

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

- Initial Assessment**
- Annual Surveillance Assessment (ASA3 & ASA4)**
- Recertification Assessment (Choose an item.)**
- Extension of Scope**

Client Company name (Parent Company): Boustead Plantations Berhad
Client company Address: 19th Floor Menara Boustead, 69, Jalan Raja Chulan, 50200 Kuala Lumpur, Malaysia
Certification Unit: Boustead Emastulin Sdn. Bhd. - Segaria Business Unit
Location of Certification Unit: Segaria Palm Oil Mill, 91308 Semporna, Sabah, Malaysia
Date of Final Report: 07/07/2022

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Boustead Plantations Berhad		
RSPO Membership Number	1-0012-04-000-00	Membership Approval Date	11/10/2004
Address	19th Floor Menara Boustead, 69, Jalan Raja Chulan, 50200 Kuala Lumpur, Malaysia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	Boustead Emastulin Sdn Bhd - Segaria Business Unit		
Location / Address	Segaria Palm Oil Mill, 91308 Semporna, Sabah, Malaysia		
Website	www.bousteadplantations.com.my		
Management Representative	En. Anuar Semail / Cik Nurul Hanani Binti Abdullah	E-mail	anuar@bplant.com.my hanani@bplant.com.my
Telephone	+603-2145 2121	Facsimile	+603-2144 7917

2. Certification Information			
Certificate Number	RSPO 682292	Certificate Start Date	07/03/2018
Date of First Certification	07/03/2018	Certificate Expiry Date	06/03/2023
Scope of Certification	Production of Palm Oil and Palm Kernel		
Visit Objectives	To conduct a surveillance assessment and look for positive evidence to ensure that elements of the scope of certification and the requirements of the management standard are effectively addressed by the organisation's management system and that the system is demonstrating the ability to support the achievement of statutory, regulatory and contractual requirements and the organisation's specified objectives, as applicable with regard to the scope of the management standard, and to confirm the on-going achievement and applicability of the forward strategic plan and where applicable to identify potential areas for improvement of the management system. This audit is based on RSPO Contingency Audit Procedure under scenario 4 with total 150% of audit sampling delivered during ASA4 onsite audit.		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 3, 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 checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	Mill Capacity	30 mt/hour

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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
QMS 00454	ISO 9001:2015 Quality Management System	SIRIM QAS INTERNATIONAL	20/07/2021
MSPO 682293	MSPO-4:2013 Part 4: General Principles for Palm Oil Mills	BSI Services Malaysia Sdn Bhd	21/03/2023
MSPO 682292	MSPO-3:2013 MSPO Part 3 :General Principles for Oil Palm Plantations and Organized Smallholders	BSI Services Malaysia Sdn Bhd	21/03/2023

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Segaria Palm Oil Mill	Segaria Palm Oil Mill, 91308 Semporna, Sabah, Malaysia	4° 29' 54.3" N	118° 24' 03.8" E
Segaria Estate	Segaria Estate, 91308 Semporna, Sabah, Malaysia	4° 29' 54.3" N	118° 24' 03.8" 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
Segaria Estate	4,465.1	197.97	83.13	4,746.20	94%
Total	4,465.1	197.97	83.13	4,746.20	94%

6. Plantings & Cycle							
Estate / Smallholders	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
Segaria Estate	440.3	458.0	2,467.5	976.7	122.6	4,024.80	440.3
Total (ha)	440.3	458.0	2,467.5	976.7	122.6	4,024.80	440.3

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7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage / year			
	Estimated (March 2020 – Feb 22)	Actual (Jan 20 – Dec 21)		Forecast (Mar 2022 – Feb 23)
		<i>Previous license period (Jan 20 – Jan 21)</i>	<i>Current license period (Feb 21 – Dec 21)</i>	
Segaria Estate	180,943.51	80,796.48	67,050.82	78,000
Total	180,943.51	147,847.30		78,000

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage / year			
	Estimated (March 2020 – Feb 22)	Actual (Jan 20 – Dec 21)		Forecast (Mar 2022 – Feb 23)
		<i>Previous license period (Jan 20 – Jan 21)</i>	<i>Current license period (Feb 21 – Dec 21)</i>	
Nil		-	-	
Total		N/A		

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage / year			
	Estimated (March 2020 – Feb 22)	Actual (Jan 20 – Dec 21)		Forecast (Mar 2022 – Feb 23)
		<i>Previous license period (Jan 20 – Jan 21)</i>	<i>Current license period (Feb 21 – Dec 21)</i>	
Nil		Nil	Nil	
Total		Nil		

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	January 2020	6,887.00	-	6,887.00
2	February 2020	6,599.29	-	6,599.29
3	March 2020	7,605.04	-	7,605.04
4	April 2020	6,959.82	-	6,959.82
5	May 2020	6,827.82	-	6,827.82
6	June 2020	7,111.56	-	7,111.56
7	July 2020	6,306.94	-	6,306.94
8	August 2020	5,679.73	-	5,679.73

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9	September 2020	5,316.40	-	5,316.40
10	October 2020	5,607.33	-	5,607.33
11	November 2020	4,994.23	-	4,994.23
12	December 2020	5,385.18	-	5,385.18
13	January 2021	5,516.14	-	5,516.14
14	February 2021	4,427.49	0	4,427.49
15	March 2021	6,266.76	0	6,266.76
16	April 2021	6,627.68	0	6,627.68
17	May 2021	6,756.30	0	6,756.30
18	June 2021	6,362.90	0	6,362.90
19	July 2021	5,493.49	0	5,493.49
20	Aug 2021	6,260.36	0	6,260.36
21	September 2021	5,744.72	0	5,744.72
22	October 2021	6,044.59	0	6,044.59
23	November 2021	6,647.91	0	6,647.91
24	December 2021	6,418.62	0	6,418.62
TOTAL		147,847.3	0	147,847.3

10. Summary of Certified Tonnage (not applicable for ISS)

Estimated (March 2020 – Feb 22)	Actual (Jan 20 – Dec 21)		Forecast (Mar 2022 – Feb 23)
	Previous license period (Jan 20 – Jan 21)	Current license period (Feb 21 – Dec 21)	
FFB	FFB		FFB
180,943.51 mt	80,796.48 mt	67,050.82 mt	78,000.00 mt
	147,847.30 mt		
CPO (OER: 21.85%)	CPO (OER: 22.96 %)		CPO (OER: 22.50%)
39,540.50 mt	18,106.49 mt	15,393.00 mt	17,550 mt
	33,499.49 mt		
PK (KER: 3.29 %)	PK (KER: 3.46%)		PK (KER: 3.50%)
5,960.50 mt	2,755.16 mt	2,319 mt	2,730 mt
	5,074.16 mt		

Note: plus volume extension for FFB, CPO and PK

10A. Monthly Records of Certified CPO & PK since the last audit

No.	Month - Year	Certified CPO (mt)	Certified PK (mt)
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1	January 2020	1,584.00	222.00
2	February 2020	1,489.00	226.00
3	March 2020	1,735.00	275.00
4	April 2020	1,605.00	261.00
5	May 2020	1,554.00	260.00
6	June 2020	1,550.00	237.00
7	July 2020	1,385.00	204.00
8	August 2020	1,264.00	187.00
9	September 2020	1,170.00	179.00
10	October 2020	1,203.00	183.00
11	November 2020	1,120.00	161.00
12	December 2020	1,212.00	172.00
13	January 2021	1,235.49	188.16
14	February 2021	958.00	139.00
15	March 2021	1,356.00	199.00
16	April 2021	1,484.00	227.00
17	May 2021	1,529.00	250.00
18	June 2021	1,467.00	224.00
19	July 2021	1,270.00	192.00
20	August 2021	1,506.00	225.00
21	September 2021	1,363.00	208.00
22	October 2021	1,452.00	214.00
23	November 2021	1,521.00	220.00
24	December 2021	1,487.00	221.00
TOTAL		33,499.49	5074.16

11. Summary of Actual Volume sold					
Current License period (Feb 21 – Dec 21)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	15,398.21	-	-	-	15,375.42
PK (MT)	2,327.09	-	-	-	2,318.05
Credits	-	-	-	-	-
Previous License period (Jan 20 – Jan 21)					
CPO (MT)	14,904.90	-	-	-	14,904.90

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PK (MT)	2,247.63	-	-	-	2,247.63
Credits	-	-	-	-	-

Note: Conventional is RSPO certified material but sold as non-RSPO.

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)
	A	xxxx	30,303.11	-
	B	xxxx	-	4,574.72
TOTAL			30,303.11	4,574.72

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)
	Nil			
TOTAL			N/A	N/A

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (mt)	PK Sold (mt)
	Nil		
TOTAL			

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)
	Nil		
TOTAL			N/A

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			Nil			Nil			Nil

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IS-CSPO	Nil	Nil		Nil	Nil		Nil	Nil	
IS-CSPKO	Nil	Nil		Nil	Nil		Nil	Nil	
IS-CSPKE	Nil	Nil		Nil	Nil		Nil	Nil	

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				Nil	Nil	Nil
Physical	Nil	Nil	Nil			

Section 2: Assessment Process

Certification Body:

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

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2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on 10-14/1/2022. The audit programme is included as Section 2.3. Due to the COVID-19 pandemic, this assessment involved a partial remote audit as allowed by RSPO Secretariat. The remote audit was conducted on **22/2/2021 – 23/2/2021**. The remaining on-site assessment was conducted on dates stated above with an increase of 150% in sampling.

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 25/3/2022. The official NC close out date is after the final evidence received from the client hence, the NC Closure date later than onsite assessment.

The audit programs are included in 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 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

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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.

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)
Segaria POM	✓	✓	✓	✓	✓
Segaria Estate	✓	✓	✓	✓	✓

Tentative Date of Next Visit: January 9, 2023 - January 12, 2023

Total Number of Mandays: 9.5

2.2 BSI Assessment Team

Name	Role	Competency
Mohd Hidir Zainal Abidin (MHZ)	Team Leader	<p>Education: Bachelor Degree in Chemical Engineering, National University of Malaysia</p> <p>Work Experience:</p> <ol style="list-style-type: none"> 1) 7 years working experience in palm oil industry specifically on palm oil milling for 5 years 2) Auditor for several standards including ISO 9001, ISO 140001, OHSAS 18001, MSPO and RSPO since 2012 <p>Training attended:</p> <ol style="list-style-type: none"> 1) ISO 9001 Lead Auditor Course 2) ISO 14001 Lead Auditor Course 3) OHSAS 18001 Lead Auditor Course in 2012 4) Endorsed RSPO P&C Lead Auditor Course in 2013 5) MSPO Awareness Training in 2014 6) Endorsed RSPO SCCS Lead Auditor Course 7) SMETA Auditor training 8) HCV-HCS training 9) RSPO-endorsed RSPO ISH Standard 2019 Lead Auditors Course

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		<p>Aspect covered in this audit: Legal requirements, mill best practices, safety and health, continuous management plan</p> <p>Language proficiency: English and Bahasa Malaysia</p>
Hu Ning Shing (HNS)	Team Member	<p>Education: Bachelor Degree in Science majoring in Applied Chemistry, University of Malaya</p> <p>Work Experience: 1) 5 years working experience in rubber and palm oil industry 2) Auditor for several standards including ISO 9001, MSPO and RSPO since 2015</p> <p>Training attended: 1) ISO 9001 Lead Auditor Course 2) Endorsed RSPO P&C Lead Auditor Course 3) MSPO Awareness Training 4) Endorsed RSPO SCCS Lead Auditor Course 5) RSPO Social Audit Training 6) SMETA Auditor training</p> <p>Aspect covered in this audit: Legal requirements, policies and commitment, social aspects, contract agreement, human rights, land use rights, and workers' welfare</p> <p>Language proficiency: English and Bahasa Malaysia</p>
Nor Halis Abu Zar (NHA)	Team Member	<p>Education: Bachelor of Science, Plantation Technology and Management, Universiti Teknologi Mara</p> <p>Work Experience: 1) 6 years working experience in palm oil industry 2) Auditor for several standards including MSPO and RSPO since 2019</p> <p>Training attended: 1) ISO 9001 Lead Auditor Course in January 2019 2) 14001 Lead Auditor Course in January 2019 3) MSPO 2530:2013 Lead Auditor Course in February 2019 4) RSPO Lead Auditor Course in October 2020 5) SMETA Auditor training</p> <p>Aspect covered in this audit: Legal requirements, natural and HCV conservation, water & wastes management, environmental aspects, training, and economic management plan.</p> <p>Language proficiency: English and Bahasa Malaysia</p>

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Accompanying Persons:

Name	Role
Nil	

2.3 Assessment Plan

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

Date	Time	Subjects	MHZ	HNS	NHA
Sunday 9/01/2022	PM	Audit team travel to Tawau via AK5751 ETA 1825. Check in hotel in Tawau	√	√	√
Monday 10/01/2022 Segaria Estate	0700	Audit team travel to Segaria 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	Segaria Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill, etc.	√	√	√
	1200 - 1300	Lunch	√	√	√
	1300 - 1630	Continue with unfinished elements	√	√	√
	1630 - 1700	Interim Closing Briefing	√	√	√
Tuesday 11/01/2022 Segaria Estate	0830 - 1200	Segaria Estate 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 - 1200	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	-	√	-
	1200 - 1300	Lunch	√	√	√
	1300 - 1630	Continue with unfinished elements	√	√	√
	1630 - 1700	Interim Closing Briefing	√	√	√

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Wednesday 12/01/2022 Segaria POM	0830 - 1200	Segaria POM 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.	√	√	√
	1000 - 1200	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	-	√	-
	1200 - 1300	Lunch break	√	√	√
	1400 - 1630	Continue with unfinished elements	√	√	√
	1630 - 1700	Interim Closing Briefing	√	√	√
Thursday 13/01/2022 Segaria POM	0830 - 1200	Segaria POM 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	√	√	√
	1300 - 1400	Lunch break	√	√	√
	1300 - 1630	Continue with unfinished elements	√	√	√
	1630 - 1700	Interim Closing Briefing	√	√	√
Friday 14/01/2022 Segaria POM & estate	0830 - 1200	Segaria POM and Estate Continue with outstanding/pending issues	√	√	√
	1200 - 1300	Lunch break	√	√	√
	1300 - 1500	RSPO Supply chain requirements for mill - Identity Preserved Module - Internal Audit - Outsourcing activities - Purchasing and Goods In - Sales and Goods Out - Outsourcing Activities - Record keeping - Extraction Rate - Processing - Registration of transaction - Claims	√	√	-
	1500 - 1600	Audit team discussion and closing meeting	√	√	√

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	1600 - 1700	Closing meeting: conclusion and recommendation	√	√	√
	1700	Audit team travel out to Tawau	√	√	√
Saturday 15/01/2022	AM	Audit team travel back to KL via AK5747 ETD 1020	√	√	√

Major NC close out verification

Time	Subjects	Mohd Hidhir
Thursday 24/3/2022 PM	Auditor travel to Tawau via MH2664 ETA 1725. Check in at Borneo Royale Hotel.	√
Friday 25/3/2022 0730 0830 – 0845	Auditor travel to Segaria Estate Opening Meeting <ul style="list-style-type: none"> • Opening Presentation by Audit team leader. • Briefing on the verification plan 	√
0845 – 1130	Segaria Estate – Verification on previous Major NC. Site observation, workers/stakeholder interview (individual and group session) for: 2154449-202201-M1 – Worker’s permit and salary deduction 2154449-202201-M2 – Forest buffer 2154449-202201-M3 – Pollution prevention (Sipid Division) 2154449-202201-M4 – PPE monitoring and compliance (Sipid Division) Document review – implemented evidence	√
1130 – 1200	Closing meeting - conclusion and recommendation	√
PM	Travel back to KL via MH7425 ETD 1630	

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?	Yes. Please refer to appendix B for details on the mills and estates of Boustead Plantations Berhad.	Complied.
Have all the estates and mills certified within five (5) years after obtaining RSPO membership?	The Loagan Bunut and Kanowit was delayed from year 2022 to 2023 due to COVID-19. This already been sent to RSPO.	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.	Yes, new acquisitions took place in 2018 involving Pertama Business Unit, Sabah from Duta Plantations Berhad and in 2019 involving Tawai Business Unit, Sabah from Sit Seng & Sons Realty Sdn Bhd. Certification plan for the new acquisition is 2022 as per planned. This deferred to 2022 (initially 2021) due to Pandemic Covid-19	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	There are the deviation on Loagan Bunut deferred to 2023 (initially 2022) To allow Pertama & Tawai BU first.	Complied
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?	Boustead acquired Pertama Group estates 11,579.31ha plantation land in District of Labuk and Sugut from Duta Plantation in May 2018. This operating unit was deferred to 2022 (initially 2021) due to Pandemic Covid-19. Boustead then acquired 4,915.25ha together with 45 tonnes per hour palm oil mill from Sit Seng & Sons Reality in May 2019. This will certified on 2022 as per planned. This same as per ACOP 2020.	Complied
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	No lapses in 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 some delayed due to COVID-19 issue. This already been informed and approved RSPO.	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.	Neither any replacement after dates defined in NIs Criterion 7.3 for primary forest nor any area required to maintain or enhance HCVs in accordance with RSPO P&C criterion 7.3.	Complied

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Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	No new planting in uncertified unit as per internal audit report verification.	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 any land conflicts occurred that require to be resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 2.2, 6.4, 7.5 and 7.6.	Complied
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	No labour dispute reported. During this audit, interview with the workers shows no labour dispute.	Complied
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	No. Findings raised on legal non-compliance during this audit was resolved prior to certification.	Complied
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.	Yes, the internal audit been conducted by the sustainability team. Positive assurance was through the internal audit report conducted on the operation units which have complied with the company policy and SOPs.	Complied
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 yes is the NC(s) actively addressed with RSPO?	No. As part of the RSPO P&C compliance, internal audit has been conducted at uncertified estates. Report of improvement was provided for site's further improvement.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	The management unit conducted the stakeholder consultation during internal audit conducted on March 2022.	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.	Not applicable.	Complied

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Approved Time Bound Plan

No	PMU	Location	Main Assessment	Certification Status	Progress	Updated Information for Partial Certification, Clause 4.5.3 RSPO Time-bound Plan & 4.5.4 Requirements for uncertified management units
1.	Sg. Jernih BU	Pahang	11 Sep 2011	Stage 2	Certification completed	nil
			11 Sep 2016	Recertification	Recertification completed	nil
2.	Nak BU	Sabah	16 May 2015	Stage 2	Certification completed	nil
			28 Feb 2020	Recertification	Recertification completed	nil
3.	Trong BU	Perak	20 July 2017	Stage 2	Certification completed	nil
4.	Segaria BU	Sabah	Dec 2017	Stage 2	Certification completed	nil
5.	Segamaha BU	Sabah	Oct 2018	Stage 2	Certification completed	nil
6.	Telok Sengat BU	Johor	Sep 2020	Stage 2	Certification completed	nil
7.	Lepan Kabu	Kelantan	2022	-	CB appointment process deferred to 2022 (initially 2020) due to Pandemic Covid-19 and land liability disclosure)	Lepan Kabu Mill ceased operation in May 2018. In July 2019, LKE undergo RSPO Internal Audit. Lepan Kabu,(All estates without own mill-loose estates)
8.	Bekoh Eldred	Johor	2022	-	CB appointment process deferred to 2022 (initially 2020) due to Pandemic Covid-19 and land liability disclosure)	The management unit undergo RSPO internal audit on March 2022. This estate without own mill loose estates.
9.	Rimba Nilai (Sugut) BU	Sabah	2022	-	CB appointed; Deferred to 2022 (initially 2020) due to Pandemic Covid-19	External audit that scheduled by BSI tentatively on 7 th - 11 th November 2020 has been postponed until further notice due to restrictions entering Sabah state.

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10.	Pertama BU	Sabah	2022	-	Deferred to 2022 (initially 2021) due to Pandemic Covid-19	New Acquisition in 2018 from Duta Plantations Berhad. As per RSPO Certification Systems Nov 2020; new acquisitions shall be certified within a three-year timeframe.
11.	Tawai BU	Sabah	2022	-	To combine audit with Pertama BU in 2022 due to same area of location	New Acquisition in 2019 from Sit Seng & Sons Realty Sdn Bhd. As per RSPO Certification Systems Nov 2020; new acquisitions shall be certified within a three-year timeframe.
12.	Loagan Bunut BU	Sarawak	2023	-	Deferred to 2023 (initially 2022) To allow Pertama & Tawai BU first	Loagan Bunut BU has been proposed for disposal and still in negotiation process. (Company internal transformation programme)
13.	Kanowit BU	Sarawak	2023	-	Deferred to 2023 (initially 2022) To allow Pertama & Tawai BU first	Kanowit BU has been proposed for disposal and still in negotiation process. All decision is pending for the Board of Directors discretion and direction. (Company internal transformation programme)

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 *four* (4) Critical; *six* (6) Minor nonconformities and no Opportunity For Improvement raised. The Boustead Emastulin Sdn Bhd- Segaria Business Unit (SBU) 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 #	2154449-202201-M1	Date Issued	14/01/2022
Due Date	13/04/2022	Date of nonconformity Closure	5/04/2022
Clause & Category (Critical / Minor)	6.2.3 (Critical)		
Statement of Nonconformity:	Evidence of legal labour requirements were not demonstrated effectively.		
Requirement Reference:	There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.		
Objective Evidence:	<p>Management of Segaria Estate has made deduction on wages for "Store Deduction" without any approval from authority. This has verified on the payslips on May 2021 for workers as below:</p> <ol style="list-style-type: none"> 1. Employee No.: 2386 2. Employee No.: 2139 3. Employee No.: 2203 4. Employee No.: 2683 <p>Besides, sampled the permits of the workers below found that the permit was expired during the time of audit:</p> <ol style="list-style-type: none"> 1. Employee No.: 1148 expired on 13/11/2021 2. Employee No.: 2286 expired on 31/10/2021 3. Employee No.: 2473 expired on 13/12/2021 4. Employee No.: 2499 expired on 13/12/2021 5. Employee No.: 1247 expired on 31/08/2021 6. Employee No.: 2433 expired on 22/09/2021 7. Employee No.: 2112 expired on 16/05/2020 8. Employee No.: 2318 expired on 19/12/2021 9. Employee No.: 1932 expired on 02/07/2021 10. Employee No.: 2664 expired on 02/07/2021 		

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Corrections:	<ul style="list-style-type: none"> i) With immediate effect no store deduction will be made from workers' salary. ii) Valid PLKS for the respective employees had been submitted for processing of renewal and should be available and hand over to them by mid of February 2022.
Root Cause Analysis:	<ul style="list-style-type: none"> i) Store deduction was practiced while awaiting approval by JTK. ii) No proper SOP or guideline establish in handling new passport application and renewal of PLKS to suit with much inevitable delay at each process during this pandemic period.
Corrective Actions:	<ul style="list-style-type: none"> i) Memo to the respective check roll clerk on no store deduction until received approval by JTK. Meanwhile, conduct a briefing to the said PIC regarding the store deduction issue. ii) Establish Foreign Workers Procedure for new passport application and PLKS renewal.
Assessment Conclusion:	<p>Major NC close out verification:</p> <ul style="list-style-type: none"> i) Verified internal memo (02/2022) dated 15/1/2022 for discontinuation of store deduction with immediate effect. ii) Management review meeting minute dated 20/1/2022 was reviewed. As emphasis in the meeting, store deduction will be discontinued with immediate effect until approval obtained from Labour Department. iii) Verified the latest pay slips (January 2022). Based on review of sample workers, no store deduction recorded in the pay slip. iv) Permit renewal of all 9 workers were verified. 1 (one) worker has been repatriated and verified based on termination notice sent to the management on 1/2/2022. v) Verified the new SOP for passport and permit renewal process. Interview with the admin staff and has confirmed on the understanding of the new SOP and its processes. <p>With the above evidence of implementation, the major NC is closed effectively on 5/4/2022. Continuous implementation will be further verified in the next assessment.</p>

Non-conformity			
NCR Ref #	2154449-202201-M2	Date Issued	14/01/2022
Due Date	13/01/2022	Date of nonconformity Closure	5/04/2022
Clause & Category (Critical / Minor)	3.4.3 (Critical)		
Statement of Nonconformity:	The environmental management and monitoring plan was not implemented, reviewed and updated regularly in a participatory way		
Requirement Reference:	The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.		
Objective Evidence:	The established HCV Management Plan 2021 under section Agricultural Land Contamination stated; establish of 3-meter buffer zone adjacent to forest reserve.		

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	This was against Environmental Condition JPAS/PP/18/600-1/11/1/101 dated 23/02/2011 section 5.6 (i) <i>"Perlindungan Kawasan Sensitif -Zon Pemampasan sekurang-kurangnya selebar 50 meter hendaklah disediakan di sempadan kawasan projek yang bersempadan dengan Hutan Simpan Mount Pock. Sebarang aktiviti pemajuan ladang kelapa sawit atau aktiviti pembersihan Kawasan tidak di benarkan di Kawasan zon pemampasan ini sebagaimana yang dinyatakan di bawah perkara 5.2.3 dalam laporan EIA"</i> . Site verification at PR2020 adjacent to Hutan Simpan Mount Pock found the implementation in line with HCV Management Plan but not to Environmental Condition by Jabatan Perlindungan Alam Sekitar.
Corrections:	To revise Estate HCV Management Plan to be in line with recent directive from JHS and JPAS. In the meantime, those areas bordering with Mount Pock forest reserve to be censused and marked accordingly.
Root Cause Analysis:	Misinterpretation of "Aku Janji Syarat-Syarat Alam Sekitar" has led to wrong justification in establishment of HCV Plan as well as field implementation.
Corrective Actions:	Estate Management will consult Jabatan Hutan Semporna (JHS) and Jabatan Perlindungan Alam Sekitar (JPAS) to clarify latest revision of Syarat - Syarat Pematuhan Alam Sekitar if any. Further, management to communicate for excise out buffer zone area and re-classify in the area statement
Assessment Conclusion:	<p>Major NC close out verification:</p> <ul style="list-style-type: none"> i) HCV management plan dated 10/2/2022 was verified. Establishment of 50m buffer adjacent to forest reserved has been included in the plan and in line with the approval conditions under "Aku Janji Syarat-Syarat Alam Sekitar". ii) Site verification was made on 25/4/2022 to confirm the new demarcation of forest buffer adjacent to Mount Pock forest reserve at PR20, PM07A1, PM10A and PM10B. iii) Meeting with Forestry Department was carried out on 17/3/2022. Forest buffer issue has been discussed with the intent to request for reduction of forest buffer from 50m to 30m from adjacent forest reserve. Final approval will subject to Environmental Protection Department (EPD) approval for any amendment of approval conditions under "Aku Janji Syarat-Syarat Alam Sekitar". <p>With the above evidence of implementation, the major NC is closed effectively on 5/4/2022. Continuous implementation will be further verified in the next assessment.</p>

Non-conformity			
NCR Ref #	2154449-202201-M3	Date Issued	14/01/2022
Due Date	13/04/2022	Date of nonconformity Closure	5/04/2022
Clause & Category (Critical / Minor)	7.10.3 (Critical)		
Statement of Nonconformity:	Plan to reduce or minimize significant pollutants were not effectively implemented and monitored.		

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Requirement Reference:	Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.
Objective Evidence:	During site visit at workshop compound (main division), spillage of used lubricant was sighted on the ground and resulting to soil contamination. Observed at Sipid Division workstation, gate valve attached to the discharge outlet was found to be malfunction and was left open. Water discharge from the outlet flown to nearby oil trap/interceptor at the back of contractor's workshop. Traces of oil and black colored water was seen which led to water pollution.
Corrections:	Buy proper tools for schedule waste handling, repair the malfunction valve and amend workplace inspection form by inserting spillage monitoring for workshop station.
Root Cause Analysis:	Lack of awareness to use proper tools and do regular inspection during schedule waste handling led to spillage and contamination.
Corrective Actions:	Conduct refresher training to workshop team on awareness of proper SW handling to avoid earth pollution.
Assessment Conclusion:	<p>Major NC close out verification:</p> <ul style="list-style-type: none"> i) Workplace inspection checklist for March 2022 (date of inspection: 13/3/2022) was verified. Inspection of oil trap component included as part of inspection criteria in the checklist. ii) Onsite verification on 25/3/2022 has confirmed on the effective implementation of the monitoring checklist. No evidence of water/soil pollution observed. Drain valve from the pre-mix area has been replaced with the new stop cock/valve. Oil trap no.9 has been cleaned and upgraded which include multiple sump and under flow pipe system. iii) Refresher training on Standard Operating Procedure (SOP) and Safe Working Procedure (SWP) was conducted on 21/2/22 for Sipid Division's workshop team. Evidence of training was made available for verification. iv) Safety and Health Committee (SHC) meeting minute dated 9/3/2022 was reviewed. Related issues with regards to workplace inspection reported in the meeting minute. <p>With the above evidence of implementation, the major NC is closed effectively on 5/4/2022. Continuous implementation will be further verified in the next assessment.</p>

Non-conformity			
NCR Ref #	2154449-202201-M4	Date Issued	14/01/2022
Due Date	13/04/2022	Date of nonconformity Closure	5/04/2022
Clause & Category (Critical / Minor)	6.7.3 (Critical)		
Statement of Nonconformity:	Personal protective equipment (PPE) to cover all potentially hazardous operations was not appropriately available and worn by workers		
Requirement Reference:	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		

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	operations, such as pesticide application, machine 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.
Objective Evidence:	<p>Some of the PPE used at the place of work to cover all potentially hazardous operations such as harvesting was not provided for free of charge. From the interview with the harvesting gang at PM06A and have explained that they need to buy the rubber boots themselves. Based on the last PPE issuance records, only safety helmet and sickle cover were replaced in September 2020. No records of rubber boots issuance since the last 3 years. Also seen during site visit, worn out and broken helmets used by the said gang.</p> <p>Observed at PM09B for manuring activity; inappropriate PPE used by some of the manurer/applicators. Low cut rubber boots were used which not in line with the PPE requirements written in the SOP no.5 : <i>Membaja - Manual, rev:1 dated 12/3/11.</i></p>
Corrections:	Census then supply appropriate PPE to all workers according to Safe Work Procedure (SWP) guideline for each type of operation at estate and organize fresh training on right PPE usage.
Root Cause Analysis:	Lack of understanding on the importance of right PPE usage as well as wrong understanding on PPE useful life eligible for replacement.
Corrective Actions:	<ul style="list-style-type: none"> i) Communicate to all level of workforce on annual PPE Inspection Plan. At the same time educate them especially key person e.g. Mandore to be proactive in reporting about urgent PPE replacement. ii) PPE for employees will be inspected on 6 monthly basis.
Assessment Conclusion:	<p>Major NC close out verification:</p> <ul style="list-style-type: none"> i) Verified PPE inspection plan for 2022. The plan is designed for twice per year programme (March - May 2022) and September - November 2022). ii) PPE census was done in February (23-24/2/2022) and March (10 & 16/3/2022) as to review adequacy of PPE provided to workers. Replacement of PPE were done in a few batches in March 2022. Verified PPE issuance records and purchase order for the replacement. iii) Awareness training was carried out on 5/3/2022 for harvester and manuring gang. Record of training was made available for verification. iv) Interview with worker's representative and store keeper was done during onsite verification visit. They have explained that the new set of PPEs were issued to workers. No complaint so far from workers with regards to PPE quality and stock availability. The only pending shipment is for wellington boots which yet to be received soon from supplier. Verified purchase order dated 1/3/2022 (PO# 19283 & PO# 19289) and justification for delay from the supplier. <p>With the above evidence of implementation, the major NC is closed effectively on 5/4/2022. Continuous implementation will be further verified in the next assessment.</p>

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Non-conformity			
NCR Ref #	2154449-202201-N1	Date Issued	14/01/2022
Due Date	Next annual surveillance audit	Date of nonconformity Closure	"Open"
Clause & Category (Critical / Minor)	2.2.2 (Minor)		
Statement of Nonconformity:	Due diligence of contractors 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 employment contracts, payslips and daily summary records of contractors' workers (Seng Lee Enterprise, Pemborong Faidz Enterprise and Asniey Jaya Enterprise) in Segaria Estate found the following issues:</p> <ol style="list-style-type: none"> 1. There was a clause in employment contract for all the workers of contractor stated passport must be surrender to the employer for safekeeping. There is no option provided to the workers if they would like to surrender or keep the passport by themselves. In additional, the conditions of the management will only return temporary to the workers when needed, shows that as if the company is the owner of the passport. The passport is the identity of the workers and it is their rights to have full access to the passport without restriction or conditions. 2. There was no notice period stated in the employment contract if the workers resign. 3. Interviewed with the contractors confirmed that wages of public holiday were not paid to the workers. 4. Interviewed with the contractors confirmed that the wages of workers will be paid only after they received payment from Segaria Estate, which is normally after 10th of the following month. Therefore, they paid the salary of the workers after 7th of the following month. 5. Name of employer in the permit of the foreign workers employed by the contractors was under Boustead Emastulin Sdn Bhd. The workers are as below: <ol style="list-style-type: none"> i. Passport No.: B 5731378 ii. Passport No.: AT 699008 iii. Passport No.: C 7624323 iv. Passport No.: AU 421615 v. Passport No.: AT 968315 vi. Passport No.: P 0554436B 6. Permit of the following workers were expired. <ol style="list-style-type: none"> i. Passport No.: B 5731378 which expired on 02/11/2019 under Social Pass ii. Passport No.: AT 699008 which expired on 30/09/2021 iii. Passport No.: C 7624323 which expired on 31/10/2021 iv. Passport No.: AU 421615 which expired on 22/11/2021 v. Passport No.: AT 968315 which expired on 02/07/2021 7. There is no evidence of SOCSO and EPF contribution made for the 		

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	<p>contractors' workers.</p> <p>8. Reviewed the payslips and Daily Summary Report of May 2021 found that the contractors' workers have worked on rest day without paying as per Sabah Labour Ordinance 1950. The sampled workers as below:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;">Contractor</th> <th style="width: 30%;">I/C No. or Passport No.</th> <th style="width: 40%;">Date of Worked on Rest Day</th> </tr> </thead> <tbody> <tr> <td>Seng Lee Enterprise</td> <td>AU 421615</td> <td>07/05/2021 and 28/05/2021</td> </tr> <tr> <td>Asniey Jaya</td> <td>AT 968315</td> <td>07/05/2021 and 28/05/2021</td> </tr> </tbody> </table>	Contractor	I/C No. or Passport No.	Date of Worked on Rest Day	Seng Lee Enterprise	AU 421615	07/05/2021 and 28/05/2021	Asniey Jaya	AT 968315	07/05/2021 and 28/05/2021
Contractor	I/C No. or Passport No.	Date of Worked on Rest Day								
Seng Lee Enterprise	AU 421615	07/05/2021 and 28/05/2021								
Asniey Jaya	AT 968315	07/05/2021 and 28/05/2021								
Corrections:	Call special meeting with the contractors to highlight audit issues and release latest compliance letter to them.									
Root Cause Analysis:	Lack of awareness and training in some certification scope led to incompliance.									
Corrective Actions:	To hold 6 months interval meeting, consultation and inspection with the contractors to uphold their level of compliance and understanding on certification scope from time to time.									
Assessment Conclusion:	The corrective action plan is accepted. Effectiveness of corrective action taken will be further verified in the next surveillance assessment.									

Non-conformity			
NCR Ref #	2154449-202201-N2	Date Issued	14/01/2022
Due Date	Next annual surveillance audit	Date of nonconformity Closure	"Open"
Clause & Category (Critical / Minor)	4.2.2 (Minor)		
Statement of Nonconformity:	The implementation of the complaint procedure was ineffective.		
Requirement Reference:	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.		
Objective Evidence:	Workers had informed auditor that they have lodged complaint on housing defect to the management by recorded in a form. However, no action has taken and there is no update from the management on the status of complaint. Site visit to the houses verified that the defects were yet to be repaired. Verified the Request & Response Form found that no complaint recorded as mentioned by the workers.		
Corrections:	Establish volunteer amongst the residences as a Linesite Coordinator which function to assist Head of Linesite to manage and report any repair urgency required		
Root Cause Analysis:	Procedure for request and response of defect housing not clearly understood by the workers.		
Corrective Actions:	Do regular refreshing session at muster call (once per month) on procedure of request and response particularly which in respect of housing defect report or complaint as to improve understanding from time to time.		

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Assessment Conclusion:	The corrective action plan is accepted. Effectiveness of corrective action taken will be further verified in the next surveillance assessment.
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Non-conformity			
NCR Ref #	2154449-202201-N3	Date Issued	14/01/2022
Due Date	Next annual surveillance audit	Date of nonconformity Closure	"open"
Clause & Category (Critical / Minor)	6.3.2 (minor)		
Statement of Nonconformity:	Minutes of meeting between the unit of certification with workers representatives were not available		
Requirement Reference:	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.		
Objective Evidence:	The last meeting conducted was on April 2019 and meeting minutes was sighted. However, the workers' representatives informed that there were meetings conducted after April 2019 but meeting minutes was not generated.		
Corrections:	The management will request from the societies to report and discuss with the management on regular basis.		
Root Cause Analysis:	Annual Meeting for Persatuan Pekerja Segaria (PPS) to select new committee yet to be conducted mainly due to Covid 19 S.O.P constrain.		
Corrective Actions:	Conduct polling at muster call to appoint new committee and carry out meeting soon		
Assessment Conclusion:	The corrective action plan is accepted. Effectiveness of corrective action taken will be further verified in the next surveillance assessment.		

Non-conformity			
NCR Ref #	2154449-202201-N4	Date Issued	14/01/2022
Due Date	Next annual surveillance audit	Date of nonconformity Closure	"open"
Clause & Category (Critical / Minor)	7.3.1 (minor)		
Statement of Nonconformity:	Management plan for disposal based on toxicity and hazardous characteristics was not effectively documented and implemented.		
Requirement Reference:	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.		
Objective Evidence:	During site visit at Segaria POM, it was found that fine boiler ash generated at ESP collected in 1-ton jumbo bag and temporary stored at boiler house/ESP area.		

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	Further verification made with the established waste management plan, none of this process/industrial waste included in the said plan.
Corrections:	The Management immediately update Waste Management Action Plan for fine boiler ash generated by ESP
Root Cause Analysis:	The ESP plant was commission at 4/1/2022 and mill not updated Waste Management Action Plan.
Corrective Actions:	The management will update the Waste Management Action Plan for fine boiler ash generated by ESP and implemented in the future.
Assessment Conclusion:	The corrective action plan is accepted. Effectiveness of corrective action taken will be further verified in the next surveillance assessment.

Non-conformity			
NCR Ref #	2154449-202201-N5	Date Issued	14/01/2022
Due Date	In the next surveillance audit	Date of nonconformity Closure	"open"
Clause & Category (Critical / Minor)	6.7.2 (minor)		
Statement of Nonconformity:	First aid equipment was not made available at worksites		
Requirement Reference:	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		
Objective Evidence:	Based on site visit at field PM09B (manuring activity) and PM06A (harvesting), it was found that no first aid equipment available at both worksites. Sufficient clean water was not available at point of use for cleaning and emergency purpose. The current practice was not in line with <i>SOP no.5 : Membaja - Manual, rev:1 dated 12/3/11.</i>		
Corrections:	Provide first aid box and clean water to all employee gangs and monitoring compliance through quarterly workplace inspection.		
Root Cause Analysis:	Certified First Aider for both gang had been appointed but not available to be contacted at time of site visit and interview.		
Corrective Actions:	i) Organize training session twice per year to create continuous level of awareness. ii) The management will purchase additional first aid box. Thus, every Mandore of each gang will have their own box when emergency suddenly happen. Training would also be provided to them annually.		
Assessment Conclusion:	The corrective action plan is accepted. Effectiveness of corrective action taken will be further verified in the next surveillance assessment.		

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Non-conformity			
NCR Ref #	2154449-202201-N6	Date Issued	14/01/2022
Due Date	Next annual surveillance audit	Date of nonconformity Closure	"open"
Clause & Category (Critical / Minor)	2.1.2(minor)		
Statement of Nonconformity:	System for ensuring legal compliance and to track changes to the laws and regulations were not effectively implemented.		
Requirement Reference:	A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.		
Objective Evidence:	Based evaluation of compliance and review of legal register dated 1/7/2021, compliance status was not reflected with the actual evaluation of compliance for; i) Electric Supply Act 1990, part 4: Competent control, section 23: person in charge - No installation or electrical plant equipment other than those owned or managed by a supply authority shall be worked or operated except by or under the control of persons possessing such qualifications and holding such certificates as may be prescribed. ii) USECHH Regulation 2000, regulation 17 - Engineering control equipment (tested by IHT in the interval of less than 12 months)		
Corrections:	i) The Management will liaise with Suruhanjaya Tenaga (ST) to send mill chargeman take an interview to get chargeman A4 license. ii) The Management will conduct LEV monitoring on March 2022 by Dab Oh Sdn. Bhd.		
Root Cause Analysis:	Evaluation of compliance process was not effectively demonstrated resulting to : - Mill not comply to Electric Supply Act 1990, part 4 due to mill chargeman only possessed AO. - Mill not comply to USECHH Regulation 2000, regulation 17 due to Local Exhaust Ventilation (LEV) Monitoring interval less than 12 months.		
Corrective Actions:	The Management will perform yearly evaluation of compliance process and IA process to identify the non-conformance in the first place prior to external evaluation / audit.		
Assessment Conclusion:	The corrective action plan is accepted. Effectiveness of corrective action taken will be further verified in the next surveillance assessment.		

Opportunity for Improvements	
OFI #	Description
OFI 1	Nil

Positive Findings	
PF #	Description
PF 1	Good cooperation given by the management and HQ team

PF 2	Good documentation system and records retrieval
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3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	Nil	Date Issued	
Due Date		Date of nonconformity Closure	
Clause & Category (Critical / Minor)			
Statement of Nonconformity:			
Requirement Reference:			
Objective Evidence:			
Corrections:			
Root Cause Analysis:			
Corrective Actions:			
Assessment Conclusion:			
ASA1 Verification			

Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement: 3.8.12: The record and balance of all receipts of RSPO IP certified FFB and deliveries of RSPO IP certified CPO and PK could be made available.</p> <p>Verification / Follow-up actions: Records and balance of all receipt of RSPO IP certified FFB and deliveries of RSPO IP certified CPO and PK were made available in the balance sheet on real time basis.</p>

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1563886-201712-M1	Major	6.1.1	06/12/2017	Closed on 19/1/2018
1563886-201712-M2	Major	6.1.3	06/12/2017	Closed on 19/1/2018
1563886-201712-M3	Major	6.5.1	06/12/2017	Closed on 19/1/2018
1563886-201712-N1	Minor	4.1.2	06/12/2017	Closed on 31/1/2019

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1563886-201712-N2	Minor	6.5.3	06/12/2017	Closed on 31/1/2019
1734699-201901-M1	Major	5.2.1	31/1/2019	Closed on 2/4/2019
1734699-201901-M2	Major	6.5.2	31/1/2019	Closed on 2/4/2019
1734699-201901-M3	Major	6.12.3	31/1/2019	Closed on 2/4/2019
1734699-201901-N1	Minor	4.7.5	31/1/2019	Closed on 13/1/2020
1734699-201901-N2	Minor	5.3.3	31/1/2019	Closed on 13/1/2020
1872166-202001-M1	Critical (Major)	3.4.3	15/1/2020	Closed on 11/4/2020
1872166-202001-M2	Critical (Major)	6.2.4	15/1/2020	Closed on 11/4/2020
1872166-202001-M3	Critical (Major)	6.7.3	15/1/2020	Closed on 11/4/2020
1872166-202001-M4	Critical (Major)	7.2.7	15/1/2020	Closed on 11/4/2020
1872166-202001-M5	Critical (Major)	SCCS 5.3.2	15/1/2020	Closed on 11/4/2020
1872166-202001-N1	Minor	2.2.3	15/1/2020	Closed on 22/2/2021
1872166-202001-N2	Minor	3.5.1	15/1/2020	Closed on 22/2/2021
2154449-202201-M1	Critical (Major)	6.2.3	14/1/2022	Closed on 5/4/2022
2154449-202201-M2	Critical (Major)	3.4.3	14/1/2022	Closed on 5/4/2022
2154449-202201-M3	Critical (Major)	7.10.3	14/1/2022	Closed on 5/4/2022
2154449-202201-M4	Critical (Major)	6.7.3	14/1/2022	Closed on 5/4/2022
2154449-202201-N1	Minor	2.2.2	14/1/2022	"Open"
2154449-202201-N2	Minor	4.2.2	14/1/2022	"Open"
2154449-202201-N3	Minor	6.3.2	14/1/2022	"Open"
2154449-202201-N4	Minor	7.3.1	14/1/2022	"Open"
2154449-202201-N5	Minor	6.7.2	14/1/2022	"Open"
2154449-202201-N6	Minor	2.1.2	14/1/2022	"Open"

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 Boustead Emastulin Sdn Bhd- Segaria Business Unit (SBU) 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

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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)
Government Department (School representative)	SK Ladang Segaria	Face to face interview
External Stakeholder	CLC Segaria	Face to face interview
External Stakeholder	CNY Plantation Sdn Bhd	Face to face interview
Suppliers/Vendors	Amity Jaya Enterprise Lai Kar Wan Bryan Enterprise Pemborong Faidz	Face to face interview
Internal stakeholder (Mill/estate's workers)	Local and Foreign Workers' Representative	Face to face interview
Internal stakeholder (Mill/estate's workers)	Gender committee representative	Face to face interview

IS #	HNS Description
1	<p>Feedbacks:</p> <p>Contractors – They informed that they have signed contract agreement with the Boustead Plantations Berhad prior to provide services. The terms and conditions have clearly stated in the agreement included the payment term. The payment was made promptly.</p>
	<p>Audit Team verification and response:</p> <p>Non-conformance raised under Indicator 2.2.2.</p>
2	<p>Feedbacks:</p> <p>Workers' Representatives and workers - The workers' representatives comprised of local and foreign workers. They informed that the management treated everyone equally without discrimination. Their wages are paid accordance to Sabah Ordinance and Minimum Wage Order 2020. The foreign workers are keeping their passport in the house. There is not restriction on movement on them. They are allowed to go out to purchase foods and goods. For the workers' representatives, they were elected freely by the all the workers.</p>
	<p>Audit Team verification and response:</p> <p>Reviewed the payslips for all sampled workers found all the workers were paid as per the legal requirements.</p>
3	<p>Feedbacks:</p> <p>Gender Committee Representatives - They informed that the management treated the female workers equally with male workers. No discrimination occurred. They also informed that no case of sexual harassment and domestic violence reported. For new mother, she was consulted by the Hospital Assistant on her needs as new mother.</p>

	<p>Audit Team verification and response: Reviewed the payslips, employment contracts and records of meeting minutes of Gender Committee confirmed that no discrimination and sexual harassment reported.</p>
4	<p>Feedbacks: Neighbouring plantations – They informed that no land dispute reported. Boundary such as trenches, gate and boundary stones were demarcated clearly. They have good relationship with the management and they have been invited to stakeholder meeting.</p>
	<p>Audit Team verification and response: No further issue.</p>
5	<p>Feedbacks: SK Ladang Segaria Teacher and CLC Teachers – The teachers informed that the management provided full support to the schools. For eg: the management provided free sanitizer and face mask to the school prior to school re-opening. Besides, the management also will help to maintain the buildings of the schools. They informed that there was no issue reported during the time of audit. No child labour engaged by Segaria Certification Unit too.</p>
	<p>Audit Team verification and response: No other issue.</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
The plantation was planted with oil palm since 1965 and underwent 2 nd cycle planting previously named as Ladang Segaria Sdn Bhd. After 2005, they changed name to Boustead Emastulin Sdn. Bhd.					



Previous land owner / user comment	
	<p>Feedbacks:</p>
	<p>Audit Team verification and response:</p>

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.

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Formal Signing-off of Assessment Conclusion and Recommendation

<p>The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Boustead Emastulin Sdn Bhd- Segaria Business Unit (SBU) 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 Boustead Emastulin Sdn Bhd- Segaria Business Unit (SBU) is remain certified.</p>	
Report prepared by	Acceptance of Assessment Conclusion
Name: Mohamed Hidhir Bin Zainal Abidin	Name: Hafizi Bohiran
Company Name: BSI Services (M) Sdn Bhd	Company Name: Boustead Plantations
Title: Lead Auditor	Title: Sustainability Manager
<p>Signature:</p> 	<p>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></p> 
Date: 11th June 2022	Date: 11/6/2022

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>Boustead Plantations Berhad has established Communication Procedure where mentioned that the stakeholders could request to access for any documents if necessary. The procedure was briefed during stakeholder meeting conducted on 06/01/2022. Besides, the documents such as company’s policies is accessible by the stakeholders via https://www.boustead.com.my/sustainability-governance/.</p>	Complied
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>All the information was in Bahasa Malaysia and English. Policies were available in the company website.</p>	Complied
1.1.3	<p>(C) Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	<p>Segaria Estate has implemented Request & Response form to record any requests from the stakeholders. Sampled of the requests as below:</p> <ol style="list-style-type: none"> 1. Hospital Semporna has requested to organize blood donation program in the estate formally on 25/05/2021. Seen the letter from the stakeholder and the management has transferred the request into the Request and Response form with action recorded. The management has approved on the request and the program was held on 24/10/2021. Seen the record of summary of the program prepared by the Sustainability Clerk. 	Complied

		<p>2. The Teacher of CLC has requested to resume the physical class for the students on 27/02/2021. The management has approved and the Teacher has acknowledged on the response from the management o 27/02/2021.</p> <p>Segaria POM has maintained the requests and response accordingly. The requests are normally from school and the estate for assistance. Besides, DOE has visited the mill and recorded in the DOE inspection logbook. The last inspection was conducted on 04/10/2021.</p>	
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>Boustead Plantations Berhad has developed Communication Procedure to explain the process of internal and external communication. Method of communication was outlined in the procedure such as notice board, electronic device and meeting minutes. External communication form and record of communication was implemented.</p> <p>Staff and Clerk of Segaria Estate has been appointed as Communication Officer and appointment letter dated 07/01/2022 was sighted. Role and responsibilities have been detailed in the appointment letter.</p> <p>Store Clerk of Segaria POM has been appointed as responsible person to handle social issue. Appointment letter dated 10/06/2021 was sighted.</p> <p>Combined virtual stakeholder meeting with external stakeholders for Segaria POM and Segaria Estate was conducted on 06/01/2022. Seen the attendance list where stakeholders such as local authorities, contractors, suppliers and neighbouring plantations were attended. Briefing of the company's policies and procedures were conducted during the meeting. There was no issue reported by the stakeholders as verified in the meeting minutes.</p>	Complied

		An internal stakeholder meeting (workers) was conducted on 08/12/2021 in Segaria Estate. There were some requests and issues raised by the workers. Responses were provided during the meeting. Other than that, the requests and issues were incorporated into the social management plan dated 08/01/2022.	
1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives. - Minor compliance -	Segaria Estate and Segaria POM has established List of Stakeholders where details of the stakeholders such as address, contact person and contact numbers are available in the stakeholder list.	Complied
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 -	Boustead Plantations Berhad has developed Code of Ethics & Conduct handbook dated 06/03/2015 where the company committed to maintain the highest standards of integrity and professionalism in its business dealings. Besides, the company also established Anti-Bribery and Corruption Policy Statement dated 01/09/2020 and this policy is available in company's website, https://www.boustead.com.my/anti_bribery_policy_statement/ . Briefing of the policy was conducted on 01-02/11/2021, 06/11/2021 in Segaria Estate and 24/05/2021 in Segaria POM. The external stakeholders were briefed during the stakeholder meeting conducted on 06/01/2022.	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 -	Boustead Plantations Berhad has implemented Whistleblowing Policy (Ver. 3/2019 dated 01/12/2019) to commit towards ensuring the highest standards of integrity, accountability and professionalism in the conduct of its businesses to protect and preserve the Group's interest and reputation. The policy is established to facilitate the disclosure of improper conduct occurring within the Group. Besides, internal audit was conducted on yearly basis to review the implementation and effectiveness of the system. The last internal	Complied

		audit was carried out on October 2021. Estate contractor/ supplier evaluation was conducted on yearly basis to evaluate the performance of the external parties.																									
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	(C) The Unit of Certification complies with legal requirements - Critical (Major) compliance -	<p><u>Segaria POM</u></p> <p>i) DOE License/Jadual Pematuhan: JAS.SHQ.600-3/1/4 (validity period 1/7/2021 – 30/6/2022) for 30 mt/hr and method of POME discharge is waterways. BOD limit is < 50 mg/l.</p> <p>iii) License for electrical installation, serial no. 50387, license no. 2021/01320, installation capacity: 1,700 kW valid until 27/5/2022.</p> <p>iv) Diesel permit, serial no. P:S005619, ref: KPDNHEP.SPN.600-1/7/2013/32(P), storage capacity: 26,000 litre valid until 4/1/2023.</p> <p>v) MPOB license, 508110904000 (FFB – milling, CPO, PK, SPO – storage etc) valid until 31/5/2022. Approved processing capacity: 96,000 mt.</p> <p>vi) Competent person</p> <table border="1"> <thead> <tr> <th>Competency</th> <th>Registration no.</th> <th>Expiry date</th> </tr> </thead> <tbody> <tr> <td>CePSWaM</td> <td>CePSWaM/03323</td> <td>-</td> </tr> <tr> <td>CePPOME</td> <td>CePPOME/00254</td> <td>-</td> </tr> <tr> <td rowspan="2">Authorized Gas Tester and Entry Supervisor (AGTES)</td> <td>i)HQ/20/AGTES/01/046 06</td> <td>i)19/3/2023</td> </tr> <tr> <td>ii)HQ/19/AGTES/01/041 19</td> <td>ii)5/10/2022</td> </tr> <tr> <td rowspan="3">Authorized Entrant and Standby Person (AESP)</td> <td>NW-SBRO-AE-2083-T</td> <td>26/12/2023</td> </tr> <tr> <td>NW-SBRO-AE-1462-T</td> <td>28/11/2023</td> </tr> <tr> <td>NW-SBRO-AE-1118-T</td> <td>08/11/2023</td> </tr> <tr> <td>Steam Engineer (2nd Grade)</td> <td>058/2021</td> <td>-</td> </tr> </tbody> </table>	Competency	Registration no.	Expiry date	CePSWaM	CePSWaM/03323	-	CePPOME	CePPOME/00254	-	Authorized Gas Tester and Entry Supervisor (AGTES)	i)HQ/20/AGTES/01/046 06	i)19/3/2023	ii)HQ/19/AGTES/01/041 19	ii)5/10/2022	Authorized Entrant and Standby Person (AESP)	NW-SBRO-AE-2083-T	26/12/2023	NW-SBRO-AE-1462-T	28/11/2023	NW-SBRO-AE-1118-T	08/11/2023	Steam Engineer (2 nd Grade)	058/2021	-	Complied
Competency	Registration no.	Expiry date																									
CePSWaM	CePSWaM/03323	-																									
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Authorized Gas Tester and Entry Supervisor (AGTES)	i)HQ/20/AGTES/01/046 06	i)19/3/2023																									
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	NW-SBRO-AE-1118-T	08/11/2023																									
Steam Engineer (2 nd Grade)	058/2021	-																									

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	2 nd grade engine driver	SB/19/EIS/02/00114	-
	1 st grade engine driver	H/ED/06/03	-
	1 st grade internal combustion engine driver	SB/21/EIP/02/00306	-
	2 nd grade internal combustion engine driver	SB/10/EIP/02/18	-
	Electrical chageman A4	PJ-T-4-B-0263-2007	Valid until 27/5/2022
		PJ-T-3-H-0002-2005	
	viii) Mill and machinery annual inspection for was done on 7/9/2021. Among inspected machineries listed as per below:		
	UPV/SB	PMT/PMD no.	CF expiry date
	Steam boiler	SB PMD 2100	6/12/22
	Back pressure receiver	SM PMT 9322	6/12/22
	Vacuum deaerator	SB PMT 7252	6/12/22
	Vacuum oil dryer	SB PMT 11174	6/12/22
	Tilting sterilizer	SB PMT 11173 SB PMT 11172	6/12/22
	Water softener	SB PMT 106144	6/12/22
	Segaria POM has obtained approval from <i>Jabatan Tenaga Kerja Sabah</i> on deduction of wages as below:		
1. Passport for dependent			
The permit with S/N: 600-1/2/15/201(11/TWU/2020-0101) which valid until 11/03/2022.			

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		<p><u>Segaria Estate</u> Permit and license checked:</p> <ul style="list-style-type: none"> i) MPOB license, 504677002000 “<i>menjual dan mengalih</i>” valid until 1/4/2021 – 31/3/2022. Estate hectarage – 4,465.1 ha ii) Diesel and Petrol Permit, serial number: S001673, ref. no.: KPDNHEP.SPN.600-1/7/2013/36(P), storage capacity: 43,200 litre (Diesel) and 2,000 litre (Petrol) valid until 15/01/22. Renewal application was done 15/12/21 via BLESS ref no. BL22021048455. iii) Certificate of fitness (CF) for air compressor, reg. no. SB PMT 13364, valid until 22/12/21. Request for annual inspection was done on 17/12/21 and still waiting for inspection schedule from DOSH. iv) Trading license “<i>Ordinan Perlesenan Perdagangan 1948</i>”, ID license: SPA/2016/1022 dated 5/1/2022 v) License for Electrical Installation, under Electric Supply Act 1990 for 3 separate installation/powerhouse: <ul style="list-style-type: none"> - license no. 2021/02019, serial no. 51500 for 28 kW, valid from 14/9/2021 to 13/9/2022 (manager bungalow) - license no. 2021/02020, serial no. 51497 for 212.5 kW valid from 14/9/2021 to 13/9/2022 (main division) - license no. 2021/02021, serial no. 51499 for 140 kW valid from 14/9/2021 to 13/9/2022 (kg Sipit division) v) Permit to employ non-resident workers, Section 118, Labour Ordinance (Cap 67 Sabah), license no. JTK.H.SMP 600-4/1/A01/2/12, Indonesian: 491, Philippines: 19 and valid from 22/10/2021 to 21/10/2022. vi) Environmental Conditions, Section 12(5), and 20, Environmental Protection Enactment 2002 for Proposed Replanting of Oil Palm Plantation at Segaria Estate in Semporna, Sabah, ref: JPAS/PP/18/600-1/11/1/101 dated 23/2/2011. The project consist of 3 lots (CL 125311284, PL 126290122, and PL 126290060 with total area of 4,746.2 Ha). Signed declaration @ <i>Aku Janji</i> was 	
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		<p>sighted between Head of Boustead Agency, Sabah Region on 25/2/2011.</p> <p>Segaria Estate has obtained approval from <i>Jabatan Tenaga Kerja Sabah</i> on deduction of wages as below:</p> <ol style="list-style-type: none"> 1. Cost to process travel document (not included levy, bank guarantee, agent fee and medical check-up cost) 2. Staff's club 3. Workers' Club (RM 2/ month) 4. Mosque fund (RM 2/ month for estate' workers and RM 10/ month for estate' staffs) <p>The permit with S/N: 600-1/2/16/1(11/SPN/2020-0120) which valid until 15/03/2022.</p>	
2.1.2	<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>Mechanism of tracking changes to the laws and regulations defined in the Chapter 15, Legal Procedure, ref: BEA /LP/2017 dated 1/1/17. Changes in the law will be based on news release through daily newspaper, law book (tracked by law book publisher) and circular form relevant association e.g. MPOA, MPOB, MAPA etc. The latest updated legal and other requirement register (LORR) no. 8 dated 1/7/2021 was sighted. Among latest updated regulation are Highly Toxic Pesticides Regulations 1996 (amendment of first schedule, Order 2021) and Preventive and Control of infectious Disease Act 1988 (amendment 2020) was sighted.</p>	Complied
2.1.3	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p> <p>- Minor compliance -</p>	<p>The boundary between Segaria estate and Hatawa was clearly demarcated and visibly maintained using red circle and boundary marker, and there is no planting beyond these legal or authorised boundaries</p>	Complied
<p>Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.</p>			

2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>The operating units maintain list of contracted parties as parts of their stakeholders.</p>	<p>Complied</p>
2.2.2	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.</p> <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>Sampled the agreement of contractors as below:</p> <ol style="list-style-type: none"> 1. Contract No.: AJE 01/2021 for transporting FFB which extended until 31/01/2022. 2. Contract No.: BE 01/2021 for transporting FFB which extended until 31/01/2022. 3. Contract No.: SMP 01/2021 for transporting FFB which extended until 31/01/2022. 4. Contract No.: PFE 01/2021 for transporting FFB which extended until 31/01/2022. 5. Company No.: 184057-V for transporting CPO which valid until 31/12/2022. 6. Company No.: 1115358-K for transporting CPO which valid until 31/12/2022. <p>All contractors' contracts contain specific clauses on meeting applicable legal requirements.</p> <p>Sampled the employment contracts, payslips and daily summary records of contractors' workers (Seng Lee Enterprise, Pemborong Faidz Enterprise and Asniey Jaya Enterprise) in Segaria Estate found the following issues:</p> <ol style="list-style-type: none"> 9. There was a clause in employment contract for all the workers of contractor stated passport must be surrender to the employer for safekeeping. There is no option provided to the workers if they would like to surrender or keep the passport by themselves. In additional, the conditions of the management will only return temporary to the workers when needed, shows that as if the 	<p>Non-compliance</p>

		<p>company is the owner of the passport. The passport is the identity of the workers and it is their rights to have full access to the passport without restriction or conditions.</p> <ol style="list-style-type: none"> 10. There was no notice period stated in the employment contract if the workers resign. 11. Interviewed with the contractors confirmed that wages of public holiday were not paid to the workers. 12. Interviewed with the contractors confirmed that the wages of workers will be paid only after they received payment from Segaria Estate, which is normally after 10th of the following month. Therefore, they paid the salary of the workers after 7th of the following month. 13. Name of employer in the permit of the foreign workers employed by the contractors was under Boustead Emastulin Sdn Bhd. The workers are as below: <ol style="list-style-type: none"> vii. Passport No.: B 5731378 viii. Passport No.: AT 699008 ix. Passport No.: C 7624323 x. Passport No.: AU 421615 xi. Passport No.: AT 968315 xii. Passport No.: P 0554436B 14. Permit of the following workers were expired. <ol style="list-style-type: none"> vi. Passport No.: B 5731378 which expired on 02/11/2019 under Social Pass vii. Passport No.: AT 699008 which expired on 30/09/2021 viii. Passport No.: C 7624323 which expired on 31/10/2021 ix. Passport No.: AU 421615 which expired on 22/11/2021 x. Passport No.: AT 968315 which expired on 02/07/2021 	
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		<p>15. There is no evidence of SOCSO and EPF contribution made for the contractors' workers.</p> <p>16. Reviewed the payslips and Daily Summary Report of May 2021 found that the contractors' workers have worked on rest day without paying as per Employment Act 1955. The sampled workers as below:</p> <table border="1" data-bbox="1234 555 1883 754"> <thead> <tr> <th>Contractor</th> <th>I/C No. or Passport No.</th> <th>Date of Worked on Rest Day</th> </tr> </thead> <tbody> <tr> <td>Seng Lee Enterprise</td> <td>AU 421615</td> <td>07/05/2021 and 28/07/2021</td> </tr> <tr> <td>Asniey Jaya</td> <td>AT 968315</td> <td>07/05/2021 and 28/07/2021</td> </tr> </tbody> </table> <p>Thus, a minor non-conformity was raised.</p>	Contractor	I/C No. or Passport No.	Date of Worked on Rest Day	Seng Lee Enterprise	AU 421615	07/05/2021 and 28/07/2021	Asniey Jaya	AT 968315	07/05/2021 and 28/07/2021	
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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>All contractors' contracts contain specific clauses on agrees to not employ child, forced and trafficked labour. Sampled the agreement of contractors as below:</p> <ol style="list-style-type: none"> Contract No.: AJE 01/2021 for transporting FFB which extended until 31/01/2022. Contract No.: BE 01/2021 for transporting FFB which extended until 31/01/2022. Contract No.: SMP 01/2021 for transporting FFB which extended until 31/01/2022. Contract No.: PFE 01/2021 for transporting FFB which extended until 31/01/2022. Company No.: 184057-V for transporting CPO which valid until 31/12/2022. Company No.: 1115358-K for transporting CPO which valid until 31/12/2022. 	Complied									

		Interviewed with the contractors confirmed that they are aware of the clause and do not employ child, forced and trafficked labour.	
Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.			
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>	This Mill was Identity Preserve (IP) and only accept FFB from Segaria estate. Not applicable	Not Applicable
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>- Minor compliance -</p>	This Mill was Identity Preserve (IP) and only accept FFB from Segaria estate. Not applicable	Not Applicable
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 management of Segaria Mill and Estate has established the 5 Years Planning shows a business plan for the year 2022 to 2026. The business plan shows the commitments of Segaria Estate and Mill towards better management of resources to increase productivity while reducing the cost of expenditure. Details in the business plan were:</p> <ol style="list-style-type: none"> Crop yielding areas / CPO Cost of production Immature areas upkeep Capital expenditure 	Complied

		<p>5. Cost/MT</p> <p>The Segaria POM and Estate have a yearly budget prepared by the management and approved by top management that indicates the business plan on an annual basis. This annual budget specifies into the details of the expenditures through better and more sustainable management.</p>													
<p>3.1.2</p>	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>An annual revised replanting program was established by Segaria Estate which was updated on Jan 2022. The replanting programme sighted as follow: -</p> <table border="1" data-bbox="1137 687 1917 986"> <thead> <tr> <th>Year of Replanting</th> <th>Total Ha</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>251.40</td> </tr> <tr> <td>2023</td> <td>190.90</td> </tr> <tr> <td>2024</td> <td>208.70</td> </tr> <tr> <td>2025</td> <td>228.10</td> </tr> <tr> <td>2026</td> <td>220.20</td> </tr> </tbody> </table>	Year of Replanting	Total Ha	2022	251.40	2023	190.90	2024	208.70	2025	228.10	2026	220.20	<p>Complied</p>
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<p>3.1.3</p>	<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 management review was conducted together on 18/11/2021 for Segaria POM and Estate at the Segaria Estate Meeting Room. The meeting was chaired by the Chairman En. Anuar Bin Semail and attended by the Sustainability Chairman, mill and estate members. Among the matters discussed during the management review are as follows: -</p> <ol style="list-style-type: none"> 1. Minutes / Actions from previous meeting 2. MSPO & RSPO P&C Certification status 3. MSPO & RSPO SCC status 4. Result of Internal audits 	<p>Complied</p>												

		<ol style="list-style-type: none"> 5. Preventive & Corrective action status from previous external audit 6. Customer feedback 7. Changes affecting MSPO policy 8. Recommendation for improvement 9. Any other business 10. Summary of review <p>The minutes of meeting indicated that Internal audit findings were each thoroughly examined, and the corrective action plan were discussed.</p>	
<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>			
<p>3.2.1</p>	<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>Continuous improvement on Environmental was verified. Among main topics as below: -</p> <p><u>Segaria Estate</u></p> <p>Environment Management Programme (EMP) 2021</p> <ul style="list-style-type: none"> • Water source contamination • Conservation of soil erosion • Reduction of agricultural land contamination • Degradation of agriculture land • Chemical reduction <p>Reduction Plan of pesticide use 2021</p> <ul style="list-style-type: none"> • Implementation of IPM • Planting of beneficial plant as biological control • Purchase new & fixing barn owl (if needed) • Maintaining & record total barn & owl 	<p>Complied</p>

		<p>Reduction Plan on Herbicide Use 2021</p> <ul style="list-style-type: none"> • Conduct calibration training regularly • Use of Alion • Proper selection of herbicide, use low A.I. & low chemical recommendation • Ensure chemical issuance from store according to approved requisition chit by AM. <p>Improvement on usage of fossil fuel 2021</p> <ul style="list-style-type: none"> • To replace vehicles as per SOP • Timely service and routine maintenance of every vehicles to be carried out • Daily vehicles maintenance records were utilised to monitor the condition • Write off ageing & uneconomical units • Park poor & inefficient vehicles <p>Greenhouse Gases (GHG) emission reduction plan 2021</p> <ul style="list-style-type: none"> • Carried out replanting exercise only on existing oil plam with GAP and BMP • Efficient application of inorganic material • Make sure palm biomass such as pruned fronds, EFB and oil plam trunk as natural fertilizer • Efficient usage of fossil fuel based machine • Minimize the number of fossils fuel based machine • Timely replace old units of fossil fuel based machines. <p>IPM management Plan</p> <ul style="list-style-type: none"> • Prevention or minimize of loss or damage to palm and yield by pest 	
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		<ul style="list-style-type: none"> • Minimize of loss and damages to ripe & unripe fruits and basal tissue of the palm base by rat attack • Ensuring efficient food source rat for natural predator especially barn owl • To reduce use of pesticide. <p>Pollution and prevention plan 2021</p> <ul style="list-style-type: none"> • Manuring - Proper frond stacking and avoid application to waterways. • Manuring – Establish of riparian area to avoid fertilizer diffusion to waterways • Rubbish – Construct landfill located 3km from residence area, office and river • Rubbish – Monitoring of linesite housekeeping / hygiene • Water – Minimize pesticide usage and jeep soft grasses • Land – Proper SW storage and disposal <p>Waste Management Plan 2021</p> <ul style="list-style-type: none"> • Schedule waste – Proper SW storage and dispose through licensed purchaser • Land waste – To be recycle by workers / resident and dispose through selling by tender • Domestic waste – Construct landfill area with 3km from residential area, office and river. • Clinical waste – Proper SW storing and record and dispose through VMO service • Industrial waste – Dispose through selling the scrap iron by tender <p><u>Segaria POM</u></p>	
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		<p>Waste Management Plan 2021</p> <ul style="list-style-type: none"> • Schedule waste – Proper SW storage and dispose through licensed purchaser • Industrial waste – POME, EFB, Compost • Domestic waste – Dispose at estate landfill area with 3km frm residential area, office and river. • E waste – Collect and record amount of contaminated items • Recyclable waste – Monitor collection & application <p>Water Management Plan</p> <ul style="list-style-type: none"> • Processing station – clarification condensate • Boiler – Blowdown, Quenching • Laboratory – Cleaning water • Process ramp – Rainfall runoff • Domestic – water domestic use 	
<p>3.2.2</p>	<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>PROCEDURAL NOTE: The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed. 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. - Minor Compliance -</p>	<p>RSPO metric template version 2.1 is used for the reporting of Segaria POM certification unit’s metrics (economic, social and environment). Data reporting period is January to December 2021 for (social and environment metrics) and economic metrics from Feb 2021 – October 2021 (counting back from audit month). Based on verification with input data, no discrepancies of data reported in the metrics for the period under review for all the operating units.</p>	<p>Complied</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. - Critical (Major) compliance -</p>	<p>The mill operations are directed by SOP maintained by the management. The latest review dated January 2018. Among others relating to: -</p> <ol style="list-style-type: none"> 1. Reception Station 2. Fruit Handling 3. Sterilization Station 4. Threshing Station 5. Pressing Station 6. Effluent Treatment 7. Engine House <p>Estates operations are guided by the Oil Palm Circular which includes Operational procedures. Latest revised on 29/06/2021. Refer Revised Oil Palm Circular (OPC) No. M2/RE.3. Sample of operation procedure were: -</p> <ol style="list-style-type: none"> 1. Organisation of Planting 2. Manuring application 3. Rat control in oil palm 4. Harvesting 5. Soil / water conservation 6. Establishment of Legumes Cover Crops 7. Land Preparation and Construction of In-Field Mechanization Paths 8. Pest and Disease Management in The Nursery 9. Mulching 10. Replanting <p>In additional, Estate also guided by SWP (Safe Working Procedure) that specifically related to safety and environment which are: -</p>	<p>Complied</p>
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		<ol style="list-style-type: none"> 1. Spraying 2. Manuring 3. Compactor 4. Backhoe 5. Thinning. 	
3.3.2	A mechanism to check consistent implementation of procedures is in place. - Minor Compliance -	Mechanism to check consistent implementation of procedures are in place. Internal audit by HQ department conducted on annual basis to check and report compliance against company policy and procedure with regards to operation, safety, health and welfare requirements. For other to ensure consistency of SOP implementation was verification from Structured Crop & Oil Recovery Evaluation (SCORE) audit and Visiting Engineering for Mill.	Complied
3.3.3	Records of monitoring and any actions taken are maintained and available. - Minor Compliance -	Records of monitoring with regards to Best practice SOP and RSPO implementation are maintained and available for verification. Among monitoring records checked: Segaria Estate SCORE Visit: 14/04/2021 RSPO Internal Audit: 15-18/11/2021 Segaria POM SCORE Visit: 14/04/2021 Visiting Engineering: 12-14/04/2021 RSPO Internal Audit: 15-18/11/2021	Complied
<p>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.</p>			
3.4.1	(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected	There was no new planting in Segaria Estate.	Complied

	<p>stakeholders and including the impacts of any smallholder/out-grower scheme, is documented.</p> <p>- Critical (Major) compliance -</p>	<p>SIA was conducted on 27/09 – 01/10/2017 for Segaria POM and Segaria Estate by Malaysian Environmental Consultant (MEC). The methodology of the assessment was through field observation, in-depth interview and survey with internal and external stakeholders.</p> <p>For Segaria Estate, Environmental Aspects Impacts was available. Refer Environmental Aspects & Impacts Identification Form dated 17/07/2017 (BEA/5.1/EAI) and Environmental Impact Evaluation dated 17/07/2017 (EIE/2017/01-01). Among activities discussed were: -</p> <ul style="list-style-type: none"> • Field FFB Transportation • Nursery • Pest and Disease control • Petrol / diesoline • Replanting • Harvesting and collection <p>For Segaria POM, Environmental Aspects Impacts was available. Refer Environmental Aspects & Impacts Identification Form dated 21/01/2020 (EAI/2020/015-1) and Environmental Impact Evaluation dated 17/07/2017 (EIE/2017/01-01). Among activities discussed were: -</p> <ul style="list-style-type: none"> • Housing Construction Work • Operation of weighbridge • Operation of vertical fertilizer • Operation of thresher drum • Operation of CPO, Sludge, Liquid waste • Operation of digester 	
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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>Social Management Plan was developed in Segaria Estate on 08/01/2022 and Segaria POM on 04/01/2022. The impact/ issue raised during assessment or issues from meeting were recorded in the management plan. The management plan has included the status, proposed budget, person in charge, commence date and completion date. Most of the impacts were in progress and monitored accordingly.</p>	Complied
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>The management plan is last reviewed on 08/01/2022 in Segaria Estate and 04/01/2022 in Segaria POM. The management plan is monitor and implement and reviewed regularly. Sampled the issue of installation of spotlight and painting the volleyball court and found action has been taken accordingly. Seen the records of invoice purchased of materials and verified onsite confirmed that the issue was resolved.</p> <p>Estate Environment Management Programme (EMP) 2021</p> <ul style="list-style-type: none"> • Water source contamination • Conservation of soil erosion • Reduction of agricultural land contamination • Degradation of agriculture land • Chemical reduction <p>Mill Environment Action Plan 2021/2022</p> <ul style="list-style-type: none"> • Environment handling • Height solid for effluent pond • Oil spill that occurs in the SW store • Air Pollution handling • Water emission 	Non-compliance

		<ul style="list-style-type: none"> • Sludge cake for dewatering and decanter • Save the river from pollutant • Water Quality Monitoring • Water tank <p>Verified the monitoring report by 3rd party (Ekohandal Sdn Bhd) for compliance of "Syarat-syarat Alam Sekitar", Proposed Replanting of Oil Palm Plantation At Segaria Estate in Semporna Sabah dated 23/02/2011 (JPAS/PP/18/600-1/11/1/101).</p> <ol style="list-style-type: none"> 1. Report ESB/ECR/SE/057-(30)/09(02) dated 30/03/2021 2. Report ESB/ECR/SE/057-(31)/09(02) dated 21/07/2021 3. Report ESB/ECR/SE/057-(32)/09(02) dated 08/11/2021 <p>High Conservation Value (HCV) Management Plan were no in line with requirement in the Environmental Condition JPAS/PP/18/600-1/11/1/101 dated 23/02/2011.</p> <p>Document verification found that HCV Management Plan 2021 stated under section Agricultural land Contamination – Establish of 3-meter buffer zone adjacent to forest reserve. It was against Environmental Condition JPAS/PP/18/600-1/11/1/101 dated 23/02/2011 section 5.6 (i) "Perindungan Kawasan Sensitif -Zon Pemampam sekurang-kurangnya selebar 50 meter hendaklah disediakan di sempadan kawasan projek yang bersempadan dengan Hutan Simpan Mount Pock. Sebarang aktiviti pemajuan ladang kelapa sawit atau aktiviti pembersihan Kawasan tidak di benarkan di Kawasan zon pemampam ini sebagaimana yang dinyatakan di bawah perkara 5.2.3 dalam laporan EIA". Site verification at PR2020 adjacent to Hutan Simpan Mount Pock found the implementation in line with HCV Management Plan but not to</p>	
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		Environmental Condition by <i>Jabatan Perlindungan Alam Sekitar</i> . Thus a major NC was issued.	
Criterion 3.5: A system for managing human resources is in place.			
3.5.1	Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable. - Minor Compliance -	Boustead Telok Sengat has established the Procedure of New Local Staff/Workers Hiring; Rev. # 1; Effective date: Feb 2020 and Foreign Workers Procedure; Rev. # 1; Issue date: Jan 2016 which documented the procedure for recruitment, selection, hiring, promotion, retirement and termination of both local and foreign workers. The procedures were made available to the workers upon request.	Complied
3.5.2	Employment procedures are implemented, and records are maintained. - Minor Compliance -	Employment procedures are well implemented with records well maintained as per information reported in indicator 6.1.1 to 6.6.2 below.	Complied
Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented. - Critical (Major) compliance -	<u>Segaria Estate</u> Risk assessment to identify H&S issues for all operation documented under Hazard Identification, Risk Assessment and Risk Control @ HIRARC. Latest updated HIRARC form dated 30/11/2021 has incorporated HIRARC review for accident occurrence due to bee stung (28/7/21) and hit by FFB bunch (26/12/21). Risk level and control measure has been updated to further mitigate the risk and recurrence of the accident. For chemical risk assessment, the management has engaged DOSH registered assessor, (HQ/11/ASS/00/298-2018/131) to conduct the CHRA. CHRA report dated 14/9/2018 is referred to. The recommendation provided by the assessor have been put in the action plan and addressed by the estate to reduce the operational risk.	Complied

		<p><u>Segaria POM</u></p> <p>Risk assessment to identify H&S issues for all operation documented under Hazard Identification, Risk Assessment and Risk Control @ HIRARC. Latest updated HIRARC form dated 30/08/2021 was sighted with regards to boiler operation and confined space. For chemical risk assessment, the management has engaged DOSH registered assessor, JKPP HIE 127/171-2(290) to conduct the CHRA. CHRA report dated 17/5/2016 is referred to. The recommendation provided by the assessor have been put in the action plan and addressed by the estate to reduce the operational risk. The new revisited CHRA was carried out on 14/11/21, ref: DG/235/1121-DK</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>H&S plan effectiveness and monitoring documented under <i>Laporan & Program Keselamatan and Kesehatan Pekerjaan tahun 2022</i>. Among H&S plan and programme includes:</p> <ul style="list-style-type: none"> i) OSH meeting (quarterly) ii) Workplace inspection (quarterly) iii) JKPP 8 submission (annually) iv) Document review <ul style="list-style-type: none"> - Chemical register - HIRARC v) Medical surveillance vi) Audiometric test vii) Training <ul style="list-style-type: none"> - First Aid - Noise risk - Fire drill 	<p>Complied</p>

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		<p>v) Chemical Hazard and Risk Assessment @ CHRA vii) Noise Risk Assessment @ NRA ix) Local Exhaust Ventilation @ LEV (monitoring: monthly, yearly) The latest medical surveillance was carried out on 18/8/21 by registered OHD, HQ/19/DOC/00/00399 for 39 workers. Based on the report, all workers were found fit to work.</p>																						
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. - Critical (Major) compliance -</p>	<p>Training plan has been established and conducted for the year on 2021. Training in Mill and Estate were divided into 3 training programs namely Maintenance Training Programme, OSH & RSPO Training Programme and Operations Training. This training programme is used as a guideline to ensure continuous awareness and assessment on the understanding of the required modules. The record of training referred as per indicator 3.7.2. OSH Training Plan for the year 2022 has been established.</p>	Complied																					
3.7.2	<p>Records of training are maintained. - Minor Compliance -</p>	<p>Records of training were maintained and sighted as below: - Segaria Estate</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 5%;">No</th> <th style="width: 75%;">Training</th> <th style="width: 20%;">Date</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Harvesting & Pruning</td> <td>07/04/2021</td> </tr> <tr> <td>2</td> <td>Safe Working - Spraying</td> <td>04/11/2021</td> </tr> <tr> <td>3</td> <td>Safe Working - Manuring</td> <td>07/08/2021</td> </tr> <tr> <td>4</td> <td>Safe Working – Tractor Driver</td> <td>15/12/2021</td> </tr> <tr> <td>5</td> <td>Schedule Waste Management</td> <td>11/12/2021</td> </tr> <tr> <td>6</td> <td>Triple Rinsing Training</td> <td>08/12/2021</td> </tr> </tbody> </table>	No	Training	Date	1	Harvesting & Pruning	07/04/2021	2	Safe Working - Spraying	04/11/2021	3	Safe Working - Manuring	07/08/2021	4	Safe Working – Tractor Driver	15/12/2021	5	Schedule Waste Management	11/12/2021	6	Triple Rinsing Training	08/12/2021	Complied
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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>SCCS Training has been conducted at Segaria POM dated 24/05/2021. Refer section RSPO Supply Chain in the minutes of meeting.</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>FFB processed by the mill is sourced from estate that certified against the RSPO Principles and Criteria (RSPO P&C) which under Segaria certification unit. Volumes and source of certified FFB entering the mill (one single supplier; Segaria Estate) with the</p>	Complied																																				

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	<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>	<p>implementation of processing controls and physical separation, and volume sales of RSPO certified products were verified. It is deemed that Segaria POM eligible for Identity Preserved.</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>Not applicable. Segaria POM is under Identity preserved module</p>	<p>Not Applicable</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 forecasted FFB that could be process in the next license period is 78,000 with estimated OER of 22.5% and KER of 3.5%.</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>RSPO Membership of Segaria Palm Oil Mill is under Boustead Plantations Berhad with RSPO Membership # 1-0012-04-000-00 since 2011. RSPO Palmtrace Member ID: RSPO_PO1000003734 (Boustead Emastulin Sdn Bhd -Segaria Business Unit) which license expires on 6/2/2022.</p>	<p>Complied</p>

<p>3.8.5</p>	<p>Documented procedures 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. 	<p>Segaria Palm Oil Mill implemented the supply chain program based on Bousted Plantations Supply Chain (SCC) Procedures; Issue 1; Issue date: July 2016; Rev. # 8; Rev. date: December 2019. The procedure was prepared by Sustainability Unit and approved by Sustainability Chairman which covering the implementation of all supply chain requirements. No changes noted as to date.</p> <p>Up-to date records available including the following:</p> <ul style="list-style-type: none"> - Segaria Palm Oil Mass Balancing Record for Oil Mills FY 2021 - Certified CPO sales contract - Certified PK sales contract - Despatch records <p>The procedure also specified the RSPO Chairman shall have the overall responsibility for the implementation of the procedure with assignment of relevant personnel from various departments to assist in the implementation. Sighted the Letter of Appointment; Ref. # BEA/SUST-RSPO/SEGARIABU; Dated: 1/11/2017 for the appointment of Mill Manager as the Sustainability Chairman for Segaria Palm Oil Mill. Appointment made by the company group RSPO Chairman.</p>	<p>Complied</p>
<p>3.8.6</p>	<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. 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 	<p>Procedure name Mill RSPO Supply Chain Standards dated: July 2016, Revised Date: December 2018, Revision: 8.0 was established. There also establish Internal audit procedure dated July 2016 revised dated: 10/11/21 which covered the internal audit. The internal audit is scheduled to be conducted once a year. Internal audit was done on 15-18th November 2021 by company internal auditor. There were 3 OFIs raised for SCCS.</p>	<p>Complied</p>

	review at least annually. The mill shall maintain the internal audit records and reports.		
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>When FFB delivered to the mill from the estate, the transporter presented FFB Delivery Note (DN) which stamped with certified FFB to the mill weighbridge clerk in order the FFB to be received by the mill. E.g. of information available in the DO is as follows:</p> <ul style="list-style-type: none"> • Chit no. (A127339) • Estate’s name (Segaria Estate) • Date & time of delivery (31/10/21) • Field No. (PM04D1/31A) • No. of bunches (471 bunches) • Vehicle no. (SA6199H) • Net weight (6.73 mt) <p>E.g. of information available in the mill’s weighbridge tickets is as follows:</p> <ul style="list-style-type: none"> • Name of estates (Segaria Estate) • Field No. (PM04D1/3A) • Vehicle no. (Sa6199H) • Date (31/10/21) • Total bunches (471 bunches) • Net weight 5.52 mt 	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</p>	<p>Segaria POM ensured the required information is available in document form as below:</p> <p><u>RSPO CPO IP</u></p> <p>a) The name and address of the buyer – XXX</p>	Complied

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<p>document or across a range of documents issued for RSPO certified oil 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. 	<ul style="list-style-type: none"> b) The name and address of the seller – Boustead Emastulin Sdn Bhd – Segaria Business Unit c) The loading or shipment / delivery date; October 2021 d) The date on which the documents were issued; dispatch ticket (459643), dated 29/10/2021 e) RSPO certificate number – RSPO 682292 a) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); CSPO IP b) The quantity of the products delivered; 38.79 mt c) Any related transport documentation; contract no. POLS00449/LDO/01P2109/0024L d) A unique identification number: TR-e69960ba-871a <p><u>RSPO PK IP</u></p> <ul style="list-style-type: none"> a) The name and address of the buyer – XXX b) The name and address of the seller – Boustead Emastulin Sdn Bhd – Segaria Business Unit c) The loading or shipment / delivery date; November 2021 d) The date on which the documents were issued; dispatch ticket (460570), dated 25/11/2021 e) RSPO certificate number – RSPO 682292 f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); CSPK IP g) The quantity of the products delivered; 29.83mt 	
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		<p>h) Any related transport documentation; contract no. PKLS00152/LDO/36P2110/0021L</p> <p>i) A unique identification number: TR-8843eea6-9587</p>	
3.8.9	<p>Outsourcing Activities</p> <p>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</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <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>	<p>In Segaria POM, the only outsource activity was the Transporter as per detail below. There are 3 transporter been using in Segaria POM as per contract verification as following:</p> <ul style="list-style-type: none"> - CPO transporter: Jacpheine Shipping & Freight Forwarding Sdn Bhd (Contract dated 1 Jan 2021) - PK transporter: Pengangkutan Dagang Tera Sdn Bhd (Contract dated 1 Jan 2019) - PK transporter: Yee Ping Trading (Contract dated 1 Jan 2021) <p>a) Based on the agreement dated 1 Jan 2021, under point no 2 (whereas) the company agree to provide sufficient number of licensed and insured lorry tankers for transportation and delivery of crude palm oil from the mill to nominated oil refinery/bulking station.</p> <p>b) As per agreement contract the transport policy have said the approved certification bodied of RSPO,ISCC and MSPO have the rights to audit the contractor from time to time (if Necessary) and contractor/ transporters shall provide unrestricted access to their respective operations.</p> <p>c) The communication on document control system have been done on 24 Sept 2020 as per training record.</p> <p>d) The Site already communicate with the contractor dated 24 Sept 2020 regarding relevant access and verified during interview with the contractor during stakeholder interview</p>	Complied
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.	Names and contact details of all contractors written in the stakeholder list.	Complied

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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.	No new contractor used for the processing or physical handling of RSPO certified oil palm products (transportation).	Complied
3.8.12	<p>Record keeping</p> <ul style="list-style-type: none"> 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. 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. 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. iv) For Mass Balance Module, the mill: <ul style="list-style-type: none"> 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. 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. 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>Segaria 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. Procedure namely Mill RSPO Supply Chain Standards, dated: July 2016, Revised Date: December 2019, Revision: 8.0 has defined at least 7 years of retention time for all records.</p> <p>All the inventory records are maintained and updated on daily basis and monthly. Daily records are prepared at the entry point at the weighbridge</p>	Complied
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</p>	<p>The oil extraction rate (OER) and the kernel extraction rate (KER) for Segaria POM is determined and set their own extraction rates based upon past experience, documented and applied consistently.</p>	Complied

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	PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.		
3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	For the last review period, OER and KER: 22.95% and 3.45% reported from February to December 2021.	Complied
3.8.15	Processing 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.	Identity Preserved has explained the processing of RSPO material to prohibit non-certified products processed. The mill is 100% received certified FFB from own certified supplying estate and produced 100% certified products. There are no non-certified materials will be received and processed as verified through Segaria Palm Oil Mass Balancing Record for Oil Mills FY 2021.	Complied
3.8.16	Registration of Transactions i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to 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. 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.	Sampled the shipping announcement as below: - Transaction ID: TR-e69960ba-871a, shipping/BL date: 2/11/2021 for total of 1,129.02 MT of CSPO, contract ref: LDO/01P2109/0024L -Transaction ID: TR-8843eea6-9587, shipping/BL date: 22/11/2021 for total of 217.02 MT of CSPK, contract ref: LDO/36P2110/0021L All the announcements were made as per the procedure within 1 month from the date of last delivery.	Complied
3.8.17	Claims 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.	RSPO trademark was not use. Nonetheless, the facility is aware with the requirements of the RSPO Rules on Market Communications and Claims.	Complied

General corporate communications

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4.1	A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.	No off-product claim made by Segaria POM and verified through document and site review (notice board, business card, shipping documentation, procurement/ purchasing document and promotional material etc). Check in the company website; https://www.boustead.com.my/sustainability-governance/ , no RSPO trademark used so far.	Complied
4.2	In corporate communications a member is allowed to: a. Display its RSPO membership status b. Display the RSPO web address (www.rspo.org) c. State that the member supports the work of the RSPO d. State the member's history with regard to the RSPO. e. Use the RSPO trademark to promote its membership of the RSPO. Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text 'Check our progress at www.rspo.org' where the link must lead to the member's profile page.	Not applicable as no off-product claim made by Segaria POM as to date.	Complied
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.	Not applicable as no off-product claim made by Segaria 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.	Not applicable as no off-product claim made by Segaria 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 Segaria POM and verified through document and site review (notice board, business card, shipping documentation, procurement/ purchasing document and promotional material etc.)	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 demonstrated via shipping documentation and invoices to the next supply chain actor or buyer.	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.	As per interview with weighbridge operator, she said that the weighbridge ticket will be stated the info i.e: product/commodity with SCC model (Crude Palm Oil RSPO IP) and will stamp the RSPO certificate number. Verified the documents found that the supply chain model and certificate number were stated on the ticket.	Complied
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>	Segaria POM was not under distributor or wholesaler category. Thus, this requirement is not applicable.	Not Applicable
Business to consumer communication			
6.1	Only RSPO members that have supply chain certification are allowed to make business to consumer claims about the certified sustainable oil palm products contained within product(s), which are known as ‘product-specific’ claims. Product-specific claims are voluntary.	No business to consumer communication on product specific claim made by Segaria POM and only produce crude and unfinished product. This is not applicable for POM.	Not Applicable

6.2	Only RSPO members who have supply chain certification are authorised to use the RSPO trademark and/or RSPO label, with the exception of RSPO Credits and of retailers in accordance with 6.8 below.	No business to consumer communication on product specific claim made by Segaria POM and only produce crude and unfinished product. This is not applicable for POM.	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 by Segaria POM and only produce crude and unfinished product. This is not applicable for 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 by Segaria POM and only produce crude and unfinished product. This is not applicable for 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 by Segaria POM and only produce crude and unfinished product. This is not applicable for 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 by Segaria POM and only produce crude and unfinished product. This is not applicable for 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 by Segaria POM and only produce crude and unfinished product. This is not applicable for 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	No business to consumer communication on product specific claim made by Segaria POM and only produce crude and unfinished product. This is not applicable for POM..	Not Applicable

	<p>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 applying to RSPO supply chain certified members. The guidance document for audits is available on www.rspo.org.</p>		
<p>MODULE A – IDENTITY PRESERVED & SEGREGATED SPECIFIC RULES</p>			
<p>Certified oil palm content (IP)</p>			
	<p>For IP, 95% or above of the oil palm content must be RSPO IP-certified.</p>	<p>Segaria POM is producing crude palm product and containing 100% oil palm content and eligible for IP product.</p>	<p>Complied</p>
	<p>For SG, 95% or above of the oil palm content must be SG, or a combination of SG and IP.</p>	<p>Segaria POM is producing crude palm product and containing 100% oil palm content and eligible for IP product.</p>	<p>Complied</p>
	<p>Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the volume of non-certified oil palm products must be covered by the purchase of RSPO Credits of equivalent volume.</p>	<p>Segaria POM is producing crude palm product and containing 100% oil palm content and eligible for IP product.</p>	<p>Complied</p>
<p>Labelling and trademark (IP)</p>			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> • RSPO trademark which includes the tag 'CERTIFIED' or • RSPO trademark which includes the tag 'This product contains certified sustainable palm oil'. Wherever a RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4pt (1.4 mm or 0.06 inch). In on-pack 	<p>Segaria POM is producing crude palm product and does not involved in any labelling of end product.</p>	<p>Complied</p>

	communications, the RSPO trademark can be printed anywhere on the pack.		
Messaging (IP)			
	<p>Messaging ALLOWED in storytelling in product-related communications may include some or all of the following elements:</p> <ul style="list-style-type: none"> • The oil palm products contained in this product have been certified to come from RSPO sources. www.rspo.org • By choosing this product, you are sure it contains RSPO-certified palm oil. For more information: www.rspo.org • RSPO-certified sustainable oil palm products were kept apart from other oil palm products throughout the supply chain. www.rspo.org • Certified sustainable oil palm products can be traced back to RSPO-certified mills and plantations. www.rspo.org • The entire supply chain is monitored by independent, RSPO-accredited auditors. www.rspo.org • RSPO-certified sustainable palm oil has been produced to stringent environmental and social criteria. www.rspo.org • References to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown by company records. 	Segaria POM is producing crude palm product and does not involved in any labelling of end product.	Complied
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 unit of certification and contracted services, including contracted security forces.</p>	Boustead Plantations Berhad has developed Human Rights Policy dated 02/12/2019 signed by CEO. The company commits to ensure all the individual will be treated with fair and respect. The company assures that they will not threaten, retaliate or commit violence against Human Rights Defenders.	Complied

	- Critical (Major) compliance -	Briefing of the policy was conducted on 01-02/11/2021, 06/11/2021 in Segaria Estate and 24/05/2021 in Segaria POM.	
4.1.2	The unit of certification does not instigate violence or use any form of harassment in their operations. - Minor compliance -	There is no evidence of any use of violence or the instigation of violence within the Segaria business unit. This was further verified during interviews held with internal and external stakeholders.	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 -	Boustead Plantations Berhad has established flowchart for handle workers' issue and external. The complaints raised by workers will be solved in 5 days after receipt of the complaints. Maximum timeframe to resolve the issue is 6 weeks for internal issue. For external complaint, it has to be resolved within 1 month. Complaint Panel was established in Segaria Estate. Boustead Plantations Berhad has implemented Whistleblowing Policy (Ver. 3/2019 dated 01/12/2019) to commit towards ensuring the highest standards of integrity, accountability and professionalism in the conduct of its businesses to protect and preserve the Group's interest and reputation. The policy is established to facilitate the disclosure of improper conduct occurring within the Group. The policy is available in https://www.boustead.com.my/whistleblowing_policy/ . Whistleblowing e-form is available in https://www.boustead.com.my/eform.html .	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 -	Boustead Plantations Berhad has established flowchart for handle workers' issue and external. The complaints raised by workers will be solved in 5 days after receipt of the complaints. Maximum timeframe to resolve the issue is 6 weeks for internal issue. For external complaint, it has to be	Non-compliance

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		<p>resolved within 1 month. Complaint Panel was established in Segaria Estate.</p> <p>Boustead Plantations Berhad has implemented Whistleblowing Policy (Ver. 3/2019 dated 01/12/2019) to commit towards ensuring the highest standards of integrity, accountability and professionalism in the conduct of its businesses to protect and preserve the Group’s interest and reputation. The policy is established to facilitate the disclosure of improper conduct occurring within the Group. The policy is available in https://www.boustead.com.my/whistleblowing_policy/. Whistleblowing e-form is available in https://www.boustead.com.my/eform.html.</p> <p>Briefing of the policy was conducted on 01-02/11/2021, 06/11/2021 in Segaria Estate and 24/05/2021 in Segaria POM.</p> <p>Workers had informed auditor that they have lodged complaint on housing defect to the management by recorded in a form. However, no action has taken and there is no update from the management on the status of complaint. Site visit to the houses verified that the defects were yet to be repaired. Verified the Request & Response Form found that no complaint recorded as mentioned by the workers. The implementation of the complaint procedure was ineffective.</p>	
4.2.3	<p>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.</p> <p>- Minor compliance -</p>	<p>Segaria Estate has implemented Request & Response form to record any complaints. Reviewed the forms found that most of them were requests from workers and stakeholders to the management to seek approval such as to organize celebration and request for electricity during off-hour. The management has responded to the requests.</p>	Complied

		<p>The requesters will acknowledge after approval from the management.</p> <p>Segaria POM has implemented Complaint Form/ Workers' Feedback Form to collect complaint/ feedback from workers and stakeholders. Majority of the complaints were from workers related on housing repair. Sampled of the complaint on broken drainage behind the housing and caused water stagnant on 17/06/2021. The management has purchased the cement and seen the invoice of purchased. Photo evident of the repair work was sighted. The complainant has acknowledged after issue resolved.</p>	
4.2.4	<p>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.</p> <p>- Minor compliance -</p>	<p>Boustead Plantations Berhad has developed Flowchart to lodge complaint, January 2021 where complainant has the right to appoint third party to make complaint.</p>	Complied
<p>Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.</p>			
4.3.1	<p>Contributions to community development that are based on the results of consultation with local communities are demonstrated.</p> <p>- Minor compliance -</p>	<p>Management of Segaria Estate has made contribution to the local communities such as provided job opportunity to the local communities. Besides, the management has provided foods basket to the workers and family who were underwent quarantine at home. Seen the photo evident of foods basketed provided. Management of Segaria Estate also provided cash prize to the students who achieved outstanding academic results. Seen the records of payout. The management also collaborated with local authorities to organize program vaccination of Polio and blood donation in the estate. The management of Segaria Estate and Segaria POM has organized blood donation on 24/10/2021 with the collaboration of the local hospital. Seen the photo evident of the activity conducted. Besides, interviewed with the stakeholders confirmed that the management has made contribution to the local stakeholders such as provided</p>	Complied

		labour to the school to do maintenance and donation for school's activities. The management also supplied free mask, sanitizer and disinfectant to school for the school re-opening	
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>Documents showing legal ownership available as Segaria Estate holds 3 land titles under Boustead Emastulin Sdn Bhd as following:</p> <ol style="list-style-type: none"> 1. Provisional Lease# 126290060; 7,317.0 acres 2. Provisional Lease# 126290122; 4,012.0 acres 3. Provisional Lease# 125311284; 398.9 acres <p>Records of quit rent was sighted where the quit rent was paid on 28/12/2021.</p> <p>1. Segaria POM was located in the compound of Segaria Estate under land title with Provisional Lease# 126290060 for about 5.90 ha.</p>	Complied
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	Evidence of documentations and stakeholder consultation shown that no customary land within Segaria Certification Unit. The lands are country leased land and provisional lease to Boustead Emastulin Sdn Bhd. Sighted the land titles for Segaria Estate. The surrounding areas owned by smallholders and other plantation's companies. There's no evidence of land encroachment by Segaria estate and Segaria POM.	Complied
4.4.2a	Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with 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.	Evidence of documentations and stakeholder consultation shown that no customary land within Segaria Certification Unit. The lands are country leased land and provisional lease to Boustead Emastulin Sdn Bhd. Sighted the land titles for Segaria Estate. The surrounding areas owned by smallholders and other plantation's companies. There's no evidence of land encroachment by Segaria estate and Segaria POM.	Complied
	- Minor compliance -		

4.4.2b	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. - Minor compliance -	Evidence of documentations and stakeholder consultation shown that no customary land within Segaria Certification Unit. The lands are country leased land and provisional lease to Boustead Emastulin Sdn Bhd. Sighted the land titles for Segaria Estate. The surrounding areas owned by smallholders and other plantation's companies. There's no evidence of land encroachment by Segaria estate and Segaria POM.	Complied
4.4.2c	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. - Minor compliance -	Evidence of documentations and stakeholder consultation shown that no customary land within Segaria Certification Unit. The lands are country leased land and provisional lease to Boustead Emastulin Sdn Bhd. Sighted the land titles for Segaria Estate. The surrounding areas owned by smallholders and other plantation's companies. There's no evidence of land encroachment by Segaria estate and Segaria POM.	Complied
4.4.3	(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). - Critical (Major) compliance -	The estate has maintained a field map with boundary stones sighted. It was last reviewed on November 2018. Besides, a boundary map with neighbouring stakeholders was developed. The map was last reviewed and updated on 15/10/2021.	Complied
4.4.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. - Minor compliance -	Evidence of documentations and stakeholder consultation shown that no customary land within Segaria Certification Unit. The lands are country leased land and provisional lease to Boustead Emastulin Sdn Bhd. Sighted the land titles for Segaria Estate. The surrounding areas owned by smallholders and other plantation's companies. There's no evidence of land encroachment by Segaria estate and Segaria POM.	Complied
4.4.5	(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.	Evidence of documentations and stakeholder consultation shown that no customary land within Segaria Certification Unit. The lands are country leased land and provisional lease to Boustead Emastulin	Complied

	- Critical (Major) compliance -	Sdn Bhd. Sighted the land titles for Segaria Estate. The surrounding areas owned by smallholders and other plantation’s companies. There’s no evidence of land encroachment by Segaria estate and Segaria POM.	
4.4.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties. - Minor compliance -	Evidence of documentations and stakeholder consultation shown that no customary land within Segaria Certification Unit. The lands are country leased land and provisional lease to Boustead Emastulin Sdn Bhd. Sighted the land titles for Segaria Estate. The surrounding areas owned by smallholders and other plantation’s companies. There’s no evidence of land encroachment by Segaria estate and Segaria POM.	Complied
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.			
4.5.1	(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available. - Critical (Major) compliance -	There was no new planting in Segaria Estate. There was no acquisition of new land sighted.	Complied
4.5.2	(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. - Critical (Major) compliance -	There was no new planting in Segaria Estate. There was no acquisition of new land sighted.	Complied
4.5.3	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 associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples.	There was no new planting in Segaria Estate. There was no acquisition of new land sighted.	Complied

	Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations. - Minor compliance -		
4.5.4	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. - Minor compliance -	There was no new planting in Segaria Estate. There was no acquisition of new land sighted.	Complied
4.5.5	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. - Minor compliance -	There was no new planting in Segaria Estate. There was no acquisition of new land sighted.	Complied
4.5.6	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. - Minor compliance -	There was no new planting in Segaria Estate. There was no acquisition of new land sighted.	Complied
4.5.7	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. - Minor compliance -	There was no new planting in Segaria Estate. There was no acquisition of new land sighted.	Complied
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	There was no new planting in Segaria Estate. There was no acquisition of new land sighted.	Complied

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>	<p>Boustead Plantations Berhad has developed procedure on Fair Compensation (Ver 1 dated 04/02/2015). The objective of the procedure is to ensure implementation of a fair compensation for any issue/ disputes related land power to claim rights, ownership and access to land between parties involved in considering differences in ethic groups' gender differences etc. It is also to ensure any negotiation concerning compensation are dealt with through a documented system that enables indigenous people, local communities and other stakeholders are treated fairly and to have mutual benefit of the company and the parties involved.</p>	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>	<p>Refer to Indicator 4.6.1.</p>	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>	<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. Trenches and fencing were available to demarcate the boundary of land between the neighbouring stakeholders.</p>	Complied
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>	<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. Trenches and fencing were available to demarcate the boundary of land between the neighbouring stakeholders.</p>	Complied

<p>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.</p>			
4.7.1	<p>(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -</p>	<p>Boustead Plantations Berhad has developed procedure on Fair Compensation (Ver 1 dated 04/02/2015). The objective of the procedure is to ensure implementation of a fair compensation for any issue/ disputes related land power to claim rights, ownership and access to land between parties involved in considering differences in ethic groups' gender differences etc. It is also to ensure any negotiation concerning compensation are dealt with through a documented system that enables indigenous people, local communities and other stakeholders are treated fairly and to have mutual benefit of the company and the parties involved.</p>	Complied
4.7.2	<p>(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 -</p>	<p>Refer to Indicator 4.7.2.</p>	Complied
4.7.3	<p>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 -</p>	<p>There is no customary right land in Segaria Estate. Therefore, the clause is not applicable.</p>	Not Applicable
<p>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.</p>			
4.8.1	<p>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.</p>	<p>There is no customary right land in Segaria Estate. Therefore, the clause is not applicable.</p>	Not Applicable

	- Minor compliance -		
4.8.2	<p>(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.</p> <p>- Critical (Major) compliance -</p>	There is no customary right land in Segaria Estate. Therefore, the clause is not applicable.	Not Applicable
4.8.3	<p>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)</p> <p>- Minor compliance -</p>	There is no customary right land in Segaria Estate. Therefore, the clause is not applicable.	Not Applicable
4.8.4	<p>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).</p> <p>- Minor compliance -</p>	There is no customary right land in Segaria Estate. Therefore, the clause is not applicable.	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.			
5.1.1	<p>Current and previous period prices paid for FFB are publicly available and accessible by smallholders.</p> <p>- Minor compliance -</p>	The prices paid for FFB was publicly available at weighbridge area and updated by weekly however no outsider crop was send to Segaria POM and Segaria was an IP mill.	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>	No outsider crop was sent to Segaria POM and Segaria was an IP mill.	Complied

	- Critical (Major) compliance -											
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>	Pricing are based on MPOB FFB Pricing Mechanism and updated monthly, available on display at the weighbridge for the viewing of the internal FFB Suppliers. No penalties or deductions are imposed on the price, as off spec FFB Crops are rejected and the accepted FFB Crop are weighed and paid in full based on the MPOB Pricing mentioned above.	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 repayments through FFB price reductions for replanting and or other support mechanisms where applicable.</p> <p>- Critical (Major) compliance -</p>	No outsider crop was sent to Segaria POM and Segaria was an IP mill.	Complied									
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	The mill has stopped purchase of smallholder crops since 04/11/2017 and only received crops from own supply bases. Thus, this criterion is not applicable to the mill.	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>	The mill has stopped purchase of smallholder crops since 04/11/2017 and only received crops from own supply bases. Thus, this criterion is not applicable to the mill.	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>The weighbridge equipment was latest verified by Metrology Corporation Malaysia Sdn. Bhd. Latest 3 calibration was verified as below for weighbridge with serial no. 00891766 JL:</p> <table border="1"> <thead> <tr> <th>Date</th> <th>Safety Sticker</th> <th>Serial no</th> </tr> </thead> <tbody> <tr> <td>13/01/2020</td> <td>2.1K-Q001867</td> <td>B1598992</td> </tr> <tr> <td>11/01/2021</td> <td>2.1K022381</td> <td>B1698803</td> </tr> </tbody> </table>	Date	Safety Sticker	Serial no	13/01/2020	2.1K-Q001867	B1598992	11/01/2021	2.1K022381	B1698803	Complied
Date	Safety Sticker	Serial no										
13/01/2020	2.1K-Q001867	B1598992										
11/01/2021	2.1K022381	B1698803										

		10/01/2022	2.1K-Q030348	B1700071	
5.1.8	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 system (ICS), who holds the certificates, and who holds and sells the certified material. - Minor compliance -	No outsider crop was sent to Segaria POM and Segaria was an IP mill.			Complied
5.1.9	(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner. - Critical (Major) compliance -	The mill has stopped purchase of smallholder crops since 04/11/2017 and only received crops from own supply bases. Thus, this criterion is not applicable to the mill.			Not Applicable
Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.					
5.2.1	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. - Minor compliance -	No outsider crop sent to Segaria POM as the mill is current under identity preserved module.			Complied
5.2.2	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). - Minor compliance -	No outsider crop sent to Segaria POM as the mill is current under identity preserved module.			Complied
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	No outsider crop sent to Segaria POM as the mill is current under identity preserved module.			Complied

5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	No outsider crop sent to Segaria POM as the mill is current under identity preserved module.	Complied
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	No outsider crop sent to Segaria POM as the mill is current under identity preserved module.	Complied
Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	(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. - Critical (Major) compliance -	Boustead Plantations Berhad has developed Equal Opportunity Policy dated 02/12/2019 signed by CEO. The company ensures that all parties are treated equally without any discrimination based on national origin, caste, ethnic origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. Briefing of the policy was conducted on 01-02/11/2021, 06/11/2021 in Segaria Estate and 24/05/2021 in Segaria POM.	Complied
6.1.2	(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. - Critical (Major) compliance -	Interviewed and verified through salary slips shows that there is no discrimination in terms of salary payment especially for similar work scope.	Complied
6.1.3	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. - Minor compliance -	Boustead Plantations Berhad has developed Foreign Workers Procedure (Issue 1 dated Jan 2016) and Employment of Local Workers Procedure to explain the procedure of recruitment of local and foreign workers. Termination of the employment procedure was established to explain the process of termination. Besides, the company has established the Foreign Workers Policy where the company will ensure all the workers recruited will be treated equally	Complied

		without discrimination based on nationalities, caste, religion and etc. Medical fitness will be checked prior to work to ensure fitness to the work.	
6.1.4	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. - Minor compliance -	Reviewed the pre-employment medical report of the female staff that recruited on April 2021 found that no pregnancy testing was conducted prior the employment.	Complied
6.1.5	(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. - Critical (Major) compliance -	Gender committee (<i>Persatuan Wanita Nurul Iman PEWANI</i>) was established in Segaria Estate and Segaria POM. Meeting was conducted and seen the last meeting minutes dated 29/11/2021 in Segaria Estate and 18/12/2021 in Segaria POM. There was no issue related to sexual harassment or violence reported as seen in the meeting minute. Besides, WhatsApp group was established as alternative method to monitor if there is issue. Interviewed with the Chairman of the committee and female workers in Segaria Estate and Segaria POM confirmed that no case of sexual harassment and violence reported.	Complied
6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	- Segaria Estate and Segaria POM has employed female and male workers from Malaysia, Indonesia and Philippine. All the workers sampled were paid equally for same job scope. They were paid according to the Minimum Wage Order 2020 without any discrimination	Complied
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).			
6.2.1	(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.	Sampled total 32 workers agreement for both local and foreign workers in mill and estate are reviewed. The agreements are signed in local language. Interviewed with the workers confirmed that they	Complied

	- Critical (Major) compliance -	understood the terms and conditions of employment contracts and pay slips.	
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>	Sample of total 32 workers agreement are reviewed, and the agreements are signed in their local language for different nationalities. Terms and conditions are clearly outlined in the agreement.	Complied
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>Reviewed total 32 payslips of the workers in mill and estate found that the wages of the workers are paid accordingly to the Minimum Wage 2020. Overtime was paid as per Sabah Ordinance 1950. Deduction was made accordance to the approval granted by <i>Jabatan Tenaga Kerja Sabah</i>. Interviewed with the workers confirmed that they were understand on the terms and condition of the employment contract signed by them. They also understand the calculation on the wages and overtime shown in the payslips.</p> <p>However, management of Segaria Estate has made deduction on wages for "Store Deduction" without any approval from authority. This has verified on the payslips on May 2021 for workers as below:</p> <ol style="list-style-type: none"> 1. Employee No.: 2386 2. Employee No.: 2139 3. Employee No.: 2203 4. Employee No.: 2683 <p>Besides, sampled the permits of the workers below found that the permit was expired during the time of audit:</p>	Non-compliance

		<ol style="list-style-type: none"> 1. Employee No.: 1148 expired on 13/11/2021 2. Employee No.: 2286 expired on 31/10/2021 3. Employee No.: 2473 expired on 13/12/2021 4. Employee No.: 2499 expired on 13/12/2021 5. Employee No.: 1247 expired on 31/08/2021 6. Employee No.: 2433 expired on 22/09/2021 7. Employee No.: 2112 expired on 16/05/2020 8. Employee No.: 2318 expired on 19/12/2021 9. Employee No.: 1932 expired on 02/07/2021 10. Employee No.: 2664 expired on 02/07/2021 <p>Thus, a major NC was raised</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>All workers are provided with housing facilities that furnish with sanitation facilities, water supplies, electricity and amenities such praying facilities.</p> <p>Linesite inspection was conducted once every two weeks by the Hospital Assistant which did not comply with Employees’ Minimum Standards of Housing, Accommodations and Amenities Act 1990, Clause 23 (2). Seen the record of inspection from June 2021 to December 2021. Any issues of the linesite inspection were recorded in the Monitoring Report.</p> <p>Besides, management of Segaria Estate has allocated budget to upgrade and repair the houses. Seen the approved budget Y2022.</p> <p>Linesite inspection was carried out by Housing Representative on weekly basis using Weekly Housing Inspection Form. Any issues found will be recorded in the form. The last inspection was carried out on 04/01/2022.</p>	Complied

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6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>- There were sundry shops inside the estate's compound. Price of the goods and foods was displayed. Monitoring of the prices of the goods and foods were carried out by Auxiliary Police. The last monitoring was conducted on 05/01/2022 to ensure the price was reasonable. Interviewed with workers confirmed the price is reasonable and affordable.</p>	Complied
6.2.6	<p>A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p>PROCEDURAL NOTE:</p> <p>STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE</p> <p>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).</p> <p><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></p> <p>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.</p>	<p>Segaria Estate and Segaria POM 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 533 for local workers and foreign workers; Healthcare – RM 257 for local workers and foreign workers in Segaria Estate and Housing – RM 290.60 for local workers and foreign workers; Healthcare – RM 111.40 for local workers and foreign workers in Segaria POM. The prevailing wages is more than the Minimum Wage Order 2020.</p> <p>-</p>	Complied

	<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 is no casual, temporary and day workers employed in Segaria Estate and Segaria POM. All the employees are permanent employee.</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 Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.</p>	<p>Boustead Plantations Berhad has developed Freedom of Association Policy dated 02/12/2019 signed by CEO. All the employees, customers, business partners and public are allow to join or form any association that legally allowed. To realization of the policy, the</p>	Complied

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	- Critical (Major) compliance -	company has established workers' community to conduct meeting once every 3 months to voice out their opinions/ feedbacks. Briefing of the policy was conducted on 01-02/11/2021, 06/11/2021 in Segaria Estate and 24/05/2021 in Segaria POM.	
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 -	Persatuan Pekerja Segaria was established in Segaria Estate. The last meeting conducted was on April 2019 and meeting minutes was sighted. However, the workers' representatives informed that there were meetings conducted after April 2019 but meeting minutes was not generated. Thus, a minor non-conformity was raised. Workers' Association was established in Segaria POM. The meeting was conducted once a year and the last meeting was conducted on 12/10/2021. Seen the meeting minutes and there were issues raised during the meeting. The issues raised were incorporated into the social action plan dated 04/06/2022. Interviewed with the workers' representatives confirmed that actions have been taken accordingly.	Non-compliance
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 -	Interviewed with the workers' representatives in Segaria Estate and Segaria POM confirmed that the management did not interfere the formation of the association. All of them were elected freely by the workers.	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 -	Boustead Plantations Berhad has developed Employment of Children and Age Limit Policy dated 02/12/2019 signed by CEO. The minimum age of employment is accordance to the minimum age of the regulation and the company adopted to the Children and Young Persons (Employment) Act 1966 and ILO Convention 138 (1973). Briefing of the policy was conducted on 01-02/11/2021, 06/11/2021 in Segaria Estate and 24/05/2021 in Segaria POM.	Complied

6.4.2	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<p>The contractors have signed on agreement where they have to comply with the terms and conditions outlined in the agreement. All contractors' contracts contain specific clauses on agrees to not employ child, forced and trafficked labour.</p> <p>Before interview for local worker, they are required to submit copy of certificate of education and identification card for age verification and declaration of age is required during the application. Reviewed the master list of employees found that no child labour was employed.</p>	Complied
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>	<p>Reviewed the master list in Segaria Estate and Segaria POM found that no young person was employed. All the workers are above 18 years old.</p>	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>	<p>The contractors in Segaria Estate have briefed on the child labour and signed the agreement prior to provide service. Interviewed with the contractors confirmed that they are aware of the negative impacts of employ child labour. They do not employ any workers under 18 years old.</p>	Complied
Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
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>Boustead Plantations Berhad has developed Sexual Harassment Policy dated 02/12/2019 signed by CEO. The company commits to ensure the safety of the employees, customers, business partners and public. Action will be taken for any sexual harassment incident reported.</p> <p>Briefing of the policy was conducted on 01-02/11/2021, 06/11/2021 in Segaria Estate and 24/05/2021 in Segaria POM.</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>	<p>Boustead Plantations Berhad has developed Reproductive Rights Policy dated 02/12/2019 signed by CEO. The company provides freedom and rights to the workers on the reproductive matters.</p>	Complied

	- Critical (Major) compliance -	Briefing of the policy was conducted on 01-02/11/2021, 06/11/2021 in Segaria Estate and 24/05/2021 in Segaria POM.	
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 -	Briefing of New Mother was conducted on 04/12/2021 and 06/12/2021 in Segaria Estate. There were new mothers in Segaria Estate. Interviewed with the new mother confirmed that she was consulted for her needs as a new mother by Hospital Assistant. Besides, the management has provided free transport to send the baby for vaccination. There was a female worker pregnant identified in Segaria POM. The management has conducted assessment on her needs as new mother. Seen the record of assessment conducted.	Complied
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 -	Boustead Plantations Berhad has established flowchart for Complaint to management on female affairs. Timeline for each of the stages was outlined in the flowchart. Complaint panel was established to handle any complaint in the estate. 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. • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign 	Based on interview with the workers, they hold their passports. They will only surrender the passport to management when it is due for renewal permit. There is no contract substitution reported as most of them are dependents of workers and they requested for work by walk-in to the estate and mill. Overtime was on voluntarily basis and payment was made accordingly. There is no restriction of movement as they are allowed to go out anytime. They have freedom to resign and no penalty on the termination of employment.	Complied

	<ul style="list-style-type: none"> • Penalty for termination of employment • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>												
6.6.2	<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>Boustead Plantations Berhad has established Foreign Workers Policy dated 02/12/2019 signed by CEO. The company implemented no contractor substitution and no discrimination to the foreign workers. Besides, the company also comply with Minimum Wage Order Malaysia and provided orientation to the workers to brief them on the language, safety, regulations in Malaysia and culture. Decent housing was provided to the foreign workers.</p>	Complied										
<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>													
6.7.1	<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>The responsible person(s) for H&S is identified under Safety and Health Committee which chaired by the estate manager. Verified appointment letter ref: OSHE/COMM/210-5 dated 15/7/2021. EHA is appointed as OSH committee secretary based on appointment letter dated 15/1/21. OSH meetings were carried out once every 3 months as per SH Committee Regulation 1996. Summary of OSH meetings for 2021 summarized as per the following:</p> <table border="1" data-bbox="1137 1061 1744 1310"> <thead> <tr> <th>Meeting no.</th> <th>Date of meeting</th> </tr> </thead> <tbody> <tr> <td>#1/2021</td> <td>17/3/2021</td> </tr> <tr> <td>#2/2021</td> <td>30/6/2021</td> </tr> <tr> <td>#3/2021</td> <td>29/9/2021</td> </tr> <tr> <td>#4/2021</td> <td>29/12/2021</td> </tr> </tbody> </table> <p>For Segaria POM, OSH meetings for 2021 as per the following:</p>	Meeting no.	Date of meeting	#1/2021	17/3/2021	#2/2021	30/6/2021	#3/2021	29/9/2021	#4/2021	29/12/2021	Complied
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Meeting no.	Date of meeting													
#1/2021	16/3/2021													
#2/2021	19/6/2021													
#3/2021	21/9/2021													
#4/2021	7/12/2021													
<p>6.7.2</p>	<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>Emergency Response Plans are available for Emergency Contact Number, Emergency Evacuation, First Aid Locations, Fire Extinguisher Locations, Emergency Response Plan (Fire, Chemical Spillage, Chemical Contamination, Flood and Accident) and displayed at strategic locations around the mill, estate office and stores. The competent personals are appointed and trained to be part of the Emergency Response Team. Appointment letters were sighted in both mill and estate respectively.</p> <p>Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Latest ERP briefing was carried out on 7/11/21 (Sipit Division), 13-14/11/2021 (Main Division).</p> <p>Assigned operatives trained in first aid are present in both field and other workstations. Based interview with mandore, he/she and explain the used of first aid kit at point of emergency. Site visit at field PM09B (manuring activity) and PM06A (harvesting), it was found no first aid equipment available at the worksites. Sufficient of clean water was also not provided for the manuring gang. Thus, a minor NC was raised.</p>	<p>Non-compliance</p>											

		<p>Mill competent first aider,</p> <ul style="list-style-type: none"> - Certificate no. 0715/2020 valid until 4/10/23. - Certificate no. 0696/2020 valid until 4/10/23. - Certificate no. 0700/2020 valid until 4/10/23. - Certificate no. 0701/2020 valid until 4/10/23. - Certificate no. 0702/2020 valid until 4/10/23. - Certificate no. 0707/2020 valid until 4/10/23. - Certificate no. 0708/2020 valid until 4/10/23. <p>Records of all accidents are kept and periodically reviewed. Summary of accident for 2021 recorded under JKPP 8. The report was submitted on 7/1/21 with total of 3 incidents (6 LTA) recorded.</p>	
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 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>Some of the PPE used at the place of work to cover all potentially hazardous operations such as harvesting was not provided for free of charge. Interview with the harvesting gang at PM06A, they have explained that they need to buy the rubber boots themselves. Based on the last PPE issuance records, only safety helmet and sickle cover were replaced in September 2020. No records of rubber boots issuance since the last 3 years. Also seen during site visit, broken helmets were used by the workers. Thus, a major NC was raised.</p> <p>Sanitation facilities for those applying pesticides are available at each estate's division so that workers can change out of PPE, wash and put on their personal clothing available at visited estate.</p>	Complied
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>All workers are provided with medical care as the mill and estate workers are permitted to obtain medical care from the dispensary located in the Segaria Estate by the management as stated in the contract agreement. The workers are not restricted to obtain</p>	Complied

	<p>- Minor compliance -</p>	<p>medical assistance from the dispensary. In the event of major injuries or accidents, the workers will be given appropriate medical care at the hospital under the expenses of the management.</p> <p>All workers are covered under the Social Security Organisation (SOCSO). Sample of SOCSO Contribution via Form 8A were sighted in the mill and estate respectively. SOCSO contribution for December 2021 was sighted for total of 549 workers (Segaria Estate, ref: F9300006062W. For Segaria POM, total of 68 workers contribution for SOCSO was verified. Refer to <i>Jadual Caruman 8A</i>, for December 2021.</p>										
<p>6.7.5</p>	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>Summary of occupational injuries for 2021 as per the following:</p> <table border="1" data-bbox="1137 751 1796 940"> <thead> <tr> <th>Estate/mill</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Segaria Estate</td> <td>0</td> <td>3 (6 LTA)</td> </tr> <tr> <td>Segaria POM</td> <td>5 (0 LTA) Ill health</td> <td>5 (0 LTA) Ill health</td> </tr> </tbody> </table> <p>*Based on JKPP 8 submission to DOSH via MyKKP, ref no. JKPP 8/92568/2021</p>	Estate/mill	2020	2021	Segaria Estate	0	3 (6 LTA)	Segaria POM	5 (0 LTA) Ill health	5 (0 LTA) Ill health	<p>Complied</p>
Estate/mill	2020	2021										
Segaria Estate	0	3 (6 LTA)										
Segaria POM	5 (0 LTA) Ill health	5 (0 LTA) Ill health										
<p>Principle 7: Protect, conserve and enhance ecosystems and the environment</p>												
<p>Criterion 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.</p>												
<p>7.1.1</p>	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>The estate have implemented a yearly IPM plan with the objectives as below :</p> <ul style="list-style-type: none"> i) Prevent or minimize loss or damage to palm and yield by pest. ii) Minimize loss and damages to ripe & unripe fruits and basal tissue of the palm base by rat attacks. iii) Ensure sufficient food source for natural predators especially barn owl 	<p>Complied</p>									

		<p>iv) To reduce the use of pesticides. The effectiveness of the plan is monitored through number of documents. Amongst the documents sighted are:</p> <p>v) Beneficial Palms Point Mapping</p> <p>vi) Monthly A/I record</p> <p>vii) Barn Owl Records and Occupancy Census – Rat Baiting Census and application Records.</p>	
7.1.2	<p>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.</p> <p>- Minor compliance -</p>	<p>Plan to prevent and monitor the spread of species referenced in the Global Invasive Species Database and CABI.org (if any). This is not practiced in the visited estate. None of species were referenced in the Global Invasive Species Database and CABI.org are used in the management of IPM</p>	Complied
7.1.3	<p>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.</p> <p>- Minor compliance -</p>	<p>It was identified that there is no use of fire for the pest control at the estates.</p>	Complied
<p>Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.</p>			
7.2.1	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<p>The justification of all pesticide used defined under documented entitled approved chemical list also made reference the Oil Palm Circular (OPC. No. 01.b.) dated June 2002 and reviewed in December 2017. Subject: Weed Management In Oil Palm which states the recommendations for pesticides to be used in the estate. The Pesticides Recommendations is categorized by palm age indicating the type of chemicals to be used, the rate/ha, probable no. of rounds/year and additional notes</p>	Complied
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>Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) summarized as per below:</p>	Complied

	- Critical (Major) compliance -	Name of chemical/trade name	Ai (active ingredient)	Ai/Ha	
		GARLON	Tricopyr butoxy ethyl ester	8.9	
		SENTRY	Glyphosate isopropylamine 41%	35	
		BASTA	Glufosinate ammonium	25.3	
		CYPERH20	Cypermethrin 20%	2.4	
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 estate has implemented a long term chemical reduction plan where they are currently monitoring the usage of chemicals on a monthly basis to ensure reduction of chemical use in the long run. Paraquat was eliminated. In its place, alternatives such as Glyphosate and Glufosinate Ammonium were used instead.</p> <p>The estate also have implemented an IPM Plan to further reduce the use of pesticides. Sighted during the site visit the establishment of beneficial plants along the estate roads and immature areas as well as barn owl boxes placed at intended areas. Occupancy rate at Sipid Div recorded at 30% and main division at 34%.</p>			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>	No prophylactic use of pesticide were identified in the estate			Not Applicable

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 e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak. <p>- Minor compliance -</p>	<p>Sighting of the Chemical Register dated 4/1/2022 showed that only class II, III & IV chemicals were used at the estates visited. Paraquat was eliminated. In its place, alternatives such as Glyphosate and Glufosinate Ammonium were used instead.</p>	Complied
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>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. Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</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 stores were at all times locked and at the time of visit the store clerk was seen to unlock the pad-lock to open entrance door for auditor to inspect the store. At the entrance door, signage requiring donning of PPE were visibly posted. The Chemical Store signage</p>	Complied

		with required Hazard Symbols were available at the entrance. The facility ventilation fan was found working with adequate ventilation available, up-to-date chemical register, trade and generic names, and their Safety data Sheet were available.	
7.2.8	All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes. - Minor compliance -	With the exception that some empty agrochemical containers were recycled for premixing pesticides for onward delivery to field, the rest of the empty chemical containers were triple rinsed, pierced and stored in the schedule waste store. Empty chemical container classified as SW 409 and disposed to DOE's license contractor.	Complied
7.2.9	(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. - Critical (Major) compliance -	No aerial spraying have been done in the estate to date.	Complied
7.2.10	(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated. - Critical (Major) compliance -	Segaria Estate Annual Medical Surveillance were done for the estate for a total of 109 workers involved with pesticide. The medical surveillance was conducted on 23/12/2021 by registered OHD, HQ/19/DOC/00/0039P. The report was still in progress and to be further verified in the next audit.	Complied
7.2.11	(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. - Critical (Major) compliance -	Medical screening for woman workers involved in chemical handling and application was conducted on a monthly basis. Latest medical screening conducted indicated none were found pregnant. During the site visit the female chemical handlers and manurer were interviewed and they mentioned that they are not pregnant no breastfeeding. Segaria Estate and Mill do not have persons under the age of 18 working in the premises	Complied
Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.			

<p>7.3.1</p>	<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>The waste management plan was incorporated recycled waste, Scheduled waste, Domestic waste, industrial waste, E- Waste, Sludge cake waste and laboratory waste. All waste products and sources of pollution had been identified in Waste Management Action Plan Year 2021/2021 for the estate and mill. Based on the Waste Management Action Plan Year 2021/2022 the following wastes and its sources were identified:</p> <ul style="list-style-type: none"> • Domestic waste: Rubbish from linesite, office and etc. • Scheduled waste: SW305, SW306, SW 410, etc. • Recyclable waste: Empty chemical container, empty fertilizer bag, palm fronds, etc. • Industrial waste: POME, EFB, Scrap Metal • E- Waste: Used lamp, Electrical from process • Sludge cake waste: Decanter, Sludge • Laboratory Waste: Chemical that are discarded SW322 <p>The identification of waste generated was not fully implemented. During site visit at Segaria POM, it was found at availability of Boiler Ash at ESP station however, it was found the waste was not captured in the Waste Management Action Plan. Thus, a minor NC was issued.</p>	<p>Non-compliance</p>
<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>Procedure of Schedule Waste Management Issue No 1, dated June 2017 was available for verification.</p> <p>Awareness Training for Segaria Estate has been conducted. Refer "Latihan Pengendalian Bahan Buangan Berjadual (Schedule Waste)" dated 11/12/2021.</p> <p>While at Segaria POM, awareness training related Schedule Waste management was conducted at 11/12/2021.</p>	<p>Complied</p>

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		<p>Segaria Estate and Mill has monitored their inventory and disposal of schedule waste as per Fifth Schedule (Regulation 11) Environmental Quality ACT 1974, Environmental Quality (Scheduled waste) Regulation 2005. Sample of record as below: -</p> <p><u>Segaria Estate</u></p> <p><u>Inventory</u></p> <ul style="list-style-type: none"> • File reference Number: ASSH/TWU(B)95/130/100/231 • Date Reporting: 31/12/2021 • Waste Generated: SW102, SW109, SW110, SW305, SW306, SW403, SW404, SW409, SW410 <p><u>Disposal</u></p> <p>Sample 1</p> <ul style="list-style-type: none"> • Disposal consignment note: 2021121611T9528Z • Date Disposal: 16/12/2021 • SW305: Used Lubricant Oil: 1.36 MT by Lagenda Bumimas Sdn Bhd (DOE Licence No.:003441) <p>Sample 2</p> <ul style="list-style-type: none"> • Disposal consignment note: 202112161102157UI • Date Disposal: 16/12/2021 • SW102: Used battery: 0.192 MT by Lagenda Bumimas Sdn Bhd (DOE Licence No.:003441) <p>Sample 3</p> <ul style="list-style-type: none"> • Disposal consignment note: 2021121611QOPGWF • Date Disposal: 16/12/2021 • SW109 : Used battery: 0.0110 MT by Lagenda Bumimas Sdn Bhd (DOE Licence No.:003441) <p><u>Segaria POM</u></p>	
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		<p><u>Inventory</u></p> <ul style="list-style-type: none"> File reference Number: ASSH/TWU(B)31/152/000/001 Date Reporting: 30/12/2021 Waste Generated: SW102, SW103, SW109, SW305, SW306, SW322, SW409, SW410 <p><u>Disposal</u></p> <p>Sample 1</p> <ul style="list-style-type: none"> Disposal consignment note: 2021120313IDNH0B Date Disposal: 03/12/2021 SW322: Lab Chemical: 0.039 MT by Lagenda Bumimas Sdn Bhd (DOE Licence No.:003441) <p>Sample 2</p> <ul style="list-style-type: none"> Disposal consignment note: 20211203143YUXCR Date Disposal: 03/12/2021 SW306: Used Hydraulic Oil: 0.190 MT by Lagenda Bumimas Sdn Bhd (DOE Licence No.:003441) <p>Sample 3</p> <ul style="list-style-type: none"> Disposal consignment note: 20211203144N5Q0K Date Disposal: 03/12/2021 SW109: Waste Containing mercury or its compound: 0.030 MT by Lagenda Bumimas Sdn Bhd (DOE Licence No.:003441) 	
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	Disposal for domestic and non-hazardous waste is through landfilling at designated area within estate. Segregation of non-degradable and degradable waste was done at site and dumping of waste only allowed for degradable waste. Mill domestic waste was	Complied

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		<p>managed by estate. Collection of domestic waste has been conducted 3 times a week.</p> <table border="1" data-bbox="1137 434 1926 662"> <thead> <tr> <th rowspan="2">Segaria Business Unit</th> <th colspan="3">Landfill</th> </tr> <tr> <th>Block No</th> <th>Pit type</th> <th>Date Open/Closed</th> </tr> </thead> <tbody> <tr> <td>Estate</td> <td>PM99</td> <td>Non-Organic</td> <td>01/12/2021</td> </tr> <tr> <td>Estate</td> <td>PM99</td> <td>Organic</td> <td>01/11/2021</td> </tr> </tbody> </table>	Segaria Business Unit	Landfill			Block No	Pit type	Date Open/Closed	Estate	PM99	Non-Organic	01/12/2021	Estate	PM99	Organic	01/11/2021	
Segaria Business Unit	Landfill																	
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<p>Criterion 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>																		
<p>7.4.1</p>	<p>Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts. - Minor compliance -</p>	<p>Segaria estate manages and improves soil fertility to a level that ensures optimal and sustained yield by monitoring the fertilizer inputs through annual fertilizer applications. The sustaining of the soil fertility is guided by the organization OPC for Soil and Water Conservation (O.P.C. No. 08a.) dated April 1996 and reviewed in August 2018.</p> <p>Therein containing information on the following</p> <ul style="list-style-type: none"> i. The objectives as to why they should implement soil management practices. ii. Ground cover establishment iii. Soil Conservation Practices iv. Mulching 	<p>Complied</p>															
<p>7.4.2</p>	<p>Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health. - Minor compliance -</p>	<p>Depending on replanting programs, soil sampling was carried out at least once in 5 years period while foliar/tissue sampling carried out based on annual manuring programs.</p> <p>Latest External Agronomist from Advanced Agricultural Research Sdn Bhd visited estate on 2020 to carry out soil sampling prior to</p>	<p>Complied</p>															

		<p>the fertilizer recommendation for 2021. The results of the Foliar Samplind and Soil Sampling was available as below: - Soil Sampling & Leaf sampling Date: 24/08/2021 Report Reference No: R20/7/55 Laboratory: KDC Laboratory</p>																																					
7.4.3	<p>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 -</p>	<p>The EFB generated from Segaria POM is used as bio fuel at the Boiler Station and also distributed to the Segaria Estate where it is used as a mulch in the field to further fertilize the soil. The Mill also distributes its Decanter Cake and Sludge Cake to the estate to be used as a mulch as a method to recycle the generated organic waste. It was sighted at Segaria Estate the mulching was applied responsibly at Field PM08B. EFB is applied at rate of 30 mt/ha as per recommendation by the Agronomist. The applications of mulching are being monitored by the mill and the estate. Sample records for year 2021 are as below.</p> <table border="1" data-bbox="1137 938 1912 1378"> <thead> <tr> <th>Month</th> <th>EFB</th> <th>Decanter</th> <th>Sludge Cake</th> </tr> </thead> <tbody> <tr> <td>January</td> <td>315.31</td> <td>373.78</td> <td>-</td> </tr> <tr> <td>February</td> <td>115.87</td> <td>339.41</td> <td>-</td> </tr> <tr> <td>March</td> <td>132.79</td> <td>427.40</td> <td>-</td> </tr> <tr> <td>April</td> <td>300.00</td> <td>402.83</td> <td>29.59</td> </tr> <tr> <td>May</td> <td>269.33</td> <td>448.23</td> <td>45.73</td> </tr> <tr> <td>June</td> <td>290.49</td> <td>368.82</td> <td>76.41</td> </tr> <tr> <td>July</td> <td>302.81</td> <td>353.52</td> <td>45.48</td> </tr> <tr> <td>August</td> <td>406.33</td> <td>366.26</td> <td>69.79</td> </tr> </tbody> </table>	Month	EFB	Decanter	Sludge Cake	January	315.31	373.78	-	February	115.87	339.41	-	March	132.79	427.40	-	April	300.00	402.83	29.59	May	269.33	448.23	45.73	June	290.49	368.82	76.41	July	302.81	353.52	45.48	August	406.33	366.26	69.79	Complied
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		September	445.44	301.91	106.01																																				
		October	481.16	381.84	155.43																																				
		November	299.65	402.85	95.63																																				
		December	350.33	344.98	118.85																																				
7.4.4	Records of fertiliser inputs are maintained. - Minor compliance -	<p>The records of agronomic and fertilizer recommendation for the year 2021 by Applied Agricultural Resources (AAR) shown the application date, filed number, dosage applied per palm, type of fertilizer and number of applications. The programme consists of for compound and straight fertilizer. Refer Oil Palm Manuring Recommendation 2021 from AAR dated 03/11/2020 Sample of application record for as below:</p> <p><u>Segaria Estate</u></p> <table border="1"> <thead> <tr> <th>Field</th> <th>Type of Fertilizer</th> <th>Dosage, Kg</th> <th>Month Recommended</th> <th>Month Applied</th> </tr> </thead> <tbody> <tr> <td>PM01A</td> <td>RP</td> <td>2.50</td> <td>March</td> <td>March</td> </tr> <tr> <td>PM01A</td> <td>MOP</td> <td>1.75</td> <td>April</td> <td>April</td> </tr> <tr> <td>PM02A</td> <td>MOP</td> <td>2.00</td> <td>May</td> <td>May</td> </tr> <tr> <td>PM10 A</td> <td>GAC</td> <td>1.75</td> <td>August</td> <td>August</td> </tr> <tr> <td>PM03A</td> <td>RP</td> <td>1.75</td> <td>March</td> <td>March</td> </tr> <tr> <td>PM99A</td> <td>MOP</td> <td>1.75</td> <td>April</td> <td>April</td> </tr> </tbody> </table>				Field	Type of Fertilizer	Dosage, Kg	Month Recommended	Month Applied	PM01A	RP	2.50	March	March	PM01A	MOP	1.75	April	April	PM02A	MOP	2.00	May	May	PM10 A	GAC	1.75	August	August	PM03A	RP	1.75	March	March	PM99A	MOP	1.75	April	April	Complied
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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.	Soil maps and Soil Surveys and steep terrains are taken into account in plan and operation of the estate as the agronomist that plays a				Complied																																			

	<p>- Critical (Major) compliance -</p>	<p>major rule in monitoring and recommending the estate on agronomical operations such as fertiliser inputs. Based on the maps, all the soil of the estate were of mineral types. There are no recognized marginal and fragile soils including steep terrains within the area of the estate as per map and soil sampling result. Among soil series sampled were:</p> <table border="1" data-bbox="1137 563 1928 963"> <thead> <tr> <th>Estate</th> <th>Type of Soil</th> <th>Hectarage, Ha</th> </tr> </thead> <tbody> <tr> <td rowspan="7">Segaria</td> <td>Apas</td> <td>299.40</td> </tr> <tr> <td>Batang</td> <td>481.60</td> </tr> <tr> <td>Batang – Lateritic</td> <td>148.20</td> </tr> <tr> <td>Beruang - Lateritic</td> <td>322.70</td> </tr> <tr> <td>Kinabutan</td> <td>1141.50</td> </tr> <tr> <td>Koboyan</td> <td>562.60</td> </tr> <tr> <td>Koyah</td> <td>221.60</td> </tr> </tbody> </table>	Estate	Type of Soil	Hectarage, Ha	Segaria	Apas	299.40	Batang	481.60	Batang – Lateritic	148.20	Beruang - Lateritic	322.70	Kinabutan	1141.50	Koboyan	562.60	Koyah	221.60	
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<p>7.5.2</p>	<p>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 -</p>	<p>It was observed that practices to minimize and control erosion and degradation of soils were in place through:</p> <ol style="list-style-type: none"> 1. Proper stacking of fronds 2. EFB application 3. Avoidance of blanket spraying 4. Construction terraces <p>Road maintenance and maintenance of soft vegetation in the interlines.</p>	<p>Complied</p>																		
<p>7.5.3</p>	<p>There is no new planting of oil palm on steep terrain. - Minor compliance -</p>	<p>Verified through site visit and document verification, there is no planting of oil palm on steep terrain. Previously area with steep terrain has been abounded. Verified at replanting area PR2021.</p>	<p>Complied</p>																		

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	<p>(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.</p> <p>- Critical (Major) compliance -</p>	Soil maps and Soil Surveys and steep terrains are taken into account in plan and operation of the estate as the agronomist that plays a major role in monitoring and recommending the estate on agronomical operations such as fertiliser inputs. Based on the maps, all the soil of the estate was of mineral types. There are no recognized marginal and fragile soils including steep terrains within the area of the estate based on fertilizer recommendation and leaf sampling result	Complied
7.6.2	<p>Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices.</p> <p>- Minor compliance -</p>	There is no planting on marginal and fragile soil. Refer Boustead Agricultural Manual on best practice of planting oil palm (O.P.C. No. 08a.) dated April 1996 and reviewed in August 2018.	Complied
7.6.3	<p>Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.</p> <p>- Minor compliance -</p>	Soil survey and Topography Map was verified. The planning on drainage and irrigation system, roads and other infrastructure bas based on Boustead Agricultural Manual on best practice of planting oil palm (O.P.C. No. 08a.) dated April 1996 and reviewed in August 2018.	Complied
Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	<p>(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas.</p> <p>- Critical (Major) compliance -</p>	Not Applicable as the estate does not have peat soils within its vicinity.	Not Applicable
7.7.2	<p>Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat.</p> <p>PROCEDURAL NOTE:</p>	Not Applicable as the estate does not have peat soils within its vicinity.	Not Applicable

	<p>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).</p> <p>- Minor compliance -</p>		
7.7.3	<p>(C) Subsidence of peat is monitored, documented and minimised.</p> <p>- Critical (Major) compliance -</p>	Not Applicable as the estate does not have peat soils within its vicinity.	Not Applicable
7.7.4	<p>(C) A documented water and ground cover management programme is in place.</p> <p>- Critical (Major) compliance -</p>	Not Applicable as the estate does not have peat soils within its vicinity.	Not Applicable
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>- Critical (Major) compliance -</p>	Not Applicable as the estate does not have peat soils within its vicinity.	Not Applicable
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>	Not Applicable as the estate does not have peat soils within its vicinity.	Not Applicable

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>	Not Applicable as the estate does not have peat soils within its vicinity.	Not Applicable
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> <p>a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>b) Workers have adequate access to clean water.</p> <p>- Minor compliance -</p>	<p>Water management plan 2021 was available for verification.</p> <p>Among the detail in the management plan consists: -</p> <p>Riparian Buffer zone</p> <ul style="list-style-type: none"> • To mark on the map • To mark all the palms where is around 20m from the river and stream • To conduct regular monitoring so that no illegal activities are carried out <p>Areas where buffer zone not established</p> <ul style="list-style-type: none"> • To maintain / established soft grasses in mature planting area • To stack properly all cut fronds • To contract terrace and silt pit where necessary <p>Water Quality Monitoring</p> <ul style="list-style-type: none"> • To identify sampling point at the river for incoming & outgoing • To mark water sampling pint in the map • To carried out water sampling on biannually basis <p>Access of clean water to worker</p>	Complied

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		<ul style="list-style-type: none"> • To clean / backwash coagulation / flocculation tank periodically • To supply treated clean water to workers residence • To replace metal tank to HDPE tank <p>Renewability of water source</p> <ul style="list-style-type: none"> • To supply natural waterways in the estate for nursery usage <p>Rainwater harvest</p> <ul style="list-style-type: none"> • To construct a water pond for rainwater harvest at the oil palm nursery for the purpose of watering seedling • To maintain as much as possible soft grasses in the field in order to avoid surface runoff and bare ground. <p>Based on site visit and interview, it was verified that workers have access to clean water and management provide clean water without any charge.</p> <p>Water quality monitoring has been conducted. Refer Certificate of analysis as below: -</p> <p><u>Segaria Estate</u></p> <p><u>Sample: Sample A Taman Ria</u></p> <p>Date sample: 09/07/2021 Date report: 25/08/2021 Report No.: W210722/03 Laboratory: DYNAKEY Laboratories Sdn Bhd Result: Showed not exceed as per DWQS guidelines.</p> <p><u>Sample: Sample B Taman Mewah</u></p> <p>Date sample: 09/07/2021 Date report: 25/08/2021 Report No.: W210722/04</p>	
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		<p>Laboratory: DYNAKEY Laboratories Sdn Bhd Result: Showed not exceed as per DWQS guidelines. <u>Sample: Sample F Storage Tank</u> Date sample: 09/07/2021 Date report: 25/08/2021 Report No.: W210722/07</p> <p>Laboratory: DYNAKEY Laboratories Sdn Bhd Result: Showed not exceed as per DWQS guidelines. <u>Segaria POM</u> <u>Sample: Upstream, Downstream, Final Discharge</u> Date sample: 13/12/2021 Date report: 27/12/2021 Report No.: E211213/12A-12C</p> <p>Laboratory: DYNAKEY Laboratories Sdn Bhd Result: Showed not exceed as per DWQS guidelines. <u>Sample: Upstream, Downstream, Final Discharge</u> Date sample: 09/11/2021 Date report: 18/11/2021 Report No.: E211109/06A-06C</p> <p>Laboratory: DYNAKEY Laboratories Sdn Bhd Result: Showed not exceed as per DWQS guidelines.</p>	
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</p>	<p>Water courses and wetlands are protected including maintaining and restoring appropriate riparian buffer zones. Riparian buffer zones have been identified and demarcated. No chemicals and fertilizer application observed been used in their maintenance.</p>	Complied

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	<p>provided there is no evidence of environmental deterioration having occurred during the previous cycle.</p> <p>- Critical (Major) compliance -</p>	<p>Verified the monitoring report by 3rd party (Ekohandal Sdn Bhd) for compliance of "Syarat-syarat Alam Sekitar", Proposed Replanting of Oil Palm Plantation At Segaria Estate in Semporna Sabah dated 23/02/2011 (JPAS/PP/18/600-1/11/1/101).</p> <ol style="list-style-type: none"> 1. Report ESB/ECR/SE/057-(30)/09(02) dated 30/03/2021 2. Report ESB/ECR/SE/057-(31)/09(02) dated 21/07/2021 3. Report ESB/ECR/SE/057-(32)/09(02) dated 08/11/2021 <p>Refer Surat Akujanji between Boutead Emastulin Sdn Bhd with Jabatan Perlindungan Alam Sekitar dated 25/02/2011, "Syarat-syarat Alam Sekitar", Proposed Replanting of Oil Palm Plantation At Segaria Estate in Semporna Sabah dated 23/02/2011 (JPAS/PP/18/600-1/11/1/101).</p>																			
<p>7.8.3</p>	<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.</p> <p>- 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. No overflow was observed, and flow meter reading was recorded daily.</p> <p>Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored. Effluent Analysis conducted by accredited laboratory, DYNAKEY Laboratories Sdn Bhd and submitted to DOE every 3 months through OER (Online Environmental Report) and in compliance with mill's compliance schedule for quarterly submission. First Schedule (regulation 10(2)) Quarterly Return Form Report reference as below: -</p> <table border="1" data-bbox="1137 1203 1928 1367"> <thead> <tr> <th>Qtr</th> <th>Period</th> <th>Report Date</th> <th colspan="3">BOD Limit <50</th> </tr> </thead> <tbody> <tr> <td>1st</td> <td>01/01-31/03/2021</td> <td>01/04/2021</td> <td>24.90</td> <td>21.60</td> <td>19.70</td> </tr> <tr> <td>2nd</td> <td>01/04-31/06/2021</td> <td>05/07/2021</td> <td>30.10</td> <td>26.70</td> <td>42.40</td> </tr> </tbody> </table>	Qtr	Period	Report Date	BOD Limit <50			1 st	01/01-31/03/2021	01/04/2021	24.90	21.60	19.70	2 nd	01/04-31/06/2021	05/07/2021	30.10	26.70	42.40	<p>Complied</p>
Qtr	Period	Report Date	BOD Limit <50																		
1 st	01/01-31/03/2021	01/04/2021	24.90	21.60	19.70																
2 nd	01/04-31/06/2021	05/07/2021	30.10	26.70	42.40																

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		<table border="1" data-bbox="1137 368 1928 475"> <tr> <td>3rd</td> <td>01/07-30/09/2021</td> <td>06/10/2021</td> <td>35.80</td> <td>34.70</td> <td>20.00</td> </tr> <tr> <td>4th</td> <td>01/10-31/12/2021</td> <td>03/01/2022</td> <td>19.50</td> <td>20.50</td> <td>34.00</td> </tr> </table> <p>Verified Stack Emission Monitoring Report for Segaria POM. 1st Half Date: 15/04/2021 Reference: MS/SEGARIA POM/2021/Boiler NO.2(S2)-1st Half Emission: 73.00 against limit 150.00 (mg/m3@12%CO2) 2nd Half Date: 09/09/2021 Reference: MS/SEGARIA POM/2021/Boiler NO.2(S2)-2nd Half Emission: 80.00 against limit 150.00 (mg/m3@12%CO2) Verified 3rd Party Monitoring Audit has been conducted as per requirement in the Jadual Pematuhan No.003471. Report dated 17/12/2021 by MAA Consultancy Services PIt (MAACS/2021/002) was verified.</p>	3 rd	01/07-30/09/2021	06/10/2021	35.80	34.70	20.00	4 th	01/10-31/12/2021	03/01/2022	19.50	20.50	34.00					
3 rd	01/07-30/09/2021	06/10/2021	35.80	34.70	20.00														
4 th	01/10-31/12/2021	03/01/2022	19.50	20.50	34.00														
7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -</p>	<p>The water consumption been recorded and monitored by mill, Mill Water Consumption Against FFB Process FY 2021 was verified. Data as below: -</p> <p>FY2020</p> <table border="1" data-bbox="1137 1142 1917 1246"> <thead> <tr> <th>Year</th> <th>FFB, MT</th> <th>Water, L</th> <th>Water/ FFB</th> </tr> </thead> <tbody> <tr> <td>2020</td> <td>94928.23</td> <td>75281.58</td> <td>1.26</td> </tr> </tbody> </table> <p>FY2021</p> <table border="1" data-bbox="1137 1294 1917 1398"> <thead> <tr> <th>Month</th> <th>FFB, MT</th> <th>Water, L</th> <th>Water/ FFB</th> </tr> </thead> <tbody> <tr> <td>January</td> <td>5515.40</td> <td>5579.86</td> <td>1.40</td> </tr> </tbody> </table>	Year	FFB, MT	Water, L	Water/ FFB	2020	94928.23	75281.58	1.26	Month	FFB, MT	Water, L	Water/ FFB	January	5515.40	5579.86	1.40	Complied
Year	FFB, MT	Water, L	Water/ FFB																
2020	94928.23	75281.58	1.26																
Month	FFB, MT	Water, L	Water/ FFB																
January	5515.40	5579.86	1.40																

		February	4427.49	4521.91	1.09	
		March	6266.76	5911.75	1.41	
		April	6627.68	7844.08	1.31	
		May	6756.30	9543.98	1.43	
		June	6362.90	5075.75	0.80	
		July	5493.49	3471.79	0.91	
		August	6260.36	4685.91	0.75	
		September	5744.72	4120.66	1.34	
		October	6044.59	3793.89	1.45	
		November	6647.91	4595.59	0.69	
		December	6418.62	4439.63	0.88	
		Total	72566.22	63584.80	0.88	

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>Verified plan for improving efficiency of the use of fossil fuel was available. Refer Improvement on usage of fossil fuel 2021: -</p> <ul style="list-style-type: none"> • To replace vehicles as per SOP • Timely service and routine maintenance of every vehicles to be carried out • Daily vehicles maintenance records were utilised to monitor the condition • Write off ageing & uneconomical units • Park poor & inefficient vehicles 	Complied
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The monitoring was done monthly by management and Diesel used per FFB for the year 2021 was recorded as below: -

Segaria Estate

Month	FFB, Mt	Diesel, L	Diesel/FFB
January	5515.40	35307	6.40
February	4427.49	39151	6.58
March	6266.76	36521	5.83
April	6627.68	36501	5.51
May	6756.30	37446	5.54
June	6362.90	35416	5.57
July	5493.49	35375	6.44
August	6260.36	37098	5.93
September	6055.64	35292	5.83
October	6044.59	35160	5.82
November	6647.91	36374	5.47
December	6418.62	37761	5.88

Segaria POM

Month	FFB, Mt	Diesel, L	Diesel/FFB
January	5515.40	27246.60	4.94
February	4427.49	32403.20	7.32
March	6266.76	26203.20	4.18

		April	6627.68	26181.70	3.95	
		May	6756.30	26361.50	3.90	
		June	6362.90	28057.10	4.41	
		July	5493.49	27222.20	4.96	
		August	6260.36	26269.40	4.25	
		September	6055.64	27856.60	4.85	
		October	6044.59	28580.50	4.73	
		November	6647.91	29421.80	4.43	
		December	6418.62	28296.60	4.41	
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	(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. - Critical (Major) compliance -	The GHG emissions for Year 2021 was verified through Palm GHG Calculator version 4. Source of the emissions were mainly due to fossil fuel consumption, POME treatment and consumption of fertilizer. Based on the verification of records, all the sampled issuance was traceable.				Complied
7.10.2	(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 -	Not applicable since no new development by the certification unit.				Complied
7.10.3	(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.	Main source of significant pollutants and greenhouse gas (GHG) identified was methane (CH4) emission through POME treatment. Other less significant GHG emissions identified including CO, SOx				Non-compliance

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	<p>- Critical (Major) compliance -</p>	<p>and NOx from various sources including fossil fuel, chemical and fertilizer consumptions. Among the plans to minimize the pollutants were ensuring efficiency of the effluent treatment plant and maximizing the application of EFB therefore dependency to inorganic fertilizers can be reduced.</p> <p>The pollution was sighted from spillage of used lubricant oil.</p> <p>During site visit at Main Division Segaria Estate, Worksop area, it was found the portion of used lubricant spillage at soil behind the used lubricant oil centre resulting on soil contamination. It was not in line with Pollution and Prevention Plan 2021 Land – Proper SW storage and disposal.</p> <p>During site visit at Main Division Segaria Estate, Worksop area, it was found the petrol were stored in the 2 bottles without any labelling. It was against the Pollution and Prevention Plan 2021 Land – Proper SW storage and disposal. Thus, a major NC was issued.</p>	
<p>Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area</p>			
<p>7.11.1</p>	<p>(C) Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -</p>	<p>There is no new planting activity at Segaria Estate. Only replanting of existing oil palm has been conducted. Refer Replanting programm for the year 2022 until 2026. Verified through site visit at replanting area PM2021A, 243.40 Ha, the method of land clearing was felling, chipping, debolling and stacking. 100 debolling was conducted due to highly disease of Ganoderma. There is no land preparation of land for replanting by burning method.</p>	<p>Complied</p>
<p>7.11.2</p>	<p>The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification. - Minor compliance -</p>	<p>Segaria estate has established fire prevention team. Training has been conducted for the year 2020 and 2021. Sighted evidence of training material, attendance and photos.</p>	<p>Complied</p>
<p>7.11.3</p>	<p>The unit of certification engages with adjacent stakeholders on fire prevention and control measures.</p>	<p>Engagement with adjacent stakeholders was done during External Stakeholder Consultation Meeting – Online dated 06/01/2022 and Internal Stakeholder Meeting dated 08/12/2021. This meeting</p>	<p>Complied</p>

	- Minor compliance -	conduct to educate and inform the stakeholder neighbouring with estate regarding to Fire Management, Refer Section "Pelan Tindakan Cegah Kebakaran".													
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 -	Not applicable since there is no land clearing after November 2005.	Not Applicable												
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: 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 -	The High Conservation Value assessment report was available dated November 2018 by Malaysian Environmental Consultant Sdn. Bhd. This HCV report cover the identification of high biodiversity value habitat in Segaria estate. The HCV report for the assessment done concurrently by internal assessors shown a total of HCV areas identified. Verified the Supplementary Document: Mapping Upgrade for Segaria Estate 2018 HCV Assessment Report by Malaysian Environmental Consultants dated 27/08/2021. Verified comparison data from 2018 with 2021 assessment as below: - <table border="1" data-bbox="1137 1198 1904 1348"> <thead> <tr> <th>Type of HCV</th> <th>2018, Ha</th> <th>2021, Ha</th> <th>Diff., Ha</th> </tr> </thead> <tbody> <tr> <td>HCV 1, 2 & 3</td> <td>108.41</td> <td>86.34</td> <td>22.07</td> </tr> <tr> <td>HCV 4</td> <td>105.21</td> <td>112.76</td> <td>7.55</td> </tr> </tbody> </table>	Type of HCV	2018, Ha	2021, Ha	Diff., Ha	HCV 1, 2 & 3	108.41	86.34	22.07	HCV 4	105.21	112.76	7.55	Complied
Type of HCV	2018, Ha	2021, Ha	Diff., Ha												
HCV 1, 2 & 3	108.41	86.34	22.07												
HCV 4	105.21	112.76	7.55												
7.12.3	<i>Indicator is not applicable in Malaysia context</i>	Not Applicable	Not Applicable												

7.12.4	<p>(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).</p> <p>- Critical (Major) compliance -</p>	<p>Based on the Polisi Alam Sekitar & Biodeversiti (Environmental & Biodiversity Policy); dated 2/12/2019; signed by CEO of Boustead.</p> <p>The programs were regularly communicated by estate management to all employees from time to time during routine workers assembly. HCV Management Plan were established on January 2021 and outline 4 main objective which are: -</p> <ol style="list-style-type: none"> 1. Wildlife conservation – to preserve wildlife from illegal activities such as hunting and poaching 2. Waterways quality and health monitoring – To set a system for monitoring the quality and health of water ways to meets the Environmental Quality Act 1974 3. Agricultural Land Contamination – To ensure good quality and healthy waterways and avoid human contact with wildlife <p>Preserve and beautify natural landscape and old building – To maintain heritage value and nice-looking nature of environment.</p>	Complied
7.12.5	<p>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.</p> <p>- Minor compliance -</p>	<p>No local communities have been identified in self-declared HCV areas within sampling Estate.</p>	Complied
7.12.6	<p>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 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>Although there is no RTE species identified at Sample Estates, there is evidence to continuously prevent and discourage illegal or hunting, fishing, or collecting activities. Signage as well as routine patrolling activities were carried out as part of the efforts to create awareness among employees about biodiversity.</p>	Complied

	- Minor compliance -	Sighted evidence of prohibiting of illegal hunting signage at sample estates. Verified through interview of workers found they have good awareness on it. Training on HCV has been conducted on 25/04/2021.	
7.12.7	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. - Minor compliance -	The HCV management plan is developed based on recommendation given by the assessor dated 01/08/2021 based on email date. The plan includes monitoring of buffer zone area and conservation area in the estate and surrounding area. Monitoring of action plan was carried out at appropriate frequency as a mechanism to ensure effectiveness of implementation. Report of the monitoring was adequately recorded by the person in-charge on daily basis. Based on the report, no RTE sighted and no evidence of encroachment/trespasses at the identified HCV and conservation area.	Complied
7.12.8	(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. - Critical (Major) compliance -	No land clearing was done in Segaria Estate. Not applicable.	Complied

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2021** for **Segaria POM** and supply base was calculated using the PalmGHG Calculator version 4. 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 **Segaria POM** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.48
PKO	0

Extraction	%
OER	22.88
KER	3.43

Production	t/yr
FFB Process	72,566.22
CPO Produced	16,601.00
PKO Produced	0.00

Land Use	Ha
OP Planted Area	4,465.10
OP Planted on peat	0.00
Conservation (forested)	0.00
Conservation (non-forested)	197.97
Total	4,663.07

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	36,334.66	8.14	0.00	0.00	0.00	0.00	36,334.66	8.14
CO ₂ Emission from fertilizer	1,462.40	0.33	0.00	0.00	0.00	0.00	1,462.40	0.33
NO ₂ Emission	829.18	0.19	0.00	0.00	0.00	0.00	829.18	0.19
Fuel Consumption	1,385.33	0.31	0.00	0.00	0.00	0.00	1,385.33	0.31
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-40,653.33	-9.10	0.00	0.00	0.00	0.00	-40,653.33	-9.10
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	-641.77	-0.14	0.00	0.00	0.00	0.00	-641.77	-0.14

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	8,668.99	0.12
Fuel Consumption	1,043.52	0.01
Grid Electricity Utilization	0.00	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	9,712.51	0.13

Summary of Kernel Crusher Emission and Credit (if applicable)

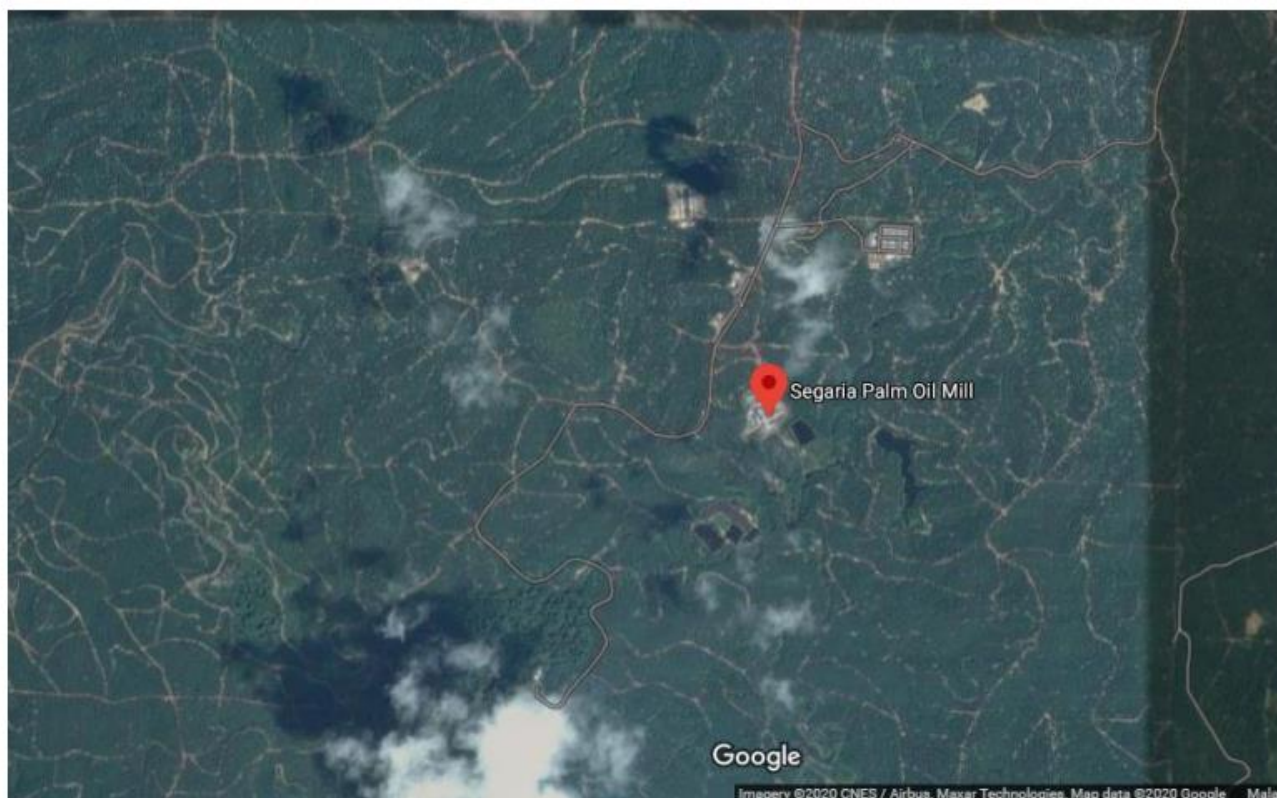
Emissions	tCO ₂ e
PK from own mill	0
PK from other source	0
Fuel Consumptions	0
Total Crusher emissions	0

*This mill has no kernel crusher operation.

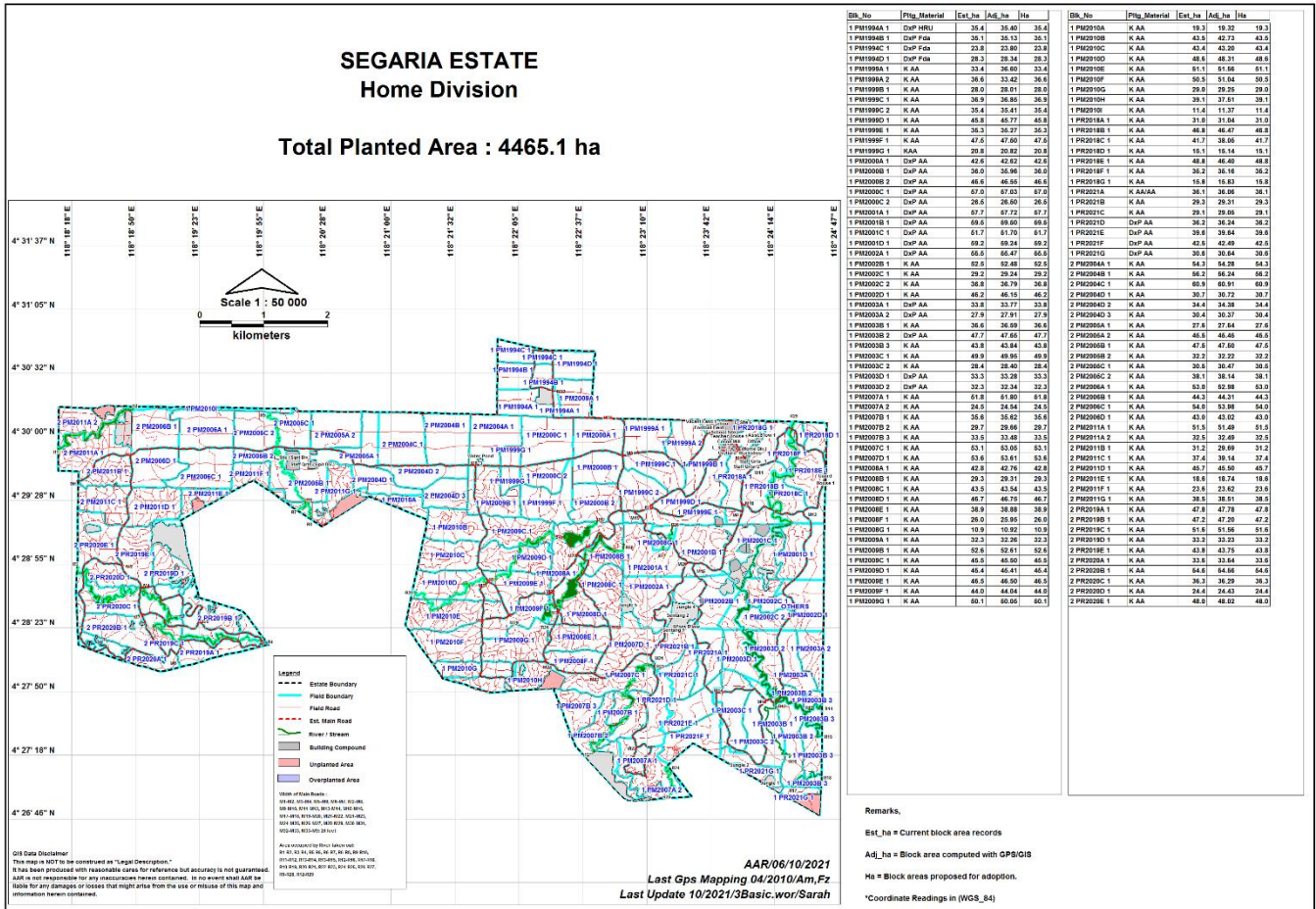
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	0
Divert to anaerobic diversion (%)	100

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: Boustead Segaria Estate



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Appendix E: List of Smallholder Registered and sampled

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total Certified Area	Planted Area			
	Nil								
Total									

Note: * are smallholders sampled in this audit.

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