Records of RTE sighting was checked and verified for the estate. Summary of record of animal sightings spotting wild boars, monkeys and squirrels among others. The management conducted a regular patrol of HCV areas, access and boundary of estates. Signage, such as "No Hunting", "No Fishing", "Buffer Zone" were available. No use of chemicals observed been applied in the buffer zone as prohibited. The management also conducted the training to train regarding HCV to workers, latest training record dated 12/1/2022 for staff in Besout 07 and for workers was on 15/1/2020.</p>																			
<p>7.12.7</p>	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>The audit findings have confirmed that there is no new HCVs, HCS forests peatland and other conservation areas been identified after 15 Nov 2018 in both Besout 6 & 7 estates. (refer 7.3.1 to 7.4.2). Monitoring of these areas are made through the daily field supervision by the field staff and executives. There were also visits by the PA/RC and also personnel from the SCCD Unit. Sighting of RTE are made and recorded during the AP rounds in the estate if any. Record on monitoring was available a sampling as per below</p> <table border="1" data-bbox="1137 1050 1930 1342"> <thead> <tr> <th>Date</th> <th>Area</th> <th>Note</th> </tr> </thead> <tbody> <tr> <td>8/10/2021</td> <td>PM16K</td> <td>King Fisher</td> </tr> <tr> <td>13/10/2021</td> <td>Office</td> <td>Burung Enggang</td> </tr> <tr> <td>5/11/2021</td> <td>PM18N</td> <td>Python</td> </tr> <tr> <td>12/11/2021</td> <td>PM17L</td> <td>Monkey</td> </tr> <tr> <td>21/12/2021</td> <td>Housing area</td> <td>Burung enggang</td> </tr> </tbody> </table>	Date	Area	Note	8/10/2021	PM16K	King Fisher	13/10/2021	Office	Burung Enggang	5/11/2021	PM18N	Python	12/11/2021	PM17L	Monkey	21/12/2021	Housing area	Burung enggang	<p>Complied</p>
Date	Area	Note																			
8/10/2021	PM16K	King Fisher																			
13/10/2021	Office	Burung Enggang																			
5/11/2021	PM18N	Python																			
12/11/2021	PM17L	Monkey																			
21/12/2021	Housing area	Burung enggang																			

7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>The audit findings have confirmed that there is no new land clearing affecting areas of HCVs, HCS forests peatland and other conservation areas. Not applicable since there is no land clearing after November 2005.</p>	Complied
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Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2021** for **FGVPISB Besout POM** and supply base was calculated using the PalmGHG Calculator version 4.0. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in **2021** for **FGVPISB Besout POM** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.94
PKO	0.94

Extraction	%
OER	19.96
KER	5.19

Production	t/yr
FFB Process	258,960
CPO Produced	51,688.42
PKO Produced	13,440.02

Land Use	Ha
OP Planted Area	4,604.36
OP Planted on peat	0.00
Conservation (forested)	0.00
Conservation (non-forested)	0.00
Total	4,604.36

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	44,514.95	0.81	0.00	0.00	0.00	0.00	44,514.95	0.81
CO ₂ Emission from fertilizer	3,985.25	0.07	0.00	0.00	0.00	0.00	3,985.25	0.07
NO ₂ Emission	2,949.48	0.05	0.00	0.00	0.00	0.00	2,949.48	0.05
Fuel Consumption	439.67	0.01	0.00	0.00	0.00	0.00	439.67	0.01
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-42,194.27	-0.77	-	0.00	0.00	0.00	-42,194.27	-0.77
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	9,695.09	0.18	0.00	0.00	50,658.27	0.00	60,353,36	0.18

**Note: Includes both estates and smallholders*

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Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	0.00	0.00
Fuel Consumption	521.37	0.00
Grid Electricity Utilization	378.99	0.00
Credit		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	900.36	0.00

Summary of Kernel Crusher Emission and Credit (if applicable)

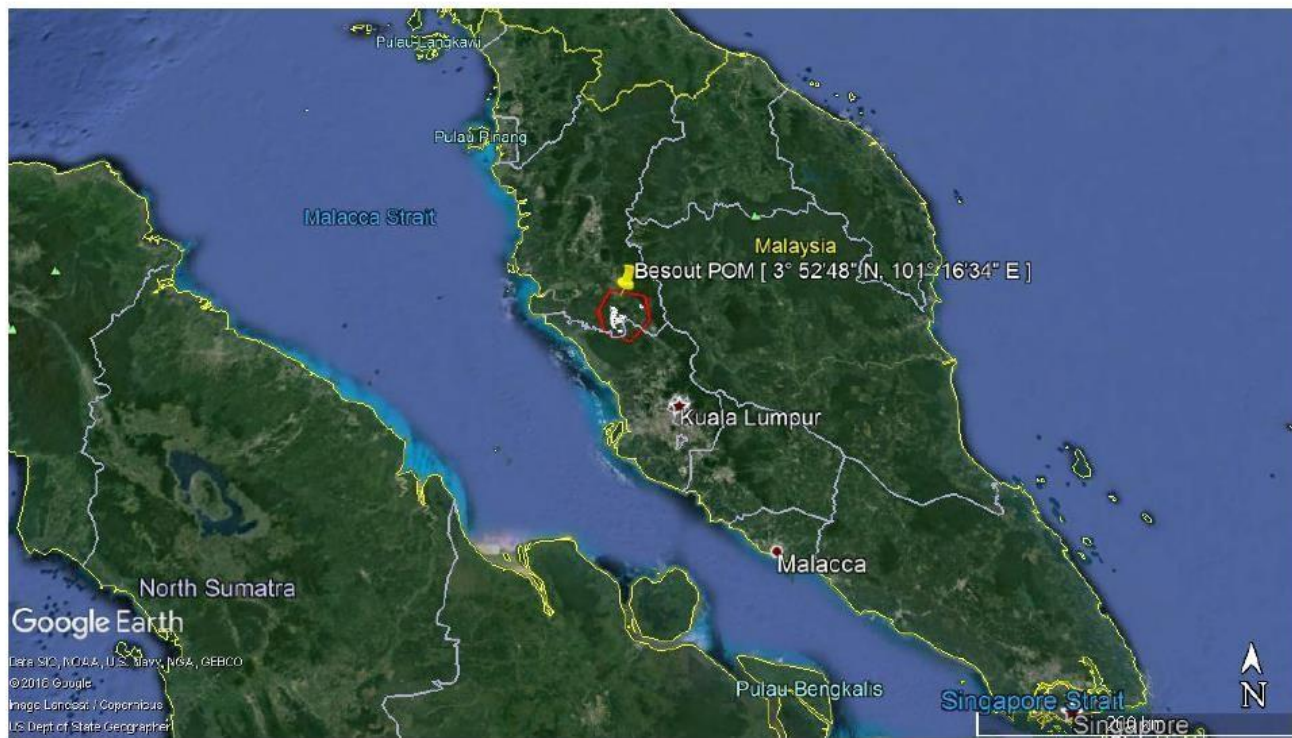
Emissions	tCO ₂ e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	0.00

*This mill has no kernel crusher operation.

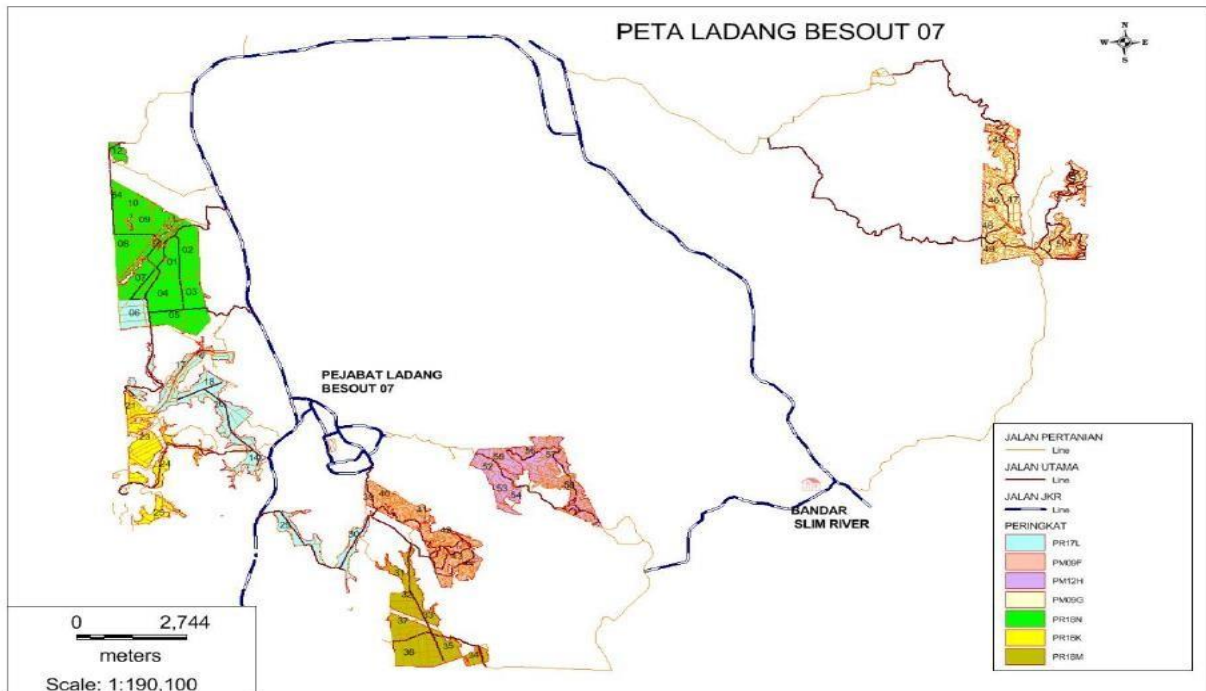
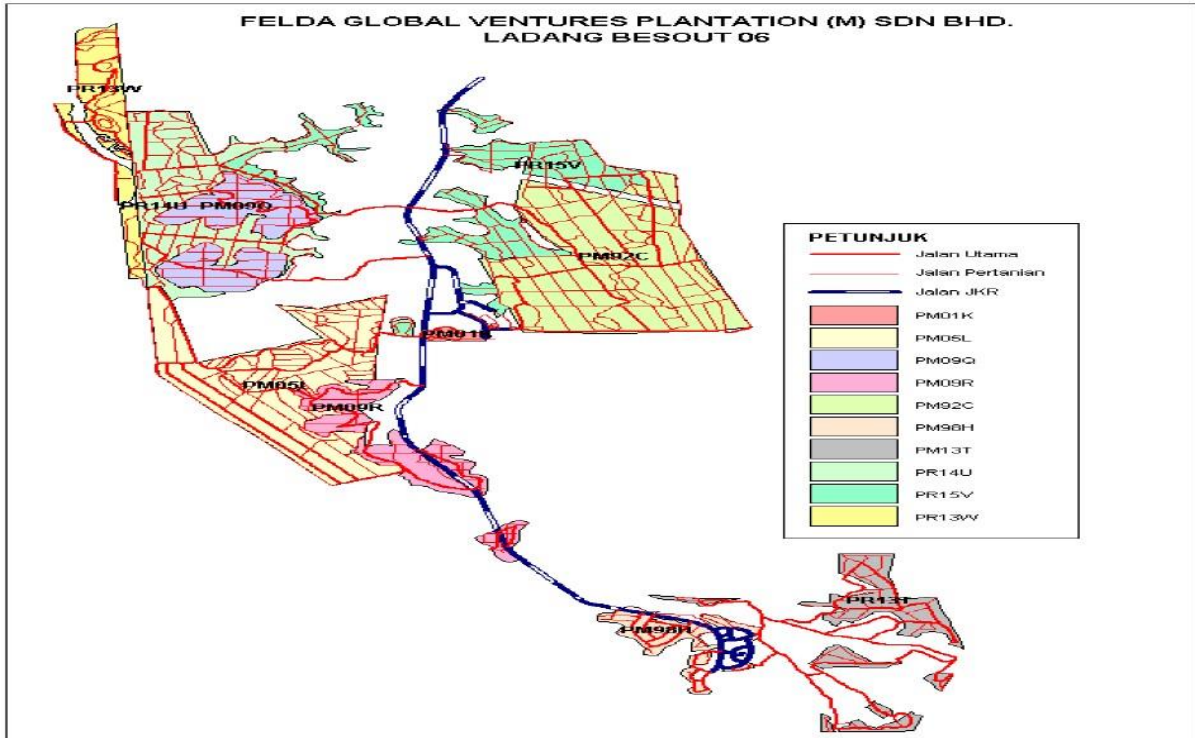
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	0
Divert to anaerobic diversion (%)	100

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

Appendix C: Location Map of Certification Unit and Supply bases



Appendix D: Estate Field Map



Appendix F: List of Abbreviations

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