

**RSPO PRINCIPLE AND CRITERIA  
PUBLIC SUMMARY REPORT**

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

<b>Client Company Name / Parent Company: FGV Holdings Berhad</b>
Client company Address: Level 20 West, Wisma FGV, Jalan Raja Laut, 50350, Kuala Lumpur, Malaysia.
Certification Unit: <b>FGV Palm Industries Sdn Bhd - Belitong Palm Oil Mill</b> Location of Certification Unit: KM 28, Jalan Kluang/Kota Tinggi 86000 Kluang, Johor, Malaysia
Date of Final Report: 10/02/2023

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### Section 1: Scope of the Assessment

1. Company Details			
<b>Parent Company</b>	FGV HOLDINGS BERHAD		
<b>RSPO Membership Number</b>	1-0225-16-000-00	<b>Membership Approval Date</b>	27/12/2016
<b>Address</b>	Sustainability Compliance & Certification Department, Level 20 (W), Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia		
<b>Palm Oil Mill / Group Manager / Estate (Certification Unit)</b>	FGV Palm Industries Sdn Bhd - Belitong Palm Oil Mill		
<b>Location / Address</b>	KM 28, Jalan Kluang/Kota Tinggi 86000 Kluang, Johor, Malaysia		
<b>Website</b>	<a href="https://www.fgvholdings.com">https://www.fgvholdings.com</a>		
<b>Management Representative</b>	Mr Ameer Izyanif Bin Hamzah	<b>E-mail</b>	ameer.h@fgvholdings.com
<b>Telephone</b>	03-27891338	<b>Facsimile</b>	+603 2789 0001

2. Certification Information			
<b>Certificate Number</b>	RSPO 693230	<b>Certificate Start Date</b>	07/02/2019
<b>Date of First Certification</b>	07/02/2019	<b>Certificate Expiry Date</b>	06/02/2024
<b>Scope of Certification</b>	Production of Palm Oil and Palm Kernel		
<b>Visit Objectives</b>	The objective of the ASA 4 assessment is to conduct a surveillance assessment to ensure the elements of the scope of registration and the requirements of the management standard are effectively addressed by FGV PISB Belitong POM and Supply Base's management system and the ability of the management system to ensure the organisation meets applicable statutory, regulatory and contractual requirements and as applicable, to identify areas for potential improvement of the management system.		
<b>Assessment Cycle</b>	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 4) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
<b>Applicable Standards / Normative Reference</b>	RSPO Certification System for P&C and RSPO ISH 2020 <input type="checkbox"/> Choose an item. <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
<b>Supply Chain Module</b>	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	<b>Mill Capacity</b>	50 mt/hour
<b>ISH certification Phase</b>	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
<b>Is this a remote audit or on-site audit</b>	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 693232	MS 2530-4 Malaysian Sustainable Palm Oil (MSPO) Part 3	BSI Services Malaysia Sdn Bhd	20/05/2024
MSPO 693234	MS 2530-4 Malaysian Sustainable Palm Oil (MSPO) Part 4	BSI Services Malaysia Sdn Bhd	20/05/2024
SCCS03429	MSPO SCCS 2018	Trans Certification International Sdn Bhd	26/03/2025

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
FGVPISB Belitong Palm Oil Mill	KM 28, Jalan Kluang/Kota Tinggi 86000 Kluang, Johor, Malaysia	1° 56' 18.00" N	103° 29' 55.00" E
FGVPM Bukit Tongkat B Estate	Ladang FGVPM Bukit Tongkat B, 86000 Kluang, Johor	1° 56' 29.00" N	103° 30' 14.00" E
FGVASSB Ulu Belitong Estate	Stesen FGVPM Ulu Belitong, 86000 Kluang, Johor	1° 56' 22.00" N	103° 28' 39.00" E

**Note:**

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes (please refer to Principle 7 for details)		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
FGVPM Bukit Tongkat B Estate	970.25	0	267.60	1,237.85	78%
FGVASSB Ulu Belitong Estate	127.37	0	20.33	147.70	86%
<b>Total</b>	<b>1,097.62</b>	<b>0</b>	<b>287.93</b>	<b>1,385.55</b>	<b>79%</b>

**Note:**

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		

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FGVPM Bukit Tongkat B Estate	0	334.98	519.46	115.81	970.25	0
FGVASSB Ulu Belitong Estate	0	81.33	46.04	0	127.37	0
<b>Total (ha)</b>	<b>0</b>	<b>416.31</b>	<b>565.5</b>	<b>115.81</b>	<b>1,097.62</b>	<b>0</b>

**Note:** Only Mature area is considered as production area

**7. Summary of Certified Tonnage of FFB (Own Certified Scope)**

Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Feb 2022 – Jan 2023)	Actual (Nov 2021 – Oct 2022)		Forecast (Feb 2023 – Jan 2024)
		Previous license period (Oct 2021 -Jan 2022)	Current license period (Feb 2022 – Oct 2022)	
FGVPM Bukit Tongkat B	17,519	4,204.26	6,876.58	19,200.00
FGVASSB Ulu Belitong Estate	3,486	951.21	2160.02	3,800.00
<b>Total</b>	<b>21,005</b>	<b>14,192.07</b>		<b>23,000.00</b>

**Note:**

**8. Summary of Certified Tonnage of FFB (from other certified unit(s))**

Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Feb 2022 – Jan 2023)	Actual (Nov 2021 – Oct 2022)		Forecast (Feb 2023 – Jan 2024)
		Previous license period (Oct 2021 -Jan 2022)	Current license period (Feb 2022 – Oct 2022)	
N/A				
<b>Total</b>				

**Note:**

**9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)**

Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Feb 2022 – Jan 2023)	Actual (Nov 2021 – Oct 2022)		Forecast (Feb 2023 – Jan 2024)
		Previous license period (Oct 2021 -Jan 2022)	Current license period (Feb 2022 – Oct 2022)	
		29,774.97	123,877.44	
<b>Total</b>		<b>153,652.41</b>		

**Note:**

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<b>9A. Monthly Records of Certified and Uncertified FFB Received since the last audit</b>				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	Nov 2021	1,462.86	5,926.22	7,389.08
2	Dis 2021	1,521.72	5,346.26	6,867.98
3	Jan 2022	1,172.80	8,943.64	10,116.44
4	Feb 2022	998.09	9,558.85	10,556.94
5	Mar 2022	980.73	7,933.80	8,914.53
6	Apr 2022	977.60	8,672.04	9,649.64
7	May 2022	967.77	11,210.04	12,177.81
8	Jun 2022	1,281.72	18,749.57	20,031.29
9	July 2022	1,158.08	16,259.21	17,417.29
10	Aug 2022	1,241.83	19,522.68	20,764.51
11	Sept 2022	1,155.64	20,703.66	21,859.3
12	Oct 2022	1,273.23	20,826.44	22,099.67
<b>TOTAL</b>		<b>14,192.07</b>	<b>153,652.41</b>	<b>167,844.48</b>

**Note:**

<b>10. Summary of Certified Tonnage (MT) (not applicable for ISS)</b>			
Estimated last year (Feb 2022 – Jan 2023)	Actual (Nov 2021 – Oct 2022)		Forecast (Feb 2023 – Jan 2024)
	Previous license period (Oct 2021 -Jan 2022)	Current license period (Feb 2022 – Oct 2022)	
<b>FFB</b>	<b>FFB</b>		<b>FFB</b>
21,005.00 mt	5,155.47 mt	9,036.60 mt	23,000.00 mt
	<b>TOTAL</b>	14,192.07	
<b>CPO (OER: 20.50%)</b>	<b>CPO (OER: 21.30%)</b>		<b>CPO (OER: 21.30%)</b>
4,306.00 mt	1,108.02 mt	1,921.46 mt	4,899.00 mt
	<b>TOTAL</b>	3,029.48 mt	
<b>PK (KER: 5.30%)</b>	<b>PK (KER: 5.43%)</b>		<b>PK (KER: 5.30%)</b>
1,113.00 mt	282.44 mt	488.37 mt	1,219.00 mt
	<b>TOTAL</b>	770.81 mt	

**Note:**

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<b>10A. Monthly Records of Certified CPO &amp; PK since the last audit</b>			
<b>No.</b>	<b>Month - Year</b>	<b>Certified CPO (MT)</b>	<b>Certified PK (MT)</b>
1	Nov 2021	312.00	82.13
2	Dis 2021	334.06	84.12
3	Jan 2022	243.55	60.73
4	Feb 2022	218.41	55.46
5	Mar 2022	206.36	52.46
6	Apr 2022	220.37	54.58
7	May 2022	208.27	49.39
8	Jun 2022	270.51	65.47
9	July 2022	247.60	64.10
10	Aug 2022	265.16	69.56
11	Sept 2022	239.02	63.44
12	Oct 2022	264.17	69.37
<b>TOTAL</b>		<b>3029.48</b>	<b>770.81</b>
<b>Note:</b>			

<b>11. Summary of Actual Volume sold</b>					
<b>Current License period Oct 2021 – Jan 2022</b>					
	<b>RSPO Certified</b>	<b>Other Schemes Certified</b>		<b>Conventional</b>	<b>Total</b>
		<b>ISCC</b>	<b>Others</b>		
<b>CPO (MT)</b>	0	-	-	453.37	453.37
<b>PK (MT)</b>	401.65	-	-	50.48	452.13
<b>Credits</b>	1,600.00	0	0	0	1,600.00
<b>Previous License period Feb 2022 – Oct 2022</b>					
<b>CPO (MT)</b>	0	-	-	225.00	225.00
<b>PK (MT)</b>	309.99	-	-	8.69	318.68
<b>Credits</b>	750.00	0	0	0	750.00
<b>Note:</b>					
Conventional is RSPO certified material but sold as non-RSPO.					

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<b>11A. Records of Certified CPO &amp; PK Sold under PalmTrace since the last audit (if any)</b>				
<b>No.</b>	<b>Buyers Name</b>	<b>PalmTrace Trading License Number</b>	<b>Certified CPO Sold (MT)</b>	<b>Certified PK Sold (MT)</b>
1.	Buyer A	RSPG0238F	0.00	34.98
2.	Buyer B	RSPG0238F	0.00	44.61
3.	Buyer C	RSPG9893F	0.00	88.38
4.	Buyer D	RSPG9617F	0.00	47.02
5.	Buyer E	RSPG9257F	0.00	63.28
6.	Buyer F	RSPG8613F	0.00	73.43
7.	Buyer G	RSPG8327F	0.00	39.94
8.	Buyer H	RSPG8018F	0.00	10.01
9.	Buyer I	RSPG7809F	0.00	56.58
10.	Buyer J	RSPG7591F	0.00	70.00
11.	Buyer K	RSPG7366F	0.00	92.51
12.	Buyer L	RSPG7143F	0.00	90.90
<b>TOTAL</b>			<b>0.00</b>	<b>711.64</b>
<b>Note:</b>				

<b>11B. Records of certified CPO &amp; PK Sold under other schemes since the last audit (if any)</b>				
<b>No.</b>	<b>Buyers Name</b>	<b>Scheme Name</b>	<b>Certified CPO Sold (MT)</b>	<b>Certified PK Sold (MT)</b>
1	Buyer A	31493-149179	2,350.00	0.00
<b>TOTAL</b>			<b>2,350.00</b>	<b>0.00</b>
<b>Note:</b>				

<b>11C. Records of CPO &amp; PK Sold as conventional since the last audit (if any)</b>				
<b>No.</b>	<b>Buyers Name</b>	<b>CPO Sold (MT)</b>	<b>PK Sold (MT)</b>	
1.	Buyer A	0.00	1.84	
2.	Buyer B	0.00	38.01	
3.	Buyer C	0.00	19.32	
4.	Buyer D	200.00	0.00	
5.	Buyer E	96.14	0.00	
6.	Buyer F	184.88	0.00	
7.	Buyer G	197.35	0.00	



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<b>TOTAL</b>	<b>678.37</b>	<b>59.17</b>
<b>Note:</b>		

<b>11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)</b>			
<b>No.</b>	<b>Buyers Name</b>	<b>PalmTrace Trading License Number</b>	<b>RSPO Credits of Certified CPO Sold</b>
1	Buyer A	31493-128485	250.00
2	Buyer B	31493-129908	300.00
3	Buyer C	31493-131742	10.00
4	Buyer D	31493-131736	132.00
5	Buyer E	31493-131749	6.00
6	Buyer F	31493-131859	19.00
7	Buyer G	31493-131865	5.00
8	Buyer H	31493-131883	28.00
9	Buyer I	31493-139610	200.00
10	Buyer J	31493-142502	300.00
11	Buyer K	31493-144431	300.00
12	Buyer L	31493-145587	300.00
13	Buyer M	31493-146920	300.00
14	Buyer N	31493-149179	200.00
<b>TOTAL</b>			<b>2,350.00</b>
<b>Note:</b>			

<b>12. Independent Smallholders Certified Tonnage (MT) / Volume</b>									
<b>Phase</b>	<b>Estimated last year (key in period)</b>			<b>Actual (key in period)</b>			<b>Forecast (key in period)</b>		
	<b>Eligibility 40%</b>	<b>MS A 70%</b>	<b>MS B 100%</b>	<b>Eligibility 40%</b>	<b>MS A 70%</b>	<b>MS B 100%</b>	<b>Eligibility 40%</b>	<b>MS A 70%</b>	<b>MS B 100%</b>
<b>FFB</b>									
<b>IS-CSPO</b>									
<b>IS-CSPKO</b>									
<b>IS-CSPKE</b>									
<b>CSPK</b>									

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12A. Monthly Records of Certified CPO, PK & PKE (equivalent) produced since the last audit						
No.	Month - Year	FFB (MT)	Certified CPO (MT)	Certified PK (MT)	Certified PKO (MT)	Certified PKE (MT)
N/A						
<b>TOTAL</b>						
<b>Note:</b>						

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
<b>Current License period (key in period)</b>							
Credits							
Physical							
<b>Previous License period (key in period)</b>							
Credits							
Physical							

13A. Records of Certified FFB, CPO, PK & PKE (including credits) sold since the last audit							
No.	Buyers Name	PalmTrace Trading License Number	FFB Sold (MT)	Certified CPO Sold (MT/credit)	Certified PK Sold (MT/credit)	Certified PKO Sold (MT/credit)	Certified PKE Sold (MT/credit)
N/A							
<b>TOTAL</b>							
<b>Note:</b>							

## 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: Dr. Chaiyaporn Seekao ([Chaiyaporn.Seekao@bsigroup.com](mailto:Chaiyaporn.Seekao@bsigroup.com))

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BSI is a leading global provider of management systems assessment and certification, with more than 92,000 certified locations and clients in over 193 countries. BSI is the UK's National Standards Body. BSI provides independent, third-party certification of management systems. BSI is ASI Accredited (ASI-ACC-067) to conduct RSPO assessment since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia.

### 2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **07-10/11/2022**. The audit programme is included as Section 2.3.

The approach to the audit was to treat the mill and supply base as an RSPO Certification Unit. A range of occupational health and safety, environmental, best practice management, and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas, local communities engagement and workers welfare and safety.

The Critical NC close out on-site assessment was conducted on **27/01/2023**. The audit programs are included in Section 2.3.

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

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

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

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

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

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

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

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

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

<b>Assessment Program</b>					
<b>Name (Mill / Supply Base)</b>	<b>Year 1 (Certification)</b>	<b>Year 2 (ASA 1)</b>	<b>Year 3 (ASA 2)</b>	<b>Year 4 (ASA 3)</b>	<b>Year 5 (ASA 4)</b>
FGVPISB Belitong Palm Oil Mill	✓	✓	✓	✓	✓
FGVPM Bukit Tongkat B Estate	✓	✓	✓	✓	✓
FGVAS Ulu Belitong Estate	✓	✓	✓	✓	✓

**Tentative Date of Next Visit: October 9, 2023 - October 12, 2023**

**Total Number of Mandays:**

**2.2 BSI Assessment Team**

<b>Name</b>	<b>Role</b>	<b>Competency</b>
Nor Halis Abu Zar (NHA)	Team Leader	<p><b>Education:</b> Bachelor of Science, Plantation Technology and Management, graduated from UiTM in 2012 and Diploma In Plantation and Industry Management from UiTM in 2009.</p> <p><b>Work Experience:</b> He started his career as Assistant Manager at Kulim Plantations Sdn. Bhd. managing the day-to-day plantation operations. In his career at Kulim Plantation. He had accumulated more than 6 years of sustainability implementation experience. He is a qualified Lead Auditor for MS2530:2013 and RSPO Auditor for ENV and OSH and has accumulated more than 500 audit days throughout his current career as the auditor for multiple disciplines covering Malaysia.</p> <p><b>Training attended:</b> He has completed RSPO P&amp;C Lead Auditor Course in Oct 2020, Refresher RSPO P&amp;C Lead Auditor Course in May 2022, RSPO ISH Standard 2019 in December 2021, RSPO SCC 2020 in September 2022, QMS 9001:2015 Lead Auditor Course in April 2019, OSH 45001:2018 Lead Auditor Course in June 2021, IMS (ISO 9001:2015 &amp; ISO 14001:2015) Lead Auditor Course, HCV &amp; HCS Training in August 2022, MSPO 2530:2013 Lead Auditor Course in February 2019, , MSPO SCCS Auditor in February 2019 and also trained in SMETA Requirement Training on May 2021</p> <p><b>Aspect covered in this audit:</b></p>

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		<p>Occupation Health Safety requirement, HIRARC, Environment responsibility, training, environment impact assessment and management plan. Fluent in English.</p> <p><b>Language proficiency:</b> Bahasa Malaysia and English.</p>
Valence Shem (VSH)	Team Leader	<p><b>Education:</b> BTech (Hons) Bachelor’s Degree in Industrial Technology, University of Science Malaysia</p> <p><b>Work Experience:</b></p> <ul style="list-style-type: none"> <li>• 9 years working experience in oil palm plantation industry</li> <li>• Management system auditing since 2009 for various standards such as ISO 140001, RSPO P&amp;C, RSPO SCCS, MSPO and SMETA</li> </ul> <p><b>Training attended:</b></p> <ol style="list-style-type: none"> <li>1) ISO 14001 Lead Auditor Course</li> <li>2) ISO 9001 Lead Auditor Course</li> <li>3) Endorsed RSPO P&amp;C Lead Auditor Course</li> <li>4) Endorsed RSPO SCCS Lead Assessor Course</li> <li>5) MSPO Awareness Training</li> <li>6) ISO 45000 Lead Auditor Course</li> <li>7) SMETA Auditor training</li> <li>8) HCV-HCS training</li> <li>9) RSPO-endorsed RSPO ISH Standard 2019 Lead Auditors Course</li> </ol> <p><b>Aspect covered in this audit:</b> Legal requirements, natural and HCV conservation, water &amp; wastes management, environmental aspects, occupational health and safety, GAP, mill best practices, training, and economic management plan</p> <p><b>Language proficiency:</b> English and Bahasa Malaysia</p>
Mohd Razaleigh Mohamad (MRM)	Team Member	<p><b>Education:</b> Holds a Bachelor Degree in Plantation Management and Agrotechnology, University Technology Mara (UiTM).</p> <p><b>Work Experience:</b> He has 5 years’ experience in Oil Palm Estate Management with Tradewinds Plantation Berhad. The last position held was Senior Assistant Manager. He has more than 4 years of experience in Third Party Certification Audit with Control Union (M) Sdn Bhd for RSPO P&amp;C, MSPO P&amp;C and GLOBALG.A.P. IFA Fruits and Vegetables. Qualified as RSPO Lead Auditor and approved to conduct Environmental and Social elements.</p> <p><b>Training attended:</b> He has completed ISO 9001-2015 Lead Auditor Course, ISO14001- 2015 Lead Auditor Course, ISO45001-2018 Lead Auditor Course, Endorsed RSPO P&amp;C Lead Auditor Course, Endorsed MSPO P&amp;C Lead Auditor Course, Social Accountability SA8000 Auditor Course, RSPO Independent Smallholder (IHS) Auditor Training.</p> <p><b>Aspect covered in this audit:</b></p>

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		During this assessment, he assessed on the aspects of legal, social, and stakeholder engagement. <b>Language proficiency:</b> English and Bahasa Malaysia
	Peer Reviewer	<b>Nil</b>

**Accompanying Persons:**

Name	Role
N/A	

**2.3 Assessment Plan**

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

Date	Time	Subjects	NHA	MRM	VSH
Sunday 06/11/2022	-	Audit Team Travel from Kuala Lumpur to Kluang	√	√	√
Monday, 07/11/2022  FGVAS Ulu Belitong Estate	08.30 – 09.00	Opening Meeting: <ul style="list-style-type: none"> <li>• Opening Presentation by Audit team leader.</li> <li>• Confirmation of assessment scope and finalize Audit plan</li> </ul>	√	√	√
	09.00 – 12.30	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	√	√	√
	12.30 – 13.30	Lunch	√	√	√
	13.30 – 16.30	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.)	√	√	√
	16.30 – 17.00	Interim Closing briefing.	√	√	√

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Date	Time	Subjects	NHA	MRM	VSH
Tuesday, 08/11/2022  FGVPM Bukit Tongkat B Estate	08.30 - 12.30	- 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.	√	√	√
	10.00 - 12.00	- Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)		√	
	12.30 - 13.30	- Lunch	√	√	√
	13.30 - 16.30	- 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.)	√	√	√
	16.30 - 17.00	- Interim Closing briefing.	√	√	√
Wednesday 09/11/2022  FGVPISB Belitong POM	08.30 - 12.30	- Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment. Laboratory, weighbridge and palm product storage area, staff, workers and contractor interview, housing and facility inspection, clinic, etc.	√	√	√
	12.30 - 13.30	- Lunch	√	√	√
	13.30 - 16.30	- Lab, weighbridge and palm product storage area. Document Review P1 – P7: SOPs, Supply chain for CPO mill, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation.  RSPO SCC general requirements, internal audit, management review, sales and purchasing documents, mass balance accounting and other relevant documents and records.	√	√	√
	16.30 - 17.00	- Audit Team Discussion and Preparation of audit report	√	√	√

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Date	Time	Subjects	NHA	MRM	VSH
	17.00 – 17.30	Closing Meeting RSPO P&C	√	√	√
Thursday 10/11/2022 FGVPISB Belitong POM	08.30 – 10.00	Continue: RSPO SCC general requirements, internal audit, management review, sales and purchasing documents, mass balance accounting and other relevant documents and records.	√	-	√
	10.00 – 10.30	Audit Team Discussion and Closing Meeting RSPO SCCS	√	-	√
	-	Audit Team travel back to Kuala Lumpur	√	-	√

**NCR Closure Audit Plan**

Date	Time	Subjects	NHA
Thursday 26/01/2023	-	Auditor Travelling	√
Friday 27/01/2023	08.30 – 09.00	Opening Meeting: Opening Presentation by Audit team leader. Confirmation of assessment scope and finalize Audit plan	√
08.30 – 11.30 FGV Belitong POM	09.00 – 11.00	<ul style="list-style-type: none"> <li>• Verification on previous Major NC:               <ol style="list-style-type: none"> <li>1. 2272973-202211-M1</li> <li>2. 2272973-202211-M2</li> </ol> </li> <li>• Site observation, workers interview (individual and group session) if necessary</li> <li>• Document review – implemented evidence</li> </ul>	√
	11.00 – 11.30	Closing Meeting	√
	11.30 – 13.30	Auditor travelling	√



### Section 3: Assessment Findings

#### 3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
<p>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?</p>	<p>The plan is inclusive of all current subsidiaries, estates and mills as per time bound plan FY2022. As stated, the management of FGV Holdings Berhad has plan to certify all the complexes starting from 2017 until 2025. The updated time bound plan dated Jan 2023 shows that the plan spans from year 2017 until 2025.</p>	<p>Complied</p>
<p>Have all the estates and mills certified within five (5) years after obtaining RSPO membership?                      If no, has RSPO Secretariat approval obtained?                      Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021</p>	<p>33 complexes have been certified from 2017 – 2019 as shown in the TBP below. Remaining 35 mills have undergone internal audit.</p> <p>The time bound plan is behind the scheduled due to tendering process which CB appointment based on yearly selection together with re-suspension by RSPO Complaint Panel for certification processes for all FGV’s uncertified units for unsatisfactory findings on non-compliance of the Complaints Panel Decision dated 28/11/2018. (<a href="https://www.rspo.org/news-and-events/news/rspo-statement-regarding-complaints-panel-decision-on-felda-global-venture-holdings">https://www.rspo.org/news-and-events/news/rspo-statement-regarding-complaints-panel-decision-on-felda-global-venture-holdings</a>)</p> <p>FGV has implemented the RSPO Complaints Panel (CP)’s directives of November 2018 and January 2020 respectively, and audits to verify FGV’s implementation of the CP’s directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> <li>i. that the suspension of FGV’s P&amp;C certificate for Kilang Sawit Serting and its Supply Bases is lifted;</li> <li>ii. that the suspension of certification processes for FGV’s uncertified complexes will remain in force until the summary of ELEVATE’s findings are shared with the CP and confirms no evidence of systemic/systematic labour violations.</li> </ul> <p>FGV has begun the re-certification process for Kilang Sawit Serting. At the moment, 30 of FGV’s 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is</p>	<p>Complied</p>

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	<p>lifted. As of 26 Oct 2022, FGV is pending to furnish Complaint Panel with further documentation.</p>	
<p>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.</p> <p>If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.</p>	<p>No new acquisitions were recorded or in planning.</p>	<p>Complied</p>
<p>Any deviations from the maximum periods requires approval by the RSPO Secretariat.</p>	<p>FGV has implemented the RSPO Complaints Panel (CP)'s directives of November 2018 and January 2020 respectively, and audits to verify FGV's implementation of the CP's directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> <li>i. that the suspension of FGV's P&amp;C certificate for Kilang Sawit Serting and its Supply Bases is lifted;</li> <li>ii. that the suspension of certification processes for FGV's uncertified complexes will remain in force until the summary of ELEVATE's findings are shared with the CP and confirms no evidence of systemic/systematic labour violations.</li> </ul> <p>FGV has begun the re-certification process for Kilang Sawit Serting. At the moment, 30 of FGV's 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is lifted. As of 26 Oct 2022, FGV is pending to furnish Complaint Panel with further documentation.</p> <p>Other than that, another possible revision of the TBP involving:</p> <ul style="list-style-type: none"> <li>1. Issues pertaining membership as of now FGV management control has been taken over by FELDA through shareholder acquisition.</li> <li>2. Mills and estates rationalization exercises effective June 2021.</li> </ul> <p>The RSPO Secretariat approved the new time bound plan for FGV dated 16/1/2023, where the latest to certified the uncertified units will be in 2025.</p>	<p>Complied</p>

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<p>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?</p>	<p>Changes to the time-bound plan since the last audit i.e. stretched to 2025 due to RSPO complaint panel on suspension of FGV. However, FGVPI KS Jerangau Baru have ceased operation effective 01/01/2021 and has been removed from the time bound plan. There are also rationalization plans for FGVP estates which to be concluded in June 2021. Notification to Scheme Owner as well as to Certification bodies in progress. The RSPO Secretariat approved the new time bound plan for FGV dated 16/1/2023, where the latest to certified the uncertified units will be in 2025.</p>	<p>Complied</p>
<p>Have there been any isolated lapses in implementation of the plan? If yes a <b>Minor</b> non-compliance shall be raised</p>	<p>There are no lapses in implementation of the plan.</p>	<p>Complied</p>
<p>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 <b>Major</b> non-compliance shall be raised</p>	<p>There are no fundamental failure in implementation of the plan.</p>	<p>Complied</p>
<p><b>Un-Certified Units or Holdings</b></p>		
<p>No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&amp;C criterion 7.12.</p>	<p>There has been no replacement of primary forest area. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed. However, there is one issue reported by Chain Research Reaction regarding HCV clearance in Kalimantan. FGV has briefed the issue to RSPO Secretariat.</p>	<p>Complied</p>
<p>Any new plantings since January 1<sup>st</sup> 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>There is new planting after 1st January 2010. Liability Disclosure was submitted and waiting for RSPO's decision for further action. The Liability Disclosure involved Asian Plantation Limited and Tanah Emas Oil Palm Processing. Ladang FGVP Tembangau 05, Ladang FGVP Chegar Perah 02, Ladang FGVP Selendang 03 and Ladang FGVP Bukit Sagu 08 status HCVRN closed referred <a href="#">HCV Chegar Perah 02 Estate, Bukit Sagu 08 Estate, Tembangau 05 Estate, Selendang 03 Estate, Malaysia   HCV Network</a>. This area proceed with land clearing. Did not go NPP as this is certified area.</p>	<p>Complied</p>
<p>Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&amp;C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.</p>	<p>No land conflict. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed and 3 concept note required as per the RSPO RaCP tracker. FGVP Tenggaroh 12 and FGVP Rantau Abang 02, the area that been cleared is 432.55 ha in 2013/2014 and 227.90 ha in 2013. Case already reported to RSPO on February 10, 2020. Compensation will provide after Concept note approved by RSPO, Concept note was in progress.</p>	<p>Complied</p>

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<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&amp;C criterion 4.2</p>	<p>In reference to RSPO Complaints Panel directive findings dated 30/11/2018 and second letter on 13/01/2020 resulting from the verification audit which was carried out in October 2019 as well as several other internal assessment and external audits findings on recruitment issues particularly on recruitment costs, FGV has taken positive and further steps to ensure that the workers are well informed of FGV policies on the hiring of workers inter alia the cost of recruitment.</p> <p>In addition, since July 2019, FGV has been conducting briefing sessions for its appointed recruitment agencies to communicate and promote understanding about the contents and expectations of the Guidelines and Procedures for the Responsible Recruitment of Foreign Workers. Emphasis is given in particular on ethical recruitment processes and on the non-imposition of recruitment fees by the recruitment agencies on the workers as stipulated in the contract between FGV and the recruitment agencies.</p> <p>Notwithstanding, it is noted that the pre-recruitment costs which include the cost of securing the official documents (ID and passports) and the travel-related cost for these are borne by workers, which some paid to the sub-agent/ agents to assist/ expedite the process.</p> <p>FGV has also revised the contract of Recruitment Agencies Contract to translate FGV's commitment to bear the official costs of recruitments which include, among others, the levy, airfare, cost of medical check-up in Malaysia and insurance. The revised contract includes new provisions prohibiting the agencies from charging the above fees on workers.</p> <p>In order to ensure recruitment agencies, comply with this requirement around imposition of fee, FGV has conducted a series of socialization programs with agencies and their sub-agents in Lombok (Indonesia) on 30-31/01/2020, Chennai (13/01/2020) and Kolkata (14/01/2020). During this process, FGV explained that the costs associated with the recruitment onwards are covered by FGV and on that basis agents and sub-agents shall not charge workers on similar fee.</p> <p>FGV has also established three One-Stop-Center in sourcing country of workers namely Lombok (Indonesia); Chennai (India) and Kolkata (India) where workers go through pre-departure training programme (which is conducted in collaboration with local labour department); interview and selection process. FGV is continuously conducting a</p>	<p>Complied</p>
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	<p>socialization programme comprising a series of engagement sessions involving various stakeholders. Given the size of FGV's operations and the large number of its mills and plantations, the socialization programme has been carried out in phases in different locations starting June 2019.</p> <p>These action plans are being developed and implemented throughout FGV units to mitigate the issues highlighted in the complaints particularly to labour related issues, and its progress report is being reported quarterly to RSPO Secretariat and can be referred on FGV Sustainability website: <a href="https://www.fgvholdings.com/sustainability/reports-updates/">https://www.fgvholdings.com/sustainability/reports-updates/</a>.</p> <p>FGV has implemented the RSPO Complaints Panel (CP)'s directives of November 2018 and January 2020 respectively, and audits to verify FGV's implementation of the CP's directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> <li>i. that the suspension of FGV's P&amp;C certificate for Kilang Sawit Seriting and its Supply Bases is lifted;</li> <li>ii. that the suspension of certification processes for FGV's uncertified complexes will remain in force until the summary of ELEVATE's findings are shared with the CP and confirms no evidence of systemic/systematic labour violations.</li> </ul> <p>FGV has begun the re-certification process for Kilang Sawit Seriting. At the moment, 30 of FGV's 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is lifted. As of latest development on 26 Oct 2022, FGV is pending to furnish Complaint Panel with further documentation.</p>	
<p>Any Legal non-compliance is being addressed through measures consistent with the requirements of RSPO P&amp;C criteria 2.1</p>	<p>FGV continued to comply with all applicable legal requirements. Compliance to each applicable law and regulation are monitored by the operating units. The certification units obtained and renewed licenses and permits as required by the law.</p>	<p>Complied</p>
<p>Did the company conduct internal audit for those uncertified estates against the uncertified</p>	<p>Yes, there have positive assurance statement from internal certification unit. All 67 complexes have</p>	<p>Complied</p>

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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.	conducted internal audit in Year 2022. Seen the internal audit done by Sustainability Compliance and Certification Department (SCCD).	
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?	There are Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the internal audits. These issues are addressed through internal audit action plan and implemented phased by phased (according to the timeline) by project. Evidence are available through internal audit reports.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	Stakeholders are being engaged during stakeholders consultation which are being carried out during social impact assessment (SIA). Issues raised during the session are being recorded and actions/resolutions being handled by respective projects.	Complied

**3.2 Progress of scheme smallholders and/or outgrowers**

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

**Approved Time Bound Plan**

Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	Date of Last TBP Verified and Approved by CB	REVISION OF THE TBP <i>(Only applicable when revision is made)</i>		
							Any revision from the last approved TBP? (Yes / No)	New Proposed Year for Certification	Justification of changes for each UoC
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Selancar B</i>	Certified	2017	2017	2022	No		
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	Ladang FGVPM Selancar 06	Certified	2017	2017	2022	No		
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	Ladang FGVPM Selancar 08	Certified	2017	2017	2022	No		
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	Ladang FGVPM Selancar 09	Certified	2017	2017	2022	No		
<i>Kompleks Selendang</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Selendang</i>	Certified	2017	2017	2022	No		
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPM Berabong 01	Certified	2017	2017	2022	No		
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPM Berabong 02 (LADANG RASIONALISASI)	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVM Selendang 03	Certified	2017	2017	2022	No		
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPM Selendang 04	Certified	2017	2017	2022	No		
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPM Selendang 05	Certified	2017	2017	2022	No		
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Bukit Sagu</i>	Certified	2017	2017	2022	No		
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVPM Bukit Sagu 04	Certified	2017	2017	2022	No		
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVPM Bukit Sagu 06	Certified	2017	2017	2022	No		
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVPM Bukit Sagu 07	Certified	2017	2017	2022	No		
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVPM Bukit Sagu 08	Certified	2017	2017	2022	No		
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Keratong 9</i>	Certified	2017	2017	2022			
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 05	Certified	2017	2017	2022	No		



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<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 07	Certified	2017	2017	2022	No		
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Keratong Timur	Certified	2017	2017	2022	No		
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Merchong 01	Certified	2017	2017	2022	No		
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang Bera Selatan 06 (LADANG RASIONALISASI)	Not Certified	2019		2022	Yes	2023	Rasionalisasi Estate (From Non certified area - Tementi complex) & Suspension New Certification by RSPO CP
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVAS Merchong	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Lepar Utara 6</i>	Certified	2017	2017	2022			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 05	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 07	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 08	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 09	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 10	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 11	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 14	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 12 (LADANG RASIONALISASI)	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 13 (LADANG RASIONALISASI)	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)
<i>Kompleks Maokil</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Maokil</i>	Certified	2017	2017	2022			
<i>Kompleks Maokil</i>	<i>Malaysia</i>	Ladang FGVPM Maokil 06	Certified	2017	2017	2022	No		
<i>Kompleks Maokil</i>	<i>Malaysia</i>	Ladang FGVPM Maokil 07	Certified	2017	2017	2022	No		
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Kemasul</i>	Certified	2017	2017	2022			
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	Ladang FGVPM Mengkarak 01	Certified	2017	2017	2022	No		
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	Ladang FGVPM Mengkarak 02	Certified	2017	2017	2022	No		
<i>Kompleks Krau</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Krau</i>	Certified	2017	2017	2022			



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Kompleks Krau	Malaysia	Ladang FGVPM Krau 02	Certified	2017	2017	2022	No		
Kompleks Krau	Malaysia	Ladang Krau 03 (LADANG RASIONALISASI)	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)
Kompleks Krau	Malaysia	Ladang Krau 04	Certified	2017	2017	2022	No		
Kompleks Lepar Hilir	Malaysia	Kilang Sawit FGVPI Lepar Hilir	Certified	2017	2017	2022			
Kompleks Lepar Hilir	Malaysia	Ladang Lepar Hilir 5	Certified	2017	2017	2022	No		
Kompleks Lepar Hilir	Malaysia	Ladang Lepar Hilir 6	Certified	2017	2017	2022	No		
Kompleks Lepar Hilir	Malaysia	Ladang Lepar Hilir 7 (LADANG RASIONALISASI)	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)
Kompleks Lepar Hilir	Malaysia	Ladang Lepar Hilir 8	Certified	2017	2017	2022	No		
Kompleks Triang	Malaysia	Kilang Sawit FGVPI Triang	Certified	2017	2017	2022	No		
Kompleks Triang	Malaysia	Ladang FGVPM Triang 2	Certified	2017	2017	2022	No		
Kompleks Triang	Malaysia	Ladang FGVPM Triang 4	Certified	2017	2017	2022	No		
Kompleks Triang	Malaysia	Ladang FGVPM Triang Selatan 1	Certified	2017	2017	2022	No		
Kompleks Triang	Malaysia	Ladang FGVPM Triang Selatan 2 (LADANG RASIONALISASI)	Certified	2017	2017	2022	No		
Kompleks Triang	Malaysia	Ladang FGVPM Bera Selatan 01	Not Certified	2019		2022	Yes	2023	Rasionalisasi mills (Transfer from non certified complex) & Suspension New Certification by RSPO CP
Kompleks Triang	Malaysia	Ladang FGVPM Bera Selatan 02 (LADANG RASIONALISASI)	Not Certified	2019		2022	Yes	2023	Rasionalisasi Estate & Suspension New Certification by RSPO CP (Combine with non Certified Area)
Kompleks Triang	Malaysia	Ladang FGVPM Bera Selatan 04	Not Certified	2019		2022	Yes	2023	Rasionalisasi mills (Transfer from non certified complex) & Suspension New Certification by RSPO CP
Kompleks Kechau B	Malaysia	Kilang Sawit FGVPI Kechau B	Certified	2017	2017	2022			
Kompleks Kechau B	Malaysia	Ladang FGVPM Telang 01	Certified	2017	2017	2022	No		

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<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Chegar Perah 02	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 02	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 03	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 06	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 07	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 08	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 09	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 10	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 11	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVAS Telang	Certified	2017	2017	2022	No		
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Palong Timur</i>	Certified	2017	2017	2022			
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 4 (LADANG RASIONALISASI)	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 5	Certified	2017	2017	2022	No		
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 6	Certified	2017	2017	2022	No		
<i>Kompleks Besout</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Besout</i>	Certified	2017	2017	2022			
<i>Kompleks Besout</i>	<i>Malaysia</i>	Ladang FGVPM Besout 06	Certified	2017	2017	2022	No		
<i>Kompleks Besout</i>	<i>Malaysia</i>	Ladang FGVPM Besout 07	Certified	2017	2017	2022	No		
<i>Kompleks Neram</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Neram</i>	Certified	2017	2017	2022	No		
<i>Kompleks Neram</i>	<i>Malaysia</i>	Ladang FGVPM Cherul 03	Certified	2017	2017	2022	No		
<i>Kompleks Chini 3</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Chini 3</i>	Certified	2017	2017	2022			
<i>Kompleks Chini 3</i>	<i>Malaysia</i>	Ladang FGVPM Chini Timur 4	Certified	2017	2017	2022	No		
<i>Kompleks Chini 3</i>	<i>Malaysia</i>	Ladang FGVPM Terapai 01	Certified	2017	2017	2022	No		
<i>Kompleks Chiku</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Chiku</i>	Certified	2018	2018	2022			
<i>Kompleks Chiku</i>	<i>Malaysia</i>	Ladang FGVPM Chiku 04	Certified	2018	2018	2022	No		

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Kompleks Chiku	Malaysia	Ladang FGVPM Chiku 08	Certified	2018	2018	2022	No		
Kompleks Keratong 2	Malaysia	Kilang Sawit FGVPI Keratong 2	Certified	2018	2018	2022			
Kompleks Keratong 2	Malaysia	Ladang FGVPM Bera Selatan 03	Certified	2018	2018	2022	No		
Kompleks Keratong 3	Malaysia	Kilang Sawit FGVPI Keratong 3	Certified	2018	2018	2022			
Kompleks Keratong 3	Malaysia	Ladang FGVPM Keratong 11	Certified	2018	2018	2022	No		
Kompleks Kerteh	Malaysia	Kilang Sawit FGVPI Kerteh	Certified	2018	2018	2022			
Kompleks Kerteh	Malaysia	Ladang FGVPM Semaring 01	Certified	2018	2018	2022	No		
Kompleks Kerteh	Malaysia	Ladang FGVAS Kerteh	Certified	2018	2018	2022	No		
Kompleks Kota Gelanggi	Malaysia	Kilang Sawit FGVPI Kota Gelanggi	Certified	2018	2018	2022			
Kompleks Kota Gelanggi	Malaysia	Ladang FGVAS PPPTR	Certified	2018	2018	2022	No		
Kompleks Kota Gelanggi	Malaysia	Ladang FGVAS Kota Gelanggi 5	Certified	2018	2018	2022	No		
Kompleks Kota Gelanggi	Malaysia	Ladang FGVAS Kota Gelanggi 6	Certified	2018	2018	2022	No		
Kompleks Jengka 21	Malaysia	Kilang Sawit FGVPI Jengka 21	Certified	2018	2018	2022	No		
Kompleks Jengka 21	Malaysia	Ladang FGVAS Jengka 24/25	Certified	2018	2018	2022	No		
Kompleks Penggeli	Malaysia	Kilang Sawit FGVPI Penggeli	Certified	2018	2018	2022	No		
Kompleks Penggeli	Malaysia	Ladang FGVPM Inas Selatan	Certified	2018	2018	2022	No		
Kompleks Belitong	Malaysia	Kilang Sawit FGVPI Belitong	Certified	2018	2018	2022	No		
Kompleks Belitong	Malaysia	Ladang FGVPM Bukit Tongkat	Certified	2018	2018	2022	No		
Kompleks Belitong	Malaysia	Ladang FGVAS Ulu Belitong	Certified	2018	2018	2022	No		
Kompleks Kulai	Malaysia	Kilang Sawit FGVPI Kulai	Certified	2018	2018	2022	No		
Kompleks Kulai	Malaysia	Ladang FGVAS Bukit Besar/ Taib Andak	Certified	2018	2018	2022	No		
Kompleks Adela	Malaysia	Kilang Sawit FGVPI Adela	Certified	2018	2018	2022	No		
Kompleks Adela	Malaysia	Ladang FGVPM Kledang 02	Certified	2018	2018	2022	No		
Kompleks Serting Hilir	Malaysia	Kilang Sawit FGVPI Serting Hilir	Certified	2018	2018	2022	No		

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Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 03	Certified	2018	2018	2022	No		
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 04 (LADANG RASIONALISASI)	Not Certified	2018		2022	Yes	2023	Rasionalisasi Estate (From certified area)
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 05	Certified	2018	2018	2022	No		
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 07	Certified	2018	2018	2022	No		
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 08	Certified	2018	2018	2022	No		
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 09	Certified	2018	2018	2022	No		
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Serting Hilir 09	Certified	2018	2018	2022	No		
Kompleks Serting Hilir	Malaysia	Ladang FGVAS Serting Hilir	Certified	2018	2018	2022	No		
Kompleks Bukit Kepayang	Malaysia	Kilang Sawit FGVPI Bukit Kepayang	Certified	2018	2018	2022	No		
Kompleks Bukit Kepayang	Malaysia	Ladang FGVPM Terapai 03	Certified	2018	2018	2022	No		
Kompleks Tenggara	Malaysia	Kilang Sawit FGVPI Tenggara	Certified	2018	2018	2022	No		
Kompleks Tenggara	Malaysia	Ladang FGVPM Tenggara 09	Certified	2018	2018	2022	No		
Kompleks Tenggara	Malaysia	Ladang FGVPM Tenggara 11	Certified	2018	2018	2022	No		
Kompleks Tenggara	Malaysia	Ladang FGVPM Tenggara 13	Certified	2018	2018	2022	No		
Kompleks Nitar	Malaysia	Kilang Sawit FGVPI Nitar	Certified	2018	2018	2022	No		
Kompleks Nitar	Malaysia	Ladang FGVPM Nitar Timur	Certified	2018	2018	2022	No		
Kompleks Waha	Malaysia	Kilang Sawit FGVPI Waha	Certified	2018	2018	2022	No		
Kompleks Waha	Malaysia	Ladang FGVPM Bukit Aping Selatan	Certified	2018	2018	2022	No		
Kompleks Aring A	Malaysia	Kilang Sawit FGVPI Aring A	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 2	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP

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Kompleks Aring A	Malaysia	Ladang FGVPM Aring 3	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 4	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 5	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 6	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 07 (LADANG RASIONALISASI)	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 8	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 10	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 11	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 15	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Chalok	Malaysia	Kilang Sawit FGVPI Chalok	Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Chalok	Malaysia	Ladang FGVPM Setiu 1	Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP

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Kompleks Chalok	Malaysia	Ladang FGVP M Setiu 2 (LADANG RASIONALISASI)	Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Kilang Sawit FGVP I Serting	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP M Serting Hilir 8	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP M Palong 17	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP M Palong 18	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP M Palong 19 (LADANG RASIONALISASI)	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP M Palong 20 (LADANG RASIONALISASI)	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP M Palong 21	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP M Tembangau 06	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Jerangau Barat	Malaysia	Kilang Sawit FGVP I Jerangau Barat	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Jerangau Barat	Malaysia	Ladang FGVP M Rantau Abang 1	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Jerangau Barat	Malaysia	Ladang FGVP M Rantau Abang 2	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP

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Kompleks Jerangau Barat	Malaysia	Ladang FGVPM Chador 1	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kalabakan	Malaysia	Kilang Sawit FGVPI Kalabakan	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kalabakan	Malaysia	Ladang FGVPM Kalabakan Selatan	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kalabakan	Malaysia	Ladang FGVPM Kalabakan Utara 01	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Kilang Sawit FGVPI Hamparan Badai	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 21	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 22	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 23	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 24	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 26	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 27 (LADANG RASIONALISASI)	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 28	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 31	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 32 (LADANG RASIONALISASI)	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 33	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 34	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification

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Kompleks Hamparan Badai	Malaysia	Ladang FGVAS Sahabat 59	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Umas	Malaysia	Kilang Sawit FGVPI Umas	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Umas	Malaysia	Ladang FGVPM Umas 05	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Umas	Malaysia	Ladang FGVPM Umas 06	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Kilang Sawit FGVPI Kembara sakti	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 30	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 35	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 40	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 41	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 42	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 43	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 53	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Ladang GGVPMSahabat 54	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Mercu Puspita	Malaysia	Kilang Sawit FGVPI Mercu Puspita	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 07	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 46	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification



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Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 48	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 08 (LADANG RASIONALISASI)	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Mercu Puspita	Malaysia	Ladang FGVAS Sahabat 06	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 50	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 51	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 52	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
<b>Kompleks Lancang Kemudi</b>	<b>Malaysia</b>	<b>Kilang Sawit FGVPI Lancang Kemudi</b>	<b>Not Certified</b>	<b>2020</b>			<b>Yes</b>	<b>2023</b>	<b>Suspension by RSPO CP</b>	<b>New Certification</b>
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 36	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 38	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 39	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 44	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 45	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 10	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
<b>Kompleks Embara Budi</b>	<b>Malaysia</b>	<b>Kilang Sawit FGVPI Embara Budi</b>	<b>Not Certified</b>	<b>2020</b>			<b>Yes</b>	<b>2023</b>	<b>Suspension by RSPO CP</b>	<b>New Certification</b>
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 11	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Embara Budi	Malaysia	Ladang FVPM Sahabat 12	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification

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Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 17	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 18 (LADANG RASIONALISASI)	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 20	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 25	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 56	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Embara Budi	Malaysia	Ladang FGVAS Sahabat 17	Not Certified				Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Baiduri Ayu	Malaysia	Kilang Sawit FGVPI Baiduri Ayu	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 09	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 16	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 55	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Tenggaroh Timur	Malaysia	Kilang Sawit FGVPI Tenggaroh Timur	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Tenggaroh Timur	Malaysia	Ladang FGVPM Tenggaroh Timur 02	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Tenggaroh Timur	Malaysia	Ladang FGVPM Tenggaroh 12	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Sempadi	Malaysia	Kilang Sawit FGVPI Sempadi	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 01	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 03	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification

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Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 04	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 05	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 06	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Pontian Fico Plantations Sdn Bhd (Oil Mill)	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Pontian Fico Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Subok Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Orico Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Pendirosa Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Kuril Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Hillco Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Pontian United Plantations Bhd	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Rawajaya Plantation Sdn Bhd	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
TEOPP Mill	Malaysia	Tanah Emas Oil Palm Processing Sdn Bhd	Not Certified	2021			Yes	2024	Suspension by RSPO CP	New Certification
TEOPP Mill	Malaysia	North	Not Certified	2021			Yes	2024	Suspension by RSPO CP	New Certification
TEOPP Mill	Malaysia	Central A	Not Certified	2021			Yes	2024	Suspension by RSPO CP	New Certification
TEOPP Mill	Malaysia	Central B	Not Certified	2021			Yes	2024	Suspension by RSPO CP	New Certification

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TEOPP Mill	Malaysia	South	Not Certified	2021			Yes	2024	Suspension by RSPO CP	New Certification
Asian Plantation Mill	Malaysia	Asian Plantation Milling Sdn Bhd	Not Certified	2021			Yes	2024	Suspension by RSPO CP	New Certification
Asian Plantation Mill	Malaysia	Fortune Plantation Sdn Bhd	Not Certified	2021			Yes	2025	Suspension by RSPO CP	New Certification
Asian Plantation Mill	Malaysia	BJ Corporation Sdn Bhd	Not Certified	2021			Yes	2025	Suspension by RSPO CP	New Certification
Asian Plantation Mill	Malaysia	Incosetia Sdn Bhd	Not Certified	2021			Yes	2025	Suspension by RSPO CP	New Certification
Asian Plantation Mill	Malaysia	Kronos Plantation Sdn Bhd	Not Certified	2021			Yes	2025	Suspension by RSPO CP	New Certification
Kompleks Selancar 2A	Malaysia	Kilang Sawit FGVPI Selancar 2A	Not Certified	2019			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Bukit Mendi	Malaysia	Kilang Sawit FGVPI Bukit Mendi	Not Certified	2019			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Jengka 3	Malaysia	Kilang Sawit FGVPI Jengka 3	Not Certified	2019			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Jengka 8	Malaysia	Kilang Sawit FGVPI Jengka 8	Not Certified	2019			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Padang Piol	Malaysia	Kilang Sawit FGVPI Padang Piol	Not Certified	2019			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Seroja (Jengka 18)	Malaysia	Kilang Sawit FGVPI Seroja (Jengka 18)	Not Certified	2019			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Tementi	Malaysia	Kilang Sawit FGVPI Tementi	Not Certified	2019			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Tersang	Malaysia	Kilang Sawit FGVPI Tersang	Not Certified	2019			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Chini 2	Malaysia	Kilang Sawit FGVPI Chini 2	Not Certified	2020			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Panching	Malaysia	Kilang Sawit FGVPI Panching	Not Certified	2020			Yes	2024	Suspension by RSPO CP	New Certification

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Kompleks Kemahang	Malaysia	Kilang Sawit FGVPI Kemahang	Not Certified	2020			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Mempaga	Malaysia	Kilang Sawit FGVPI Mempaga	Not Certified	2020			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Sg. Tenggi	Malaysia	Kilang Sawit FGVPI Sg. Tenggi	Not Certified	2020			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Trolak	Malaysia	Kilang Sawit FGVPI Trolak	Not Certified	2020			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Pasoh	Malaysia	Kilang Sawit FGVPI Pasoh	Not Certified	2020			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Kahang	Malaysia	Kilang Sawit FGVPI Kahang	Not Certified	2020			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Air Tawar	Malaysia	Kilang Sawit FGVPI Air Tawar	Not Certified	2020			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Lok Heng	Malaysia	Kilang Sawit FGVPI Lok Heng	Not Certified	2020			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Semenchu	Malaysia	Kilang Sawit FGVPI Semenchu	Not Certified	2020			Yes	2024	Suspension by RSPO CP	New Certification
NORTHERN REGION	Malaysia	Ladang FGVPM Tawai 01	Not Certified	2021			Yes	2025	Suspension by RSPO CP	New Certification
NORTHERN REGION	Malaysia	Ladang FGVPM Lawin	Not Certified	2021			Yes	2025	Suspension by RSPO CP	New Certification
NORTHERN REGION	Malaysia	Ladang FGVAV Chuping	Not Certified	2021			Yes	2025	Suspension by RSPO CP	New Certification
Kompleks Paloh	Malaysia	Ladang FGVPM Paloh	Certified				Yes	2025	Suspension by RSPO CP	New Certification
PT Citra Niaga Perkasa	Indonesia	PT Citra Niaga Perkasa	Not Certified	2021			Yes	2025	Suspension by RSPO CP	New Certification
PT Temilia Agro Abadi	Indonesia	PT Temilia Agro Abadi	Not Certified	2021			Yes	2025	Suspension by RSPO CP	New Certification

### 3.3 Details of Nonconformities

The nonconformities are listed below. The findings summary of the assessment by criteria are listed in Appendix A.

During this Assessment there were two (2) Critical; two (2) Minor nonconformities and two (2) OFI Opportunity For Improvement raised. The FGV Belitong POM and Supply Bases Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. The 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			
<b>NCR Ref #</b>	2272973-202211-M1	<b>Issued Date</b>	10/11/2022
<b>Due Date</b>	09/02/2022	<b>Closure Date</b>	27/01/2023
<b>Indicator &amp; Category (Critical / Minor)</b>	3.4.3 Critical Major		
<b>Statement of Nonconformity:</b>	The environmental management plan was not satisfactorily developed and implemented.		
<b>Requirement Reference:</b>	The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.		
<b>Objective Evidence:</b>	The environmental management plan for EFB stockyard was not satisfactorily developed and implemented. Leachate from EFB stockyard was found to be flowing to the nearest monsoon drain which eventually goes to the environment through "Takungan Alur Air Hujan No. 2". There was also no roof to protect the EFB stockpile from rainwater. This is not in-line with the DOE's compliance schedule of License #006384, Clause 13, which refers to the "Garis Panduan Pelan Pengurusan Tandan Kosong Kelapa Sawit" (Guideline for Oil Palm Empty Fruit Bunch Management), Clause 4.0.		
<b>Corrections:</b>	<ol style="list-style-type: none"> <li>1) Prepare a work plan for dumping site area and facilities consisted of oil traps, EFB and and sump based on document Simulasi Aliran Air Leachate adopted from Garis Panduan Pelan Pengurusan Tandan Kosong Kelapa Sawit oleh Jab Alam Sekitar.</li> <li>2) Excessive EFB has been clear out and transport to estates on daily basis.</li> <li>3) To discuss in Environment meeting regarding install the facilities consisted of oil traps, EFB and and sump based on document Simulasi Aliran Air Leachate adopted from Garis Panduan Pelan Pengurusan Tandan Kosong Kelapa Sawit oleh Jab Alam Sekitar.</li> </ol>		
<b>Root Cause Analysis:</b>	Monitoring on EFB leachate was not effectively monitored due to there is no dedicated EFB storage area which has drainage to the effluent drain.		
<b>Corrective Actions:</b>	<ul style="list-style-type: none"> <li>• Provides detailed Action Plan on the facilities consisted of oil traps, EFB and and sump based on document Simulasi Aliran Air Leachate adopted from Garis Panduan Pelan Pengurusan Tandan Kosong Kelapa Sawit oleh Jab Alam Sekitar.</li> </ul>		

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	<ul style="list-style-type: none"> <li>Plan to install pump at sump to pump leachate from sump to mixed raw effluent.</li> <li>Monitoring on EFB leachate issue will be monitored on quarterly basis by Assistant Engineer via workplace inspection checklist.</li> </ul>
<b>Assessment Conclusion:</b>	<p>Major NC Close Out</p> <ol style="list-style-type: none"> <li>Action Plan has been detail up as per "Perancangan Pengurusan Tandan Kosong Dan Air Leachate 2023 &amp; 2024". Meeting has been conducted with management team on process and progress of Action Plan. Refer "Mesyuarat Khas Pengurusan Tandan Kosong Dan Air leachate" dated 05/01/2023.</li> <li>Monitoring on EFB leachate issue has been monitored as per record "Perancangan Pengurusan Tandan Kosong Dan Air Leachate 2023 &amp; 2024". Meeting has been conducted with management team on process and progress of Action Plan. Refer "Mesyuarat Khas Pengurusan Tandan Kosong Dan Air leachate" dated 05/01/2023.</li> <li>Installation of pump at sump has been planned in the long term plan. Short term plan was to build bund system around the EFB dumping area. Refer "Mesyuarat Khas Pengurusan Tandan Kosong Dan Air leachate" dated 05/01/2023.</li> <li>Awareness Training for EFB management has been given together during meeting . "Mesyuarat Khas Pengurusan Tandan Kosong Dan Air leachate" dated 05/01/2023.</li> <li>Based on interview with sample workers, daily upkeep has been conducted to ensure there is no excessive EFB in the MILL. Daily EFB transport to estate has been arranged. As per interview with Manager and Assistant Engineer, they already allocate in the 2023 budget for EFB dumping area to follow as per guidelines. Refer evidence of transportation EFB to estates.</li> <li>Site visit at FGV PISB Belitong POM, there is no EFB left at that area due to daily transport to EFB to the estate. Showel has been placed there to upkeep the EFB. Refer photo evidence</li> <li>Observe at the perimeter monsoon drain, there is no sign of pollution resulting from EFB leachate. Refer photo evidence.</li> </ol> <p>Based on the above evidence, the major Non-Conformity is closed effectively on 27/01/2023 after the onsite NC closure date on 27/01/2023. Continuous implementation will be further verified in the next assessment.</p>

Non-conformity			
<b>NCR Ref #</b>	2272973-202211-M2	<b>Issued Date</b>	10/11/2022
<b>Due Date</b>	09/02/2022	<b>Closure Date</b>	27/01/2023
<b>Indicator &amp; Category (Critical / Minor)</b>	6.7.3 Critical Major		
<b>Statement of Nonconformity:</b>	The use of PPE was inadequately implemented.		
<b>Requirement Reference:</b>	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,		

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	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.
<b>Objective Evidence:</b>	<p>FGVAS Ulu Belitong Estate</p> <p>During site visit at Block 18 Peringkat 3, Harvesting area it was found that 1 Mechanical Buffalo Driver was not wearing ear plug as his PPE. It was not in line with Matrix Alat Perlindungan PPE FGVPM dated 03/08/2022, PPE Jentera: Topi Keselamatan, Ear Plug, Kasut Wellington (Safety).</p> <p>FGVPM Bukit Tongkat B Estate</p> <p>During site visit at PM 10N, it was found that 1 Tractor Driver and 1 Mechanical Buffalo Driver were not wearing Safety Shoes as their PPE (Driver wearing high cut rubbers shoes). It was not in line with SOP: FGVPM/L3/GPK-017 dated 01/02/2020 Section 6.4.2 Perlu Memakai Kasut Keselamatan Dan Topi Keselamatan.</p> <p>During site visit at PM 10N, harvesting area, it was found that 4 harvesters were not wearing Safety Goggles and Wellington Boots (Harvester were wearing high cut rubbers shoes). It was not in line with Matrix Alat Perlindungan PPE FGVPM dated 01/12/2020, PPE Menuai: Cermin Mata Keselamatan, Kasut Wellington, Cotton Gloves, Topi Keselamatan.</p>
<b>Corrections:</b>	<ol style="list-style-type: none"> <li>1. To appoint new Person In Charge for conduct census based on PPE matrix</li> <li>2. To conduct training for new PPE matrix Person In Charge</li> <li>3. To update the PPE issuance accordingly as per time PPE given.</li> <li>4. Awareness to workers regarding wear PPE Usage by management.</li> <li>5. The management need to discuss the PPE issues in Management meeting</li> </ol>
<b>Root Cause Analysis:</b>	Training on PPE usage was not effectively conducted as well as no supervision and no enforcement to workers on PPE usage by management due to changes new person in charge.
<b>Corrective Actions:</b>	<ol style="list-style-type: none"> <li>1) Training on PPE with training evaluation to ensure the understanding by workers</li> <li>2) The estate management need to monitor and enforce on PPE usage based on PPE matrix and workplace inspection conducted by staff</li> <li>3) Appoint new person in charge to monitor the effectiveness of PPE issue in the estate</li> </ol>
<b>Assessment Conclusion:</b>	<p>Major NC Close Out</p> <ol style="list-style-type: none"> <li>1. Training on PPE has been conducted to workers on 29/11/2022 with training evaluation to check workers understandings. Refer training materials and attendance.</li> <li>2. Field staff has been assigned to monitor the PPE usage in the field based on PPE Matrix dated 03/08/2022. Refer PPE Matrix and Workplace Inspection for the month of December 2022 and January 2023.</li> <li>3. Refer appointment letter dated 20/12/2022 to field staff as per letter reference (06)5601/RSPO-LANTIKAN. Sighted element on monitoring PPE usage on daily basis.</li> </ol>



	<p>4. Based on interview with sample workers, there already given PPE training and provide additional PPE as required by PPE Matrix. All PPE was free of charge and will be replaced if damaged.</p> <p>5. Verification through Site visit at FGVPM Bukit Tongkat Estate and FGVAS Ulu Belitong estate (Harvesting area) found all workers (Tractor Driver, MB Driver and Harvesters) wear appropriate PPE.</p> <p>Based on the above evidence, the major Non-Conformity is closed effectively on 27/01/2023 after the onsite NC closure date on 27/01/2023. Continuous implementation will be further verified in the next assessment.</p>
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Non-conformity			
<b>NCR Ref #</b>	2272973-202211-N1	<b>Issued Date</b>	10/11/2022
<b>Due Date</b>	Next Assessment (Recertification)	<b>Closure Date</b>	Next Assessment (Recertification)
<b>Indicator &amp; Category (Critical / Minor)</b>	3.3.2 Minor		
<b>Statement of Nonconformity:</b>	Standard Operating Procedure was not consistently implemented.		
<b>Requirement Reference:</b>	A mechanism to check consistent implementation of procedures is in place.		
<b>Objective Evidence:</b>	<p>FGVPM Bukit Tongkat B Estate</p> <p>During site visit at Linesite FGVPM Bukit Tongkat B Estate, it was found 1 tractor was parked at Linesite Area. It was not in line with SOP: FGVPM/L3/GPK-018 dated 01/02/2020 Jentera Pertanian, Section 6.4.1 "Semua Kenderaaan yang di gunakan perlu di letakkan di tempat yang di tetapkan oleh pihak pengurusan dan di parkir mengikut kaedah yang betul"</p> <p>FGVPM Bukit Tongkat B &amp; FGVAS Ulu Belitong Estate</p> <p>Based on verification through Google Earth, the wastes landfill at Ulu Belitong Estate (GPS: 1°56'15.00"N 103°28'23.00"E), and Bukit Tongkat B Estate (GPS: 1°56'42.87"N 103°28'51.52"E), there are residential areas within their 500 m radius distances. This is not in-line with the company's SOP Pengurusan Sisa Pepejal (Solid Wastes Management SOP) [doc. no.: FGVPM/L2/PAS-02, rev. 1, dated 23/01/2020], Clause 6.1.1.1.1 which reads:"Pemilihan kawasan untuk dibuat tapak pelupusan - Mestilah 500 meter dari anak- anak sungai. Kedudukan tapak pelupusan mestilah berada dalam sekitar &gt;500m dari kawasan penempatan penduduk" (The location of landfill area must have 500 m distance from river/creek. It also must be more than 500 m from residential area.).</p> <p>FGVPI Belitong POM</p> <p>During site visit at Electrical Store, it was found that Oxygen and Acetylene Gas Cylinder were placed in the trolley. There is no flash back arrestor installed and the tanks were placed without chained to the trolley. It was not in line with SOP Penggunaan Oxy-Acetylene, FPI-PK-082 dated 14/05/2022 Section 6.1.5, "Pastikan Flash Back Arrestor di pasang pada setiap hose" and Section 6.4.2 "Silender tersebut mesti di ikat kemas pada troli", Section 6.5.5 "Selinder yang di simpan perlu di ikat bagi mengelakkan selinder tumbang/terjatuh dan menyebabkan kerosakan pada silender" respectively.</p>		

	<p>During site visit at Electrical Store, it was found that Diesel was stored in the two containers without any labelled. It was not in line with SOP Pengurusan Bahan Kimia, FPI-PK-036 dated 14/05/2022, Section 6.5.1: "Bahan Kimia yang di pindahkan ke bekas lain hendaklah di label semula mengikut label asal bagi mengelakkan kekeliruan kepada petugas lain".</p> <p>Based on observation near Main entrance compartment, it was found that 1 driver (FFB Trailer) were removes the canvas without wearing safety harness before entering the mill. It was not in line with SOP Pengurusan Kerja Di Tempat Tinggi, FPI-PK-040 dated 14/05/2022, Section 6.2.9 "Pastikan Abah-abah sentiasa di pakai dan di cangkuk semasa melakukan kerja".</p>
<b>Corrections:</b>	<p>FGVPM Bukit Tongkat – Tractor has been re parked at parking area. Immediate training has been given to the said driver.</p> <p>FGVPM Bukit Tongkat &amp; FGVAS Ulu Belitong – Landfill location has been re measure and reallocate according to SOP. Measurements will be using the "AVENZA MAP" application and record.</p> <p>FGVPISB Belitong POM – To install labelling at diesel container as per SOP. To install flashback arrester, trolley and place oxy cylinder and acetylene at right place. To install visual control regarding hazard at height place at main gate to remind lorry driver.</p>
<b>Root Cause Analysis:</b>	<p>FGVPM Bukit Tongkat - The driver not parking the vehicle at right place due to no awareness from management to remind regarding this.</p> <p>FGVPM Bukit Tongkat &amp; FGVAS Ulu Belitong - The initial selection of the opening of the landfill is measured by using the odometer of the vehicle that passes through the main road and is closest to the landfill compared to using google earth.</p> <p>FGVPISB Belitong POM - No awareness to workers regarding SOP Pengurusan Bahan Kimia due to lack of training conducted.</p>
<b>Corrective Actions:</b>	<p>FGVPM Bukit Tongkat - Training will be conducted to all tractor driver on safe tractor driving with training evaluation. To appoint person in charge to monitor driver to parking at the right place</p> <p>FGVPM Bukit Tongkat &amp; FGVAS Ulu Belitong - To conduct awareness to person in charge on opening Landfill to using variety of method (google earth and odometer) to check and balance the distance based on SOP requirement. To appoint person in charge to monitor regarding landfill management</p> <p>FGVPISB Belitong POM - Training Awareness with evaluation to workers on company SOP Workshop, Chemical Handling and FFB Transporter. To appoint person in charge to monitor implementation of SOP to workers following workstation.</p>
<b>Assessment Conclusion:</b>	<p>The CAP submitted found adequate to address the non-conformity. The effectiveness of CAP implementation will be assessed during next assessment.</p>

Non-conformity			
<b>NCR Ref #</b>	2272973-202211-N2	<b>Issued Date</b>	10/11/2022

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Due Date	Next Assessment (Recertification)	Closure Date	Next Assessment (Recertification)
<b>Indicator &amp; Category (Critical / Minor)</b>	3.4.2 Minor		
<b>Statement of Nonconformity:</b>	Issues that has been highlighted during the workers union has not been included in the SIA management plan		
<b>Requirement Reference:</b>	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. - Minor Compliance -		
<b>Objective Evidence:</b>	<p>Social management plan for FGVPI Belitong POM has been done on 06/11/2020 by Mr Rahman Awang and Mr Barath A/L Munusammy sighted with 3 negative issues that has been highlighted from SIA assessment report and all issues has been highlighted as completed or continuous.</p> <p>1. Meeting of union committee, Kesatuan Pekerja Pekerja FELDA Palm Industries Sdn Bhd conducted on 26/02/2022, 02/04/2022 and 30/06/2022 and has been minute in the document "Mesyuarat Ahli Jawatan Kuasa cawangan Kilang Sawit Belitong" sighted issues has been discussed such as late completion of new housing, branch and tree maintenance, minimum wages for staff with long services, workers KPI.</p> <p>2. New construction of workers quarters sighted at line site area of FGVPI Belitong POM which commence in year 2020 awarded to Pengukuhan NS Sdn Bhd contract number FGVPI SB-58/2020 for 3 blocks for bungalow type "Ayu" and 6 block semidetached "Baiduri" staff quarters. The project is still in progress and 60% completed.</p> <p>However, issues that has been highlighted has not been included in the management plan</p>		
<b>Corrections:</b>	SCCD to provide SIA Program Plan 2023. To include issues on 3 said negative issues in the management plan.		
<b>Root Cause Analysis:</b>	<p>Management not capturing issues on 3 said negative issues in the management plan.</p> <p>Management plan need to update 2 years and will comes together with SIA report, since SIA report for Belitong Complex is not latest version and Belitong complex will conduct new SIA assessment in year 2023.</p> <p>SIA Program Plan for Belitong scheduled on November 2022, but due to shortage Officer, management asked to hold SIA Program and focus Internal audit.</p>		
<b>Corrective Actions:</b>	<p>Appointed person in charge at mill and estates to monitor issues in SIA report by developed checklist issues status periodically.</p> <p>To discuss SIA issues in management meeting regularly at least 6 months.</p>		
<b>Assessment Conclusion:</b>	The CAP submitted found adequate to address the non-conformity. The effectiveness of CAP implementation will be assessed during next assessment.		

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<b>Opportunity for Improvements</b>	
<b>OFI #</b>	<b>Description</b>
<b>OFI 1</b>	<p>2272973-202211-I1 5.2.2</p> <p>There is evidence that smallholder support programme has been planned and documented in the document "smallholder and dealer consultation programme schedule under the Group Sustainability Division Officer. For FGVPI Belitong POM is under region 05 has been planned for consultation in March 8-10, 2023. OFI raised by the auditor to ensure that the programme conducted and will be verified during the next audit.</p>

<b>Opportunity for Improvements</b>	
<b>OFI #</b>	<b>Description</b>
<b>OFI 2</b>	<p>2272973-202211-I2 6.1.2</p> <p>4 newly workers that has been recruited in September under recruiting agent, Samint Corporations and PT Cipta Rezeki Utama has been sampled by the auditor.</p> <p>Sighted agreement that has been signed by the workers where the workers agreed that there is no recruitment fees has been charged. Further verification has been done through interview and found out that there is still recruitment cost (medical checkup fees, transport cost) been paid by the workers itself.</p> <p>The management for FGV Holdings Berhad has established system to monitor compliance for "zero recruitment fees" to all recruiting agent where interview with the candidates/workers has been done at the origin countries, one stop center and at the estate where the workers has been allocated. Next interview will be done 3 months after services. Evidence of implementation sighted from the agreement signed by the new workers, due diligence report, investigation report and suspension letter to the recruiting agent. As for now, total 3 recruiting agent has been suspended until further notice.</p> <p>OFI has been raised to ensure that the management keep monitor the effectiveness of the implementation of the system that been established.</p>

<b>Positive Findings</b>	
<b>PF #</b>	<b>Description</b>
<b>PF 1</b>	Good arrangement for audit visit and high commitment by Sustainability Department and units person in charge.
<b>PF 2</b>	Good positive relationship maintained and highlighted by internal and external stakeholders

**3.3.1 Status of Nonconformities Previously Identified and Observations**

Non-conformity			
<b>NCR Ref #</b>	2136260-202111-M1	<b>Date Issued</b>	25/11/2021
<b>Due Date</b>	22/2/2022	<b>Date of nonconformity Closure</b>	11/02/2022
<b>Clause &amp; Category (Critical / Minor)</b>	2.2.2 Major (Critical)		
<b>Statement of Nonconformity:</b>	Due diligence of contractor was not available.		
<b>Requirement Reference:</b>	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.		
<b>Objective Evidence:</b>	<p>Reviewed the payslips of the contractor’s workers (Zaidan Joyoo Enterprise - I/C: 890117-01-57XX and 880822-01-54XX) in Bukit Tongkat B Estate on August 2021 and October 2021 found that the workers did not pay for the public holiday wages. Besides, the workers did not entitle for paid annual leave as per agreed in the employment contract. This has confirmed through interview with the contractor.</p> <p>The minor non-conformance was escalated to major non-conformance due to recurrence of the same indicator during ASA2.</p>		
<b>Corrections:</b>	<ol style="list-style-type: none"> <li>1) To appointed New person in charge to handle compliance for Employment Contracts among contractors.</li> <li>2) Management to ensure all workers in comply with employment act through monthly payroll review for each employee thru meeting with contractors every 6 months.</li> </ol>		
<b>Root Cause Analysis:</b>	No enforcement and no training conducted by management in monitoring regarding compliance for Employment Contracts among contractors due to changes person in charge to monitor the issues.		
<b>Corrective Actions:</b>	<ol style="list-style-type: none"> <li>1) Evidences on training for New person in charge to handle compliance for Employment Contracts among contractors.</li> <li>2) Minute of meeting with Contractors every 6 months to discuss matter related to Employment Contracts</li> </ol>		
<b>Assessment Conclusion:</b>	<p>Verification on evidence as per below:-</p> <p>Appointment letter (01)601/BKT TONGKAT B dated 1/1/2022 to en Hasbi Bin Mamat to ensure monitoring for contractor document and implementation.</p> <p>From the verification on payslip on Dec 2021 and Jan 2021, already paid for the public holiday wages and the previous annual leave already paid by the Zaidan Joyoo Enterprise to - I/C: 890117-01-57XX and 880822-01-54XX. This also verified as per interview with the workers.</p> <p>The training been conducted to En Hasbi on 4/1/2022, this training conducted by Manager Bukit Tongkat B estate. This training been attended by other staff with total 10 person.</p>		

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	Minute meeting with contractor (Masaki Enterprise and Zaidon Joyoo Enterprise) as per referred (1)/2022/RSPO& MSPO dated 4/1/2022. Thus, Major NC was close on 11/2/2022.
<b>Verification statement</b>	<p>Verification has been made by auditor for 2 contractors for FGVASSB Ulu Belitong Estate and FGVPB Bukit Tongkat B Estate (Zaidan Jooyoo Enterprise and Bukit Tongkat Enterprise). For Bukit Tongkat Enterprise, there is no workers has been recruited where the operation has been run by the family member. While for Zaidan Zooyo Enterprise, 2 workers has been sampled for July and August 2022. There is evidence that public holiday has been paid (Eid-Adha and Islamic New Year) .</p> <p>Details as per below</p> <p>Workers ID: xxxxx-01-54xx Months: July 2022 Public Holiday Paid: MYR57.70 ( 2d days, Eid-Adha and Islamic New Year)</p> <p>Workers ID: xxxxx-01-53xx Months: July 2022 Public Holiday Paid: MYR57.70 ( 1 days, Eid-Adha and Triple pay -Islamic New Year).</p> <p>Hence the Major NC remained closed.</p>

Non-conformity			
<b>NCR Ref #</b>	2136260-202111-M2	<b>Date Issued</b>	25/11/2021
<b>Due Date</b>	22/2/2022	<b>Date of nonconformity Closure</b>	11/02/2022
<b>Clause &amp; Category (Critical / Minor)</b>	3.6.1 Major (Critical)		
<b>Statement of Nonconformity:</b>	The hazard was not comprehensively identified for the mill operations in the HIRADC.		
<b>Requirement Reference:</b>	All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.		
<b>Objective Evidence:</b>	<p>HIRADC was available to assess all risks and hazards in the mill operations. Nevertheless, the HIRADC did not identify hazards as verified below.</p> <ul style="list-style-type: none"> <li>• Based on the accident records in the mill there were 2 accidents related to bodily injury while working at the Kernel Station (Rolek) for the past 2 years. Verification done on the HIRADC for Kernel Station dated 01/11/2021 indicated that the hazard was has not identified.</li> <li>• Based on the visit to the Mill Ramp, it was noticed that the ramp attendants were using Stihl Blower at the station. The Ramp Station HIRADC did not capture the possible hazards from this operation.</li> <li>• Visit to the Mill Ramp, it was identified that the Showel did not have reverse siren. The HIRARC did not capture the possible hazards that could lead from the Showel Reversing without siren.</li> </ul>		

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<b>Corrections:</b>	<ol style="list-style-type: none"> <li>1) Evidence on instalment handrail.</li> <li>2) Prepare HIRADC at accident area at Kernel Station, ramp station &amp; Mill ramp</li> </ol>
<b>Root Cause Analysis:</b>	No capturing and identification from mill management on accident at Kernel Station, ramp station & Mill ramp in HIRADC due to person in charge who preparing the HIRADC documentation is new and no training yet.
<b>Corrective Actions:</b>	<ol style="list-style-type: none"> <li>1) To conduct HIRADC training for new person in charge.</li> <li>2) To discuss in OSHA meeting training need analysis related to OSHA and implementation of OSHA training Plan</li> </ol>
<b>Assessment Conclusion:</b>	<p>Verification on evidence as per below:- HIRARC already been reviewed dated 19/12/2021 for area below:-</p> <ol style="list-style-type: none"> <li>a) Kernel Plant</li> <li>b) Mill Ramp</li> <li>c) Prime Mover (Showel)</li> </ol> <p>HIRARC training conducted by Mohd Sharizan (Region SHO) to mill on 9/12/2021 attended by 10 people. Appointment letter for En Mohamad Qayyum Akmal Bin Jeffri dated 19/12/2021 referred letter (85)840A/BLTG/2 Minute meeting dated 19/12/2021 on HIRARC reviewed been conducted this already included the issue in kernel station, ramp station and mill ramp. Thus, Major NC was close on 11/2/2022</p>
<b>Verification statement</b>	<p>Refer HIRADC for Kernel Plant and Ramp has been reviewed on 01/08/2022. HIRADC Training has been conducted on 12/10/2022. Reviewing of HIRADC has been discussed in the Quarterly OSH Meeting. Refer Sample OSH Minutes of Meeting dated 30/03/2022 and 30/06/2022. Hence the Major NC remained closed.</p>

<b>Non-conformity</b>			
<b>NCR Ref #</b>	2136260-202111-N1	<b>Date Issued</b>	25/11/2021
<b>Due Date</b>	ASA 4	<b>Date of nonconformity Closure</b>	10/11/2022
<b>Clause &amp; Category (Critical / Minor)</b>	4.2.2 Minor		
<b>Statement of Nonconformity:</b>	Procedure of handling complaint and grievance was not implemented effectively.		
<b>Requirement Reference:</b>	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.		
<b>Objective Evidence:</b>	Interviewed with the workers at the housing area in Bukit Tongkat B Estate told that they have requested for curtains due to direct sunlight to the room about one month ago but no action has been taken. Reviewed the Complaint and Request Logbook found that the complaint was recorded on 13/10/2021. The issue has yet		



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	to be resolved as per the SOP for "Menangani Aduan dan Rugutan" with Doc. No.: FGV/ML-1A/L2-Pr13 dated 01/04/2019 where it shall be resolved within 14 days.
<b>Corrections:</b>	To review and close the requested issue regarding to curtains and solve on Dec 2021.
<b>Root Cause Analysis:</b>	Management were not monitor grievance received from workers due to New person in charge not aware on SOP for "Menangani Aduan dan Rungutan".
<b>Corrective Actions:</b>	<ol style="list-style-type: none"> <li>1) To give training of SOP for "Menangani Aduan dan Rungutan to new person in charge.</li> <li>2) Minute of meeting on discussing implementation on SOP for "Menangani Aduan dan Rungutan".</li> </ol>
<b>Assessment Conclusion:</b>	<p>Communication of the SOPs has been done to all the workers by Mr Nor Alim bin Sumiran dated 07/09/2022 for FGVPM Bukit Tongkat B Estate while for FGVPI Belitong it has been done to all workers during the morning meeting.</p> <p>Appointment letter for FGVPM Bukit Tongkat B: Mr Khairuddin Bin Ab Halim dated 02/01/2022 while for FGVPI Ulu Belitong POM, FGVPI Belitong POM has appointed four personel for the communication and social person in charge, appointment has been made on 04/07/2022 (Ref No: (50)4056/BLT/830/1.pt.2). The name is as the following:</p> <ol style="list-style-type: none"> <li>1. Muhammad Qayyum Akmal Bin Jefri</li> <li>2. Mohammad Khabib Bin Khalid</li> <li>3. Mohd Ikhwan Khozairi Bin Mohd Khoiri</li> <li>4. Norafiza Binti Shabur Zahari</li> </ol> <p>Records training sighted conducted for all PIC</p> <p>Sighted records of complaint for each operating units which basically on housing repair. There is evidence that all complaint has been responded as per SOP. Latest complaint received in FGVPM Bukit Tongkat B Estate is on 19/09/2022 and has been resolved on 21/09/2022</p> <p>Hence the CAR received is accepted and concluded.</p>

<b>Non-conformity</b>			
<b>NCR Ref #</b>	2136260-202111-N2	<b>Date Issued</b>	25/11/2021
<b>Due Date</b>	ASA 4	<b>Date of nonconformity Closure</b>	10/11/2022
<b>Clause &amp; Category (Critical / Minor)</b>	7.3.1 Minor		
<b>Statement of Nonconformity:</b>	Found the waste management plan to be inadequately documented and implemented		
<b>Requirement Reference:</b>	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented. - Minor compliance		
<b>Objective Evidence:</b>	Sighted waste such as Spent N-Hexane in lab was not identified as scheduled waste in waste management plan dated Jan 2021. No record of Spent N-hexane in scheduled waste inventory as per verification. During interview with lab		



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	operator, they stated that the Spent N-Hexane has been collected and disposed at the effluent pond.
<b>Corrections:</b>	<ol style="list-style-type: none"> <li>1) Management to prepare documentation on Inventory &amp; Identification n-hexane as schedule waste in waste management plan.</li> <li>2) To prepare labelling and SW store to manage SW 322.</li> <li>3) To appoint DOE Licensed Contractor to collect SW 322</li> </ol>
<b>Root Cause Analysis:</b>	No awareness on SW322 Non-halogenated organic solvent to new person in-charged due to new revised manual on Chemical Handling procedure.
<b>Corrective Actions:</b>	<ol style="list-style-type: none"> <li>1) Continuous training to New PIC regarding SW management annually based on training need analysis.</li> <li>2) Management to discuss SW management in Environment meeting annually.</li> </ol>
<b>Assessment Conclusion:</b>	<p>Evidence verified:</p> <ol style="list-style-type: none"> <li>1) Consignment note #090848-008 dated 25/08/2022 that shows the spent n-hexane (SW 422) had been disposed to the authorised collector (Kuaiti Alam Sdn Bhd)</li> <li>2) Minutes of meeting of the Environment Performance Monitoring Committee (EPMC) dated 07/10/2022 that shows the management of scheduled wastes was addressed</li> <li>3) Updated wastes management plan 2022 that states the method of SW 422 disposal is to be done by authorised collector. PIC assigned: SW competent person</li> <li>4) Training records that show the PIC i.e., the lab assistant has been trained with regards to scheduled wastes management</li> </ol> <p>Hence the CAR received is accepted and concluded.</p>

<b>Opportunity for Improvement</b>	
<b>OFI#</b>	<b>Description</b>
<b>OFI 1</b>	<b>N/A</b>

**3.3.2 Summary of the Nonconformities and Status**

<b>CAR Ref.</b>	<b>Category (Critical / Minor)</b>	<b>P&amp;C Indicator</b>	<b>Issued Date</b>	<b>Status &amp; Date (Closure)</b>
1638637-201804-M1	Major	2.1.1	08/06/2018	Closed out on 19/10/2018
1638637-201804-M2	Major	4.7.1	08/06/2018	Closed out on 19/10/2018
1638637-201804-M3	Major	1.2.1	08/06/2018	Closed out on 19/10/2018
1638637-201804-M4	Major	6.5.2	08/06/2018	Closed out on 19/10/2018
1638637-201804-M5	Major	6.12.1	08/06/2018	Closed out on 19/10/2018
1638637-201804-M6	Major	SCCS E.5.1 c	09/06/2018	Closed out on 19/10/2018

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1638637-201804-N1	Minor	4.1.3	08/06/2018	Closed out on 14/11/2019
1638637-201804-N2	Minor	4.7.5	08/06/2018	Upgraded to Major NC
1638637-201804-N3	Minor	6.5.3	08/06/2018	Upgraded to Major NC
1638637-201804-N4	Minor	6.12.2	08/06/2018	Closed out on 14/11/2019
1638637-201804-N5	Minor	5.3.3	08/06/2018	Upgraded to Major NC
1638637-201804-N6	Minor	5.1.2	08/06/2018	Upgraded to Major NC
1850488-201906-M1	Major	4.6.11	14/11/2019	Closed out on 14/02/2020
1850488-201906-M2	Major	4.7.5	14/11/2019	Closed out on 14/02/2020
1850488-201906-M3	Major	2.1.1	14/11/2019	Closed out on 14/02/2020
1850488-201906-M4	Major	6.5.3	14/11/2019	Closed out on 14/02/2020
1850488-201906-M5	Major	5.1.1	14/11/2019	Closed out on 14/02/2020
1850488-201906-M6	Major	5.1.2	14/11/2019	Closed out on 14/02/2020
1850488-201906-M7	Major	5.3.3	14/11/2019	Closed out on 14/02/2020
1850488-201906-N1	Minor	2.1.3	14/11/2019	Closed out on 18/12/2020
1850488-201906-N2	Minor	4.4.1	14/11/2019	Closed out on 18/12/2020
1850488-201906-N3	Minor	5.2.4	14/11/2019	Closed out on 18/12/2020
2002375-202012-M1	Critical	2.1.1	18/11/2020	Closed out on 24/2/2020
2002375-202012-M2	Critical	6.2.2	18/11/2020	Closed out on 24/2/2020
2002375-202012-M3	Critical	3.6.2	18/11/2020	Closed out on 24/2/2020
2002375-202012-M4	Critical	3.8.2	18/11/2020	Closed out on 24/2/2020
2002375-202012-M5	Critical	3.8.16	18/11/2020	Closed out on 24/2/2020
2002375-202012-N1	Minor	2.2.2	18/11/2020	Upgraded to Major NC
2002375-202012-N2	Minor	3.4.2	18/11/2020	Closed out on 25/11/2021
2002375-202012-N3	Minor	7.3.2	18/11/2020	Closed out on 25/11/2021
2136260-202111-M1	Critical	2.2.2	25/11/2021	Closed out on 11/2/2022
2136260-202111-M2	Critical	3.6.1	25/11/2021	Closed out on 11/2/2022
2136260-202111-N1	Minor	4.2.2	25/11/2021	Closed out on 10/11/2022
2136260-202111-N2	Minor	7.3.1	25/11/2021	Closed out on 10/11/2022
2272973-202211-M1	Critical	3.4.3	10/11/2022	Closed out on 27/01/2023
2272973-202211-M2	Critical	6.7.3	10/11/2022	Closed out on 27/01/2023
2272973-202211-N1	Minor	3.3.2	10/11/2022	Open
2272973-202211-N2	Minor	3.4.2	10/11/2022	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 FGV Palm Industries Sdn. Bhd. – Belitong Palm Oil Mill Certification Unit’s environmental and social performance, legal and any known dispute issues.

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

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

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)
Neighbouring estates	Sazilan bin Abd Wahid/ Tabung Haji Plantation Berhad	Face to Face
Communities	Khairul Aklam bin Yusoff/ Imam 2 Masjid An Naim	Face to Face
Contractor/Supplier	Sri Syamsuryani Mohd Damin/ Ponirah Enteprise	Face to Face
Union	Mohd Kassim Mohammed Ali/ National Union Plantation Workers (NUPW)	Phone interview
Contractor	Nordin Abu Yariz/ Bukit Tongkat Enterprise	Face to face
Government agencies	Zulkarnain Hassan/ KWSP Kluang Branch	Phone interview
Foreign workers	Newly recruited workers from India/Indonesia	Face to face

Stakeholders comment	
<b>1</b>	<p><b>Feedbacks:</b> Sazilan bin Abd Wahid/ Tabung Haji Plantation Berhad Tabung Haji Plantation Berhad, Bukit Lawing and Sumalayang Estate located next to FGVM Bukit Tongkat Estate. Boundaries for both estates has been well maintained by both parties and can be clear seen base on boundary markers and 10ft drain that has been constructed. Mr Sazilan confirmed that there is no dispute or land issues between both companies. He also aware method/mechanism of communication if there is any issues related to land.</p> <p><b>Audit Team verification and response:</b> The management noted with the comment and committed to maintain good relationship with neighbouring estate and to maintain good condition of boundaries.</p>

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<b>2</b>	<p><b>Feedbacks:</b> Khairul Aklam bin Yusoff/ Imam 2 Masjid An Naim</p> <p>Mr Khairul Aklam said Masjid An Naim located in the Felda Ulu Belitong and most of the staff in FGVPB Bukit Tongkat Estate is khariah to the masjid. There several activities have been conducted by Masjid An Naim through out the year 2021 and 2022 with participation of FGVPB Bukit Tongkat staff as well. Cost of operation for Masjid An Naim is based on donation and Mr Khairul said they are open to receive any contribution from any parties for activities at Masjid An Naim.</p>
	<p><b>Audit Team verification and response:</b> The management of FGVPB Bukit Tongkat Estate noted with the comment and would try to look into any possibilities for contribution for Masjid An Naim.</p>
<b>3</b>	<p><b>Feedbacks:</b> Sri Syamsuryani Mohd Damin/ Ponirah Enterprise</p> <p>Mdm Sri is the Senior Assistant Manager for Ponirah Enterprise where to company supply hardware and equipment to the FELDA settler, smallholders and estates. FGVPB Bukit Tongkat is not main customer for Ponirah Estate and only purchase item in small scale. There is no pending payment by FGVPB Bukit Tongkat and FGVPB Belitong POM since all payment done by cash.</p>
	<p><b>Audit Team verification and response:</b> The management noted with the comment and will maintain good relationships with all stakeholders.</p>
<b>4</b>	<p><b>Feedbacks:</b> Nordin Abu Yariz/ Bukit Tongkat Enterprise</p> <p>Bukit Tongkat Enterprise has been appointed as contractor to transport FFB from FGVASSB Ulu Belitong to FGVPB Belitong POM since past 4 years. As said by Mr Nordin, the operations has been round as family business where all lorries operated by the family members. There is no issues of payment where payment done by estates base on weighbridge tickets and done through online transfer 15<sup>th</sup> every months.</p>
	<p><b>Audit Team verification and response:</b> Noted with the comment and will keep monitor compliance of the contractor on legal requirement.</p>
<b>5</b>	<p><b>Feedbacks:</b> Mohd Kassim Mohammed Ali/ National Union Plantation Workers (NUPW)</p> <p>As mentioned by Mr Mohd Kassim there is no plan for NUPW to open memberships and promote NUPW in FGV estates since FGV is not member of MAPA. However, he mentioned that NUPW is open for any collaboration and cooperation between FGV and NUPW</p>
	<p><b>Audit Team verification and response:</b> As mentioned by Mr Mohd Kassim there is no plan for NUPW to open memberships and promote NUPW in FGV estates since FGV is not member of MAPA. However, he mentioned that NUPW is open for any collaboration and cooperation between FGV and NUPW</p>
<b>6</b>	<p><b>Feedbacks:</b> Zulkarnain Hassan/ KWSP Kluang Branch</p> <p>Mr Zulkarnain explained that new regulations has been used where rate of contribution has been increased from 9% to 11% for employee and 13% for employer with employee with salary below RM5,000.</p>
	<p><b>Audit Team verification and response:</b> The management noted with the comment and aware with the changes.</p>
<b>7</b>	<p><b>Feedbacks: Newly recruited foreign workers</b></p> <p>2 new workers from Indonesia and 2 new workers from India has been interviewed which has been working for 1 months in FGVPB Bukit Tongkat B Estate. From the response, the workers mentioned that they have been charged during the process from origin countries to Malaysia (Passport, Medical check-up and meal). They also mentioned passport cost has been paid by FGV on the 1<sup>st</sup> salary and there is evidence based on the pay slips shown to the auditor. The workers also has been asked why the issues has not been reported to FGV management during the recruitment process and they mentioned that they are scared, tired and unwilling to share during that time.</p>
	<p><b>Audit Team verification and response:</b> Further verification has been done by auditor on these issues and found out that the workers recruited under 2 agent which is PT Cipta Rezeki Utama and Agent Pekerja</p>

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	Samint. The management said interview will be done to newly recruited workers on the 3 <sup>rd</sup> months of service
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<b>List of land owner / user contacted</b>					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
N/A	N/A	N/A	N/A	N/A	N/A
Not Applicable as the Certification Unit has undergone the second cycle of replanting.					



<b>Previous land owner / user comment</b>	
	<b>Feedbacks: N/A</b>
	<b>Audit Team verification and response: N/A</b>
Not Applicable as the Certification Unit has undergone the second cycle of replanting.	

**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 FGV Belitong POM and Supply Bases Certification Units has complied with the Malaysia National Interpretation 2019 of the RSPO P&amp;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 FGV Belitong POM and Supply Bases Certification Unit is remain certified.</p>	
<b>Report prepared by</b>	<b>Acceptance of Assessment Conclusion</b>
<b>Name:</b> NOR HALIS ABU ZAR	<b>Name:</b> AHMAD SHAHRIR BIN ISMAIL
<b>Company Name:</b> BSI SERVICES MALAYSIA SDN BHD	<b>Company Name:</b> FGV HOLDING BERHAD
<b>Title:</b> CLIENT MANAGER	<b>Title:</b> SENIOR MANAGER
<b>Signature:</b> 	<b>Signature:</b> <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> 
<b>Date:</b> 27/01/2023	<b>Date:</b> 28 / 01 / 2023

**Appendix A: Summary of Findings**

Criterion / Indicator		Assessment Findings	Compliance
<b>Principle 1: Behave ethically and transparently</b>			
<b>Criterion 1.1:</b> 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><b>(C)</b> Documents that are specified in the RSPO P&amp;C are made available to the public.</p> <p>- Critical (Major) compliance -</p>	<p>Memo dated 13/01/2022 outline list document that publicly available for request by the stakeholders that has been signed by the estate manager of FGVPM Bukit Tongkat B Estate. Total 20 document has been listed such as land title, HCV report and any company policy.</p>	Complied
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>Information provided in both English and Bahasa Malaysia and accessible to all stakeholders in FGV Belitong Certification Unit upon request. Policies &amp; guidelines were available in the company's website: <a href="https://www.fgvholdings.com/sustainability/policies-guidelines/">https://www.fgvholdings.com/sustainability/policies-guidelines/</a>.</p>	Complied
1.1.3	<p><b>(C)</b> Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	<p>There is evidence that records of request have been maintained by the each operating units in the document "Rekod Makluman dan maklum balas". For FGVASSB Ulu Belitong Estate and FGVPM Bukit Tongkat B Estate, there is no information request has been received since 2021.</p>	Complied
1.1.4	<p><b>(C)</b> Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has established SOP for information request from relevant stakeholders and documented in 'Komunikasi, Penglibatan dan Rundingan' with Doc. No.: FGV/ML-1A/L2-Pr12 dated 01/06/2016. The objective of the SOP is to establish an effective system for communication between company and stakeholder.</p>	Complied



		Communication of the policy to stakeholders has been done through memo that has been sent to all stakeholders for FGVPM Bukit Tongkat B Estate. All stakeholders need to sign evidence of acceptance of the policy.	
1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives. - Minor compliance -	Bukit Tongkat B Estate, FGVASSB Ulu Belitong Estate 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
<b>Criterion 1.2:</b> The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts. - Minor compliance -	<p>FGV Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020) was developed. The policy has detailing the responsibility and compliance to the policy and FGV's commitment to sustainability. Besides, Code of Business Conduct and Ethics (CoBCE) for Employees (Policy No.: FGV/GHR/POL/039 Rev. 4.0) was established which incorporated various aspect of committing to a code of ethical conduct and integrity and each of the employees need to read through the policy and accepted via online. The Supplier Code of Conduct was available in the company's website (Doc. Version 001.05.2020) which outlined the business ethics&amp; integrity for all the suppliers with FGV Holdings Berhad and all the contractors and suppliers have to sign on the SCOC</p> <p>The contractors engaged by the company have signed the Supplier Code of Conduct (SCOC) where under Clause 3.1 – Compliance with Labour Laws and Prohibition of Forced Labour has clearly mentioned that the contractors shall comply with the laws and regulations including the recruitment process. Sampled the SCOC as below:</p> <ol style="list-style-type: none"> <li>1. Masaki Enterprise dated 31/07/2021</li> <li>2. Zaidan Joyoo Enterprise dated 30/05/2021</li> </ol>	Complied



		3. Bukit Tongkat Enterprise dated 07/01/2021	
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice. - Minor compliance -	Internal audit is one of the mechanism to monitor compliance and the implementation of the policy.  FGVASSB Ulu Belitong Estate: 11-12/10/2022  FGVPM Bukit Tongkat B Estate: 13-14/10/2022  Besides, whistleblowing channel and e-form was available in <a href="https://www.fgvholdings.com/whistleblowing/">https://www.fgvholdings.com/whistleblowing/</a> for the stakeholders to report a grievance or any incompilance for the policy	Complied
<b>Principle 2: Operate legally and respect rights</b>			
<b>Criterion 2.1:</b> There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	<b>(C)</b> The Unit of Certification complies with legal requirements - Critical (Major) compliance -	The CU continued to comply with the legal requirements as per indicator. Compliance to each applicable law and regulation is monitored by the operating units and sustainability team. Among the samples of evidence of compliance verified are as follows:  <u>Belitong POM</u> - MPOB License #500170904000, valid until 31/03/2023 - Competent Person for Treatment of Palm Oil Mill Effluent, #CePPOME/00098, dated 01/11/2018 - CF for steriliser 1, #PMT-107417, valid until 11/10/2023 - CF for steriliser 2, #PMT-107417, valid until 04/05/2023 - CF for steriliser 3, #PMT-114213, valid until 11/10/2023 - CF for steriliser 4, #PMT-114214, valid until 04/05/2023 - Permit to store diesel, #1193, valid until 30/07/2023	Complied

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		<ul style="list-style-type: none"> <li>- Permit to extract water source, #08/A/Klg/016, valid until 31/12/2022</li> </ul> <p><u>Ulu Belitong Estate</u></p> <ul style="list-style-type: none"> <li>- MPOB License #503540902000, valid until 31/08/2023</li> <li>- Competent Person for Scheduled Wastes Management, #CePSWaM/00245, dated 09/01/2013</li> <li>- JTK authorization letter ref. #BHG.PU/9/129 Jld 26(22) dated 30/09/2016 for workers' salary deduction of electricity, water and medical</li> </ul> <p><u>Bukit Tongkat B Estate</u></p> <ul style="list-style-type: none"> <li>- MPOB License #558895002000, valid until 28/02/2023</li> <li>- Competent Person for Scheduled Wastes Management, #CePSWaM/04762, dated 29/06/2021</li> <li>- Permit to store diesel, #J005317, valid until 03/02/2024</li> <li>- Weighbridge calibration certificate, #C204239, dated 07/04/2022</li> </ul>	
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>The mechanism is guided by Manual Procedure, <i>Perundangan Dan Lain-Lain Keperluan Kawalan</i> (Legal and Other Requirements) [FPI/L2/QOSHE-2.0]. The Assistant Mill and/or Estate Managers are the persons responsible to conduct the evaluation of compliance. In the legal register there is a column to record the status of compliance and it was done by the assistant managers. The report of status of compliance helps the management to get the information about non-compliance with legal requirement (if any) and subsequently take the necessary action.</p>	Complied

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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>FGVPISB Belitong POM is situated on the land owned by Lembaga Kemajuan Tanah Persekutuan (FELDA). There is an agreement between FELDA and Felda Palm Industries Sdn Bhd. dated 25/11/2016 which states grants the license to occupy a portion of the land situated within the area identified as Ulu Belitong Scheme measuring approximately 13.51 hectares where thereafter a mill was built and such other related purposes. Boundary Stone verification was conducted by Geomap GPS Solution dated 03/11/2020. The boundary stones are well maintained and monitored by the mill management monthly. Among the methods of boundary demarcation with third parties' land used by the estates are fence, pegs, trench, and roads. The demarcations were verifiable during site visit.</p>	Complied
<b>Criterion 2.2:</b> All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>Stakeholder list was updated in all the estates and mill which included the contractors &amp; suppliers. Besides, the list of FFB suppliers were developed and maintained in Belitong POM. For FGVASSB Ulu Belitong Estate, there is only 1 contractors for FFB transport, FGVPM Bukit Tongkat B Estate, there is 2 contractors which are Masaki Enterprise and Zaidan Jooyoo Enterprise.</p>	Complied
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>The contractors engaged by the company have signed the Supplier Code of Conduct (SCOC) where under Clause 3.1 – Compliance with Labour Laws and Prohibition of Forced Labour has clearly mentioned that the contractors shall comply with the laws and regulations including the recruitment process. Sampled the SCOC as below:</p> <ol style="list-style-type: none"> <li>1. Masaki Enterprise dated 31/07/2021</li> <li>2. Zaidan Joyoo Enterprise dated 30/05/2021</li> </ol>	Complied

		3. Bukit Tongkat Enterprise dated 07/01/2021	
2.2.3	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.  - Minor compliance -	The contractors engaged by the company have signed the Supplier Code of Conduct (SCOC) where under Clause 3.1 – Compliance with Labour Laws and Prohibition of Forced Labour has clearly mentioned that the contractors shall comply with the laws and regulations including the recruitment process. Sampled the SCOC as below:  1. Masaki Enterprise dated 31/07/2021 2. Zaidan Joyoo Enterprise dated 30/05/2021 3. Bukit Tongkat Enterprise dated 07/01/2021	Complied
<b>Criterion 2.3:</b> All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	<b>(C)</b> For all directly sourced FFB, the mill requires: <ul style="list-style-type: none"> <li>• Information on geo-location of FFB origins</li> <li>• Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder</li> <li>• One or more supporting documents for claims</li> <li>• Valid MPOB license</li> </ul> - Critical (Major) compliance -	Verified list of direct sourced FFB supply to FGVPISB Belitong Palm Oil Mill. The Palm Oil Mill management managed to obtain the required information from the directly sourced FFB supplier. The information contains details such as: <ul style="list-style-type: none"> <li>- Source of FFB</li> <li>- Address of plantation/dealer</li> <li>- MPOB license and Validity</li> <li>- Coordinate and size of plantation</li> </ul>	Complied
2.3.2	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.  - Minor compliance -	There are 13 collection centres registered in the mill’s list of FFB suppliers. The mill is in the process of completing in obtaining the evidence listed in Indicator 2.3.1 of all its indirectly sourced FFB.	Complied
<b>Principle 3: Optimise productivity, efficiency, positive impacts and resilience</b>			

Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.			
3.1.1	<p><b>(C)</b> 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>FGV Belitong Certification Units has established and implemented its commitment to long term sustainability and improvements through a capital expenditure programme. Annual business plan in the form of annual budget and the projection for 5 years (2023-2027) were prepared as guidance for future planning.</p> <p>FGVAS Ulu Belitong Estate and FGVPB Bukit Tongkat B Estate continued to commit to long term economic and financial viability. The annual budgets for 2022 and Business Plan for 2023-2027 were verified. The budget covers activities for upkeep, cultivation, harvesting &amp; evacuation, welfare, capital expenditure, RSPO compliance etc. The budget also included projections on yield/ha, and total cost of production per m ton, per ha and CAPEX - capital expenditure mainly for buildings, furniture and others asset related expenses. The estates adopted the following format for the annual budget.</p> <p>Similarly, the mill has a business plan prepared annually in the form of year budget and the projection for 5 years prepared as guidance for future planning. The business plan among others contains.</p> <ol style="list-style-type: none"> <li>1. FFB Processing &amp; CPO/CPK production forecast</li> <li>2. Extraction Ratios – OER / KER,</li> <li>3. Cost of production, to assist in the estate management planning.</li> </ol>	Complied
3.1.2	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>Annual Replanting Programme was available in the states which was reviewed on a yearly basis. The replanting programme was verified as below:</p>	Complied

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		Estate	Replanting, Ha					
			2023	2024	2025	2026	2027	
		FGVAS Ulu Belitong Estate	0.00	0.00	0.00	0.00	0.00	
		FGVPM Bkt Tongkat B Estate	115.81	0.00	0.00	0.00	0.00	
3.1.3	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake.</p> <p>- Minor compliance -</p>	<p>Management Review is conducted annually to address the issues on non-conformities raised during internal audits, customer feedbacks, production performance, environmental &amp; social issues and continuous improvement plans. The management review meeting minutes were available for verification as below:</p> <ol style="list-style-type: none"> <li>1. FGVPI Belitong POM: 24/10/2022</li> <li>2. FGVAS Ulu Belitong Estate: 31/10/2022</li> <li>3. FGVPM Bkt Tongkat B Estate: 16/10/2022</li> </ol> <p>Among agenda in the meeting were:</p> <ol style="list-style-type: none"> <li>1. Introduction</li> <li>2. Internal Audit Results</li> <li>3. Customer Feedback</li> <li>4. Output</li> <li>5. Environment</li> <li>6. Social</li> </ol>					Complied	

		<ul style="list-style-type: none"> <li>7. Replanting</li> <li>8. Management review</li> <li>9. Safety and Health</li> <li>10. Training</li> <li>11. Continues Improvement</li> </ul>	
<p><b>Criterion 3.2:</b> 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><b>(C)</b> 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>The action plan for continual improvement has been established and implemented by the mill and estate based on considerations of the main social and environmental impacts and opportunities. It was documented in "<i>Penambahbaikan Berterusan Tahun 2022</i>" (Annual Continuous Improvement Plan 2022). Among the plans established were:</p> <ul style="list-style-type: none"> <li>- To maintain compliance with legal requirements for chimney's dark smoke emission and effluent discharge</li> <li>- Distribution of EFB and decanter cake to the estates and surrounding smallholders</li> <li>- To maintain recycling of metal wastes</li> <li>- To maintain zero burning</li> <li>- To maintain efficiency of diesel usage</li> <li>- Ensuring operation cost within the budget</li> <li>- Reduction of pesticide use</li> <li>- To venture new technology e.g., mechanized chisel</li> </ul>	<p>Complied</p>

3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the [RSPO metrics template].</p> <p><b>PROCEDURAL NOTE:</b></p> <p>The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed.</p> <p>Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>	<p>The CU has filled its RSPO metrics template version 2.1 and submitted to the CB prior to this assessment. Based on verification through various documents such as land titles, JKPP report, employees register, computer software recording system, to name a few, the data reported in the metrics template were found to be accurate.</p>	Complied
<b>Criterion 3.3:</b> Operating procedures are Appropriately documented, consistently implemented and monitored.			
3.3.1	<p><b>(C)</b> Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>Standard Operating Procedure for Mill and Estate has been established. For Mill, refer 141 SOPs under Doc. No.: FPI/L3/1-01 to FPI/L3/16-01 in total which covered the entire operation of the mill including administration. The SOPs were established on 2/1/2001 and last updated on 23/10/2017.</p> <p>For estates, "Manual Ladang Sawit Lestari" (Oil Palm Plantation Sustainability Manual), Third Edition, dated 1/9/2017 is in place.</p>	Complied
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor Compliance -</p>	<p>Routine supervision is the main mechanism to check consistent implementation of procedures. Apart from that, visits by advisories for mill and plantation (e.g. agronomist), enhance the monitoring of operations. There were also internal audits conducted by a group of internal auditors from SCCD to ensure conformance to sustainability standards.</p> <p>Standard Operating Procedure was not consistently implemented.</p>	Non-compliance



		<p>FGVPM Bukit Tongkat B Estate</p> <p>During site visit at Linesite FGVPM Bukit Tongkat B Estate, it was found 1 tractor was parked at Linesite Area. It was not in line with SOP: FGVPM/L3/GPK-018 dated 01/02/2020 Jentera Pertanian, Section 6.4.1 "Semua Kenderaaan yang di gunakan perlu di letakkan di tempat yang di tetapkan oleh pihak pengurusan dan di parkir mengikut kaedah yang betul".</p> <p>FGVPM Bukit Tongkat B &amp; FGVAS Ulu Belitong Estate Based on verification through Google Earth, the wastes landfill at Ulu Belitong Estate (GPS: 1°56'15.00"N 103°28'23.00"E), and Bukit Tongkat B Estate (GPS: 1°56'42.87"N 103°28'51.52"E), there are residential areas within their 500 m radius distances. This is not in-line with the company's SOP Pengurusan Sisa Pepejal (Solid Wastes Management SOP) [doc. no.: FGVPM/L2/PAS-02, rev. 1, dated 23/01/2020], Clause 6.1.1.1.1 which reads:"Pemilihan kawasan untuk dibuat tapak pelupusan - Mestilah 500 meter dari anak- anak sungai. Kedudukan tapak pelupusan mestilah berada dalam sekitar &gt;500m dari kawasan penempatan penduduk" (The location of landfill area must have 500 m distance from river/creek. It also must be more than 500 m from residential area.). FGVPI Belitong POM</p> <p>During site visit at Electrical Store, it was found that Oxygen and Acetylene Gas Cylinder were placed in the trolley. There is no flash back arrestor installed and the tanks were placed without chained to the trolley. It was not in line with SOP Penggunaan Oxy-Acetylene, FPI-PK-082 dated 14/05/2022 Section 6.1.5, "Pastikan Flash Back Arrestor di pasang pada setiap hose" and Section 6.4.2 "Silender tersebut mesti di ikat kemas pada troli", Section 6.5.5 "Selinder yang di simpan perlu di ikat bagi mengelakkan selinder</p>	
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		<p>tumbang/terjatuh dan menyebabkan kerosakan pada silender” respectively.</p> <p>During site visit at Electrical Store, it was found that Diesel was stored in the two containers without any labelled. It was not in line with SOP Pengurusan Bahan Kimia, FPI-PK-036 dated 14/05/2022, Section 6.5.1: “Bahan Kimia yang di pindahkan ke bekas lain hendaklah di label semula mengikut label asal bagi mengelakkan kekeliruan kepada petugas lain”.</p> <p>Based on observation near Main entrance compartment, it was found that 1 driver (FFB Trailer) were removes the canvas without wearing safety harness before entering the mill. It was not in line with SOP Pengurusan Kerja Di Tempat Tinggi, FPI-PK-040 dated 14/05/2022, Section 6.2.9 “Pastikan Abah-abah sentiasa di pakai dan di cangkuk semasa melakukan kerja”.</p> <p>Thus, Minor NC was raised</p>	
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor Compliance -</p>	<p>Records of monitoring and actions taken were documented in various forms such as agronomist report, internal audit report, management review meetings, workplace inspections, to name a few. All the records were available for verification. Sample of visit reports as below:</p> <p>FGVAS Ulu Belitong Estate</p> <ol style="list-style-type: none"> <li>1. Internal Audit dated 11-13/10/2022</li> <li>2. HSE Audit dated 06/09/2022</li> <li>3. Agronomist visit dated 11/10/2022</li> </ol> <p>FGVPM Bukit Tongkat B Estate</p> <ol style="list-style-type: none"> <li>1. Internal Audit dated 13-14/10/2022</li> </ol>	Complied

		<p>2. HSE Audit dated 26/07/2022  FGVPI Belitong POM</p> <p>1. Internal Audit dated 10-11/10/2022</p> <p>2. HSE Audit dated 21/07/2022</p>	
<p><b>Criterion 3.4:</b> 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>			
<p>3.4.1</p>	<p><b>(C)</b> In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented.</p> <p>- Critical (Major) compliance -</p>	<p>Guideline for social impact assessment sighted in the document title "Kajian Penilaian Impak Sosial" document number FGV/GSD-SCCD/GL/02 dated 08/03/2021. For FGVASB Ulu Belitong, latest impact assessment has been done on 23/01/2022 and for FGVPM Bukit Tongkat Estate, assessment has been done on 24/01/2018. While for FGVPI Belitong POM, assessment has been done on 06/11/2020 by Mr Rahman Awang and Mr Barath A/L Munusammy</p> <p>Issues that have been highlighted during the assessment is regards poor condition of workers quarters, late approval for annual leave, and difficulties to get affordable foods.</p> <p><u>Mill</u></p> <p>Environmental impact assessment was guided by its Environmental Aspect and Impact Evaluation procedure [FPI/L2/QOSHE-1.0C]. The identification of Environmental Aspects and Evaluation of Significance Form [FPI/L4/QOSHE-1.7 Pind 0] was used to identify and evaluate the environmental aspect and impact. The evaluation was divided by workstations such as loading ramp, sterilizer, trashing &amp; press, incinerator, oil room, bulk storage tank, raw water treatment plant, boiler, ETP, laboratory, diesel tank, workshop, SW store and EFB stockpile to name a few. Significant Environmental Aspect and Impacts Register Form [FPI/L4/QOSHE-</p>	<p>Complied</p>

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		<p>1.8 Pind 0] was used to register the mitigation method which basically link to the Manual Operation procedures.</p> <p>The evaluation of EAI was last updated in Jan 2022 – format of EAI includes</p> <ul style="list-style-type: none"> <li>• Dept./process</li> <li>• Aspect</li> <li>• Impact (type &amp; score)</li> <li>• Usage/discharge quantity (per month or day)</li> <li>• Impact mitigation method and comments</li> </ul> <p><u>Estates</u></p> <p>A form, “<i>Pengenalpastian Aspek dan Penilaian Impek</i>” [form no.: FGV/FGVPM/IV/IMS/15/1.6 Pind 1 was used to evaluate EAI by areas of work e.g., chemical store, fertilizer application, harvesting, chemical spraying and road maintenance. It was last updated in July 2022 for Ulu Belitong and February 2022 for Bukit Tongkat. A form entitled “<i>Borang Daftar Impak (Operasi Ladang)</i>” [doc. No.: 1/2012], is then utilised to establish the control measures of the identified significant aspects.</p>	
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 FGVPI SB Belitong POM and FGVASSB Ulu Belitong Estate on 01/11/2021. The impact/issue raised during assessment were recorded in the management plan. For eg:</p> <ol style="list-style-type: none"> <li>1. Late renewal of passport and permit</li> <li>2. Subsidy for flight tickets</li> <li>3. Additional luggage weigh for flight</li> </ol>	Non-compliance

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		<p>4. Extension of annual leave from 2 months to 3@4 months</p> <p>While for FGVPM Bukit Tongkat Estate, management plan has been established for 3 issues which are</p> <ol style="list-style-type: none"> <li>1. EPF contribution has not been made by the contractors</li> <li>2. Pending of passport/permit renewal for foreign workers</li> <li>3. Recruitment cost for new foreign workers.</li> </ol> <p>Mitigation measure is established based on identified significant aspect from the environmental aspect and impact evaluation. The mitigation measures were incorporated through various mechanism such as implementation of standard and/or safe operating procedure, implementation of emergency response plan, water management plan, wastes management plan, bio-diversity management plan, implementation of 3R to name a few.</p> <p>Social management plan for FGVPI Belitong POM sighted with 3 negative issues that has been highlighted from SIA assessment report and all issues has been highlighted as completed or continuous.</p> <ol style="list-style-type: none"> <li>1. Meeting of union committee, Kesatuan Pekerja Pekerja FELDA Palm Industries Sdn Bhd conducted on 26/02/2022, 02/04/2022 and 30/06/2022 and has been minute in the document "Mesyuarat Ahli Jawatan Kuasa cawangan Kilang Sawit Belitong" sighted issues has been discussed such as late completion of new housing, branch and tree maintenance, minimum wages for staff with long services, workers KPI.</li> <li>2. New construction of workers quarters sighted at line site area of FGVPI Belitong POM which commence in year 2020 awarded to Pengukuhan NS Sdn Bhd contract number</li> </ol>	
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		<p>FGVPISB-58/2020 for 3 blocks for bungalow type "Ayu" and 6 block semidetached "Baiduri" staff quarters. The project is still in progress and 60% completed.</p> <p>However, issues that has been highlighted has not been included in the management plan. Thus, Minor NC was raised</p>	
<p>3.4.3</p>	<p><b>(C)</b> 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>There is evidence that social management plan has been updated annually by each operating unit and it has been verified that each issues has been implemented.</p> <p>The mill and estates were consistently monitoring its effectiveness of mitigation measures through various mechanism such as analysis of ETP final discharge, analysis of monsoon drain discharge, upstream &amp; downstream of river water monitoring, scheduled wastes movements and monitoring of smoke emissions through CEMS and stack sampling, to name a few. Based on its Environmental Aspect and Impact Evaluation procedure [FPI/L2/QOSHE-1.0], clause 8.1.8, the evaluation will be reviewed should there be any changes of the organization's activity. The review of the effectiveness of the mitigation plan is done from time to time through various mechanism such as management review meeting and as at when the monitoring results are obtained.</p> <p>The environmental management plan was not satisfactorily developed and implemented. The environmental management plan for EFB stockyard was not satisfactorily developed and implemented. Leachate from EFB stockyard was found to be flowing to the nearest monsoon drain which eventually goes to the environment through "Takungan Alur Air Hujan No. 2". There was also no roof to protect the EFB stockpile from rainwater. This is not in-line with the DOE's compliance schedule of License #006384, Clause 13, which refers to the "Garis Panduan Pelan Pengurusan</p>	<p>Non-compliance</p>

		<i>Tandan Kosong Kelapa Sawit</i> " (Guideline for Oil Palm Empty Fruit Bunch Management), Clause 4.0. Thus, major NC was raised	
<b>Criterion 3.5:</b> 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 -	<p>FGV has developed Garis Panduan Pengambilan &amp; Perlantikan Pekerja Am G7 (Doc No.: 2020/1, Rev. 3 dated 01/05/2020) for the mill of FGV Palm Industries Sdn Bhd. The procedure has</p> <p>Jabatan Tenaga Kerja FGV has developed a list of Policy and Procedure with the name Senarai Utama Polisi dan SOP Jabatan Tenaga Kerja (JYK). 'Proses Sosialisasi &amp; Temuduga' with Doc. No.: FGV/FGVPM-JTK/SOP/003 dated 01/09/2019 for recruitment of foreign workers is part of the procedure.</p> <p>FGV Group has established Guidelines and Procedures for Responsible Recruitment of Foreign Workers dated 27/06/2019 which available in company's website, 12. The procedure is to set a guideline and adopt the principles in Group Sustainability Policy including non-discrimination, respect for human rights and labour rights. The procedure has outlined the whole process starting from recruitment, hiring, employment and post-employment.</p>	Complied
3.5.2	Employment procedures are implemented, and records are maintained.  - Minor Compliance -	FGV has signed agreement with the approved agents for India and Indonesia and outlined all the terms and conditions in the agreement. In the agreement, the agents agreed not to collect any fees from workers during the recruitment process. The cost of the recruitment process was detailed out in the agreement.	Complied
<b>Criterion 3.6:</b> An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	<b>(C)</b> All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.	All operations were risk assessed to identify H&S issues in the estate and mill. Mitigation plans and procedures were documented and implemented as verified below.	Complied

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	<p>- Critical (Major) compliance -</p>	<p>FGVAS Ulu Belitong Estate</p> <ol style="list-style-type: none"> <li>1. HIRADC was used to assess all risks identified by the estate. The sample HIRARC checked were Pruning, Harvesting, Chemical Mixing, Manuring, Spraying, and Platform Construction. All HIRARC were reviewed on 26/07/2022.</li> <li>2. CHRA was conducted in the estate to assess the risk associated to hazardous chemicals in the estate. The CHRA Report (Report Reference Number: HQ/17/ASS/00/00002 – 2019/052/006) was available dated 03/12/2019. The assessment was conducted by Chan Ying Hou (JKKP HQ/17/ASS/00/00002).</li> <li>3. Latest Medical Surveillance has been conducted on 08/12/2021 by Klinik Sulaiman for 3 workers. Result indicates all workers were Medically fit to work.</li> <li>4. Noise Risk Assessment been conducted on 04/11/2022 by Active ESH Sdn Bhd and report yet to received.</li> </ol> <p>FGVPM Bkt Tongkat B Estate</p> <ol style="list-style-type: none"> <li>1. HIRADC was used to assess all the risks and hazards involved in the daily work operations. Appropriate trainings have been provided to the workers based on the control measures derived from the HIRADC. The sample HIRARC checked were Pruning, Harvesting, Chemical Mixing, Manuring, Spraying, and Platform Construction. All HIRARC were reviewed on 26/07/2022.</li> <li>2. CHRA Assessment was conducted on 29/09/2020 by Occumed Consultancy &amp; Services Sdn Bhd (DOSH Registration: JKKP HQ/10/ASS/00/8) to assess the risks associated with hazardous chemicals used in the estate. The CHRA Report</li> </ol>	
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		<p>(Reference Number: JKPP HQ/10/ASS/00/8 2020/078) was available for verification. The recommendations provided by the assessor have been successfully implemented by the management.</p> <ol style="list-style-type: none"> <li>3. Latest Medical Surveillance has been conducted on 09/12/2021 by Poliklinik Intan for 6 workers. Result indicates all workers were Medically fit to work.</li> <li>4. Noise Risk Assessment was conducted by Handstech Solution Services Sdn Bhd on 14/09/2021. The Assessment was conducted by assessor (JKPP Number: JH/14/PEB/00/136); The NRA Report (Report Number: HQ/14/PEB/00/136) was available for verification.</li> <li>5. Audiometric Test has been conducted on 09-10/12/2021 by Poliklinik Intan. Report was available with reference number AUDIO2021/FGV Bukit Tongkat B/Baseline Summary/Dec 2021. A total of 10 workers were tested and 9 workers have Normal Hearing while 1 worker fall under Hearing loss. Further action has been conducted as per recommendation by OHD.</li> </ol> <p>FGV Belitong POM</p> <ol style="list-style-type: none"> <li>1. HIRADC was used to assess all the risks and hazards involved in the daily work operations. Appropriate trainings have been provided to the workers based on the control measures derived from the HIRADC. The sample HIRARC checked were Effluent, Canteen, Loading Ramp, Oil Room, Kernel Plant, and Strelizer. All HIRARC were reviewed on 01/08/2022.</li> <li>2. CHRA was conducted by Occumed Consultancy &amp; Services Sdn Bhd Sdn Bhd (Assessor Registration Number: JKPP HQ/10/ASS/00/8) on 18/05/2021. The CHRA Report (Report</li> </ol>	
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		<p>Number: JKPP HQ/10/ASS/00/8 2021/061) was available for verification.</p> <ol style="list-style-type: none"> <li>3. Annual Medical Surveillance was conducted for 18 workers of FGV Belitong POM on 11/04/2022 based on the recommendation of the latest CHRA report done in 2021. The medical surveillance was conducted by Poliklinik Intan (OHD: JKPP HQ/08/DOC/00/468). Refer report M2022/KS Belitong/MS-April 2022. Biological Monitoring were done for workers exposed to Welding Fumes, Mineral oil and N-Hexane. Results showed that all workers were within the normal limit with no evidence of poisoning.</li> <li>4. Noise risk Assessment (Dosh Reg: No: JHK 3886) was conducted by MZ Enviro Testing and Consulting Sdn Bhd (NRA Registration Number: HQ/16/PEB/00/158) on 05/02/2020 to determine whether any of the employees are exposed to excessive noise as per Occupational Safety and Health (Noise Exposure) Regulations 2019. The NRA Report (Report Number: HQ/LPROYKPEB/20/00106) was available for verification.</li> <li>5. Annual Baseline Audiometric Test was conducted by Industry Safety Management Services on 05/11/2021 to ascertain the hearing ability of the employees in certain frequency range as stipulated in the regulations. The results showed that out of 52 workers tested, 7 worker was diagnosed with abnormal hearing, 5 workers falls under Hearing Impairment, % workers was falls under Hearing Loss and 6 workers was diagnosed with standard threshold shift. The worker with STS was retested on 31/12/2021. Notification to Dosh has been submitted on 27/01/2022 with reference letter (44)4056/BLT/840/11.1pt.3.</li> </ol>	
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3.6.2	<p><b>(C)</b> The effectiveness of the H&amp;S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>OSH Plan for Mill and estates has been prepared and verified. The training related safety and health has been conducted as per plan. Training need analysis were documented and monitored. The effectiveness of the HIRARC is monitored and ensured through checklist and trainings that were conducted by Belitong POM and Supply Base Estates in each of the operations. Site visits around the mill and estates indicated the control measures of the HIRARC were followed and ensured by the respective managements. Workplace Inspection has been conducted on monthly basis and the findings were discussed in the Quarterly OSH Meeting.</p>	Complied
<b>Criterion 3.7:</b> All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.			
3.7.1	<p><b>(C)</b> 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&amp;C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>The operating units visited has conducted training need analysis for all employee, management, and contractors. The need analysis was conducted based on the job designation and training required by the job type.</p> <p>Trainings was identified for management, employee and contractors and programmed throughout FY 2022. The training identified covers the safety and health, environmental and social aspect.</p> <p>Means implemented by certification units were to assess understanding of participants include:</p> <ul style="list-style-type: none"> <li>• Participants completing post-training evaluation/feedback form and give suggestions;</li> <li>• Knowledge acquisition and behavioural application rated by immediate supervisor at workplace post training attended.</li> </ul> <p>Random interviews with workers showed that they understood what RSPO is, the several subsidiaries policies, what does their</p>	Complied

		<p>work/job SOP states and the consequences if deviated, the need to put on PPE and demonstrate donning PPE and when it should be changed, the use of fire extinguishers, understanding workplace hazards, risks and needed control measures, Covid-19 Safe Practices. etc.</p>																							
<p>3.7.2</p>	<p>Records of training are maintained.            - Minor Compliance -</p>	<p>Records of trainings were maintained by the Mill and all estates as below: -            FGV Belitong POM</p> <table border="1" data-bbox="1151 671 1926 1305"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Safe Work Procedure Training</td> <td>11/02/2022</td> </tr> <tr> <td>Awareness on use of PPE</td> <td>25/07/2022</td> </tr> <tr> <td>RSPO, Aspect Impact, HIRARC Training</td> <td>12/10/2022</td> </tr> <tr> <td>Chemical Safety Management</td> <td>31/10/2022</td> </tr> <tr> <td>Press Station Training</td> <td>08/02/2022</td> </tr> <tr> <td>Steriliser Station Training</td> <td>09/02/2022</td> </tr> <tr> <td>Capstan Plant Training</td> <td>15/02/2022</td> </tr> <tr> <td>Boiler Station Training</td> <td>10/02/2022</td> </tr> <tr> <td>First Aid Training</td> <td>17/10/2022</td> </tr> <tr> <td>ERP Training</td> <td>18/11/2021</td> </tr> </tbody> </table> <p>FGVAS Ulu Belitong Estate</p>	Training	Date	Safe Work Procedure Training	11/02/2022	Awareness on use of PPE	25/07/2022	RSPO, Aspect Impact, HIRARC Training	12/10/2022	Chemical Safety Management	31/10/2022	Press Station Training	08/02/2022	Steriliser Station Training	09/02/2022	Capstan Plant Training	15/02/2022	Boiler Station Training	10/02/2022	First Aid Training	17/10/2022	ERP Training	18/11/2021	<p>Complied</p>
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Training	Date
RSPO and MSPO Awareness	04/10/2022
IPM Management	13/09/2022
Harvesting FFB	08/08/2022
Spraying Training	10/08/2022
Rat Baiting Training	22/08/2022
Triple Rinsing Chemical Container	15/08/2022
PPE Awareness Training	06/08/2022
Policy Awareness Training	06/09/2022
ERP Training	20/03/2022
First Aid Training	19/10/2022
FGVPM Bkt Tongkat B Estate	
Training	Date
First Aid Training	20-21/06/2022
FGV Policy Briefing	08/08/2022
Fire Drill & Fire Extinguisher Training	30/05/2022
Triple Rinsing Training	14/02/2022
First Aid Box Training	03/08/2022

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		<table border="1"> <tr> <td>PPE &amp; HIRADC Training</td> <td>08/08/2022</td> </tr> <tr> <td>Spraying Training</td> <td>16/08/2022</td> </tr> <tr> <td>Rat Baiting Training</td> <td>10/08/2022</td> </tr> <tr> <td>EIA and EIE Training</td> <td>01/09/2022</td> </tr> <tr> <td>Driver and Loader FFB</td> <td>02/03/2022</td> </tr> </table>	PPE & HIRADC Training	08/08/2022	Spraying Training	16/08/2022	Rat Baiting Training	10/08/2022	EIA and EIE Training	01/09/2022	Driver and Loader FFB	02/03/2022	
PPE & HIRADC Training	08/08/2022												
Spraying Training	16/08/2022												
Rat Baiting Training	10/08/2022												
EIA and EIE Training	01/09/2022												
Driver and Loader FFB	02/03/2022												
3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	<p>The mill has identified all relevant personnel involve in supply chain system such as Mill Manager, Asst. Mill Manager, Compliance Executive, Compliance Clerk, Laboratory Staf, Weighbridge Operator, Security, and Grader. The mill conducted the training need analysis for the personnel identified in SCCS. Refer Training SCCS (Latihan Pengurusan RSPO SCC) dated 21/09/2022 and 11/10/2022.</p>	Complied										
<p><b>Criterion 3.8:</b> Supply chain requirement for mills (note: All supply chain requirements are considered as <b>Critical (C)</b>. 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 RSPO Principles and Criteria (RSPO P&amp;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</p>	N/A	Not Applicable										

	without physically separating them, then only Mass Balance Module is applicable.		
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>	Belitong Palm Oil Mill receives and process both FFB supplied from Ulu Belitong and Bukit Tongkat B estates (own supply base) and other third parties. Since the last assessment, it did not receive any certified FFB from any third parties. Approximately, the FFB received from its own supply base is less than 10% from the total FFB received.	Complied
3.8.3	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.	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in this public summary report.	Complied
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	The mill has met all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organization (RSPO IT platform or book and claim). Seen the Member ID: RSPO_PO1000001311 and license ID no. CB131193 valid until 06/02/2023	Complied
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <p>a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements.</p>	Mill has established Standard Operating Procedures to ensure implementation of RSPO SCCS available in the unit. Refer Procedure RSPO Supply Chain Certification Kilang Swit Belitong with reference Number: FGV/GSD-SCCD/SOP/007 Version 1.0 dated 07/01/2021. The RSPO SCCS SOP covers the implementation of all the elements of the supply chain model requirements. Refer Section 6.1.5 Mass Balance (MB).	Complied

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	<ul style="list-style-type: none"> <li>b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records).</li> <li>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.</li> <li>d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill.</li> </ul>	<p>Complete and up to date records that demonstrated compliance with the supply chain requirements were available and verified. Amongst the records verified was the RSPO SCCS Internal Audit Report, Management Review Meeting Minutes, RSPO SCCS Training Records, Mass Balance Sheets, Weighbridge Tickets of Incoming and Outgoing RSPO products.</p> <p>Belitong POM have appointed 9 personals as the committee members for RSPO SCCS in the mill to be responsible for the implementations of the SCCS requirements and compliance with all applicable requirements. The appointment letter dated 20/10/2021 undersigned by the Mill Manager was available for verification. Interview with the sampled personals (Weighbridge Clerk &amp; Auxiliary Police) indicated that they understood the SCCS procedures.</p> <p>Procedures for receiving and processing certified and non-certified FFBs including ensuring no false claim is done is mentioned in the SOP for Mill RSPO SCCS; Doc Number: FGV/GSD-SCCD/SOP/007; Issue No: 1; Effective Date: 07/01/2021.</p>	
3.8.6	<p>Internal Audit</p> <ul style="list-style-type: none"> <li>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill:               <ul style="list-style-type: none"> <li>a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</li> <li>b. Effectively implements and maintains the standard requirements within its organisation.</li> </ul> </li> <li>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</li> </ul>	<p>FGV has developed Internal Audit Procedure (Doc. No.: ML-1A/L2-Pr11(0), Rev. 0 dated 1/6/2016) where the objective is to carry out internal audit to ensure implementation of RSPO, ISCC and MSPO. The frequency of the internal audit to be carried out is at least once a year.</p> <p>The latest internal audit was carried out in FGVPI Belitong POM by Sustainability Compliance &amp; Certification Department. The mill has maintained the internal audit record and report. The Corrective Action Plan has been sent to the internal auditor and complete with root cause identification and correction</p>	Complied



	<p>taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>		
<p>3.8.7</p>	<p><b>Purchasing and Goods In</b></p> <ul style="list-style-type: none"> <li>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</li> <li>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</li> <li>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</li> </ul>	<p>Addressed in SOP for Mill RSPO SCCS; Doc Number: FGV/GSD-SCCD/SOP/007; Issue No: 1; Effective Date: 07/01/2021. Refer Section 6.6 where mechanism for handling of non-conformance material &amp; document was outlined in the procedure. Segregation of certified and non-certified material will be conducted in loading ramp. Weighbridge Ticket will be submitted to the mill during incoming of FFB from own supply bases and settlers. Information of the Weighbridge Ticket was recorded in the WB system and MPR system by the Weighbridge Operator.</p> <p>Verified the certified CPO and PK production record from MPR system found that no overproduction was reported.</p> <p>Material received with insufficient information shall be treated as non-conforming documents. The documents shall be investigated, verified and corrected in order to allow processing of material. Authorization for release shall be by the mill manager.</p> <p>Sighted the sampled delivery off FFB as follows:</p> <p>Sample 1</p> <ul style="list-style-type: none"> <li>• Weighbridge ticket no.: A00019980</li> <li>• FFB delivery note: 0192574</li> <li>• Name of estates: FGVPM Bukit Tongkat B Estate</li> <li>• Transporter: FGVPM Bukit Tongkat B Estate</li> <li>• Vehicle no.: JLY8043</li> <li>• Field/Year of planting: P06-P7-05</li> </ul>	<p>Complied</p>

		<ul style="list-style-type: none"> <li>• Date: 08/09/2022</li> <li>• Net weight: 6.09 MT</li> </ul> <p>Sample 2</p> <ul style="list-style-type: none"> <li>• Weighbridge ticket no.: A00019950</li> <li>• FFB delivery note: 01463</li> <li>• Name of estates: FGVAS Ulu Belitong Estate</li> <li>• Transporter: FGVAS Ulu Belitong Estate</li> <li>• Vehicle no.: JGG2720</li> <li>• Field/Year of planting: P3</li> <li>• Date: 08/09/2022</li> <li>• Net weight: 5.87 MT</li> </ul>	
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ol style="list-style-type: none"> <li>a) The name and address of the buyer;</li> <li>b) The name and address of the seller;</li> <li>c) The loading or shipment / delivery date;</li> <li>d) The date on which the documents were issued;</li> </ol>	<p>Addressed in SOP for Mill RSPO SCCS; Doc Number: FGV/GSD-SCCD/SOP/007; Issue No: 1; Effective Date: 07/01/2021. Refer Section 6.7. Mill has stated the information for RSPO Certified products in the weighbridge ticket. FGVPIS Belitong POM has ensured the required information is available in document form. There is no certified CPO being sold since the last audit. Sample of PK sold as below:</p> <p>Sampled of the sales and goods out delivery records as below:</p> <p>PK – Sample 1</p> <ol style="list-style-type: none"> <li>a) The name and address of the buyer: FKP Pasir Gudang</li> <li>b) The name and address of the seller: Kilang Sawit Belitong</li> <li>c) The loading or shipment/ delivery date: 24/02/2022</li> </ol>	Complied

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<ul style="list-style-type: none"> <li>e) RSPO certificate number;</li> <li>f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations);</li> <li>g) The quantity of the products delivered;</li> <li>h) Any related transport documentation;</li> <li>i) A unique identification number.</li> </ul>	<ul style="list-style-type: none"> <li>d) The date on which the documents were issued: 24/02/2022</li> <li>e) RSPO certificate number: RSPO 693230</li> <li>f) A description of the product, including the applicable supply chain model (Identity Preserved, Segregated or Mass Balance or the approved abbreviations): Crude Palm Oil (CPO) RSPO SCC MB.</li> <li>g) The quantity of the products delivered: 30.89MT</li> <li>h) Any related transport documentation: Lorry Registration No: WYJ4109</li> <li>i) A unique identification number: L00000034</li> </ul> <p>PK – Sample 2</p> <ul style="list-style-type: none"> <li>a) The name and address of the buyer: FKP Pasir Gudang</li> <li>b) The name and address of the seller: Kilang Sawit Belitong</li> <li>c) The loading or shipment/ delivery date: 23/02/2022</li> <li>d) The date on which the documents were issued: 23/02/2022</li> <li>e) RSPO certificate number: RSPO 693230</li> <li>f) A description of the product, including the applicable supply chain model (Identity Preserved, Segregated or Mass Balance or the approved abbreviations): Crude Palm Oil (CPO) RSPO SCC MB.</li> <li>g) The quantity of the products delivered: 44.14MT</li> <li>h) Any related transport documentation: Lorry Registration No: WRH7476</li> <li>i) A unique identification number: L00000033</li> </ul>	
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<p>3.8.9</p>	<p><b>Outsourcing Activities</b></p> <ul style="list-style-type: none"> <li>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</li> <li>ii) The mill shall ensure the following: <ul style="list-style-type: none"> <li>a) The mill has legal ownership of all input material to be included in outsourced processes</li> <li>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.</li> <li>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</li> <li>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.</li> </ul> </li> </ul>	<p>Addressed in SOP for Mill RSPO SCCS; Doc Number: FGV/GSD-SCCD/SOP/007; Issue No: 1; Effective Date: 07/01/2021. Refer Section 6.8.1 and 6.8.2. The mill does not outsource any of the activities to any third parties as verified during the audit. The transport of Certified RSPO CPO &amp; PK is done by FGV Transport, which is under the mother company of FGV Holdings.</p> <p>The mill does not have any outsourcing activity with regards to milling activities. The transportation of certified products is done by FGV transport, which is a company under the same group.</p>	<p>Complied</p>
<p>3.8.10</p>	<p>The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.</p>	<p>Addressed in SOP for Mill RSPO SCCS; Doc Number: FGV/GSD-SCCD/SOP/007; Issue No: 1; Effective Date: 07/01/2021. Refer Section 6.8.5. Contractors are only used by the RSPO Certified FFB Suppliers to transport RSPO Certified FFB from the estate to the mill. No other contractors are used to physically handle any RSPO certified oil palm products. Details of the contractors were available</p>	<p>Complied</p>

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		in the mill which includes Contractor Name, Driver Name and Lorry Number.	
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	There were no new contractors used for the physical handling of RSPO certified products by the Mill.  If any new contractors used, addressed in SOP for Mill RSPO SCCS; Doc Number: FGV/GSD-SCCD/SOP/007; Issue No: 1; Effective Date: 07/01/2021. Refer Section 6.8.4.1, 6.8.4.2 and 6.8.4.3.	Complied
3.8.12	<p>Record keeping</p> <ul style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>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.</li> <li>iv) For Mass Balance Module, the mill: <ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul> </li> </ul>	<p>FGVPISB Belitong 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.</p> <p>The RSPO SCC (Mass Balance), SOP for Mill RSPO SCC, Doc. No: RSPO SCC, dated: 01/09/2019, version: 3.0 has defined at least 2 years of retention time for all records and report.</p> <p>Mass balance recording is done through utilization of "Lembaran Mass Balance" (Mass Balance Sheet). Computerized system in place with the delivery deducted accordingly. Based on verification of Mass Balance Sheet, it was found that the certified CPO and PK were always delivered from positive stock.</p>	Complied

	<p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock.</p>		
3.8.13	<p><b>Extraction Rate</b></p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>Conversion factor of CPO and PK production is depending on the actual OER and KER. Nonetheless, in forecasting the future productions, the OER and KER are estimated based on experience and performance. It was verified that the estimated OER and KER mentioned in Table 10 are in line with the mill's previous performance.</p>	Complied
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>The facility is using the actual extraction rate and therefore updating of rates is not necessary. Nonetheless, in forecasting the future productions, the OER and KER are estimated based on experience and performance. It was verified that the estimated OER and KER mentioned in Table 10 are in line with the mill's previous performance.</p>	Complied
3.8.15	<p><b>Processing</b></p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	<p>NA as the mill is using MB module.</p>	Not Applicable
3.8.16	<p><b>Registration of Transactions</b></p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p>	<p>Shipping announcements by the mill were represented by FGV marketing department located at Kuala Lumpur headquarters. The list of announcements made can be accessed in the RSPO PalmTrace. All the announcements were found to be made in timely manner.</p>	Complied

	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.		
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	RSPO trademark was not use. Nonetheless, the facility is aware with the requirements of the RSPO Rules on Market Communications and Claims.	Complied
<b>General corporate communications</b>			
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 the mill and this was verified through document and site review (notice board, business card, shipping documentation, procurement/ purchasing document and promotional material etc.).	Complied
4.2	<p>In corporate communications a member is allowed to:</p> <ul style="list-style-type: none"> <li>a. Display its RSPO membership status</li> <li>b. Display the RSPO web address (www.rspo.org)</li> <li>c. State that the member supports the work of the RSPO</li> <li>d. State the member's history with regard to the RSPO.</li> <li>e. Use the RSPO trademark to promote its membership of the RSPO.</li> </ul> <p>Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text 'Check our progress at www.rspo.org' where the link must lead to the member's profile page.</p>	Not applicable as no off-product claim made by the mill as to date.	Not Applicable
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 the mill as to date.	Not Applicable

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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 the mill as to date.	Not Applicable
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 the mill and this was verified through document and site review (notice board, business card, shipping documentation, etc.	Complied
<b>Business to business communications</b>			
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.	Business to business communication is through the delivery documents. There is no use of trademark logo. Only the communication with RSPO certification number and supply chain model sighted in the weighbridge tickets.	Complied
5.3	Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options:  a. If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer’s SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation.	Not applicable as the mill is not a distributor or wholesaler.	Not Applicable



	b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.		
<b>MODULE B – MASS BALANCE SPECIFIC RULES</b>			
<b>Minimum Mass Balance content</b>			
	95% or above of the oil palm content must be RSPO MB-certified.	Oil palm content for CPO and PK containing 100% RSPO MB-certified.	Complied
	Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.	No non-certified oil palm within the product of RSPO-MB certified for CPO and PK.	Complied
<b>Labelling and trademark (MB)</b>			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> <li>Surrounded by the text: 'Certified sustainable palm oil'.</li> <li>The RSPO label MUST contain the tag 'MIXED'. The tag MIXED designates oil palm products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag 'MIXED' on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim.</li> <li>The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'.</li> <li>Wherever the RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the</li> </ul>	No RSPO label used by the mill in any of form of marketing i.e., on pack communication and promotional material.	Complied

	<p>trademark or the 'statement'. Font must be Calibri, font size must be at least 4 pt (1.4 mm or 0.06 inch).</p> <ul style="list-style-type: none"> <li>In on-pack communications, the RSPO trademark can be printed anywhere on the pack. Further guidance on use of the trademark is provided in the RSPO Trademark License Terms and Conditions and in Annex 1 of the Rules on Market Communications &amp; Claims document.</li> </ul>		
<b>Messaging (MB)</b>			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> <li>[Oil palm products]/[palm oil]/[palm kernel oil] from RSPO-certified mills and plantations were mixed with non-certified oil palm products in the supply chain.</li> <li>The volume of [oil palm products][palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations.</li> </ul> <p>In off-product communications, reference to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown in company records is allowed.</p> <p>Messaging NOT ALLOWED in storytelling in product-related communications:</p> <ul style="list-style-type: none"> <li>Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product.</li> </ul>	<p>No storytelling in and off product-related communications made by the mill.</p>	<p>Complied</p>
<b>Principle 4: Respect community and human rights and deliver benefits</b>			
<b>Criterion 4.1:</b> The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.			

4.1.1	<p><b>(C)</b> 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> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where the company committed to respecting human rights by upholding international human rights principles and standards as encapsulated in the Universal Declaration of Human Rights (UDHR), and other applicable international human rights treaties, subject to the laws and regulations of the countries and territories in which FGV Group operates. In fulfilling its responsibility to respect human rights, FGV Group is guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs).</p> <p>Communication of the policy has been done to all the workers. For FGVASSB Ulu Belitong dated 19/08/2022 while for FGVPI Belitong POM, 17/10/2022</p>	Complied
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment in their operations.</p> <p>- Minor compliance -</p>	<p>FGV prohibits any form of harassment in their operation as per the policy above. Interviewed with the workers confirmed that no harassment by the management.</p>	Complied
<p><b>Criterion 4.2:</b> There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties</p>			
4.2.1	<p><b>(C)</b> 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.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has established SOP for “Menangani Aduan dan Rugutan” with Doc. No.: FGV/ML-1A/L2-Pr13 dated 01/04/2019. The procedure is to provide a system for the internal and external stakeholders to lodge complaint and grievances to the management.</p> <p>The complaints will be solved in 14 days (first stage), 14 days (second stage). The complaint has to be resolved within 2 months from the date of discussion in third stage if the issue needs to be escalated to Wilayah Office. Any issues that can be resolved within the operating unit, it has to be closed within 14 days.</p>	Complied

<p>4.2.2</p>	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p>FGV has established SOP for “Menangani Aduan dan Rugutan” with Doc. No.: FGV/ML-1A/L2-Pr13 dated 01/04/2019. The procedure is to provide a system for the internal and external stakeholders to lodge complaint and grievances to the management.</p> <p>The complaints will be solved in 14 days (first stage), 14 days (second stage). The complaint has to be resolved within 2 months from the date of discussion in third stage if the issue needs to be escalated to Wilayah Office. Any issues that can be resolved within the operating unit, it has to be closed within 14 days.</p> <p>Besides, grievance reporting channels were published in the company’s website, <a href="https://www.fgvholdings.com/whistleblowing/">https://www.fgvholdings.com/whistleblowing/</a>. The channels of reporting such as through letter, email, in person or Hotline Toll Free call. The whistleblowing e-form was available in <a href="https://www.fgvholdings.com/sustainability/grievance/#">https://www.fgvholdings.com/sustainability/grievance/#</a> for the stakeholders to report a grievance.</p>	<p>Complied</p>
<p>4.2.3</p>	<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>For FGVAS Ulu Belitong Estate, records of complaint have been maintained in log book title “Buku Aduan” and has been maintained since 2019. Latest on 13/06/2022 and 14/08/2022 for replacement for harvesting equipment and poor work condition. There is evidence that all complaints has been responded immediately after the complaint received. It has been confirmed through interview with the workers itself.</p>	<p>Complied</p>
<p>4.2.4</p>	<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>As per SOP for Complaint &amp; Grievance (Doc no: FGV/ML-1A/L2-Pr13 issue 01, revision 02 dated 01/04/2019, under clause 7.1.4 (4th stages) 7.1.4.1 if there is no agreement after complaint lodges to the headquarters, the complaint can be escalated to Jabatan Perhubungan Perusahaan, Kementerian Sumber Manusia or Panel Aduan Persijilan Kelestarian (RSPO or MSPO) as a solution.</p>	<p>Complied</p>

<b>Criterion 4.3:</b> The unit of Certification contributes to local sustainable development as agreed by local communities.			
4.3.1	Contributions to community development that are based on the results of consultation with local communities are demonstrated.  - Minor compliance -	All operating units contribute to the workers and verified base on the documentation provided during the audit.  a. Eid Adha celebration - Chicken b. Food bag for COVID positive c. Contribution of Kurma during Ramadhan	Complied
<b>Criterion 4.4:</b> 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	<b>(C)</b> 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.  - Critical (Major) compliance -	The government leased the land to FELDA for development. As per agreement letter between FELDA and FELDA Palm Industries Sdn Bhd dated 25/11/1996, FELDA granted a portion of land with approximately 13.51 ha for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023.  There was a new leased agreement between FELDA and FGV Agri Services Sdn Bhd dated 02/09/2020 for Ulu Belitong Estate. FELDA has leased a total of 157.12 ha and the validity of agreement was valid until 31/12/2046. Only 147.70 ha (Peringkat 1 and Peringkat 3) is under certified area and 9.42 ha (Peringkat 2) is not under scope of certification.	Complied
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	There is no dispute in FGVPIB Belitong POM, Ulu Belitong Estate and Bukit Tongkat B Estate as the land is belong to FELDA. The estate's land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles confirmed that there is not any land dispute reported.	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	There is no dispute in FGVPIB Belitong POM, Ulu Belitong Estate and Bukit Tongkat B Estate as the land is belong to FELDA. The estate's land is leased to FGV for Oil Palm Plantation activities. It	Complied

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	<p>consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making.</p> <p>- Minor compliance -</p>	<p>was verified through the land titles confirmed that there is not any land dispute reported.</p>	
4.4.2b	<p>Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken.</p> <p>- Minor compliance -</p>	<p>There is no dispute in FGVPISB Belitong POM, Ulu Belitong Estate and Bukit Tongkat B Estate as the land is belong to FELDA. The estate's land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles confirmed that there is not any land dispute reported.</p>	Complied
4.4.2c	<p>Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.</p> <p>- Minor compliance -</p>	<p>There is no dispute in FGVPISB Belitong POM, Ulu Belitong Estate and Bukit Tongkat B Estate as the land is belong to FELDA. The estate's land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles confirmed that there is not any land dispute reported.</p>	Complied
4.4.3	<p><b>(C)</b> Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p> <p>- Critical (Major) compliance -</p>	<p>Maps with identified legal boundaries were available. Verified the boundary between Bukit Tongkat B estate with the FELDA during site visit.</p>	Complied
4.4.4	<p>All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.</p> <p>- Minor compliance -</p>	<p>Maps with identified legal boundaries were available. Verified the boundary between Bukit Tongkat B estate with the FELDA during site visit.</p>	Complied

4.4.5	<p><b>(C)</b> Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.</p> <p>- Critical (Major) compliance -</p>	<p>Maps with identified legal boundaries were available. Verified the boundary between Bukit Tongkat B estate with the FELDA during site visit.</p>	Complied
4.4.6	<p>There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.</p> <p>- Minor compliance -</p>	<p>Maps with identified legal boundaries were available. Verified the boundary between Bukit Tongkat B estate with the FELDA during site visit.</p>	Complied
<p><b>Criterion 4.5:</b> No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>			
4.5.1	<p><b>(C)</b> Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p> <p>- Critical (Major) compliance -</p>	<p>There was no new planting in Bukit Tongkat B Estate and FGVASSB Ulu Belitong Estate. There was no acquisition of new land sighted.</p>	Complied
4.5.2	<p><b>(C)</b> FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	<p>There was no new planting in Bukit Tongkat B Estate and FGVASSB Ulu Belitong Estate. There was no acquisition of new land sighted.</p>	Complied
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples.</p>	<p>There was no new planting in Bukit Tongkat B Estate and FGVASSB Ulu Belitong Estate. There was no acquisition of new land sighted.</p>	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 Bukit Tongkat B Estate and FGVASSB Ulu Belitong 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 Bukit Tongkat B Estate and FGVASSB Ulu Belitong 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 Bukit Tongkat B Estate and FGVASSB Ulu Belitong 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 Bukit Tongkat B Estate and FGVASSB Ulu Belitong Estate. There was no acquisition of new land sighted.	Complied
4.5.8	<b>(C)</b> New lands are not acquired in areas inhabited by communities in voluntary isolation.	There was no new planting in Bukit Tongkat B Estate and FGVASSB Ulu Belitong Estate. There was no acquisition of new land sighted.	Complied



	- Critical (Major) compliance -		
<b>Criterion 4.6:</b> 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><b>(C)</b> 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>FGV has developed procedure on “Pengenalpastian dan penyelesaian pertikaian tanah” with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.</p>	Complied
4.6.2	<p><b>(C)</b> 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 neighboring 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>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</p>	Complied

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	- Minor compliance -	communities. Trenches and fencing were available to demarcate the boundary of land between the neighboring stakeholders.	
<b>Criterion 4.7:</b> 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.			
<b>Guidance:</b> Evidence of mutually agreement include, e.g; minutes of meeting, signed agreements, videos, etc.			
4.7.1	<b>(C)</b> A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	FGV has developed procedure on “Pengenalpastian dan penyelesaian pertikaian tanah” with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	Complied
4.7.2	<b>(C)</b> 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 -	Refer to Indicator 4.7.2.	Complied
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development. - Minor compliance -	There is no customary right land in Bukit Tongkat B Estate and FGVASSB Ulu Belitong Estate. Therefore, the clause is not applicable.	Complied

<b>Criterion 4.8:</b> The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.			
4.8.1	<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>- Minor compliance -</p>	<p>There are no customary right land for all estates under FGVPISB Belitong POM. It has been confirmed through Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FELDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023. Interview with FELDA settler and local communities confirmed the statement. Therefore, the clause is not applicable.</p>	Not Applicable
4.8.2	<p><b>(C)</b> 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>	<p>There are no customary right land for all estates under FGVPISB Belitong POM. It has been confirmed through Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FELDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023. Interview with FELDA settler and local communities confirmed the statement. Therefore, the clause is not applicable.</p>	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>There are no customary right land for all estates under FGVPISB Belitong POM. It has been confirmed through Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land</p>	Not Applicable

	- Minor compliance -	to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FELDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023. Interview with FELDA settler and local communities confirmed the statement. Therefore, the clause is not applicable.	
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).  - Minor compliance -	There are no customary right land for all estates under FGV PISB Belitong POM. It has been confirmed through Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FELDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023. Interview with FELDA settler and local communities confirmed the statement. Therefore, the clause is not applicable.	Not Applicable
<b>Principle 5: Support smallholder inclusion</b>			
<b>Criterion 5.1:</b> The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders.  - Minor compliance -	There is evidence that current and previous period prices paid for FFB are publicly available at weighbridge stations. Mentioned in the notice board price for today and previous day ( 09/11/2022 and 08/11/2022). There is also evidence that the pricing has been accessible to all smallholders.	Complied
5.1.2	<b>(C)</b> 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).	Explanation of FFB pricing to smallholder conducted on 02/11/2022 and record sighted "Taklimat dan penerangan BTS luar" with	Complied

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	- Critical (Major) compliance -	attendance of all smallholders that supplied FFB to FGVPI Belitong POM	
5.1.3	<b>(C)</b> Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented. - Critical (Major) compliance -	There is evidence that fair pricing has been calculate based on CPO price by MPOB and calculation of the FFB prices has been documented and sighted. As per interview confirm that FFB supplier agreed and understand regards to FFB pricing.	Complied
5.1.4	<b>(C)</b> 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. - Critical (Major) compliance -	Suppliers in general has been briefed and provided with FGV Supplier Code of Conduct (SCOC); April 2019 prior to contractual engagement. The SCOC also available via FGV company's website link <a href="http://www.fgvholdings.com/wpcontent/uploads/2019/07/Supplier-Code-of-Conduct-SCOC.pdf">http://www.fgvholdings.com/wpcontent/uploads/2019/07/Supplier-Code-of-Conduct-SCOC.pdf</a> where the SCOC were specified relevant terms of Labour Standards as well as legality to be complied with by suppliers. For FFB suppliers, valid MPOB license copies were kept by the mill as evidence of legal due diligence prior to being approved to supply FFB. Additionally, each FFB supplier issued with agreement to purchase FFB which was signed by both party.	Complied
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe. - Minor compliance -	Contract agreement sighted for FFB supplier a. Bakti Mas Bina Sdn Bhd agreement number 001 b. Guan Leng Trading Sdn Bh agreement number 0027 Stated in the agreement, agreed timeframe and there is also evidence that the contract is legal, fair and transparent.	Complied
5.1.6	<b>(C)</b> Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given. - Critical (Major) compliance -	The invoices and payment records for the third-party FFB suppliers were sighted and verified. There is evidence that payments has been done before 15 <sup>th</sup> every month. Sample of 2 FFB supplier taken a. Bakti Mas Bina Sdn Bhd	Complied

		b. Guan Leng Trading Sdn Bhd	
5.1.7	Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government). - Minor compliance -	Calibration of weighbridge done on annual basis for 2 weighbridges a. Serial number; 0037008-6CN dated 08/09/2022 b. Serial number 200850750 dated 20/07/2022	Complied
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 -	As for the day of audit, there is no smallholder with RSPO certification.	Complied
5.1.9	<b>(C)</b> 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 same grievance mechanism as described in Indicator 4.2.2 is used. There was no grievance received from smallholders since the last audit.	Complied
<b>Criterion 5.2:</b> 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 -	Smallholder support program has been established under the sustainability and certification department, Mr Noor Hadi. For FGVPI Belitong POM is under region 05 has been planned for consultation in March 8-10, 2023	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	Smallholder support program has been established under the sustainability and certification department, Mr Noor Hadi. For FGVPI	Complied

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	competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS). - Minor compliance -	Belitong POM is under region 05 has been planned for consultation in March 8-10, 2023	
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	Smallholder support program has been established under the sustainability and certification department, Mr Noor Hadi. For FGVPI Belitong POM is under region 05 has been planned for consultation in March 8-10, 2023	Complied
5.2.4	<b>(C)</b> Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	Schemed smallholder under FELDA is the only smallholder that supply to FGVPI Belitong POM while the others is collection centre.	Complied
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	Not applicable since consultation for smallholders has been planned in March 8-10, 2023	Complied
<b>Principle 6: Respect workers' rights and conditions</b>			
<b>Criterion 6.1:</b> Any form of discrimination is prohibited.			
6.1.1	<b>(C)</b> 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 -	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where no person shall be subjected to any discrimination in employment, including hiring, compensation, advancement, training, disciplinary action, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnic origin, reproductive rights or other forms of discrimination.	Complied

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		Communication of the policy has been done to all the workers. For FGVASSB Ulu Belitong dated 19/08/2022 while for FGVPI Belitong POM, 17/10/2022	
6.1.2	<p><b>(C)</b> Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers.</p> <p>- Critical (Major) compliance -</p>	Interviewed and verified through salary slips shows that there is no discrimination in terms of salary payment especially for similar work scope. FGV has committed that no recruitment fee imposed to foreign workers.	Complied
6.1.3	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	Employment procedure was established, and details refer to indicator 3.5.1. Collective Agreement (Cog. No.: 031/2020) which valid from 01/01/2019 to 31/12/2021 has explained the criteria of promotion based on the capability, qualification and performance of interview of the candidates.	Complied
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p> <p>- Minor compliance -</p>	There is no female worker works in mill process and estate operation. Female workers mainly work in the office of mill and estate. No pregnancy test been conducted for job selection. This is confirmed through the interview session with the female workers and reviewed the medical check up report.	Complied
6.1.5	<p><b>(C)</b> A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>- Critical (Major) compliance -</p>	Minutes meeting for gender sighted for FGVPB Bukit Tongkat B Estate where latest meeting has been done on 26/01/2022. During the meeting, socialization of the policy and procedure has been done, and explanation function of gender committee and appointment of PIC for gender committee. Puan Hazimah binti Izah has been appointed chairman and Mr Hadi Helmi Che Hassan as advisor. While for FGVPI Belitong POM, gender committee	Complied



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		established and chaired by Puan Jamilah Jamadi under Kelab Keluarga Dayabudi. Latest meeting conducted on 25/09/2022	
6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	The female workers employed in FGV are local Malaysian. Female workers employed are generally office staffs. Reviewed payslips in Bukit Tongkat B Estate and Belitong POM which consists of male and female workers found that their salary is the same for the same job scope. They were paid according to the Minimum Wage Order 2022 without any discrimination. This has confirmed through interview with the workers comprises of female and male. There is no female workers in FGVASSB Ulu Belitong Estate.	Complied
<b>Criterion 6.2:</b> 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	<b>(C)</b> 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. - Critical (Major) compliance -	<p>Collective agreement between FGV Plantation (Malaysia) Sdn Bhd and Kesatuan Pekerja Pekerja FGV Plantations (Malaysia) Sdn Bhd for period 01/01/2019 until 31/12/2021 document number COG.No: 025/2020. Latest collective agreement still under discussion between both parties.</p> <p>All operating units commit to comply with employment Act 1955 and minimum wages order 2022 where has outline the pays and conditions of each worker. For estates under FGVAS, the management has established manual for wages rate in the document Manual Panduan Kadar Upah Kerja Bil 08/0222, Pekerja operasi ladang effective date on 01/05/2022.</p> <p>While for FGV Plantation (Malaysia) Sdn Bhd, sighted memo dated 20/05/2022 from chief executive officer document number (18) HREO/WW/01/1/2022. Guideline for all operations rates has been outline in the document.</p>	Complied

		<p>For POM, collective agreement sighted in the document "Perjanjian Bersama antara FGV Palm Industries Sdn Bhd dengan Kesatuan Pekerja Pekerja FGV Palm Industries Sdn Bhd ( Semenanjung) for period 01/01/2022 until 31/12/2024.</p> <p>The agreements are signed in local language for different nationalities. Interviewed with the workers confirmed that they understood the terms and conditions of employment contracts and pay slips.</p>	
6.2.2	<p><b>(C)</b> Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.</p> <p>- Critical (Major) compliance -</p>	<p>For FGVASB Ulu Belitong Estate, there is 8 workers who origin from Indonesia and Bangladesh and latest recruitment is in 2018. Sighted employment contract for all workers that has been established from origin (Indonesia, Bangladesh and India) which has been documented in the document number FGV/FGVPM-JTK/Contract. Pays and benefits has been clearly outline in the employment contract. Sample of 4 workers has been taken for FGVASB Ulu Belitong Estate and sample of pay slips taken for March, June, and September 2022. Wages for each workers has been monitored through check roll document title "Cekroll Tenaga Kerja Luar FGV Agri Services Sdn Bhd" on weekly basis and summarized monthly in the document "Productiviti Kerja Bulanan"</p>	Complied
6.2.3	<p><b>(C)</b> 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>For all operating, stated in the employment contract working hours, deduction, overtime and leave entitlement. Mentioned in the employment contract that entitlement of leave is depending of length of services. For workers less than 2 years services, entitled 14 days of sick leave and 8 days of annual leave. Highlighted in the contract reasons for dismissal, period of notice and other legal labour requirements.</p>	Complied
6.2.4	<p><b>(C)</b> The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to</p>	<p>Officer using the checklist Pemeriksaan Mingguan Kawasan Perumahan Pekerja Asing. Any issues found during the inspection</p>	Complied

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	<p>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>were recorded in the checklist and actions were taken accordingly. Seen the record of inspection from December 2020 to October 2021. The estate has allocated budget to construct new toilet for one of the toilets of workers. Seen the Surat Perintah Kerja# 5600004592 which valid until 14/03/2022. Site visit to the housing facilities found in satisfactory condition.</p> <p>Supervisor of FGVASSB Ulu Belitong has conducted weekly linesite inspection by using Borang Pemeriksaan Asrama Pekerja. The last inspection was carried out on 19/11/2021 and no issue was sighted. Site visit to the housing facilities found in satisfactory condition. Interviewed with workers confirmed that no issue on housing facilities during the time of audit.</p> <p>Belitong POM has carried out weekly linesite inspection by using Senarai Semak Kebersihan Rumah Petugas by Assistant Manager. No issue was sighted.</p>	
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>Location of mill and estate was inside the vicinity of FGV Settlers village and access to town is available by public transport. Groceries shops and restaurants are sighted, and the workers are easily access to adequate, sufficient and affordable food. Interviewed with the workers confirmed that they have no issue with the food access</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><b>PROCEDURAL NOTE:</b></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,</p>	<p>Belitong Complex has established the prevailing wage calculation to include all the in-kind benefits provided to the workers. Sampled the prevailing wages for benefit of Housing – RM 350 for local workers and RM 150 for foreign workers; Healthcare for local workers is RM 77.30 and RM 23.45 for foreign workers. The prevailing wages is more than the Minimum Wage Order 2022.</p>	Complied

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<p>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><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"> <li>• Updated assessment on prevailing wages and in-kind benefits</li> <li>• There is annual progress on the implementation of living wages</li> </ul>		
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	<ul style="list-style-type: none"> <li>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</li> <li>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.</li> </ul> <p>- Minor compliance -</p>		
6.2.7	<p>Permanent, full-time employment including contractors' workers and contracted workers 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>For FGVASB Ulu Belitong Estate, Total 8 workers has been recruited permanently and there is only 1 contractor workers which is Bukit Tongkat Enterprise for FFB transport. As in interview with the representative, the operation has been run within the family member.</p>	Complied
<p><b>Criterion 6.3:</b> 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><b>(C)</b> 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>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV Group recognises and respects employees' right to freedom of association and to collective bargaining. Communication of the freedom of association policy has been done to all the workers. For FGVASSB Ulu Belitong dated 19/08/2022 while for FGVPI Belitong POM, 17/10/2022</p>	Complied
6.3.2	<p>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.</p> <p>- Minor compliance -</p>	<p>Minutes meeting for FGVASSB Ulu Belitong Estate that has been attended by all workers since there is only 8 workers in the estates. While for FGVPM Bukit Tongkat B Estate, minutes meeting sighted for meeting conducted on 09/05/2022 with attendance representative from different origin (India, Indonesia and Malaysia).</p>	Complied

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		While for FGVPI Belitong POM, latest meeting has been done on 02/04/2022 with attendance committee and member.	
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 -	There is evidence that election has been done at FGVPM Bukit Tongkat B Estate on 09/05/2022 as mechanism to appoint workers representative. Proper documentation sighted. While for FGVPI Belitong POM, appointment of workers representative has been done by Persatuan Pekerja Pekerja FGV Palm Industries Sdn Bhd. Interview with the workers confirmed that the management did not interfere with election and selection of representative.	Complied
<b>Criterion 6.4:</b> Children are not employed or exploited.			
6.4.1	A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.  - Minor compliance -	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV is committed to employing only persons of the age of 18 and above, FGV recognises that Malaysian laws allow for young persons to be engaged in certain forms of employment. Therefore, no person shall be employed under the age of 15, and any employment of young persons shall not be in a manner that is likely to be hazardous, or to interfere with such person’s education, or to be harmful to the person’s health or physical, mental, spiritual, moral, or social development at any stage of the employment. The contractors have signed on the SCOC where under Clause 3.2 has outlined that they shall not employ child labour under age of 18.  Communication of the sexual harassment policy has been done to all the workers. For FGVASSB Ulu Belitong dated 19/08/2022 while for FGVPI Belitong POM, 17/10/2022	Complied
6.4.2	<b>(C)</b> There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above	Reviewed the master list in Bukit Tongkat B Estate, FGVASSB Ulu Belitong and Belitong POM found that no young person was	Complied

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	company policy minimum age, whichever is higher. There is a documented age screening verification procedure. - Critical (Major) compliance -	employed. All the workers are above 18 years old. It has been further confirmed during the interview with the workers.	
6.4.3	<b>(C)</b> Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work. - Critical (Major) compliance -	Reviewed the master list in Bukit Tongkat B Estate, FGVASSB Ulu Belitong and Belitong POM found that no young person was employed. All the workers are above 18 years old. It has been further confirmed during the interview with the workers.	Complied
6.4.4	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. - Minor compliance -	Communication of the policy has been done to all the workers. For FGVASSB Ulu Belitong dated 19/08/2022 while for FGVPI Belitong POM, 17/10/2022  Communication of the policy to stakeholders has been done through memo that has been sent to all stakeholders for FGVPM Bukit Tongkat B Estate. All stakeholders need to sign evidence of acceptance of the policy	Complied
<b>Criterion 6.5:</b> There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	<b>(C)</b> A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce. - Critical (Major) compliance -	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV Group shall not tolerate any form of harassment and abuse including physical, sexual, psychological or verbal. Everyone shall be treated with respect and dignity.  Communication of the sexual harassment policy has been done to all the workers. For FGVASSB Ulu Belitong dated 19/08/2022 while for FGVPI Belitong POM, 17/10/2022	Complied
6.5.2	<b>(C)</b> A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where no person shall be subjected to any discrimination in employment, including hiring,	Complied

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	- Critical (Major) compliance -	<p>compensation, advancement, training, disciplinary action, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnic origin, reproductive rights or other forms of discrimination.</p> <p>Communication of the sexual harassment policy has been done to all the workers. For FGVASSB Ulu Belitong dated 19/08/2022 while for FGVPI Belitong POM, 17/10/2022</p>	
6.5.3	<p>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.</p> <p>- Minor compliance -</p>	<p>There was no new mother identified in Bukit Tongkat B Estate, FGVASSB Ulu Belitong Estate and Belitong POM as interviewed with the female staff to confirm. Bukit Tongkat B Estate consists of 4 female workers. However, needs of new mother was discussed during the Gender Committee/ KKD meeting conducted on 04/01/2021 such as time for breastfeeding and refrigerator to keep the breastmilk.</p>	Complied
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>FGV has established 'Menangani Aduan Melalui Jawatankuasa Wanita' with Doc. No.: ML-1A/L2-Pr14 dated 01/06/2016. The objective of the procedure is to establish a mechanism to handle sexual harassment, discrimination, violence cases reported in the area. Channel of complaint lodge has outlined in the procedure such as verbal and written. The appointed committee need to forward the complaint to Regional Gender Committee within 1 week from the date of complain received. If the case is unresolved, the committee will forward the case to Talian Nur (Kementerian Pembangunan Wanita, Keluarga &amp; Masyarakat) through 15999. The management will protect the identity of the complainant if they wish not to reveal. The procedure was briefed to the female workers during Gender Committee/ KKD meeting conducted on 04/01/2021 in Bukit Tongkat B Estate. Interviewed with the female workers confirmed that they are aware of the complaint procedure and</p>	Complied



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		informed that there is no case of sexual harassment and violence reported. Reviewed the Complaint Book for Gender Committee in Bukit Tongkat B Estate found no issue has been reported since last audit.	
<b>Criterion 6.6:</b> No forms of forced or trafficked labour are used.			
6.6.1	<p><b>(C)</b> All workers have entered into employment voluntarily and the following are prohibited:</p> <ul style="list-style-type: none"> <li>• Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes)</li> <li>• Charging the workers for recruitment fees.</li> <li>• Contract substitution</li> <li>• Involuntary overtime</li> <li>• Lack of freedom of workers to resign</li> <li>• Penalty for termination of employment</li> <li>• Debt bondage</li> <li>• Withholding of wages</li> </ul> <p>- Critical (Major) compliance -</p>	Sample of employment contracts for checkroll foreign workers has clearly stated the passport is responsible to keep and protect their own passport; FGV will bare all recruitment fees such as medical, transportation from airport to Malaysia, visa as stated in the Communications Pack which will briefed to the candidates during pre-employment process in home country and agreement with the agent in source country; Workers have signed agreement in home country where the terms and conditions are identical without any contract substitution; overtime is based on request of workers and as per FGV's policy, developed Overtime Policy (Policy No.: FGV/GHC/POL/006, Rev. 4 dated 01/01/2020) to comply with the Employment Act 1955; there is no debt and wages withholding through interviewed with the workers; and workers can terminate the contract with 30 days of notice period without any penalty of termination.	Complied
6.6.2	<p><b>(C)</b> Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p> <p>- Critical (Major) compliance -</p>	FGV Group has developed Guidelines and Procedures for Responsible Recruitment of Foreign Workers dated 27/6/2019. The guidelines are adopted the principles embedded in the Group Sustainability Policy including non-discrimination, respect for human rights and labour rights as well as health and safety. Workers will be signed on the contract of employment and that is non-transferable to other workers and cannot be substituted. The appointed recruitment agent in the source country shall bear all the	Complied

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		<p>costs during recruitment process. Workers will undergo orientation program and briefed on their rights, terms and conditions in the contract of employment and relevant labour and immigration laws. All necessities and accommodation will be provided to the workers in accordance with the legal requirements and standards to ensure decent living conditions for workers.</p>													
<p><b>Criterion 6.7:</b> The unit of certification ensures that the working environment under its control is safe and without undue risk to health.</p>															
<p>6.7.1</p>	<p><b>(C)</b> The responsible person(s) for H&amp;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 management has established Safety Committee Member consist of Secretary, representatives from Employer and representatives from Employee as per appointment letter by the Estate/Mill Manager. The mill and estates manager has been appointed as person responsible for safety and health cum chairman for safety and health committee in as per appointment letter signed by the CEO. The OSH committee discussed regarding the safety and health of the workers on quarterly basis during the OSH committee meeting. In the meeting discussed on the matters arising from the previous meetings, accident and incident report, workplace inspection, and training. Concerns on issue related health, safety and welfare were discussed at these meetings and recorded. The OSH Committee meeting for Estate was conducted on quarterly basis. Reviewed the latest minutes meeting FY 2022 as follows:</p> <table border="1" data-bbox="1137 1109 1930 1343"> <thead> <tr> <th>OSH Meeting 2022</th> <th>FGVAS Ulu Belitong Estate</th> <th>FGVPM Bukit Tongkat Estate</th> <th>FGVPI Belitong POM</th> </tr> </thead> <tbody> <tr> <td>1<sup>st</sup> Quarter</td> <td>25/03/2022</td> <td>24/01/2022</td> <td>30/03/2022</td> </tr> <tr> <td>2<sup>nd</sup> Quarter</td> <td>24/06/2022</td> <td>19/05/2022</td> <td>30/06/2022</td> </tr> </tbody> </table>	OSH Meeting 2022	FGVAS Ulu Belitong Estate	FGVPM Bukit Tongkat Estate	FGVPI Belitong POM	1 <sup>st</sup> Quarter	25/03/2022	24/01/2022	30/03/2022	2 <sup>nd</sup> Quarter	24/06/2022	19/05/2022	30/06/2022	<p>Complied</p>
OSH Meeting 2022	FGVAS Ulu Belitong Estate	FGVPM Bukit Tongkat Estate	FGVPI Belitong POM												
1 <sup>st</sup> Quarter	25/03/2022	24/01/2022	30/03/2022												
2 <sup>nd</sup> Quarter	24/06/2022	19/05/2022	30/06/2022												

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		3 <sup>rd</sup> Quarter	30/09/2022	11/08/2022	26/09/2022									
		4 <sup>th</sup> Quarter	TBC	TBC	TBC									
6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>Emergency Procedures and Safe Working Procedures were available at the office, workshops and chemical stores. Emergency Plans were available for identified incidences such as Fire, Accident, Chemical Spillage and Evacuation. Emergency Response Team was formed in the estate to counter any unwanted emergencies. Refer SOP Kesedian Menghadapi Kecemasan, Reference No: FGV/FGVPM/II/IMS/15/013 dated 01/11/2021.</p> <p>The operating units continuously provide training to the workers to ensure the awareness on the ERP. Reviewed the training records as follows:</p> <table border="1" style="width: 100%;"> <thead> <tr> <th>Estate/ Mill</th> <th>ERP Training date</th> </tr> </thead> <tbody> <tr> <td>FGVAS Ulu Belitong Estate</td> <td>19/10/2022</td> </tr> <tr> <td>FGVPM Bukit Tongkat B estate</td> <td>30/05/2022</td> </tr> <tr> <td>FGVPI Belitong POM</td> <td>18/11/2021</td> </tr> </tbody> </table> <p>Procedure for First Aid has been established. Refer SOP Peti / Kit Pertolongan Cemas Reference No: FGVPM/L3/GPK-003 dated 01/02/2020. The operating provided first aid kit/box and located in designated places or assigned to competent first aider. The operating units has also established an information on the location of first aid box, name and contact no. of the assigned first aider and communicated through briefing, training and displayed on notice board. First aid kit was monitored on monthly basis for estate and quarterly basis for mill. Latest inspection as follows:</p>				Estate/ Mill	ERP Training date	FGVAS Ulu Belitong Estate	19/10/2022	FGVPM Bukit Tongkat B estate	30/05/2022	FGVPI Belitong POM	18/11/2021	Complied
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		Estate/ Mill	First Aid Training date	Latest First Aid Monitoring Record		
		FGVAS Ulu Belitong Estate	19/10/2022	25/10/2022		
		FGVPM Bukit Tongkat B Estate	20-21/06/2022	25/10/2022		
		FGVPI Belitong POM	17/10/2022	30/09/2022		
		<p>FGVAS Ulu Belitong Estate</p> <p>Accident records were maintained and updated monthly at the estate. The JKKP 8 form have been submitted for the year ending 2021 on 11/01/2022 with reference number JKKP8/98350/2021. There were no accidents recorded.</p> <p>FGVPM Bkt Tongkat Estate</p> <p>Accident records were maintained and updated monthly at the estate. The JKKP 8 form have been submitted for the year ending 2021 on 25/01/2022 with reference number JKKP8/75675/2021. There were no accidents recorded.</p> <p>FGVPI Belitong POM</p> <p>Accident records were maintained and updated monthly at the mill. The JKKP 8 form have been submitted for the year ending 2021 on 26/01/2022 with reference number JKKP8/103976/2021. There were 1 accident recorded with 43 TLA. JKKP 6 has been submitted for those cases on 21/02/2021. Investigation cases has been kept in the file and available for verification.</p>				

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<p>6.7.3</p>	<p><b>(C)</b> 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>The mill and estates visited provided appropriate PPE to all workers according to the job type. The PPE given as per HIRARC and SOP Pengurusan Alat Pelindung Diri (PPE) Reference No: FGVPM/L3/GPK-002 dated 01/02/2020.</p> <p>All workers have been provided with appropriate personal protective equipment (PPE), which is provided by the management free of charge. During the field visit to the Harvesting Gang and visit to the stores of the respective estates and mill, it was sighted that all required PPEs were worn by the personals.</p> <p>The estates have well maintained facilities for the workers to sanitise themselves prior to returning home from work. The showers were all in good working condition. Interview with workers indicated that they were all well aware that they have to sanitise themselves before returning home due to the hazard that the chemical residues could cause.</p> <p>The use of PPE was inadequately implemented.</p> <p>FGVAS Ulu Belitong Estate</p> <p>During site visit at Block 18 Peringkat 3, Harvesting area it was found that 1 Mechanical Buffalo Driver was not wearing ear plug as his PPE. It was not in line with It was not in line with Matrix Alat Perlindungan PPE FGVPM dated 03/08/2022, PPE Jentera: Topi Keselamatan, Ear Plug, Kasut Wellington (Safety).</p> <p>FGVPM Bukit Tongkat B Estate</p> <p>During site visit at PM 10N, it was found that 1 Tractor Driver and 1 Mechanical Buffalo Driver were not wearing Safety Shoes as their PPE. It was not in line with SOP: FGVPM/L3/GPK-017 dated</p>	<p>Non-compliance</p>
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		<p>01/02/2020 Section 6.4.2 Perlu Memakai Kasut Keselamatan Dan Topi Keselamatan.</p> <p>During site visit at PM 10N, harvesting area, it was found that 4 harvesters were not wearing Safety Goggles and Wellington Boots (Harvester were wearing high cut rubbers shoes). It was not in line with Matrix Alat Perlindungan PPE FGVPM dated 01/12/2020, PPE Menuai: Cermin Mata Keselamatan, Kasut Wellington, Cotton Gloves, Topi Keselamatan. Thus, major NC was raised.</p>	
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<p>6.7.4</p>	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law.</p> <p>- Minor compliance -</p>	<p>Medical care is provided to all the employees by the organization and covered by accident insurance. Reviewed on workers profile records found that all workers are covered by the accident insurances. Local workers and foreign workers were covered under SOCSO scheme. Sighted the contribution form (8A) for July 2022, August 2022 and September 2022 for the mill and all sampled estate as below.</p> <table border="1" data-bbox="1137 612 1935 1267"> <thead> <tr> <th>Operating Unit</th> <th>Month</th> <th>Total Workers</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td rowspan="3">FGVAS Ulu Belitong Estate</td> <td>July 2022</td> <td>171</td> <td>RM7,208.20</td> </tr> <tr> <td>Aug 2022</td> <td>202</td> <td>RM8,921.50</td> </tr> <tr> <td>Sept 2022</td> <td>193</td> <td>RM8,526.10</td> </tr> <tr> <td rowspan="3">FGVPM Bukit Tongkat B Estate</td> <td>July 2022</td> <td>50</td> <td>RM1,498.50</td> </tr> <tr> <td>Aug 2022</td> <td>48</td> <td>RM1,482.20</td> </tr> <tr> <td>Sept 2022</td> <td>55</td> <td>RM1,463.90</td> </tr> <tr> <td rowspan="3">FGVPI Belitong POM</td> <td>July 2022</td> <td>112</td> <td>RM7,892.40</td> </tr> <tr> <td>Aug 2022</td> <td>111</td> <td>RM8,494.10</td> </tr> <tr> <td>Sept 2022</td> <td>110</td> <td>RM9,168.90</td> </tr> </tbody> </table>	Operating Unit	Month	Total Workers	Amount	FGVAS Ulu Belitong Estate	July 2022	171	RM7,208.20	Aug 2022	202	RM8,921.50	Sept 2022	193	RM8,526.10	FGVPM Bukit Tongkat B Estate	July 2022	50	RM1,498.50	Aug 2022	48	RM1,482.20	Sept 2022	55	RM1,463.90	FGVPI Belitong POM	July 2022	112	RM7,892.40	Aug 2022	111	RM8,494.10	Sept 2022	110	RM9,168.90	<p>Complied</p>
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<p>6.7.5</p>	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p>	<p>Records of all accidents are kept. Accident incidences are reviewed during the safety meetings. Records on Lost Time Accident (LTA) metrics was maintained. Accident records are found to be updated.</p>	<p>Complied</p>																																		

	<p>- Minor compliance -</p>	<p>JKKP 8 form were submitted to DOE through MyKKP systems. Occupational Injuries were recorded as below:</p> <table border="1" data-bbox="1137 440 1928 774"> <thead> <tr> <th rowspan="2">Operating Unit</th> <th colspan="2">2021</th> <th rowspan="2">Hours worked</th> <th rowspan="2">Average Days Worked</th> </tr> <tr> <th>Cases</th> <th>TLA</th> </tr> </thead> <tbody> <tr> <td>FGVPI Belitong POM</td> <td>1</td> <td>43</td> <td>192000</td> <td>80</td> </tr> <tr> <td>FGVAS Ulu Belitong Estate</td> <td>0</td> <td>0</td> <td>32448</td> <td>14</td> </tr> <tr> <td>Bkt Tongkat B Estate</td> <td>0</td> <td>0</td> <td>184704</td> <td>74</td> </tr> </tbody> </table>	Operating Unit	2021		Hours worked	Average Days Worked	Cases	TLA	FGVPI Belitong POM	1	43	192000	80	FGVAS Ulu Belitong Estate	0	0	32448	14	Bkt Tongkat B Estate	0	0	184704	74	
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<p><b>Principle 7: Protect, conserve and enhance ecosystems and the environment</b></p>																									
<p><b>Criterion 7.1:</b> Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.</p>																									
<p>7.1.1</p>	<p><b>(C)</b> IPM plans are implemented and monitored to ensure effective pest control.            - Critical (Major) compliance -</p>	<p>An IPM plan is implemented and available in the "<i>Pelan Pengurusan Kawalan Serangan Makhluk Perosak Tanaman Bersepadu (IPM)</i>" for the year 2022. Among the IPM observed during the site visits at the estates were planting of beneficial plants (e.g., Tunera sp., Cassia cobanensis and Antigonan leptopus), use of pheromone trap, and using of barn owls (<i>Tyto alba</i>) as predators to rats.</p>	<p>Complied</p>																						
<p>7.1.2</p>	<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.            - Minor compliance -</p>	<p>The invasive species such as antigonan sp, cassia sp, mucuna sp, and tunera sp, were used as beneficial plants and cover crop only, whereby the management of planting and propagation is guided by SOPs. The SOPs have outlined the limit of dimension and density of planting. Based on site visit, there was no observation of uncontrolled spreading of the species.</p>	<p>Complied</p>																						



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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>The Group Sustainability Policy (FGV/SED/POL/001) dated 29/05/2019 states No Open burning policy in all its premise. Interview with the estate management and workers indicated that there was no use of fire as pest control in the estates. Visit around the estate also indicated that there was no evidence of fire was used as a method of pest control.</p>	Complied											
<b>Criterion 7.2:</b> Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.														
7.2.1	<p><b>(C)</b> 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>Justification for all pesticide available under Manual Lestari 1A, under Document: ML- 1A/L3-GP1(0) dated March 2012. In addition, procedure related chemical usage were established. Refer SOP Merumput with reference number FGVPM/L3/GPK-010 dated 01/02/2020 and Kawalan Musuh Dan Penyakit with reference number FGVPM/L3/GPK-012 dated 01/02/2020. In this, justification all chemical such as Pesticide, Herbicide and Fungicides are available for each chemical. This included glyphosate isopropylamine, metsulfuron methyl, trichlopyr butoxy ethyl ester and others.</p>	Complied											
7.2.2	<p><b>(C)</b> Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>Records of pesticides used and a.i per Ha is monitored monthly in the yearly Pesticide Records for Jan 2022 to Oct 2022 (Todate). The records were sampled and available for verification as below:</p> <table border="1" data-bbox="1137 1110 1935 1361"> <thead> <tr> <th data-bbox="1137 1110 1402 1166" rowspan="2">Type of Chemical</th> <th colspan="2" data-bbox="1408 1110 1935 1166">a.i / ha</th> </tr> <tr> <th data-bbox="1408 1171 1666 1257">FGVAS Ulu Belitong Estate</th> <th data-bbox="1673 1171 1935 1257">FGVPM Bukit Tongkat B Estate</th> </tr> </thead> <tbody> <tr> <td data-bbox="1137 1262 1402 1318">BM Tricalon</td> <td data-bbox="1408 1262 1666 1318">0.063</td> <td data-bbox="1673 1262 1935 1318">-</td> </tr> <tr> <td data-bbox="1137 1323 1402 1367">Ken Glyphosate</td> <td data-bbox="1408 1323 1666 1367">2.298</td> <td data-bbox="1673 1323 1935 1367">0.120</td> </tr> </tbody> </table>	Type of Chemical	a.i / ha		FGVAS Ulu Belitong Estate	FGVPM Bukit Tongkat B Estate	BM Tricalon	0.063	-	Ken Glyphosate	2.298	0.120	Complied
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		<table border="1"> <tbody> <tr> <td>Weed Solution</td> <td>0.051</td> <td>-</td> </tr> <tr> <td>Sodium Chloride</td> <td>1.865</td> <td>-</td> </tr> <tr> <td>Miracle</td> <td>0.100</td> <td>-</td> </tr> <tr> <td>Kenlon</td> <td>-</td> <td>0.052</td> </tr> <tr> <td>Metsulfuron Methyl</td> <td>-</td> <td>0.002</td> </tr> <tr> <td>Krush</td> <td>-</td> <td>0.013</td> </tr> <tr> <td>Alion</td> <td>-</td> <td>0.002</td> </tr> </tbody> </table>	Weed Solution	0.051	-	Sodium Chloride	1.865	-	Miracle	0.100	-	Kenlon	-	0.052	Metsulfuron Methyl	-	0.002	Krush	-	0.013	Alion	-	0.002	
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Krush	-	0.013																						
Alion	-	0.002																						
7.2.3	<p><b>(C)</b> Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>The estates have implemented a Continuous Improvement Plan where they have stated the intention to reduce the usage of chemical through implementation of Integrated Pest Management Plan. Sighted during the site visit at all the estates, the establishment of beneficial plants along the estate roads and immature areas as well as barn owl boxes placed at strategic areas. Paraquat was eliminated. In its place, alternatives such as Glyphosate is used instead.</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>	<p>No evidence of prophylactic use of pesticides in the estates visited as per Register of Chemicals Hazardous to Health for all estates visited.</p>	Complied																					
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p>	<p>The Chemical Registers for the mill and sampled estates were available for verification and reviewed yearly and as and when there are introductions of new chemicals in the operations.</p> <p>The register showed that only class II, III &amp; IV pesticides were used at the mill and estates. Paraquat and Monocrotophos was</p>	Complied																					

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	<p>The due diligence refers to:</p> <ul style="list-style-type: none"> <li>a) Judgment of the threat and verify why this is a major threat</li> <li>b) Why there is no other alternative which can be used</li> <li>c) Which process was applied to verify why there is no other less hazardous alternative</li> <li>d) What is the process to limit the negative impacts of the application</li> <li>e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.</li> </ul> <p>- Minor compliance -</p>	<p>eliminated. In its place, less hazardous alternatives such as Glyphosate and Acephate was used instead. As for usage of highly toxic/limited pesticides, the estates acquired permit from Department of Agriculture. SDS were placed in the chemical store for emergency purpose. Emergency eye wash located at the chemical store were functioned.</p>							
<p>7.2.6</p>	<p><b>(C)</b> 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>The pesticides operators has been given training regarding the usage safety and health issue and proper way for chemical application and attend monthly health surveillance done by the Medical Assistant. Pesticide operators are given training on the safe handling and application of the pesticides. Suitable personal protective equipment's and application equipment provided to the operators based on the PPE issuance forms. Reviewed the training records as per criteria 3.7.2. Sampled the training conducted for pesticide handlers as below: -</p> <p>FGV Belitong POM</p> <table border="1" data-bbox="1137 1136 1912 1254"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Chemical Safety Management</td> <td>31/10/2022</td> </tr> </tbody> </table> <p>FGVAS Ulu Belitong Estate</p> <table border="1" data-bbox="1137 1311 1912 1366"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> </tbody> </table>	Training	Date	Chemical Safety Management	31/10/2022	Training	Date	<p>Complied</p>
Training	Date								
Chemical Safety Management	31/10/2022								
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		<table border="1"> <tr> <td>Spraying Training</td> <td>10/08/2022</td> </tr> <tr> <td>Triple Rinsing Chemical Container</td> <td>15/08/2022</td> </tr> </table> <p>FGVPM Bkt Tongkat B Estate</p> <table border="1"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Triple Rinsing Training</td> <td>14/02/2022</td> </tr> <tr> <td>Spraying Training</td> <td>16/08/2022</td> </tr> </tbody> </table>	Spraying Training	10/08/2022	Triple Rinsing Chemical Container	15/08/2022	Training	Date	Triple Rinsing Training	14/02/2022	Spraying Training	16/08/2022	
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Spraying Training	16/08/2022												
7.2.7	<p><b>(C)</b> 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 all estate’s Chemical Store in accordance with the Occupational Safety and Health Act 1994 (Act 514) and Pesticides Act 1974 (Act 149) and their Regulations. The stores were at all times locked and at the time of visit the storekeeper was seen to unlock the 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 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.</p>	Complied										
7.2.8	<p>All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes.</p> <p>- Minor compliance -</p>	<p>Empty Pesticides Containers were triple rinse and reuse back as pre-mix chemical container. The estate maintain the inventory records of empty pesticides containers recorded in Scheduled Record Book and reported to DOE through ESWISS. The empty containers was disposed as Scheduled waste. Reviewed the latest disposal records as follows:</p> <p>FGVAS Ulu Belitong Estate – 26/10/2021, Consignment Note: 1988, 28 pcs via SS Setia Teknologi Enterprise.</p>	Complied										

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		FGVPM Bukit Tongkat B Estate – 20/10/2022 – Sent To Collection Centre FGV Ladang Maokil 6.	
7.2.9	<p><b>(C)</b> Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	No aerial spraying for pesticide were done in FGVAS Belitong Estate and FGVPM Bkt Tongkat B Estate.	Complied
7.2.10	<p><b>(C)</b> Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>Annual medical surveillance has been conducted at mill and estate as per CHRA Assessor recommendation.</p> <p>FGVAS Ulu Belitong Estate - Latest Medical Surveillance has been conducted on 08/12/2021 by Klinik Sulaiman for 3 workers. Result indicates all workers were Medically fit to work.</p> <p>FGVPM Bkt Tongkat B Estate - Latest Medical Surveillance has been conducted on 09/12/2021 by Poliklinik Intan for 6 workers. Result indicates all workers were Medically fit to work.</p> <p>FGV Belitong POM - Annual Medical Surveillance was conducted for 18 workers of FGV Belitong POM on 11/04/2022 based on the recommendation of the latest CHRA report done in 2021. The medical surveillance was conducted by Poliklinik Intan (OHD: JKKP HQ/08/DOC/00/468). Refer report M2022/KS Belitong/MS-April 2022. Biological Monitoring were done for workers exposed to Welding Fumes, Mineral oil and N-Hexane. Results showed that all workers were within the normal limit with no evidence of poisoning.</p>	Complied
7.2.11	<p><b>(C)</b> No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p>	Pesticide handlers and sprayers in the estates were noted to be men only. It was verified from records, field inspections and interviews	Complied

	- Critical (Major) compliance -	that no pregnant or breast-feeding woman had been offered work as pesticide operator.	
<b>Criterion 7.3:</b> Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.			
7.3.1	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.  - Minor compliance -	The types of wastes were generally identified through the evaluation of environmental aspect and impact as mentioned in Indicator 3.4.2. Thereafter, documented in " <i>Pelan Pengurusan Sisa Domestik dan Bahan Buangari</i> " (Management Plan for Domestic Wastes and Waste Products) form. The form has the information about: <ul style="list-style-type: none"> <li>Type of wastes – e.g., fertilizer bags, plastic, glass, iron, paper, used PPE, HDPE containers, organic wastes, POME, EFB, shell, fibre, used oil, used oil filter</li> <li>Method of disposal – generally to reduce, reuse and recycle</li> </ul>	Complied
7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.  - Minor compliance -	As per letter (BB)91/110/619/161 dated 9/8/2016 the estates have the permission from DOE to transport Scheduled waste to Pusat Penyelidikan Pertanian Tun Razak (PPPTR) as centralized Scheduled waste store. As for the mill, scheduled wastes were disposed through authorised vendors. Inventory and disposal records were well maintained and made available for verification.	Complied
7.3.3	The unit of certification does not use open fire for waste disposal.  - Minor compliance -	Based on site visit and interview with the employees, there was no use of fire for disposal of wastes observed in the operating units.	Complied
<b>Criterion 7.4:</b> Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts.  - Minor compliance -	Management of soil fertility is guided by FGV's " <i>Manual Ladang Sawit Lestar</i> " (Oil Palm Plantation Sustainability Manual), Third Edition (2017), Section V: Manuring. It covers the applications of fertiliser for various stages of palm age and techniques.	Complied

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		Recommendation of type of fertilisers and dosage is given by the agronomy unit through analysis of foliar and soil.	
7.4.2	Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health. - Minor compliance -	Leaf and soil analysis were last done on 28/06/2022 (Ulu Belitong) and 19/02/2022 (Bukit Tongkat) to monitor the changes in soil fertility and plant health as well as to generate the Manuring Recommendation for 2023.	Complied
7.4.3	A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers. - Minor compliance -	Application of EFB was in place as part of the nutrient recycling strategy. Records of mulching was recorded in " <i>Penaburan Tandan Kosong Ladang Sawit Ulu Belitong</i> " (EFB Application at Ulu Belitong Estate) where information such as quantity of EFB and Field number is available.	Complied
7.4.4	Records of fertiliser inputs are maintained. - Minor compliance -	Straight, compound and mix fertilizer are used at the estates. Progress of fertiliser application is recorded in " <i>Buku Rekod Kerja Penaburan Baja</i> " (Manuring Records Book). Based on sampled records, the progress of manuring was in line with the programme. The total fertiliser to be applied recommended by the agronomist was around 9 kg/palm/year.	Complied
<b>Criterion 7.5:</b> Practices minimise and control erosion and degradation of soils.			
7.5.1	<b>(C)</b> Maps identifying marginal and fragile soils, including steep terrain, are available. - Critical (Major) compliance -	<u>Ulu Belitong</u> Maps indicating the types of soil and steep terrain were available for verification. The maps were produced by FGV's Geoinformatics FGV R&D PPP, Tun Razak. Among the major soils identified to be present in the estate are Tai Tak, Lating and Renggam series to name a few. Based on terrain maps, there is no slope more than 25 degree in the estate.  <u>Bukit Tongkat</u>	Complied

		Maps indicating the types of soil and steep terrain were available for verification. The maps were produced by FGV's Land Management Unit (LMU). Among the major soils identified to be present in the estate are Renggam and L/Alluvium series to name a few. Based on terrain maps, there is no slope more than 25 degree in the estate.	
7.5.2	No replanting on steep slopes (above 25 degrees) unless approved by state governments. In case of replanting is permitted, no replanting in contiguous area of steep terrain (greater than 25 degrees) larger than 25 Ha within the Unit of Certification. - Minor compliance -	There is no replanting done by the sampled estates since the last assessment. Replanting is planned to be carried out in 2032 and 2023 for Ulu Belitong and Bukit Tongkat respectively.	Complied
7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	No new planting within the sampled estates since 15 Nov 2019.	Complied
<b>Criterion 7.6:</b> 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	<b>(C)</b> To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations. - Critical (Major) compliance -	Soil maps were available at the sampled estates. Based on the maps, 100% of the soil at the estate is of mineral type. There is no soil categorized as fragile or marginal.	Complied
7.6.2	Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices. - Minor compliance -	Not applicable as there are no marginal or fragile soils within the estates as indicated in the soil maps.	Not Applicable
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.	Not applicable as there are no marginal or fragile soils within the estates as indicated in the soil maps.	Not Applicable



	- Minor compliance -		
<b>Criterion 7.7:</b> No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	<p><b>(C)</b> 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 there is no soil categorised as peat within the certification unit.	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><b>PROCEDURAL NOTE:</b></p> <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>	Not applicable as there is no soil categorised as peat within the certification unit.	Not Applicable
7.7.3	<p><b>(C)</b> Subsidence of peat is monitored, documented and minimised.</p> <p>- Critical (Major) compliance -</p>	Not applicable as there is no soil categorised as peat within the certification unit.	Not Applicable
7.7.4	<p><b>(C)</b> A documented water and ground cover management programme is in place.</p> <p>- Critical (Major) compliance -</p>	Not applicable as there is no soil categorised as peat within the certification unit.	Not Applicable
7.7.5	<p><b>(C)</b> 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</p>	Not applicable as there is no soil categorised as peat within the certification unit.	Not Applicable

	<p>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>		
7.7.6	<p><b>(C)</b> 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 there is no soil categorised as peat within the certification unit.	Not Applicable
7.7.7	<p><b>(C)</b> 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 there is no soil categorised as peat within the certification unit.	Not Applicable
<p><b>Criterion 7.8:</b> Practices maintain the quality and availability of surface and groundwater.</p>			
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>Water Management Plan for the mill for year 2022 was available for verification. The plan consists of the management of quality and availability of water which includes the identification source of water used, efficiency of water usage, identification of renewable source of water and impact to water catchment area &amp; waterways, and action plan of water shortage at staff quarters. The water supply for</p>	Complied

	<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>both estates and mill staff quarters is from the public domain (Syarikat Air Johor).</p> <p>At the estates, the plans were documented in "<i>Pelan Pengurusan Air Tahun 2020</i>". The objectives were mainly focusing on river (Sembrong and Penggeli) water quality. Among the plans established were:</p> <ul style="list-style-type: none"> <li>• Desilting field drainage</li> <li>• Restriction of chemical application within the riparian zone</li> <li>• Conservation of buffer zone</li> <li>• Construction of silt pits in the field</li> <li>• Maintaining good piping lines of water supply</li> </ul> <p>The quality of incoming and outgoing river water crossing the estates was analysed once a year by the estates. Among the parameters tested were pH, BOD, COD, TSS, AN, DO, and turbidity.</p>											
<p>7.8.2</p>	<p><b>(C)</b> Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental deterioration having occurred during the previous cycle.</p> <p>- Critical (Major) compliance -</p>	<p>Protection of water course is guided by its established procedure [Ref.: <i>Pengurusan Zon Penampian</i> [FGVPM/L2/PAS-03, rev. 1, 23/10/2020]. Based on the procedure, the width of buffer zones to be established are as follows:</p> <table border="1" data-bbox="1137 1098 1653 1383"> <thead> <tr> <th>River width (m)</th> <th>Buffer zones (m)</th> </tr> </thead> <tbody> <tr> <td>&lt; 5</td> <td>5</td> </tr> <tr> <td>5 – 10</td> <td>10</td> </tr> <tr> <td>10 – 20</td> <td>20</td> </tr> <tr> <td>20 – 40</td> <td>40</td> </tr> </tbody> </table>	River width (m)	Buffer zones (m)	< 5	5	5 – 10	10	10 – 20	20	20 – 40	40	<p>Complied</p>
River width (m)	Buffer zones (m)												
< 5	5												
5 – 10	10												
10 – 20	20												
20 – 40	40												

		<table border="1"> <tr> <td>&gt; 40</td> <td>50</td> </tr> </table>	> 40	50	
> 40	50				
		Based on site visit, the buffer zones were well maintained and clearly demarcated. There was no sign of contamination nor pollution observed.			
7.8.3	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.</p> <p>- Minor compliance -</p>	<p>The mill applies the biological system with anaerobic lagoon and equipped with bio-polishing plant for its treatment of effluent. The quality of discharged effluent was analysed every month and the parameters are T, pH, BOD, COD, TS, SS, O&amp;G, AN and TN. Based on quarterly report to the DOE, generally the mill has complied with the regulated limit. Based on the past 12 months results, the highest BOD reading was 18 ppm while the lowest was 11 ppm.</p>	Complied		
7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <p>- Minor compliance -</p>	<p>The mill has been monitoring its consumption of water on daily basis. Based on the daily records, the consumption is as follows:</p> <ul style="list-style-type: none"> <li>• 2021: 1.21 m<sup>3</sup>/mt FFB</li> <li>• 2022 (as of Oct): 1.28 m<sup>3</sup>/mt FFB</li> </ul>	Complied		
<b>Criterion 7.9:</b> 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>The mill and estates consistently monitored their fossil fuel consumption and kept records in order to get the information about efficiency of consumption. The diesel consumption for all the operating units for Jan-Dec 2021, were available. The figures are as follows:</p> <p>Mill: 0.68 lt/mt FFB          Ulu Belitong: 3.25 lt/mt FFB          Bukit Tongkat B: 0.88 lt/mt FFB</p>	Complied		

<b>Criterion 7.10:</b> Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.			
7.10.1	<p><b>(C)</b> GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>Identification of significant pollutants and greenhouse gas (GHG) emissions has been done e.g., POME, diesel/fuel and fertilizer. Their usage has been recorded and documented at each of the operating units. The plan to reduce or minimise the GHG emission has been established and incorporated with its plan to prevent pollution. Among the action plans were:</p> <ul style="list-style-type: none"> <li>• To optimise the usage of diesel</li> <li>• To ensure efficiency of ETP by not processing FFB more than licensed limit</li> <li>• To conduct training to the employees on chemical handling</li> </ul> <p>Monitoring and reporting of the significant pollutants to water, gaseous emissions to air and contamination on land are in place. Tools and systems used include the DOE online CEMS monitoring for air emissions, water quality at discharge points as per DID regulations and SW disposal were adhering to DOE requirements. Monitoring of the GHG quantity was done through RSPO PalmGHG Calculator Version 4 which is submitted to the RSPO Secretariat. Based on verification of various record, the data in the RSPO PalmGHG Calculator was accurate.</p>	Complied
7.10.2	<p><b>(C)</b> 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).</p>	<p>Not applicable since no new development by the certification unit.</p>	Complied

	- Critical (Major) compliance -		
7.10.3	<p><b>(C)</b> Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>Other significant pollutant identified is the smoke emission from boiler operation. The mill currently is using multi-stage dust cyclone to minimise the pollutant. Monitoring of quality is done through regular stack sampling and ambient air monitoring. Verification of the stack sampling and ambient air analysis reports shows that the mill complied with the regulated limit. The reference number of the reports are as follows:</p> <p><u>Stack sampling</u></p> <p>ETD/KSB/SE/2021/05/23021, dated 26/05/2022, Boiler 2</p> <p>ETD/KSB/SE/2022/05/23021, dated 26/05/2022, Boiler 1</p> <p><u>Ambient air</u></p> <p>ETD/A/FPIKSB/2022-09/23504, monitored on 21-22/09/2022</p>	Complied
<b>Criterion 7.11:</b> Fire is not used for preparing land and is prevented in the managed area			
<b>Guidance:</b> Extension/training programmes for smallholders may be necessary.			
7.11.1	<p><b>(C)</b> Land for new planting or replanting is not prepared by burning.</p> <p>- Critical (Major) compliance -</p>	NA as no new planting nor replanting activity in the sampled estates.	Not Applicable
7.11.2	<p>The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	Apart from having zero burning policy at corporate level, contractors who are engaged to carry out preparation of land for replanting are also required not to use fire throughout the task through enforceable contract agreement. Nonetheless, there is no replanting activity at the visited estates.	Complied

7.11.3	<p>The unit of certification engages with adjacent stakeholders on fire prevention and control measures.</p> <p>- Minor compliance -</p>	<p>Adjacent stakeholders were approached through stakeholder consultation meeting and given information about zero burning policy. Following up to that, a memo about restriction of open burning and fire prevention plans, was also given to all the stakeholders through stakeholders meeting.</p>	Complied
<p><b>Criterion 7.12:</b> 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.</p>			
7.12.1	<p><b>(C)</b> 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.</p> <p>A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.</p> <p>- Critical (Major) compliance -</p>	<p>Not applicable since there is no land clearing after November 2005.</p>	Not Applicable
7.12.2	<p><b>(C)</b> HCVs, HCS forests and other conservation areas are identified as follows:</p> <p>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.</p> <p>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.</p> <p><b>PROCEDURAL NOTE:</b></p>	<p>Assessment on HCV was conducted by the FASSB’s Sustainability Department in 2012 and the report is dated 17/09/2012. Another assessment on biodiversity was conducted internally for the estates (25/01/2018 for Ulu Belitong and 24/01/2018 for Bukit Tongkat) by FGVHB’s SCC Dept.</p> <p>Based on the reports, at Ulu Belitong and Bukit Tongkat, there was no area identified as HCV. Nonetheless, the estates maintained their riparian zones at the main rivers i.e., Sungai Sembrong (Ulu Belitong) and Sungai Penggeli (Bukit Tongkat B). Among the wildlife identified and reported in the HCV assessment within the estates were monitor lizards, wild boar, squirrels, and cobra. Bukit Tongkat estate is located adjacent next to FR Kluang, where signs of presence of wildlife such as tapir, tiger and elephant were occasionally observed based on report logbook entitled “<i>Kehadiran</i>”</p>	Complied

	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 -	<i>Haiwan Liar di Ladang Felda Bukit Tongkat B'</i> . At Ulu Belitong Estate, the sighting of wild animals is recorded in " <i>Rekod Pemantauan Hidupan Liar &amp; Kawasan Sensitif</i> ". Latest record of sighting is dated 28/09/2022.	
7.12.3	<i>Indicator is not applicable in Malaysia context</i>	<b>Not Applicable</b>	Not Applicable
7.12.4	<b>(C)</b> Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified). - Critical (Major) compliance -	The sampled estates have established and documented HCV area/Biodiversity management Plans. Generally, among the plans established were: a. Maintaining appropriate buffer zones at identified HCVs b. Maintaining appropriate signages c. Continue to record HCV monitoring such as wildlife sighting, encroachment and illegal hunting d. Enhancing HCV awareness among employees and neighbouring stakeholders.  The estates continue to train the workers on HCV and RTE Species. Signage on prohibition of illegal hunting or fishing, no swimming and chemical application at buffer zone area were erected at the HCV area. Noted during site visit, all the buffer zones and signage was well maintained. Records of HCV and Biodiversity Awareness Trainings were available for verification.	Complied
7.12.5	Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas. - Minor compliance -	There were no rights of local communities been identified in HCV areas, HCS forest after 15/11/2018, peat land and other conservation areas.  The HCV Assessment report indicated that there is no threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill operations.	Complied



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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>- Minor compliance -</p>	<p>Based on the report mentioned in Indicator 7.12.2, there is no HCV presence at the mill and supply bases. Nonetheless, employees are educated through morning briefing and signage about the restriction of hunting wildlife. Based on interview with employees, they have good understanding on RTE and the possible legal action that can be charged against should they found to capture, harm, collect, trade, possess or kill the RTE species.</p>	Complied
7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>There is no HCV declared in FGVPISB Belitong POM certification units as per the HCV Assessment details as provided in 7.12.2. In summary there was no HCV present in the certification units. The report details the findings of a rapid appraisal of the biodiversity in the estates and addresses the RSPO P&amp;C relevant to biodiversity conservation and HCV. Therein being provided details relating to the following;</p> <ul style="list-style-type: none"> <li>a) General biodiversity issues</li> <li>b) Watercourses and drainage</li> <li>c) Habitats natural and man-made</li> <li>d) Wildlife</li> <li>e) Ponds and reservoirs</li> <li>f) Wetlands /watercourses</li> <li>g) Legal aspects</li> <li>h) Immediate and long-term effect.</li> </ul>	Complied
7.12.8	<p><b>(C)</b> Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p>	<p>The audit findings have confirmed that there is no new planting affecting present HCV and primary forest. There were no land clearing activities made nor had damaged any forest to protect or enhance the HCV.</p>	Complied

	- Critical (Major) compliance -		
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**Appendix B: GHG Reporting Executive Summary**

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

- i. Estates area planted data
- ii. Fuel consumed
- iii. Mill data 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 **Belitong Palm Oil Mill** and supply base are as following:

Emission per product	tCO <sub>2</sub> e/tProduct
CPO	0.91
PK	0.91

Extraction	%
OER	21.03
KER	5.53

Production	t/yr
FFB Process	196,682.40
CPO Produced	41364.39
PKO Produced	10882.40

Land Use	Ha
OP Planted Area	1097.62
OP Planted on peat	0
Conservation (forested)	0
Conservation (non-forested)	3.50
<b>Total</b>	<b>1101.12</b>

**Summary of Field Emission and Sink**

	Own Crop*		Group		3 <sup>rd</sup> Party		Total	
	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB
<b>Emission</b>								
Land Conversion	9696.97	0.54	0	0	0	0	9696.97	0.54
CO <sub>2</sub> Emission from fertilizer	851.59	0.05	0	0	0	0	851.59	0.05
NO <sub>2</sub> Emission	631.43	0.04	0	0	0	0	631.43	0.04
Fuel Consumption	74.22	0	0	0	0	0	74.22	0
Peat Oxidation	0	0	0	0	0	0	0	0
<b>Sink</b>								
Crop Sequestration	-9191.43	-0.52					-9191.43	-0.52
Conservation Sequestration	0	0					0	0
<b>Total</b>	<b>2062.77</b>	<b>0.12</b>			<b>44362.97</b>	<b>0</b>	<b>46425.74</b>	<b>0.12</b>

\*Note: Includes both estates and smallholders

**Summary of Mill Emission and Credit**

	tCO <sub>2</sub> e	tCO <sub>2</sub> e/tFFB
<b>Emission</b>		
POME	0	0
Fuel Consumption	418.81	0
Grid Electricity Utilization	438.97	0
<b>Credit</b>		
Export of Grid Electricity	0	0
Sales of PKS	0	0
Sales of EFB	0	0
<b>Total</b>	0	0

**Summary of Kernel Crusher Emission and Credit (if applicable)**

Emissions	tCO <sub>2</sub> e
PK from own mill	0
PK from other source	0
Fuel Consumptions	0
<b>Total Crusher emissions</b>	0

\*This mill has no kernel crusher operation.

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

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

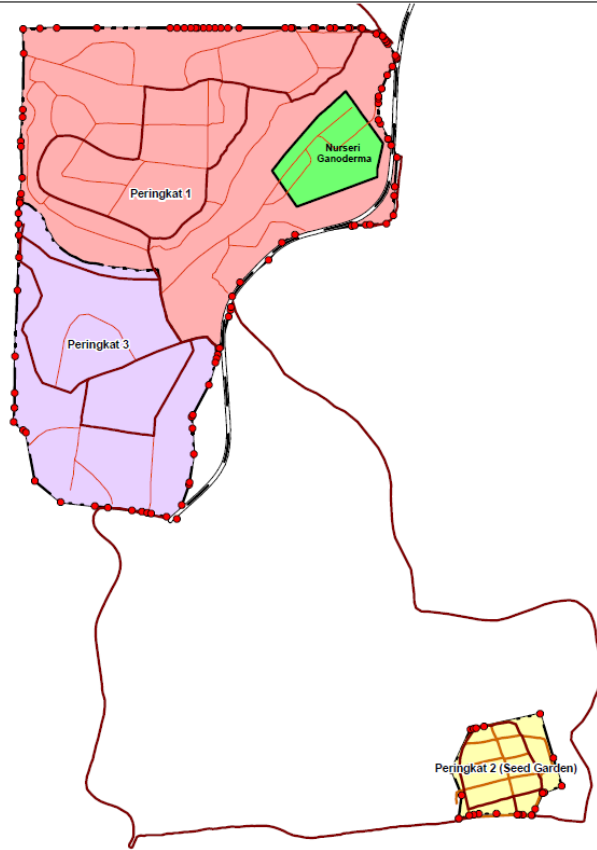
**Appendix C: Location Map of Certification Unit and Supply bases**





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LADANG FGV AS ULU BELITONG



N

Skala 1 cm : 158 m


**PETA KESELURUHAN  
FGV AS ULU BELITONG**

Petunjuk :

- Jalan Highway Baru
- Jalan Utama Ladang
- Jalan Ladang
- Sempadan Peringkat
- Nusery Ganoderma
- Batu Sempadan

Tarikh : 11 November 2019

Disediakan Oleh :

  
 INFORMATICS(GEONFORMATICS)  
 FGV R&D PPP TUN RAZAK  
 26400 BANDAR JENGA  
 PAHANG DARUL MAKMUR

Peta ini bukanlah kuasa bagi penentuan sempadan  
 (This Map is not an authority on boundaries)  
 HAK CIPTA FGV R&D





## 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