

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

- Initial Assessment**
- Annual Surveillance Assessment (2)**
- Recertification Assessment** (Choose an item.)
- Extension of Scope**

<p>Client Company Name / Parent Company: Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA)</p>
<p>Client Company / Parent Company Address: Kanzu Knowledge Consultant, Left Wing, Susur Syed Alwi 4 Research Management Centre, Universiti Tun Hussein Onn Malaysia, 86400, Parit Raja, Batu Pahat, Johor, Malaysia</p>
<p>Certification Unit: Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) Location of Certification Unit: Kanzu Knowledge Consultant, Left Wing, Susur Syed Alwi 4 Research Management Centre, Universiti Tun Hussein Onn Malaysia, 86400, Parit Raja, Batu Pahat, Johor, Malaysia</p>
<p>Date of Final Report: 16/11/2023</p>

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA)		
RSPO Membership Number	1-0308-20-000-00	Membership Approval Date	10/12/2020
Address	Kanzu Knowledge Consultant, Left Wing, Susur Syed Alwi 4, Research Management Centre, Universiti Tun Hussein Onn Malaysia, 86400, Parit Raja, Batu Pahat, Johor, Malaysia.		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA)		
Location / Address	Kanzu Knowledge Consultant, Left Wing, Susur Syed Alwi 4, Research Management Centre, Universiti Tun Hussein Onn Malaysia, 86400, Parit Raja, Batu Pahat, Johor, Malaysia.		
Website	N/A		
Management Representative	Mohd Faridz Bin Harith	E-mail	fhpertaniaga@gmail.com
Telephone	019-7636605	Facsimile	N/A

2. Certification Information			
Certificate Number	RSPO 745410	Certificate Start Date	21/08/2021
Date of First Certification	21/08/2021	Certificate Expiry Date	20/08/2026
Scope of Certification	Production of Sustainable Oil Palm Fresh Fruit Bunch of Independent Smallholder		
Visit Objectives	Determination of the conformity of the client's management system, or parts of it, with audit criteria and evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements.		
Assessment Cycle	<input type="checkbox"/> Pre-Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 2) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input checked="" type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" type="checkbox"/> RSPO Independent Smallholders Standard 2019 <input type="checkbox"/> Choose an item. National Interpretation Choose an item. for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	Mill Capacity	N/A
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input checked="" type="checkbox"/> Milestone B <input type="checkbox"/> Not Applicable		

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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
N/A	N/A	N/A	N/A

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) - 407 members	No 28A, Jalan Kelisa Utama 1, Taman Kelisa Utama, Parit Raja 86400 Parit Raja Batu Pahat, Johor	1°51'58.70"N	103° 7'11.78"E
Notes: Respective smallholder GPS Coordinate in provided in Appendix E			

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area) <input type="checkbox"/> Yes				
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) - Existing Members (295 members)	351.04	0	35.00	386.04	91.00%
Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) – New Members (112 members)	109.09	0	9.17	118.26	92.00%
Total	460.13	0	44.17	504.30	91.24%
Notes: There have been changes among the existing members of Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA), with a total of 11 smallholders choosing to withdraw their membership. The combined hectareage of the land they withdrew from PERTANIAGA amounts to 12.85 hectares.					

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) – Existing Members (295 members)	1.00	151.09	162.24	36.71	350.04	1.00
Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) – New Members (112 members)	6.82	55.82	37.56	8.88	102.26	6.82
Total (ha)	7.82	206.91	199.80	45.59	452.30	7.82

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Aug 22 – Jul 23)	Actual (June 2022 – May 2023)		Forecast (Aug 23 – Jul 24)
		Previous license period (June 2022- July 2022)	Current license period (Aug 2022 – May 2023)	
Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) - Existing Members (295 members)	5,366.43	1,226.27	4,757.39	5,977.41
Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) – New Members (112 members)	N/A	N/A	N/A	1,490.38
Volume extension	670			
Total	6,036.43	5,983.66		7,468.13

Notes: Volume extension requested on 24/07/2023 (270mt), 22/10/2023 (250mt) and 15/11/2023(150mt) total up 670mt

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Not Applicable)	Actual (Not Applicable)		Forecast (Not Applicable)
		Previous license period (Not Applicable)	Current license period (Not Applicable)	
N/A		N/A	N/A	
Total		N/A		

Note: Not applicable for independent smallholder

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9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Not Applicable)	Actual (Not Applicable)		Forecast (Not Applicable)
		Previous license period (Not applicable)	Current license period (Not applicable)	
N/A	N/A	N/A	N/A	N/A
Total	N/A	N/A		N/A

Note: Not applicable for independent smallholder

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	N/A	N/A	N/A	N/A
TOTAL		N/A	N/A	N/A

Notes: Not applicable for independent smallholder

10. Summary of Certified Tonnage (MT) (not applicable for ISS)				
Estimated last year (Not Applicable)	Actual (Not Applicable)			Forecast (Not Applicable)
	Previous license period (N/A)		Current license period (N/A)	
FFB	FFB			FFB
N/A	N/A		N/A	N/A
	TOTAL	N/A		
CPO (OER: N/A %)	CPO (OER: N/A %)			CPO (OER: N/A %)
N/A	N/A		N/A	N/A
	TOTAL	N/A		
PK (KER: N/A%)	PK (KER: N/A%)			PK (KER: N/A%)
N/A	N/A		N/A	N/A
	TOTAL	N/A		

Note: Not applicable for independent smallholder

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10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	N/A	N/A	N/A
TOTAL		N/A	N/A

Notes: Not applicable for independent smallholder

11. Summary of Actual Volume sold					
Current License period (Not Applicable)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	N/A	N/A	N/A	N/A	N/A
PK (MT)	N/A	N/A	N/A	N/A	N/A
Credits	N/A	N/A	N/A	N/A	N/A
Previous License period (Not Applicable)					
CPO (MT)	N/A	N/A	N/A	N/A	N/A
PK (MT)	N/A	N/A	N/A	N/A	N/A
Credits	N/A	N/A	N/A	N/A	N/A

Note: Not applicable for independent smallholder

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
N/A	N/A	N/A	N/A	N/A
TOTAL			N/A	N/A

Note: Not applicable for independent smallholder

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

Note: Not applicable for independent smallholder

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11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
N/A	N/A	N/A	N/A
TOTAL		N/A	N/A

Note: Not applicable for independent smallholder

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
N/A	N/A	N/A	N/A
TOTAL			N/A

Note: Not applicable for independent smallholder

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year (Aug 22 – Jul 23)			Actual (June 2022 – June 2023)			Forecast (Aug 23 – Jul 24)		
	Eligibility	MS A	MS B	Eligibility	MS A	MS B	Eligibility	MS A	MS B
	40%	70%	100%	40%	70%	100%	40%	70%	100%
FFB			6,036.43			5,983.66			7,468.13
IS-CSPO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKE	N/A	N/A		N/A	N/A		N/A	N/A	
CSPK	N/A	N/A		N/A	N/A		N/A	N/A	

Notes: Volume extension requested on 24/07/2023 (270mt), 22/10/2023 (250mt) and 15/11/2023(150mt) total up 670mt

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)
1	June'22	616.33	123.27	30.82	13.87	16.95
2	July'22	609.94	121.99	30.50	13.72	16.77
3	August'22	591.60	118.32	29.58	13.31	16.27
4	September'22	578.92	115.78	28.95	13.03	15.92
5	October'22	547.79	109.56	27.39	12.33	15.06
6	November'22	433.93	86.79	21.70	9.76	11.93
7	December'22	443.14	88.63	22.16	9.97	12.19

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8	January'23	427.61	85.52	21.38	9.62	11.76
9	February'23	366.46	73.29	18.32	8.25	10.08
10	March'23	389.15	77.83	19.46	8.76	10.70
11	April'23	364.91	72.98	18.25	8.21	10.04
12	May'23	613.88	122.78	30.69	13.81	16.88
TOTAL		5,983.66	1,196.73	299.18	134.63	164.55

Note: 1 mt = 1 credit

No FFB was sold as certified FFB since the last audit

Default ratio at 20% for OER and 5% for KER

13. Independent Smallholders Actual Sold Tonnage / Volume

	FFB	FFB Conventional	FFB Other schemes	IS-CSP0	CSPK	IS-CSPKO	IS-CSPKE
Current License period (June 2022 – June 2023)							
Credits				448	N/A	50	N/A
Physical	N/A	N/A	N/A				
Previous License period (N/A)							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				

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)
1.	Procter & Gamble	10102	0.00	448	0.00	0.00	0.00
2	Procter & Gamble	10103	0.00	0.00	0.00	50	0.00
TOTAL			0.00	448	0.00	50	0.00

Note: No FFB was sold as certified FFB since the last audit

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)

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Mid Valley City, Lingkaran Syed Putra,

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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 **31/07- 04/08/2023**. The audit programme is included as Section 2.3.

The approach to the audit was to treat the independent smallholders 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 **06/10/2023**. 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. Independent Smallholder Standard 2019 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

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

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

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

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

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) – Existing Members	107	107	295	295	295
Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) – New Members (112 members)	0	199	112	112	112

Tentative Date of Next Visit: July 31, 2023 - August 4, 2023

Total Number of Mandays: 25.50 Mandays

2.2 BSI Assessment Team

Name	Role	Competency
Mohd Razaleigh Mohamad (MRM)	Team Leader	<p>Education: Holds a Bachelor Degree in Plantation Management and Agrotechnology, University Technology Mara (UiTM).</p> <p>Work Experience: He has 5 years’ experience in Oil Palm Estate Management with Tradewinds Plantation Berhad. The last position held was Senior Assistant Manager. He has more than 4 years of experience in Third Party Certification Audit with Control Union (M) Sdn Bhd for RSPO P&C, MSPO P&C and GLOBALG.A.P. IFA Fruits and Vegetables. Qualified as RSPO Lead Auditor and approved to conduct Environmental and Social elements.</p> <p>Training attended: He has completed ISO 9001:2015 Lead Auditor Course, ISO14001:2015 Lead Auditor Course, ISO45001:2018 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed MSPO P&C Lead Auditor Course, Social Accountability SA8000 Auditor Course, RSPO Independent Smallholder (IHS) Auditor Training and Endorsed RSPO P&C and SCCS Refresher Training.</p> <p>Language proficiency: Fluent in Bahasa Malaysia and English Language.</p> <p>Aspect covered in this audit: Continual improvement, Social aspects, employee welfare and stakeholder consultation.</p>
Hafriazhar Mohd Mokhtar (HMM)	Team Member	<p>Education: Holds a Bachelor of Engineering (Hons.) Chemical Engineering, University Technology Malaysia.</p> <p>Work Experience: He has 20 years of working experience in multiple engineering disciplines emphasized on science, technology and sustainability. He acquired many skills from being involved in various industrial environments</p>

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		<p>ranging from construction, plantation and mining before auditing. In summary, his started his career as Environmental Officer (2002-2003) in construction, Mill Engineer (2003-2008) in palm oil mill, Project Control Engineer (2008-2011) in mining and Auditor (2011-present) with accredited certification bodies.</p> <p>Training attended: He has completed Social Auditing & SMETA Training, HCV & HCS Introductory Training, ISO 45001 Lead Auditor Training, MSPO Lead Auditor Training, Endorsed RSPO SCCS Lead Auditor Training, Endorsed RSPO P&C Lead Auditor Training, ISO 9001 Lead Auditor Training, ISO 50001 Lead Auditor Training, ISO 14001 Lead Auditor Training, RSPO ISH Auditor Training and Endorsed RSPO Auditor Refresher Training.</p> <p>Language proficiency: Fluent in Bahasa Malaysia and English Language.</p> <p>Aspect covered in this audit: Continual improvement, Social aspects, employee welfare and stakeholder consultation.</p>
<p>Nor Halis Abu Zar (NHA)</p>	<p>Team Member</p>	<p>Education: Holds a Bachelor of Science in Plantation Technology and Management, University Technology Mara</p> <p>Work Experience: He has 6 years' experience in Oil Palm Estate Management with Kulim Plantations Sdn. Bhd. The last position held was Assistant Manager. His experience includes the day-to-day estate operations and ensures the implementation of RSPO, ISCC and MSPO certification. He is a qualified Lead Auditor for MSPO and has accumulated more than 400 audit days throughout his current career as the auditor for multiple disciplines covering Malaysia.</p> <p>Training attended: He has completed ISO IMS 9001 and 14001 Lead Auditor Course, MSPO 2530:2013 Lead Auditor Course, Endorsed RSPO Lead Auditor Course, ISO 45001 Lead Auditor Course, ISO 9001:2015 Lead Auditor Course, MSPO SCCS Auditor Course and SMETA Requirement Training.</p> <p>Language proficiency: Fluent in Bahasa Malaysia and English Language.</p> <p>Aspect covered in this audit: Environment and HCV, occupational health & safety, training</p>
<p>Vijay Kanna Pakirisamy (VKP)</p>	<p>Team Member</p>	<p>Education: Holds a Bachelor Degree in Agribusiness Science Management with Honours, University Utara Malaysia.</p> <p>Work Experience: He has 10 years' experience in Oil Palm Estate Management in leading Oil Palm Companies such as KL Kepong Bhd, IOI Plantations and United Plantations. The last position held was Senior Assistant Manager. His experience includes the day-to-day estate operations and ensured the implementation of RSPO, ISCC and MSPO certification. He has been an sustainable palm oil auditor since 2019.</p> <p>Training attended: He has completed ISO IMS 9001, 14001, 45001(OHS 18001) Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed RSPO SCCS Lead Auditor Course, Endorsed MSPO Lead Auditor Course, SMETA Requirements Training in April 2021, Introductory Course for HCV/HCS Requirements in Oil Palm Plantation, Endorsed RSPO Independent Smallholder Standard Training and Endorsed RSPO Refresher Courses.</p> <p>Language proficiency: Fluent in Bahasa Malaysia and English Language.</p> <p>Aspect covered in this audit: Environment and HCV, occupational health & safety, training</p>

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<p>Ahmad Rufi Bin Abu Talib Khan (ARA)</p>	<p>Team member</p>	<p>Education: Holds a Bachelor Degree In Mechanical Engineering, University Teknologi MARA Shah Alam.</p> <p>Work Experience: He has 5 years' experience in Oil Palm Estate Management as Assistant Mill Manager, managing the day-to-day mill operations and the certification of ISO 9001, OHSAS 18001, ISO 14001 as well as Malaysia Sustainable Palm Oil (MSPO). He has been auditing MSPO audits since 2020.</p> <p>Training attended: He has completed CQI – IRCA approved ISO 9001, ISO 14001 and ISO 45001 Lead Auditor Course, MSPO 2530:2013 Lead Auditor Course, Endorsed RSPO Lead Auditor and RSPO SCC Auditor course.</p> <p>Language proficiency: Fluent in Bahasa Malaysia and English Language.</p> <p>Aspect covered in this audit: Environment and HCV, occupational health & safety, training</p>
<p>Valence Shem (VSH)</p>	<p>Team Leader</p>	<p>Education: Holds a Bachelor's Degree in Industrial Technology from University of Science Malaysia</p> <p>Work Experience: He has 9 years working experience in oil palm plantation industry as estate manager. Since 2009 he has stated auditing professionally in several management system including ISO 140001, RSPO P&C, RSPO SCCS, MSPO and SMETA.</p> <p>Training attended: He has completed ISO 14001 Lead Auditor Course; ISO 9001 Lead Auditor Course; Endorsed RSPO P&C Lead Auditor Course; Endorsed RSPO SCCS Lead Assessor Course; MSPO Awareness Training; ISO 45000 Lead Auditor Course; SMETA Auditor training; HCV & HCS Introductory Training.</p> <p>Language proficiency: Fluent in Bahasa Malaysia and English Language.</p> <p>Aspect covered in this audit: Internal control system, legal requirements, traceability and RSPO supply chain requirements.</p>
<p>Dr. Suhaili Sahari</p>	<p>Peer Reviewer</p>	<p>Education: Graduated from University Technology Mara (UiTM), Malaysia in Diploma in Science in 1990. He furthers his first degree in B.Sc (Hons) in Chemistry with Industrial Chemistry in 1995 from Liverpool University, England. He later advances his study in Master in Business Administration (General) in 2002 and graduated in 2005 from University of Multimedia, Malaysia. Completed his PhD from University Science Islam Malaysia (Faculty of Economy and Muamalat - Management) under the supervision of previous University Vice Chancellor Dato' Mohd Muda.</p> <p>Work Experience: Worked with Hong Leong Group of Companies as a production executive cum TQM facilitator and continues to advance in his career as a manager and senior manager in management, production, training and quality for more than 11 years. During his tenure with Hong Leong Group of Companies, he heavily involved in strategic management decision issues such as developing SWOT analysis, Vision, Mission, Business and Corporate Strategy formulation, Acquisition and restructuring strategies. Strategic actions and implementation etc. Then he joint Kumpulan Guthrie and Sime Darby Group of Companies for more than 7 years as a manager, heads of department and Assistant Vice President in management, quality and training. Part of his duty is to strategies the departmental vision; mission, critical success factors and action plan into actions and support the corporate strategic plan.</p> <p>Training attended:</p> <ol style="list-style-type: none"> 1. ISO 9001:2015 Lead Auditor and Internal Auditor 2. ASI reviewer training

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		3. Safety and Health 4. ISO 14001:2015 Standard 5. RSPO Standards: RSPO P&C 2018 MY-NI 2019 6. MSPO Standards: MS 2530: 2013 part 1, 2, 3 and 4 7. Problem Solving Technique: 8 D, ICC, QCC, Systematic PS 8. HACCP MS 1480:2019 9. GAP Standard: GLOBALG.A.P., Euro GAP
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Accompanying Persons:

Name	Role
N/A	

2.3 Assessment Plan

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

Date	Time	Subjects	MRM	HMM	VS	NHA	VKP	ARA
Sunday, 30/07/2023	PM	Auditors travel to Batu Pahat and check in at Katerina Hotel.	√	√	√	√	√	√
Monday, 31/07/2023	0900 - 0930	Opening meeting: <ul style="list-style-type: none"> Opening presentation by audit team leader Confirmation of assessment scope and finalize audit plan (including stakeholder’s consultation) 	√	√	√	√	√	√
	0930 - 1300	Group Manager, Client’s office <ul style="list-style-type: none"> Review of members’ profiles & key management documents Document Audit: Public documents, SOPs, Policies, Internal audit, Production & traceability requirements, FFB pricing, legal and other requirements, review on SEIA documents and records, wage records, complaint records, workers records, training records, permits, continual improvement plan, etc. 	√	√	√	√	√	√
	0930- 1300	Field visit at 6 smallholders’ <ul style="list-style-type: none"> Interview with smallholders Observation on harvesting, agrochemicals and fertilizers application, land use rights, land conflict, boundary demarcation, riparian zone protection, wastes management, occupational safety risk management, etc. 		√		√		

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Date	Time	Subjects	MRM	HMM	VS	NHA	VKP	ARA
	1300 - 1400	Lunch break	√	√	√	√	√	√
	1400 - 1630	Group Manager, Client's office <ul style="list-style-type: none"> Document review: Land use type, customary right land, complaints and grievance, safe work practices, employment conditions, training and competency, environmental management plan, energy usage, waste management plan, natural water resources, HCV, ERT awareness, zero burning, best practices, site management and development of new planting (if any) 	√		√		√	√
	1400 - 1630	Continue with field visit						
	1630 - 1700	Interim closing briefing	√	√	√	√	√	√
Tuesday, 01/08/2023	0900 - 1300	Field visit at 18 smallholders' farms <ul style="list-style-type: none"> Interview with smallholders Observation on harvesting, agrochemicals and fertilizers application, land use rights, land conflict, boundary demarcation, riparian zone protection, wastes management, occupational safety risk management, etc. 	√	√	√	√	√	√
	1300 - 1400	Lunch break	√			√	√	√
	1400 - 1630	Continue with field visit	√	√	√	√	√	√
	1630 - 1700	Interim closing briefing with respective Group Manager Representative	√	√	√	√	√	√
Wednesday 02/08/2023	0900 - 1300	Field visit at 18 smallholders' farms <ul style="list-style-type: none"> Interview with smallholders Observation on harvesting, agrochemicals and fertilizers application, land use rights, land conflict, boundary demarcation, riparian zone protection, wastes management, occupational safety risk management, etc. 	√	√	√	√	√	√
	1300 - 1400	Lunch break	√	√	√	√	√	√
	1400 - 1630	Continue with field visit	√	√	√	√	√	√
	1630 - 1700	Interim closing briefing with respective Group Manager Representative	√	√	√	√	√	√

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Date	Time	Subjects	MRM	HMM	VS	NHA	VKP	ARA
Thursday 03/08/2023	0900 - 1300	Field visit at 15 smallholders' farms <ul style="list-style-type: none"> Interview with smallholders Observation on harvesting, agrochemicals and fertilizers application, land use rights, land conflict, boundary demarcation, riparian zone protection, wastes management, occupational safety risk management, etc. 	√		√	√	√	√
	0900-1300	Stakeholders' consultation (surrounding communities, government agencies, contractors, vendors, NGO, etc.)		√				
	1300 - 1400	Lunch break	√			√	√	√
	1400 - 1630	Continue with field visit	√			√	√	√
	1630 - 1700	Interim closing briefing with respective Group Manager Representative	√			√	√	√
Friday 04/08/2023	0900 - 1100	Continue with documents audit of any outstanding elements from Day 1	√	√	√	√	√	√
	1130-1200	Audit team discussion & preparation for closing meeting						
	1200-1300	Closing meeting	√			√	√	√

Major Nonconformities closure visit

Date	Time	Subjects	VSH
Friday 06/10/2023	0900-0915	Opening briefing by the audit team leader	√
	0915-1200	Verification of effective implementation of correction and corrective action for NCR #2376650-202307-M1 and 2376650-202307-M2 including site visit at the relevant smallholders.	√
	1200-1230	Closing meeting	√

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	Not applicable for independent smallholder certification.	Not Applicable
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	Not applicable for independent smallholder certification.	Not Applicable
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. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.	Not applicable for independent smallholder certification.	Not Applicable
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	Not applicable for independent smallholder certification.	Not Applicable
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?	Not applicable for independent smallholder certification.	Not Applicable
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	Not applicable for independent smallholder certification.	Not Applicable
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	Not applicable for independent smallholder certification.	Not Applicable
Un-Certified Units or Holdings		
No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.	Not applicable for independent smallholder certification.	Choose an item.
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	Not applicable for independent smallholder certification.	Choose an item.
Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.	Not applicable for independent smallholder certification.	Choose an item.
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO	Not applicable for independent smallholder certification.	Not Applicable

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P&C criterion 4.2		
Any Legal non-compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	Not applicable for independent smallholder certification.	Not Applicable
Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.	Not applicable for independent smallholder certification.	Not Applicable
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?	Not applicable for independent smallholder certification.	Not Applicable
Have there been any stakeholder (including NGO) consultation conducted?	Not applicable for independent smallholder certification.	Not Applicable

3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification? OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.	Not applicable for independent smallholder certification.	Not Applicable



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Approved Time Bound Plan

Not applicable for independent smallholder 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; Zero (0) Minor nonconformities and Zero (0) Opportunity For Improvement raised. The Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

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

Non-conformity			
NCR Ref #	2376650-202307-M1	Issued Date	04/08/2023
Due Date	04/11/2023	Closure Date	06/10/2023
Indicator & Category (Critical / Minor)	B.1.1 Milestone B (Critical)		
Statement of Nonconformity:	The number of smallholders assessed during the internal audit was not in-line with the requirement.		
Requirement Reference:	The ICS is implemented, and an annual internal audit of the group is conducted for all group members and all audit findings are resolved.		
Objective Evidence:	Based on the latest internal audit report dated 27/07/2023, only 22 out of 112 of the new SH members were audited. Whereas, for the existing members, 35 members have been audited without any risk profiling. This is not in line with "Internal Audit Interpretation of the ISH Standard", published on RSPO website on 11/03/2022		
Corrections:	<ol style="list-style-type: none"> 1. The group manager will conduct a "risk assessment" for all group members and determine the level of risk members by using the Original Template of ISHFs Risk Assessment for Group Manager developed by RSPO. 2. Based on the latest internal audit report dated 27/07/2023, only 22 out of 112 of the new SH members were audited. Thus, the remaining 90 new SH members will be re-access and internal audit will be conducted as per "Internal Audit Interpretation of the ISH Standard" document published on the RSPO website on 11/03/2022, 3. PERTANIAGA will develop a standard operating procedure for completing internal audits and adding audit calculation sample elements. 		
Root Cause Analysis:	PERTANIAGA has used certification body calculations to establish the number of samples necessary for an internal audit for 407 members who have a high risk 2.0 multiplier. Sample Calculation= $(\sqrt{y}) \times 2.0$, *$(y=\text{total number of smallholder})$ (2.0=high risk factor) Surveillance Audit Sample Calculation: $(\sqrt{309}) \times 2.0 = 35$ samples Extension Audit Sample calculation: $(\sqrt{112}) \times 2.0 = 22$ samples		

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	<p>Total samples= 57 samples.</p> <p>However, the current approach does not align with the criteria established by the standard RISS, leading to inadequate sample size for the internal audit absence of risk profiling.</p> <p>The internal audit should be guided by the document "Internal Audit Interpretation of the ISH Standard" issued on the RSPO website on 11/03/2022</p>
Corrective Actions:	<ol style="list-style-type: none"> 1. PERTANIAGA to communicate with the appointed internal audit team on the SOP for performing internal audit. 2. To improve the Internal Audit report format to capture all key indicator, requirement in the RISS and process to conduct the internal audit
Assessment Conclusion:	<p>Evidence verified:</p> <ol style="list-style-type: none"> 1. Internal audit report that shows the remaining 105 (93 from the new members and 12 from the existing members) smallholders have been audited. The audit was conducted in 9 days between 18th to 29th September 2023 by a team of seven internal auditors sourced from the Centre for Sustainable SmallOwners (CSS). 2. The developed standard operating procedure entitled "Garis Panduan Pelaksanaan Audit Dalam Pertaniaga" (Pertaniaga's Guideline for Conducting Internal Audit), dated 01/09/2023 for completing internal audit and adding audit calculation sample elements. The determination of sample size is spelt out in Clause 4.0 of the SOP. 3. A memo dated 04/09/2023 from PERTANIAGA to CSS that shows the appointed internal audit team (CSS) has been communicated on the SOP for performing internal audit. 4. The newly revised internal audit report format that shows all the key indicators, requirements in the RISS and the process the internal audit conducted have been captured. The format was used for the recent internal audit. The evidence of correction and corrective actions implementation was found to be adequate to close the NCR. The continuous effective implementation shall be verified in the next assessment.

Non-conformity			
NCR Ref #	2376650-202307-M2	Issued Date	04/08/2023
Due Date	04/11/2023	Closure Date	06/10/2023
Indicator & Category (Critical / Minor)	B.2.1 Milestone B (Critical)		
Statement of Nonconformity:	The group's compliance with this ISH Standard was not satisfactorily demonstrated.		
Requirement Reference:	The group manager demonstrates the group's compliance with this ISH Standard.		
Objective Evidence:	PERTANIAGA had conducted the Annual Farm Assessment to demonstrate the group's compliance with ISH Standard. However, based on the internal audit assessment checklist criteria, generally it only covers the agriculture practice and environmental aspects. The safety aspects such as agrochemicals handling were not clearly covered. During the site visit, the following lapses were found:		

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	<ul style="list-style-type: none"> - Remnant of gramoxone in 4 lt container was found to be placed on the floor of house compound (Hishamudin Shazali). - Knapsack sprayer and spraying PPE (rubber glove, apron, etc.) were kept at the house in the same room with cooking utensil and cutlery (Watini Semaon).
Corrections:	<ol style="list-style-type: none"> 1. PERTANIAGA to revise farm and farmers assessment templates which cover chemical management aspects and PPE usage. 2. Improvise PERTANIAGA's Chemical Management Standard of procedures (SOP) and GM chemical record which includes environmental health hazards. 3. PERTANIAGA to communicate with group members on improvised PERTANIAGA's Chemical Management and PPE SOP.
Root Cause Analysis:	<p>PERTANIAGA has developed and implemented a farm assessment template for annual farm assessment. This template has been used as part of continuous improvement aspects which only covers the agriculture practice and environmental aspects but not covered chemical management & PPE aspects for group monitoring.</p>
Corrective Actions:	<ol style="list-style-type: none"> 1. PERTANIAGA to conduct and monitor annual farm and farmers assessment to all group members as part of continuous improvement aspects. 2. PERTANIAGA to conduct refresher training to all group members and PERTANIAGA to develop awareness communication material regarding chemicals management & PPE usage such as posters, and memo. This communication material will be spread using PERTANIAGA's WhatsApp group and also in the form of hardcopy.
Assessment Conclusion:	<p>Evidence verified:</p> <ol style="list-style-type: none"> 1. The newly revised farm and farmers assessment template that shows the chemical management aspects and PPE usage is included as part of the assessment criteria. 2. The newly revised PERTANIAGA's Chemical Management Standard procedure dated 01/09/2023 where the management of hazards to health and safety has been included. 3. Pictorial report dated 29/09/2023 that show the chemical management and PPE SOP has been communicated to the concerned group members. 4. Pictorial report dated 11/10/2023 that shows the concerned members have made the corrections to address the chemical handling issues. Remnant of gramoxone in 4 lt container has been moved to a safer storage place by Hishamudin Shazali and Watini Semaon has built a special store to keep her knapsack sprayer and spraying PPE (rubber glove, apron, etc.) away from food and cooking utensil. <p>The evidence of correction and corrective actions implementation was found to be adequate to close the NCR. The continuous effective implementation shall be verified in the next assessment.</p>

Opportunity for Improvements	
OFI #	Description
OFI 1	N/A

Positive Findings	
PF #	Description
PF 1	Good cooperation from the management team.
PF 2	Fast document retrieval
PF 3	Good arrangement on the farm visit
PF 4	Good training program planned and conducted by the group manager
PF 5	The smallholders' members have good understanding on sustainability standard

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	2219448-202206-M1	Date Issued	01/07/2022
Due Date	28/09/2022	Date of nonconformity Closure	13/09/2022
Clause & Category (Critical / Minor)	4.2 MS A & B - Critical		
Statement of Nonconformity:	<ul style="list-style-type: none"> i) No development of plan to identify the maximum area for on-site remediation of HCVs lost since 2005 and HCS forests lost since November 2019, through a participatory process submitted to RSPO ii) No RSPO-approved plan to remediate for HCVs lost since 2005 and HCS forests lost since November 2019 		
Requirement Reference:	<ul style="list-style-type: none"> i) Group members develop a plan to identify the maximum area for on-site remediation of HCVs lost since 2005 and HCS forests lost since November 2019, through a participatory process and the plan is submitted to RSPO. ii) An RSPO-approved plan to remediate for HCVs lost since 2005 and HCS forests lost since November 2019 is implemented. 		
Objective Evidence:	<ul style="list-style-type: none"> i) No identified area for remediation available for verification as LUCA map submission for 214 ISH dated 10/6/2022 has yet to be approved by RSPO. ii) No approved remediation plan for verification as LUCA map submission for 214 ISH dated 10/6/2022 has yet to be approved by RSPO. 		
Corrections:	<ul style="list-style-type: none"> i) PERTANIAGA will communicate and follow-up with RSPO compensation team to close any outstanding issues (if any) in order to receive the final LUCA Report. ii) If there is any remediation plan required by RSPO, PERTANIAGA will exclude the farms that required remediation from certification together with this group without affecting other group members' certification status. 		
Root Cause Analysis:	PERTANIAGA follows Simplified HCV Approach for Independent Smallholders and first submitted our RSPO LUCA Disclosure Template on 14th March 2022. But the process took longer than expected due to large number of farm submission (214 Farmers with 241 Farms) and further multiple verification requests by RSPO with final request from RSPO for PERTANIAGA to submit HCV assessment report on		

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	<p>10th June 2022. Upon final submission to RSPO, RSPO would only be able to complete the final LUCA report after the external audit week.</p>
<p>Corrective Actions:</p>	<p>i) Develop LUCA submission SOP and timeline (with guidance from RSPO Smallholders Team) to ensure all LUCA submission in the future will be completed by RSPO and the final report will be available in time for the external audit.</p> <p>ii) PERTANIAGA will conduct consultation sessions with affected farmers whose farms required remediation plan (if any) to arrive to a mutual solution that are beneficial to all parties.</p> <p>iii) Communicate with the PERTANIAGA members on the new SOP of LUCA submission.</p>
<p>Assessment Conclusion:</p>	<p>Major NC verification:</p> <p>PERTANIAGA has submitted the LUCA report LUC Analysis Verification Results Documents for RSPO Regarding PERTANIAGA, version 2 dated 08/09/2022. as per report, approved information as follows:</p> <ul style="list-style-type: none"> • Name of RSPO Member: PERTANIAGA • RSPO Membership no: 1-0308-20-000-00 • Date of joining RSPO: 10/12/2020 • Name of subsidiary/management units: PERTANIAGA • Country of subsidiary/management units: Malaysia • Province and district of subsidiary/management units: Batu Pahat and Pontian, Johor • Date of HCV assessment: 24/01/2022 • Date of HCV report issue: 10/06/2022 • Land clearing prior HCV assessment: Y • Total area of management unit (ha): 251.05 ha • Total smallholding areas analyse: 237.11 ha (only 54.74 ha (29 plot) have liabilities • Total area of raw liability (ha): 54.94 ha • Total area of conservation liability (ha): 0.00 ha • Environmental remediation: 37.7517 ha • Method used for LUC analysis: Manual • Organization who conducted LUC analysis: PT Hijau Daun • Dated when complete data set was received: June 2022 • Kappa accuracy assessment results (if any): Not stated • Date when this report was prepared: September 2022 <p>As per communication email by Mr. Indrawan Suryadi dated 09/08/2022, the ISH LUCA of PERTANIAGA status is Pass, the Final Conservation Liability is 0.00 ha and the Environmental Remediation is now become 37.75 ha.</p> <p>As the RaCP for ISH is still under development, the RaCP has only been limited to quantification and recording of conservation obligations as well as identification of areas requiring remediation, through Disclosure and LUCA.</p>

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	<p>PERTANIAGA has established Standard Operating Procedure for LUCA submission entitled "Garis Panduan Analisis Perubahan Guna Tanah" dated 01/08/2022. Refer document no. PERTANIAGA06.</p> <p>PERTANIAGA has established Environmental Management Plan for area with raw liability.</p> <p>All the corrective action and evidence of implementation were found to be adequate and effectively implemented. The Major NC closed on 13/09/2022.</p>
Effectiveness Closure (for previous audit closed Critical NC):	Total 112 new members has been included as scope extension and analysis of land use change has been done reviewed on 14/04/2023 and updated on 19/06/2023 which documented in Smallholder land use change analysis for Pertubuhan Tani Niaga Lestari Negeri Johor (Pertaniaga)- Group 3

Non-conformity			
NCR Ref #	2219448-202206-M2	Date Issued	01/07/2022
Due Date	28/09/2022	Date of nonconformity Closure	13/09/2022
Clause & Category (Critical / Minor)	3.5 MS B - Critical		
Statement of Nonconformity:	Access to safe working conditions and basic first aid supplies was not effectively demonstrated.		
Requirement Reference:	<p>Workers, including smallholder family members, have access to safe working conditions and amenities that include:</p> <ul style="list-style-type: none"> • Safe and adequate housing, where applicable, • Access to basic first aid supplies • Health and safety equipment, including minimum personal protective equipment (PPE) if appropriate for the type of work. • Adequate drinking water • Access to toilets 		
Objective Evidence:	Understanding and access of first aid supplies have to be further improved based on 14 ISH sampled at visited plots. Furthermore, first aid box sampled at smallholder #15 (farmer's ID: 0084-01-006), a few expired items: hand plaster, expired date: 06/20, iodine: 7/21 and oral medication: paracetamol, pain-killers were kept in the box.		
Corrections:	<p>i) PERTANIAGA to establish First Aid Standard of Procedure (SOP).</p> <p>ii) PERTANIAGA to conduct first aid training to all group members.</p> <p>iii) All group members will have access to basic first aid kit. GM will keep record of a list of farmers who already obtained their first aid kit and will ensure the kit is managed in reference to SOP. This record will be monitored annually during the internal audit by PERTANIAGA.</p>		
Root Cause Analysis:	<p>i) PERTANIAGA does not have the first aid standard of procedure (SOP) for group members to follow.</p> <p>ii) PERTANIAGA has not conducted the first aid training to the group members.</p>		

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Corrective Actions:	<ul style="list-style-type: none"> i) PERTANIAGA to communicate with the PERTANIAGA members on the First Aid Standard of Procedure (SOP). ii) Collaborate with external first aid expert (PBSM/JPAM) to develop PERTANIAGA group members as first aid committee members and trainers. iii) PERTANIAGA to conduct annual refresher training to all group members. iv) PERTANIAGA to conduct annual monitoring to ensure compliance with SOP
Assessment Conclusion:	<p>Major NC verification</p> <p>PERTANIAGA has established Standard Operating Procedure for First Aid entitled "Garis Panduan Pelan Tindakan Kecemasan" dated 11/08/2022. Refer document no. PERTANIAGA08.</p> <p>PERTANIAGA has established First Aid Committee member lead by the Group Manager. All the committee member has attended competent First Aider training conducted by Malaysian Red Crescent, Kluang, Johor on 05 - 06/08/2022.</p> <p>PERTANIAGA has conducted first aid kit training for all smallholder members on 15/08/2022 - 22/08/2022. The training was conducted on big scale, by gathering all farmers. for farmers who unable to join the big scale training, small scale training was conducted by visiting the farmers. this to ensure all members were trained in first aid.</p> <p>PERTANIAGA has established training plan for First Aid training documented in annual training plan under part 4 for new join member and continuous improvement training for existing members . Reviewed the training plan FY 2021 - 2022 and FY 2022 - 2023.</p> <p>PERTANIAGA provided first aid kit to all smallholder members. All first aid kit consist of 13 first aid item. Review the acknowledgment of receiving first aid kit by the smallholder members dated 15/08/2022 - 22/08/2022.</p> <p>PERTANIAGA will conducted annual monitoring for first aid kit provided during Internal Audit and Farm Assessment. The monitoring will be recorded in the Monitoring Mainsheet Data.</p> <p>All the corrective action and evidence of implementation were found to be adequate and effectively implemented. The Major NC closed on 13/09/2022.</p>
Effectiveness Closure (for previous audit closed Critical NC):	As per verification done, 1 st aid has been maintained in good condition where all sample smallholders can demonstrate their understanding on how to handle 1 st aid. Hence, Critical nonconformities remain closed.

Non-conformity			
NCR Ref #	2219448-202206-M3	Date Issued	01/07/2022
Due Date	28/09/2022	Date of nonconformity Closure	13/09/2022
Clause & Category (Critical / Minor)	B.1.2 MS A - Critical		
Statement of Nonconformity:	Internal control system for ensuring legal documentation of group members was not effectively implemented.		

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Requirement Reference:	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager
Objective Evidence:	During document review, it was noted that from 214 new members, 117 was found without active MPOB license and was still in progress for application of license. This shows the Internal control system for ensuring legal documentation of group members was not effectively implemented.
Corrections:	<ul style="list-style-type: none"> i) PERTANIAGA will communicate and follow up with MPOB Enforcement to review all the 117 applications and close any outstanding issues for approval and issuance of MPOB license. ii) For MPOB license applications that are not approved or that have not received confirmation by MPOB that the applications are in order before 28th September 2022 (90 days), PERTANIAGA will exclude these farmers from certification together with this group to avoid affecting other group members` certification status.
Root Cause Analysis:	<ul style="list-style-type: none"> i) PERTANIAGA has submitted the registration for 117 new members from 08th March to 21st June 2022. As MPOB does not provide the approval process timeline, PERTANIAGA assume that all 117 new members that are still in "In Progress" status will receive their approval and license issuance in due time and therefore could meet the legal documentation requirement. ii) There is a gap in PERTANIAGA MPOB License SOP and internal audit process which did not capture this matter as a finding.
Corrective Actions:	<ul style="list-style-type: none"> i) Strengthen SOP (Tatacara Permohonan LESEN MPOB Program Pekebun Kecil PERTANIAGA) on managing and monitoring new and renewal MPOB license application process. ii) PERTANIAGA to ensure only group members with active MPOB license are qualified to undergo RSPO external certification audit. iii) Communicate with the PERTANIAGA members on the updated SOP (Tatacara Permohonan LESEN MPOB Program Pekebun Kecil PERTANIAGA). iv) To improve the Internal Audit report format to capture all key indicator and requirement in the RISS.
Assessment Conclusion:	<p>Major NC verification</p> <p>PERTANIAGA has ensure all the 117 smallholders members obtain the MPOB license. Reviewed the List of Smallholder Members includes the MPOB license number.</p> <p>PERTANIAGA has reviewed the Standard Operating Procedure for obtaining MPOB License in "Garis Panduan Semakan Status Lesen MPOB PERTANIAGA (V3)" dated 05/09/2022. Refer document no. PERTANIAGA06. In the SOP established stated that smallholders who do not have a valid and active MPOB license cannot be register in PERTANIAGA Group Producer for RISS certification.</p> <p>PERTANIAGA has communicate the updated Standard Operating Procedure for obtaining MPOB License in "Garis Panduan Semakan Status Lesen MPOB PERTANIAGA (V3) during training. Review training records dated 15/08/2022 - 22/08/2022.</p> <p>PERTANIAGA has updated the Internal Audit base on RSPO Independent Smallholder Standard Checklist V4.</p>

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	All the corrective action and evidence of implementation were found to be adequate and effectively implemented. The Major NC closed on 13/09/2022.
Effectiveness Closure (for previous audit closed Critical NC):	PERTANIAGA keeps and updates the database of all its members which consist of the information about names, land lot number, GPS coordinates of farms, area size, production data, MPOB license No., to name a few. Hardcopy of signed smallholder declaration were also kept in individual file and made available for verification. As per verification, there is no smallholder without MPOB licences and further interview conducted with smallholder confirmed their understanding on the process of MPOB licences renewal. Hence, Critical nonconformities remain closed.

Opportunity for Improvement	
OFI#	Description
OFI 1	OFI Statement: N/A Verification / Follow-up actions:

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2059882-202105-M1	Critical	3.1 Milestone A	21/05/2021	Closed on 15/07/2021
2059882-202105-M2	Critical	D.1.1 Eligibility	21/05/2021	Closed on 15/07/2021
2059882-202105-M3	Critical	D.3.1 Eligibility	21/05/2021	Closed on 15/07/2021
2219448-202206-M1	Critical	4.2 Milestone A and B	01/07/2022	Closed on 13/09/2022
2219448-202206-M2	Critical	3.5 Milestone B	01/07/2022	Closed on 13/09/2022
2219448-202206-M3	Critical	B.1.2 Milestone A	01/07/2022	Closed on 13/09/2022
2376650-202307-M1	Critical	B.1.1 Milestone B	04/08/2023	Closed on 06/10/2023
2376650-202307-M1	Critical	B.2.1 Milestone B	04/08/2023	Closed on 06/10/2023

3.4 Stakeholders and previous landowner / 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 Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) 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.

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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)
Existing smallholder members	As per sampled	Face to face interview
New smallholder members	As per sampled	Face to face interview
Agricultural services consultant	UiTM Lecturer	Face to face interview
FFB collection centre	Al-Iman Jaya	Face to face interview
External service provider	SWM Environment	Phone interview
Local communities	Azrul Ibrahim, Penghulu Mukim Ayer Baloi	Phone interview
Government agencies	MPOB Parit Raja	Phone interview

Stakeholders comment	
1	<p>Feedback: Existing smallholder members (summary)</p> <p>Existing members are happy to involve in the certification programs with many benefits and opportunities to manage oil palm farm better with proper knowledge mainly in operation and maintenance. Pertaniaga personnel from time to time provided training in best practices and conducted periodical field visits to members' farm plot. Members mostly experienced an increase of FFB yield after practising Pertaniaga's good agricultural practices in managing their farm plot. Members who already received premium fees are very excited and look forward to keeping on improving their farm plots with best practices knowledges provided by Pertaniaga.</p> <p>Audit Team verification and response:</p> <p>No further issue</p>
2	<p>Feedback: New smallholder members (summary)</p> <p>New members voluntarily joined the certification group upon knowing its benefits when being approached by Pertaniaga. All new members excited to hear other existing members' good experience through sharing session during a get together event conducted by Pertaniaga. All new members were provided with proper basic personal protective equipment (PPE) including safety helmet, face mask, hand glove and rubber boot mainly to be use in hazardous operating such as chemical spraying and manuring. Some new members already seen the results of implementing best practices in their oil palm farm plots as soon as 3 months period. Amongst all best practices include the basic practice of frond stacking method and fertilizer applications. They are also happy that these practices reduce their costs of fertilizer and chemical use.</p> <p>Audit Team verification and response:</p> <p>No further issue</p>
3	<p>Feedback: Agricultural services consultant (Ts. Dr. Nur Qursyna Kassim of UiTM Jasin, Melaka)</p>

	<p>Pertaniaga engaged the Faculty of Plantation and Agrotechnology consultancy services subsidiary for the provision of consultancy services involving soil studies mainly peat soil of group smallholders' farm plot. Proper documented agreement available with clear terms and conditions. On top of soil studies, there were also meeting sessions with smallholders for briefings and knowledge sharing. Pertaniaga group has clear direction to improve smallholders' oil palm farm productivity through implementation of RSPO certification which ultimately improved their livelihood in maximizing their income from oil palm farm.</p>
	<p>Audit Team verification and response: No further issue</p>
<p>4</p>	<p>Feedback: FFB collection centre (Al-Iman Jaya) Al-Iman Jaya was once been approached by MPOB to become the manager of group smallholder for MSPO certification some time ago. However, the invitation unable to be fulfils since Al-Iman Jaya's capacity of operation could affect its focus in accepting the role. Notwithstanding, Pertaniaga's approached in involving Al-Iman Jaya as a stakeholder in their RSPO group smallholder certification was so much different. Conveniently, few of Pertaniaga's group smallholder members who are the FFB suppliers of Al-Iman Jaya recorded an increase mainly in their FFB volume.</p>
	<p>Audit Team verification and response: No further issue</p>
<p>5</p>	<p>Feedback: External service provider (En. Mohd. Bakhtiar Azmi of SWM Environment) SWM Environment has been approached by Pertaniaga for the potential cooperation in the management of industrial wastes mainly the used empty chemical containers generated from the smallholders' oil palm farm operation. There was a plan to establish a centralized storage centre for ease of collection of the used empty chemical containers but requires local authority approvals. Notwithstanding, the current location of SWM Environment's storage facilities which located not far from most of smallholders' farm plots also with efficient transportation fleet of SWM Environment are effectively convenient for SWM Environment to collect those industrial wastes with help by Pertaniaga's personnel from individual farm plot mainly of those located by the roadside.</p>
	<p>Audit Team verification and response: No further issue</p>
<p>6</p>	<p>Feedback: Azrul Ibrahim, Penghulu Mukim Ayer Baloi Mr Azrul has been contacted through phone where he mentioned that has been appointed as penghulu since last 3 years. Any issues under the Mukim Ayer Baloi can be communicated to him through the Penghulu Office. He respond that there is no issues of land dispute at the area and most of the lands has been inherited from generation to generations</p>
	<p>Audit Team verification and response: No further issue</p>
<p>7</p>	<p>Feedback: MPOB Parit Raja, Puan Hamiza Puan Hamiza has been contacted by auditor to ask about the MPOB licences of smallholder around the area of Parit Raja and she mentioned after the implementation of MSPO, the are massive application has been received and numbers of application that has been reviewed by MPOB.</p>
	<p>Audit Team verification and response: No further issue</p>




List of landowner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
N/A	N/A	N/A	N/A	N/A	N/A
Notes *Interview for previous landowner has not been done since all sample smallholders acquired land from Johor Land department or inherited from the previous generations.					

Previous landowner / user comment	
	Feedback: N/A
	Audit Team verification and response: N/A

3.5 Impartiality and conflict of interest

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

Formal Signing-off of Assessment Conclusion and Recommendation

<p>The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) has complied with the Independent Smallholder Standard 2019 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 Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) is remain certified.</p>	
Report prepared by	Acceptance of Assessment Conclusion
Name: Mohd Razaleigh bin Mohamad	Name: Mohd Faridz Bin Harith
Company Name: BSI Malaysia Services Sdn Bhd	Company Name: PERTANIAGA
Title: Client Manager	Title: Group Manager
<p>Signature:</p> 	<p>Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i></p>   <p>FARIDZ BIN HARITH Pengurus Kumpulan Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) Email: fh@pertaniaga@gmail.com Tel: 0197636605</p>
Date: 03/10/2023	Date: 12/10/2023

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance	
<p>Principle 1: Optimise productivity, efficiency, positive impacts and resilience Implement professional and transparent operations to secure sustainable livelihood improvements.</p>			
<p>Criteria 1.1: Smallholders establish a legal entity which has organizational capacity to comply with the RSPO Independent Smallholder Standard.</p>			
<p>Eligibility</p>	<p>Legally registered entities have documented evidence to include:</p> <ol style="list-style-type: none"> 1. Legal formation (as per country requirements) 2. Fair and transparent decision making and governance 3. Additional documents per requirements for Group Formation and Management. 4. Signed or thumb printed Smallholder Declaration from all smallholder members, reference Annex 2 (see appendix 1 for details needed in declaration). 	<p>PERTANIAGA is registered with the Registrar of Societies Malaysia (ROS) and held its inaugural General Meeting on June 30, 2020.</p> <ul style="list-style-type: none"> • Registration No.: PPM-001-01-26052020 • Registration Date: May 26, 2020 <p>The registration status can be found at https://www.ros.gov.my/index.php?id=2&page_id=19.</p> <p>PERTANIAGA was founded to help independent smallholder farmers in the Bingan Jaya Network gain RSPO certification. The Center for Sustainable Small-owners (CSS) is delivering this effort as part of the Smallholders Program and maintained relationship between Malaysia Institute for Supply Chain Innovation (MISI) and Procter & Gamble (P&G).</p> <p>The RSPO smallholder group's consists of 295 existing members and 112 new members. They have signed a smallholder declaration of understanding and admission. Refer to document PERTANIAGA00/2020/002 dated June 25, 2020. Previous total certified smallholders were 306 reduce to 295 members. Sighted evidence of letter "Permohonan Penarikan Diri".</p> <p>Stated also in the smallholder's declaration that Pertaniaga will practices fair and transparent decision making and governance. The process of governance and decision making where every decision will be made through meeting which the smallholders' representative has been elected during the annual general meeting. As per verified from</p>	<p>Complied</p>

		<p>the minutes meeting, sighted there is no issues which required decision making process. It has been further confirmed through interview with sample smallholders..</p>	
<p>Milestone A</p>	<p>Group manager and group members have an Internal Control System (ICS) that meets all the ICS Eligibility and MS A requirements (section 3.2 below) and complete training on oil palm pricing mechanisms, financial management, and best practices for smallholder organisations.</p>	<p>The PERTANIAGA Internal Control System was developed and is directed by a President, with assistance from a Vice President, Secretary, Vice Secretary, Treasurer, Group Manager, and High Council. The Group Manager and members of the group have completed a variety of trainings, including oil palm pricing systems, financial management, and best practices for smallholder organizations.</p> <p>PERTANIAGA has developed the PERTANIAGA Code of Conduct to explain the process of assessment prior to individual members' involvement. All members will be enrolled in a system that includes the data recorded in the document checklist form, such as:</p> <ol style="list-style-type: none"> 1. Farmers details 2. P&G Smallholder Program Participatory Agreement 3. PERTANIAGA Membership form 4. Smallholder declaration form 5. Photocopy ID 6. Smallholder Training Form 7. Photocopy of Land Title 8. Photocopy of MPOB License 9. Farm Details 10. Farm Sketch Map 11. FFB Sales Records 12. Fertilisers Application Records 13. Chemicals Application Records 	<p>Complied</p>

		<p>14. Expenses Records Farm Assessment Form</p> <p>The document was available at the PERTANIAGA office for review. Reviewed sampled document signed by the smallholders with ID no as follows:</p> <table border="1"> <thead> <tr> <th>New members</th> <th>Existing members</th> </tr> </thead> <tbody> <tr> <td>a) 0339-01-002</td> <td>a) 0083-01-006</td> </tr> <tr> <td>b) 0446-01-005</td> <td>b) 0246-01-006</td> </tr> <tr> <td>c) 0412-01-005</td> <td>c) 0263-01-008</td> </tr> <tr> <td>d) 0402-01-005</td> <td>d) 0176-01-003</td> </tr> <tr> <td>e) 0326-01-002</td> <td>e) 0091-01-006</td> </tr> <tr> <td>f) 0323-01-002</td> <td>f) 0220-01-004</td> </tr> </tbody> </table>	New members	Existing members	a) 0339-01-002	a) 0083-01-006	b) 0446-01-005	b) 0246-01-006	c) 0412-01-005	c) 0263-01-008	d) 0402-01-005	d) 0176-01-003	e) 0326-01-002	e) 0091-01-006	f) 0323-01-002	f) 0220-01-004	
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Milestone B	<p>Smallholder groups are operating in accordance to best management practices for groups, including:</p> <ul style="list-style-type: none"> Fair and transparent decision-making and governance Sustainable financial management 	<p>The fair and transparent decision-making and governance is demonstrated through the composition of PERTANIAGA committee members which consists of both representatives from MISI and group members. The organisation has its business planning that can demonstrate its sustainable financial management. Reviewed the Business Plan Independent Smallholders' Association PERTANIAGA FY FY23-FY24.</p>	Complied														
Criteria 1.2: Smallholders have the capacity to effectively manage their farm.																	
Eligibility	Not Applicable	Not Applicable	Not Applicable														
Milestone A	<p>Smallholders complete training on farm business operations, monitoring and planning. The training includes capacity building on record keeping for production, including inputs and yields, transactions, and variety.</p>	<p>In the PERTANIAGA Timeline FY 2022 - FY 2026, PERTANIAGA has devised a training plan for all ISH members. Refer Continuous Improvement Training Report RISS Group 1, Group 2, Group 3A and Group 3B. Sighted SOP on Training with reference number PERTANIAGA06 dated 20/07/2023. Reviewed training attendance,</p>	Complied														

		<p>training material, and training reports for FY 2022 & FY 2023 training. Sample of training record as below:</p> <ol style="list-style-type: none"> 1. Training on Sustainability dated 08/10/2022. 2. Continuous Improvement Training dated 08/10/2022. 3. IPM Management Training dated 03/12/2022. 4. Harvesting and Manuring Training dated 03/12/2022. 5. ERP and First Aid Training dated 05&06/08/2022. 6. Grading & Segregation Training dated 25/06/2023. 7. HCV Training dated 25/06/2023. 8. OSH Training dated 25/06/2023. 9. First aid & ERP Training for contract workers dated 10/05/2023. 10. Small Scale Training dated 12/01/2023. 															
<p>Milestone B</p>	<p>Smallholders are managing their farms effectively and maintain records of production and transaction data of all FFB sale</p>	<p>PERTANIAGA and smallholders keeps individual smallholders' files and keeps production records, transaction data of all FFB sales, Fertilizers Application Records, Chemicals Application Records, Expenses Records, Farm Assessment Form, and Farm Assessment Form registered in the database. Reviewed the sampled data for smallholders with ID no.:</p> <table border="1" data-bbox="1133 1050 1953 1350"> <thead> <tr> <th data-bbox="1133 1050 1543 1099">New members</th> <th data-bbox="1543 1050 1953 1099">Existing members</th> </tr> </thead> <tbody> <tr> <td data-bbox="1133 1099 1543 1142">a) 0339-01-002</td> <td data-bbox="1543 1099 1953 1142">a) 0083-01-006</td> </tr> <tr> <td data-bbox="1133 1142 1543 1185">b) 0446-01-005</td> <td data-bbox="1543 1142 1953 1185">b) 0246-01-006</td> </tr> <tr> <td data-bbox="1133 1185 1543 1228">c) 0412-01-005</td> <td data-bbox="1543 1185 1953 1228">c) 0263-01-008</td> </tr> <tr> <td data-bbox="1133 1228 1543 1272">d) 0402-01-005</td> <td data-bbox="1543 1228 1953 1272">d) 0176-01-003</td> </tr> <tr> <td data-bbox="1133 1272 1543 1315">e) 0326-01-002</td> <td data-bbox="1543 1272 1953 1315">e) 0091-01-006</td> </tr> <tr> <td data-bbox="1133 1315 1543 1350">f) 0323-01-002</td> <td data-bbox="1543 1315 1953 1350">f) 0220-01-004</td> </tr> </tbody> </table>	New members	Existing members	a) 0339-01-002	a) 0083-01-006	b) 0446-01-005	b) 0246-01-006	c) 0412-01-005	c) 0263-01-008	d) 0402-01-005	d) 0176-01-003	e) 0326-01-002	e) 0091-01-006	f) 0323-01-002	f) 0220-01-004	<p>Complied</p>
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		Verification has been done during the site visit, where there is evidence that farms has been managed according to best practices and all smallholders can demonstrate their understanding on best practices and farm management. Further verification done and sighted those records has been maintained in proper ways.															
Criteria 1.3: Smallholders implement good agricultural practices (GAP) on their farms.																	
Eligibility	Smallholders commit to implementing good agricultural practices on their farms. (Reference Smallholder Declaration, 1.1.E, Annex 2).	<p>PERTANIAGA have developed a Smallholders Declaration and Code of Conduct which outlines the necessity to implement good agricultural practices on their farms. Smallholders' under PERTANIAGA was committed to implementing good agricultural practices.</p> <p>The RSPO smallholder groups consists of 295 existing members and 112 new members. They have signed a smallholder declaration of understanding and admission. Refer to document PERTANIAGA00/2020/002 dated June 25, 2020.</p> <p>Reviewed the sampled data for smallholders with ID no. as follows:</p> <table border="1"> <thead> <tr> <th>New members</th> <th>Existing members</th> </tr> </thead> <tbody> <tr> <td>g) 0339-01-002</td> <td>g) 0083-01-006</td> </tr> <tr> <td>h) 0446-01-005</td> <td>h) 0246-01-006</td> </tr> <tr> <td>i) 0412-01-005</td> <td>i) 0263-01-008</td> </tr> <tr> <td>j) 0402-01-005</td> <td>j) 0176-01-003</td> </tr> <tr> <td>k) 0326-01-002</td> <td>k) 0091-01-006</td> </tr> <tr> <td>l) 0323-01-002</td> <td>l) 0220-01-004</td> </tr> </tbody> </table>	New members	Existing members	g) 0339-01-002	g) 0083-01-006	h) 0446-01-005	h) 0246-01-006	i) 0412-01-005	i) 0263-01-008	j) 0402-01-005	j) 0176-01-003	k) 0326-01-002	k) 0091-01-006	l) 0323-01-002	l) 0220-01-004	Complied
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Milestone A	Smallholders complete training on Good Agriculture Practices (GAP).	Smallholders has completed training on Good Agricultural Practices. In the PERTANIAGA Timeline FY 2022 - FY 2026, PERTANIAGA has devised a training plan for all ISH members. Refer Continuous Improvement Training Report RISS Group 1, Group 2, Group 3A and	Complied														

		<p>Group 3B. Sighted SOP on Training with reference number PERTANIAGA06 dated 20/07/2023. Reviewed training attendance, training material, and training reports for FY 2022 & FY 2023 training. Sample of training record as below:</p> <ol style="list-style-type: none"> 1. Training on Sustainability dated 08/10/2022. 2. Continuous Improvement Training dated 08/10/2022. 3. IPM Management Training dated 03/12/2022. 4. Harvesting and Manuring Training dated 03/12/2022. 5. ERP and First Aid Training dated 05&06/08/2022. 6. Grading & Segregation Training dated 25/06/2023. 7. HCV Training dated 25/06/2023. 8. OSH Training dated 25/06/2023. 9. First aid & ERP Training for contract workers dated 10/05/2023. 10. Small Scale Training dated 12/01/2023. 	
<p>Milestone B</p>	<p>Smallholders have adopted GAP on their farms and are tracking productivity through, but not limited to, records of FFB sales.</p>	<p>Monitoring on GAP has been done by PERTANIAGA. Basically, there are 3 types of mechanism used to ensure all the smallholders adopted GAP on their farm. Sighted 3 main assessment report namely:</p> <ol style="list-style-type: none"> 1. CORE (Certified farm and Non-Certified Farm) (Yearly programme) 2. Primary Programme (Continuous Improvement programme every 4 month) (Quarterly programme) 3. Early Adopters (Yearly programme) <p>There are 8 main components monitored for the GAP which is:</p> <ol style="list-style-type: none"> 1. Continuous Improvement on Crop Recovery 2. Manuring Programme 3. Cover crop management 4. Pest & Disease management 	<p>Complied</p>

		<p>5. Epiphytes management 6. Ganoderma Infestation management 7. Selective spraying and woodies management 8. Pruning and frond stacking</p> <p>Noted during farm visit, the smallholder’s implementation of the GAP was satisfactory. No overspray was sighted, and the standard of spraying, harvesting and pruning was satisfactory.</p> <p>Noted during interview with the smallholders, the understanding on the importance of adopted GAP in the farms’ operations were satisfactory.</p>	
<p>Principle 2: Ensure Legality, Respect for Land Rights and Community Wellbeing Comply with the law and respect communities’ rights</p>			
<p>Criteria 2.1: Smallholders have legal or customary rights to use the land in accordance with national and local laws, and customary practices</p>			
Eligibility	Smallholders provide the coordinates or maps of their plots and evidence of ownership, or rights to use the land (refer to appendix 1).	<p>There is evidence that smallholders have provided the coordinates of the land are with assistance from Pertaniaga Team. It has been further verified that the coordinate is as per actual as per verification during site visit. Details of coordinate referred to Appendix E: List of Smallholder Registered and/or sampled. Maps and land title has been verified available for each sample smallholders and details as per below:</p> <p>3.3Existing member</p> <ol style="list-style-type: none"> 1. Hamidon bin Haji Ab Rahman dated 16/05/1983, PT 8958, H.S.(M):1239, freehold. 2. Hamisah binti Nasir, dated 10/04/2002, Lot 429, total 1.7629Ha, freehold. 3. Ahmad Affendy Siraj, land owned by Siraj bin Singa and transfer dated 31/01/1972, H.S (M) 178. Declaration as sons sighted and 	Complied

		<p>has been endorsed by Pesuruhjaya Sumpah date 28/07/2022.</p> <ol style="list-style-type: none"> 4. Shahrul Azhar Suadi, Lot 3243 dated 13/11/2008 total land 1.1812Ha, leasehold. 5. Saiful Amrin bin Sudin, H.S.(M) 2184 dated 12/01/2011 total hectare 1.564Ha 6. Mahrof bin Othman, transferred from his late father, Othman bin Mastar dated 06/05/1990 Lot no 8156. 7. Amat Ngalimon, GM4301, Lot 5606 dated 14/04/2005. <p>New member</p> <ol style="list-style-type: none"> 1. Samian Sawiyo, Lot 4581 dated 26/04/2002, leasehold. 2. Nasoha Hashim, GM1847, Lot#146, 1.472Ha, freehold 3. Mohamad Amin Mahpol, H.S.(M) 2454, PTD#1742, lease for 99 years old until 28/01/2113 4. Mohamad Ali bn Sahuni, H.S(M) 5265, PTD#9403 leased for 99 years until 11/09/2120. 5. Shari bin Abdul Rahman, Lot#7347, 1.0775Ha dated 08/05/2002, freeholds. 	
<p>Milestone A</p>	<p>Smallholders can demonstrate legal ownership or native and/or customary rights to use the land or demonstrate that they are in the process of legalisation of that right.</p>	<p>Evidence suggests that smallholders have provided the coordinates of their land with the assistance of the Pertaniaga Team. These coordinates have been further verified during a site visit, and it has been confirmed that they match the actual locations.</p> <p>Additionally, there is documentation proving the land title ownership for each of the sampled smallholders, as detailed below:</p> <p>Existing Members:</p> <ol style="list-style-type: none"> 1. Hamidon bin Haji Ab Rahman - Land title dated 16/05/1983, PT 8958, H.S.(M):1239, freehold. 	<p>Complied</p>

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		<ol style="list-style-type: none"> 2. Hamisah binti Nasir - Land title dated 10/04/2002, Lot 429, total 1.7629Ha, freehold. 3. Ahmad Affendy Siraj - Land owned by Siraj bin Singa, transfer dated 31/01/1972, H.S (M) 178. Declaration as sons sighted and endorsed by Pesuruhjaya Sumpah on 28/07/2022. 4. Shahrul Azhar Suadi - Land title Lot 3243 dated 13/11/2008, total land 1.1812Ha, leasehold. 5. Saiful Amrin bin Sudin - Land title H.S.(M) 2184 dated 12/01/2011, total hectare 1.564Ha. 6. Mahrof bin Othman - Transferred from his late father, Othman bin Mastar, dated 06/05/1990, Lot no 8156. 7. Amat Ngalimon - Land title GM4301, Lot 5606 dated 14/04/2005. <p>New Members:</p> <ol style="list-style-type: none"> 1. Samian Sawiyo - Land title Lot 4581 dated 26/04/2002, leasehold. 2. Nasoha Hashim - Land title GM1847, Lot#146, 1.472Ha, freehold. 3. Mohamad Amin Mahpol - Land title H.S.(M) 2454, PTD#1742, leased for 99 years until 28/01/2113. 4. Mohamad Ali bn Sahuni - Land title H.S(M) 5265, PTD#9403 leased for 99 years until 11/09/2120. 5. Shari bin Abdul Rahman - Land title Lot#7347, 1.0775Ha dated 08/05/2002, freehold. 6. The training material has been compiled in the document "Modul Latihan Kurikulum CSS Jilid II," which was generously distributed to all smallholders at no cost. 	
Milestone B	Smallholder plots are clearly and visibly demarcated and maintained, and the smallholders are operating only within these boundaries.	Evidence shows that the smallholders' plots have been distinctly demarcated using PVC poles and boundary stones that have been marked by Jabatan Ukur Pemetaan (JUPEM). Through verification, it	Complied

		has been confirmed that the smallholders are exclusively planting and operating within their own designated land.	
Criteria 2.2: Smallholders have not acquired lands from indigenous peoples, local communities or other users without their free, prior and informed consent, based on a simplified FPIC approach.			
Eligibility	For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).	<p>There is evidence that existing smallholders can demonstrate that land has been purchase/leased and verification sighted based on land title in the document Borang 11BK. There is no FPIC required since all the sample smallholders acquired land from Johore Land department or inherited from their family members.</p> <p>Sample has been taken as per below.</p> <ol style="list-style-type: none"> 1. Hamidon bin Haji Ab Rahman dated 16/05/1983, PT 8958, H.S.(M):1239, freehold. 2. Hamisah binti Nasir, dated 10/04/2002, Lot 429, total 1.7629Ha, freehold. 3. Ahmad Affendy Siraj, land owned by Siraj bin Singa and transfer dated 31/01/1972, H.S (M) 178. Declaration as sons sighted and has been endorsed by Pesuruhjaya Sumpah date 28/07/2022. 4. Shahrul Azhar Suadi, Lot 3243 dated 13/11/2008 total land 1.1812Ha, leasehold. 5. Saiful Amrin bin Sudin, H.S.(M) 2184 dated 12/01/2011 total hectare 1.564Ha 6. Mahrof bin Othman, transferred from his late father, Othman bin Mastar dated 06/05/1990 Lot no 8156. 7. Amat Ngalimon, GM4301, Lot 5606 dated 14/04/2005. <p>New member</p> <ol style="list-style-type: none"> 1. Samian Sawiyo, Lot 4581 dated 26/04/2002, leasehold. 2. Nasoha Hashim, GM1847, Lot#146, 1.472Ha, freehold. 3. Mohamad Amin Mahpol, H.S.(M) 2454, PTD#1742, lease for 99 	Complied

		<p>years old until 28/01/2113.</p> <p>4. Mohamad Ali bn Sahuni, H.S(M) 5265, PTD#9403 leased for 99 years until 11/09/2120.</p> <p>5. Shari bin Abdul Rahman, Lot#7347, 1.0775Ha dated 08/05/2002, freeholds.</p>	
Milestone A	For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).	<p>There is evidence that existing smallholders can demonstrate that land has been purchase/leased and verification sighted based on land title in the document Borang 11BK. There is no FPIC required since all the sample smallholders acquired land from Johore Land department or inherited from their family members.</p> <p>Sample has been taken as per below</p> <ol style="list-style-type: none"> 1. Hamidon bin Haji Ab Rahman dated 16/05/1983, PT 8958, H.S.(M):1239, freehold. 2. Hamisah binti Nasir, dated 10/04/2002, Lot 429, total 1.7629Ha, freehold. 3. Ahmad Affendy Siraj, land owned by Siraj bin Singa and transfer dated 31/01/1972, H.S (M) 178. Declaration as sons sighted and has been endorsed by Pesuruhjaya Sumpah date 28/07/2022. 4. Shahrul Azhar Suadi, Lot 3243 dated 13/11/2008 total land 1.1812Ha, leasehold. 5. Saiful Amrin bin Sudin, H.S.(M) 2184 dated 12/01/2011 total hectare 1.564Ha. 6. Mahrof bin Othman, transferred from his late father, Othman bin Mastar dated 06/05/1990 Lot no 8156. 7. Amat Ngalimon, GM4301, Lot 5606 dated 14/04/2005. <p>New member</p> <ol style="list-style-type: none"> 1. Samian Sawiyo, Lot 4581 dated 26/04/2002, leasehold. 2. Nasoha Hashim, GM1847, Lot#146, 1.472Ha, freehold. 	Complied

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		<ol style="list-style-type: none"> 3. Mohamad Amin Mahpol, H.S.(M) 2454, PTD#1742, lease for 99 years old until 28/01/2113. 4. Mohamad Ali bn Sahuni, H.S(M) 5265, PTD#9403 leased for 99 years until 11/09/2120. 5. Shari bin Abdul Rahman, Lot#7347, 1.0775Ha dated 08/05/2002, freeholds. 	
<p>Milestone B</p>	<p>For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).</p>	<p>There is evidence that existing smallholders can demonstrate that land has been purchase/leased and verification sighted based on land title in the document Borang 11BK. There is no FPIC required since all the sample smallholders acquired land from Johore Land department or inherited from their family members.</p> <p>Sample has been taken as per below</p> <ol style="list-style-type: none"> 1. Hamidon bin Haji Ab Rahman dated 16/05/1983, PT 8958, H.S.(M):1239, freehold. 2. Hamisah binti Nasir, dated 10/04/2002, Lot 429, total 1.7629Ha, freehold. 3. Ahmad Affendy Siraj, land owned by Siraj bin Singa and transfer dated 31/01/1972, H.S (M) 178. Declaration as sons sighted and has been endorsed by Pesuruhjaya Sumpah date 28/07/2022. 4. Shahrul Azhar Suadi, Lot 3243 dated 13/11/2008 total land 1.1812Ha, leasehold. 5. Saiful Amrin bin Sudin, H.S.(M) 2184 dated 12/01/2011 total hectare 1.564Ha. 6. Mahrof bin Othman, transferred from his late father, Othman bin Mastar dated 06/05/1990 Lot no 8156. 7. Amat Ngalimon, GM4301, Lot 5606 dated 14/04/2005. <p>New member</p> <ol style="list-style-type: none"> 6. Samian Sawiyo, Lot 4581 dated 26/04/2002, leasehold. 	<p>Complied</p>

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		<p>7. Nasoha Hashim, GM1847, Lot#146, 1.472Ha, freehold.</p> <p>8. Mohamad Amin Mahpol, H.S.(M) 2454, PTD#1742, lease for 99 years old until 28/01/2113.</p> <p>9. Mohamad Ali bn Sahuni, H.S(M) 5265, PTD#9403 leased for 99 years until 11/09/2120.</p> <p>10. Shari bin Abdul Rahman, Lot#7347, 1.0775Ha dated 08/05/2002, freeholds.</p>	
<p>Criteria 2.3: The right to use the land is not disputed by indigenous peoples, local communities or other users</p>			
Eligibility	Smallholders declare any existing disputes on the land commit to resolving said disputes and provide information on the current status of those disputes (if any) (refer to appendix 1).	There are no disputes has been received by smallholders and Pertaniaga as group manager which has been confirmed through interview with sample smallholders. It also has been declared in the "Borang permohonan kemasukan kumpulan pekebun kecil roundtable sustainable palm oil (RSPO)" version#02, revised on 10/05/2023.	Complied
Milestone A	There is an absence of disputes among indigenous peoples, local communities or other users, regarding land, resource-use and access rights; or where there is a dispute, dispute resolution processes are implemented, and the process is accepted by all parties involve	There is no disputes has been identified by auditor among the local communities and others users. It has been further confirmed through interview with local communities, website and records of complaints.	Complied
Milestone B	There is an absence of disputes among indigenous peoples, local communities or other users, regarding land, resource-use and access rights; or where there is a dispute, dispute resolution processes are implemented, and the process is accepted by all parties involve	There is no disputes has been identified by auditor among the local communities and others users. It has been further confirmed through interview with local communities, website and records of complaints.	Complied
<p>Criteria 2.4: Smallholder plots are located outside of areas classified as national parks or protected areas, as defined by national, regional or local law or as specified in National Interpretation.</p>			
Eligibility	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to appendix 1).	Verified that the location of each smallholder by using GPS location and KML Maps to ensure that the plots owned by ISH members are located outside the designated boundaries of national parks or protected areas. During the on-site visit, confirmation is obtained that all smallholders' plots are appropriately positioned, adhering to	Complied

		established guidelines for maintaining ecological integrity and sustainability.	
Milestone A	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to appendix 1).	Verified that the location of each smallholder by using GPS location and KML Maps to ensure that the plots owned by ISH members are located outside the designated boundaries of national parks or protected areas. During the on-site visit, confirmation is obtained that all smallholders' plots are appropriately positioned, adhering to established guidelines for maintaining ecological integrity and sustainability.	Complied
Milestone B	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to appendix 1).	Verified that the location of each smallholder by using GPS location and KML Maps to ensure that the plots owned by ISH members are located outside the designated boundaries of national parks or protected areas. During the on-site visit, confirmation is obtained that all smallholders' plots are appropriately positioned, adhering to established guidelines for maintaining ecological integrity and sustainability.	Complied
<p>Criteria 2.5: For new planting, smallholders do not clear or acquire any land without obtaining the free, prior and informed consent (FPIC), of indigenous people and/or local communities and/or other users, based on a simplified FPIC approach.</p>			

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<p>Eligibility</p>	<p>For new oil palm planting, smallholders commit not to clear or acquire land from indigenous people, local communities, or other users without their free, prior and informed consent, based on a simplified FPIC approach (refer to appendix 1).</p>	<p>Smallholders' commitment to refrain from clearing land that belongs to other individuals without legal ownership has been observed. This commitment is documented in the "Borang permohonan kemasukan kumpulan pekebun kecil roundtable sustainable palm oil (RSPO)" version#02, revised on 10/05/2023.</p> <p>According to clause (D)#4 in the document, all smallholders have pledged not to engage in clearing activities on lands belonging to indigenous people, local communities, or any other individuals without following the Free, Prior, and Informed Consent (FPIC) process. They have agreed to use the simplified FPIC process in such cases.</p> <p>Sample of declarations as per below:</p> <table border="1" data-bbox="1133 751 1953 1051"> <thead> <tr> <th>New member</th> <th>Existing member</th> </tr> </thead> <tbody> <tr> <td>a. 0376-01-004</td> <td>a. 0088-01-006</td> </tr> <tr> <td>b. 0404-01-005</td> <td>b. 0066-01-003</td> </tr> <tr> <td>c. 0407-01-005</td> <td>c. 0076-01-004</td> </tr> <tr> <td>d. 0165-03-002</td> <td>d. 0020-01-001</td> </tr> <tr> <td></td> <td>e. 0073-01-004</td> </tr> <tr> <td></td> <td>f. 0096-01-007</td> </tr> </tbody> </table>	New member	Existing member	a. 0376-01-004	a. 0088-01-006	b. 0404-01-005	b. 0066-01-003	c. 0407-01-005	c. 0076-01-004	d. 0165-03-002	d. 0020-01-001		e. 0073-01-004		f. 0096-01-007	<p>Complied</p>
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<p>Milestone A</p>	<p>A Smallholders complete training on how to conduct a simplified FPIC approach.</p>	<p>The Center for Sustainable Small Owners (CSS) staff conducted a training session on simplified Free, Prior, and Informed Consent (FPIC) for existing members on 09-10/03/2022. For new members, a similar training session was held on 03-04/12/2022 at Amerald Resort Hotel, Desaru.</p> <p>In cases where some smallholders were unable to attend the FPIC training, they were provided with an alternative option. These individuals participated in a small-scale training session conducted on 08-14/11/2022.</p>	<p>Complied</p>														

		<p>There is evidence that all existing and new members has attended the training. It has been verified based on training records and interview with the sample smallholders.</p> <p>Based on interviews conducted with smallholders from both the existing and new member groups, it has been confirmed that they have received training on the Free, Prior, and Informed Consent (FPIC) process and have demonstrated their understanding of it.</p>											
Milestone B	Based on a simplified FPIC approach, smallholders jointly agree on a plan with the affected indigenous peoples and/or local communities and/or other rights holders, including vulnerable groups, for new oil palm developments, if these involve land-use change.	Not applicable since there no smallholders has plans for new planting.	Complied										
Criteria 3.1: There is no use of forced labour.													
Eligibility	Smallholders commit to no use of forced labour and ensure that any use of forced labour on the farm is terminated at Eligibility. They provide information on the source of labour on the farm, including family, contract and hired labour (refer to appendix 1).	<p>In the declaration form "Borang permohonan kemasukan kumpulan pekebun kecil roundtable sustainable palm oil (RSPO)" version#02, updated on 10/05/2023, smallholders have made commitment to refrain from using any forced labor and to take immediate action to terminate any instances of forced labor in their field operations. This commitment is explicitly stated in clause (D) #6, where all smallholders pledge to maintain a workforce that is free from any form of forced labor and to promptly address and put an end to any such practices if discovered.</p> <p>Sample of declarations as per below</p> <table border="1"> <thead> <tr> <th>New member</th> <th>Existing member</th> </tr> </thead> <tbody> <tr> <td>a. 0376-01-004</td> <td>a. 0088-01-006</td> </tr> <tr> <td>b. 0404-01-005</td> <td>b. 0066-01-003</td> </tr> <tr> <td>c. 0407-01-005</td> <td>c. 0076-01-004</td> </tr> <tr> <td>d. 0165-03-002</td> <td>d. 0020-01-001</td> </tr> </tbody> </table>	New member	Existing member	a. 0376-01-004	a. 0088-01-006	b. 0404-01-005	b. 0066-01-003	c. 0407-01-005	c. 0076-01-004	d. 0165-03-002	d. 0020-01-001	Complied
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			e. 0073-01-004 f. 0096-01-007	
Milestone A	<p>Smallholders complete training on free and fair labour and implement measures to ensure that all work is voluntary, and the following practices are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents including but not limited to passports; • Payment of recruitment fees by workers; • Contract substitution; • Involuntary overtime; • Lack of freedom of workers to resign; • Penalty for termination of employment; • Debt bondage; • Withholding of wages 	<p>The Center for Sustainable Small Owners (CSS) staff conducted a training session on simplified free and fair labour for existing members on 09-10/03/2022. For new members, a similar training session was held on 03-04/12/2022 at Amerald Resort Hotel, Desaru.</p> <p>In cases where some smallholders were unable to attend the FPIC training, they were provided with an alternative option. These individuals participated in a small-scale training session conducted on 08-14/11/2022.</p> <p>Based on interviews conducted with smallholders from both the existing and new member groups, it has been confirmed that they have received training on the Free, Prior, and Informed Consent (FPIC) process and have demonstrated their understanding of it.</p> <p>After conducting verification, it has been established that no workers have been officially hired by the smallholders. Instead, the work has been carried out by workers employed by contractors, the collection center, and the smallholders themselves. This confirmation has been obtained through site visits and interviews directly with the smallholders.</p>		Complied
Milestone B	<p>Workers on the farm, including their families, have unrestricted access to their identity documents, have freedom of movement and can declare that their employment is freely chosen.</p>	<p>Smallholders do not hire the workers permanent where workers have been appoint on temporary basis which also the local communities living in the same village or workers from the collection centre they sent the FFB. Verification has been conducted, and it has been confirmed that there are no restrictions on access to the identity cards of the workers. Additionally, the freedom of movement for family members has also been verified and confirmed.</p>		Complied

<p>Criteria 3.2: Children are not employed or exploited. Work by children is acceptable on family farms, under adult supervision and when not interfering with education programmes. Children are not exposed to hazardous working conditions.</p>			
Eligibility	<p>Smallholders are aware of what defines child labour and ensure that any child labour in the farm operations is terminated at Eligibility. Awareness of child labour and commitment to no child labour includes:</p> <ol style="list-style-type: none"> 1. Compliance with the minimum age of workers and as defined by local, state, or national law, 2. Not exposing children to hazardous work. 3. Providing adult supervision of young people working on the farm. 4. Ensuring the practice of children’s rights to education is unrestricted and respected. <p>(Refer to appendix 1).</p>	<p>The training on child labor was delivered through communication during two training sessions: the mega-scale training volume 2 and the small-scale training provided as an alternative for those unable to attend the main session. The training sessions were conducted by UiTM and CSS on 13-14/05/2022 and 25/06/2023, respectively.</p> <p>According to the feedback gathered from interviews with smallholders, they have demonstrated a clear understanding of child labor issues. It was observed that their understanding includes the importance of not involving children in hazardous work.</p>	Complied
Milestone A	<p>Group managers and smallholders implement measures to protect children as follows:</p> <ol style="list-style-type: none"> 1. There are no workers on smallholder farms under the age of 15 or under the minimum age defined by local, state or national law, whichever is higher. 2. Children are only permitted to help on family farms and are not permitted to perform dangerous, hazardous or heavy work. 3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable. 	<p>As per the agreement mentioned in clause number 8, every individual smallholder is required to comply explicitly stated that all smallholders must ensure that no child labor is employed on their farms and must promptly cease using child labor if any such instances are discovered.</p> <p>During the site visit, it was verified that no child labor was found to be used. The smallholders carried out the activities either independently, with the help of family members, casual workers, or workers provided by the dealer.</p>	Complied
Milestone B	<p>Group managers and smallholders implement measures to protect children as follows:</p> <ol style="list-style-type: none"> 1. There are no workers on smallholder farms under the age of 15 or under the minimum age defined by local, state or national law, whichever is higher. 	<p>As per the agreement mentioned in clause number 8, every individual smallholder is required to comply explicitly stated that all smallholders must ensure that no child labor is employed on their farms and must promptly cease using child labor if any such instances are discovered.</p> <p>During the site visit, it was verified that no child labor was found to be used. The smallholders carried out the activities either independently,</p>	Complied

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	<p>2. Children are only permitted to help on family farms and are not permitted to perform dangerous, hazardous or heavy work.</p> <p>3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable.</p>	<p>with the help of family members, casual workers, or workers provided by the dealer.</p>															
<p>Criteria 3.3: Workers’ pay complies with minimum legal requirements, mandatory industry standards as defined by national law or collective bargaining, whichever takes priority in local regulations.</p>																	
<p>Eligibility</p>	<p>Smallholders commit to pay workers according to minimum legal requirements or mandatory industry standards (Refer to appendix 1).</p>	<p>In the declaration form "Borang permohonan kemasukan kumpulan pekebun kecil roundtable sustainable palm oil (RSPO)" version#02, updated on 10/05/2023, smallholders have made a commitment to pay workers according to minimum legal requirements or mandatory industry standards.</p> <p>Sample of declarations as per below:</p> <table border="1" data-bbox="1133 839 1953 1142"> <thead> <tr> <th data-bbox="1133 839 1543 890">New member</th> <th data-bbox="1543 839 1953 890">Existing member</th> </tr> </thead> <tbody> <tr> <td data-bbox="1133 890 1543 938">a. 0376-01-004</td> <td data-bbox="1543 890 1953 938">a. 0088-01-006</td> </tr> <tr> <td data-bbox="1133 938 1543 986">b. 0404-01-005</td> <td data-bbox="1543 938 1953 986">b. 0066-01-003</td> </tr> <tr> <td data-bbox="1133 986 1543 1034">c. 0407-01-005</td> <td data-bbox="1543 986 1953 1034">c. 0076-01-004</td> </tr> <tr> <td data-bbox="1133 1034 1543 1082">d. 0165-03-002</td> <td data-bbox="1543 1034 1953 1082">d. 0020-01-001</td> </tr> <tr> <td></td> <td data-bbox="1543 1082 1953 1129">e. 0073-01-004</td> </tr> <tr> <td></td> <td data-bbox="1543 1129 1953 1142">f. 0096-01-007</td> </tr> </tbody> </table>	New member	Existing member	a. 0376-01-004	a. 0088-01-006	b. 0404-01-005	b. 0066-01-003	c. 0407-01-005	c. 0076-01-004	d. 0165-03-002	d. 0020-01-001		e. 0073-01-004		f. 0096-01-007	<p>Complied</p>
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<p>Milestone A</p>	<p>Workers receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime premiums) and without discrimination against vulnerable groups, including women.</p>	<p>As per verification during the site visit and interview, there is no workers has been recruited for farm works. Contractor’s workers have been appointed and rate of payment has been paid based on piece rate (tonnage & hectarage). For harvesting, workers has been paid at rate RM80-RM120/mt and while for spraying and fertilizer application, workers has been paid at rate RM60-RM100/ha. This has been</p>	<p>Complied</p>														

		confirmed based on payment voucher to the workers and also interview with the contractors workers during the site visit. There is evidence that the payment is fair based on current market rate and higher than Malaysia minimum wages order which is RM57.69													
Milestone B	Workers receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime premiums) and without discrimination against vulnerable groups including women.	As per verification during the site visit and interview, there is no workers has been recruited for farm works. Contractor’s workers have been appointed and rate of payment has been paid based on piece rate (tonnage & hectarage). For harvesting, workers has been paid at rate RM80-RM120/mt and while for spraying and fertilizer application, workers has been paid at rate RM60-RM100/ha. This has been confirmed base on payment voucher to the workers and also interview with the contractors workers during the site visit. There is evidence that the payment is fair based on current market rate and higher than Malaysia minimum wages order which is RM57.69	Complied												
Criteria 3.4: Workers understand their rights and freedom to file a complaint/grievance to group manager or relevant third parties, including RSPO.															
Eligibility	Smallholders commit to respect the rights of workers to file a complaint/grievance (Refer to appendix 1).	In the declaration form "Borang permohonan kemasukan kumpulan pekebun kecil roundtable sustainable palm oil (RSPO)" version#02, updated on 10/05/2023, smallholders have made a commitment to pay workers according to minimum legal requirements or mandatory industry standards. Sample of declarations as per below <table border="1" data-bbox="1131 1125 1953 1383"> <thead> <tr> <th>New member</th> <th>Existing member</th> </tr> </thead> <tbody> <tr> <td>a. 0376-01-004</td> <td>a. 0088-01-006</td> </tr> <tr> <td>b. 0404-01-005</td> <td>b. 0066-01-003</td> </tr> <tr> <td>c. 0407-01-005</td> <td>c. 0076-01-004</td> </tr> <tr> <td>d. 0165-03-002</td> <td>d. 0020-01-001</td> </tr> <tr> <td></td> <td>e. 0073-01-004</td> </tr> </tbody> </table>	New member	Existing member	a. 0376-01-004	a. 0088-01-006	b. 0404-01-005	b. 0066-01-003	c. 0407-01-005	c. 0076-01-004	d. 0165-03-002	d. 0020-01-001		e. 0073-01-004	Complied
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			f. 0096-01-007	
Milestone A	Smallholders complete training on workers' rights to file a complaints/grievance and communicate to workers the means to file a complaint/grievance.	The Center for Sustainable Small Owners (CSS) staff conducted a training session on workers' rights to file a complaints/grievance on 09-10/03/2022. For new members, a similar training session was held on 03-04/12/2022 at Amerald Resort Hotel, Desaru. In cases where some smallholders were unable to attend the training, they were provided with an alternative option. These individuals participated in a small-scale training session conducted on 08-14/11/2022. There is evidence that all existing and new members has attended the training. It has been verified based on training records and interview with the sample smallholders.		Complied
Milestone B	Workers are aware of and have access to an effective means for filing a complaint/grievance.	Interview with the contracts workers for harvesting confirmed that they can demonstrate their awareness on filling any complaint and grievance through the grievance procedure has been established.		Complied
Criteria 3.5: Working conditions and facilities are safe and meet minimum legal requirements.				

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<p>Eligibility</p>	<p>Smallholders commit to providing safe working conditions and facilities (Refer to appendix 1).</p>	<p>In the declaration form "Borang permohonan kemasukan kumpulan pekebun kecil roundtable sustainable palm oil (RSPO)" version#02, updated on 10/05/2023, smallholders have made a commitment to providing safe working conditions and facilities.</p> <p>Sample of declarations as per below:</p> <table border="1" data-bbox="1133 549 1955 850"> <thead> <tr> <th data-bbox="1133 549 1543 600">New member</th> <th data-bbox="1543 549 1955 600">Existing member</th> </tr> </thead> <tbody> <tr> <td data-bbox="1133 600 1543 643">a. 0376-01-004</td> <td data-bbox="1543 600 1955 643">a. 0088-01-006</td> </tr> <tr> <td data-bbox="1133 643 1543 686">b. 0404-01-005</td> <td data-bbox="1543 643 1955 686">b. 0066-01-003</td> </tr> <tr> <td data-bbox="1133 686 1543 729">c. 0407-01-005</td> <td data-bbox="1543 686 1955 729">c. 0076-01-004</td> </tr> <tr> <td data-bbox="1133 729 1543 772">d. 0165-03-002</td> <td data-bbox="1543 729 1955 772">d. 0020-01-001</td> </tr> <tr> <td></td> <td data-bbox="1543 772 1955 815">e. 0073-01-004</td> </tr> <tr> <td></td> <td data-bbox="1543 815 1955 850">f. 0096-01-007</td> </tr> </tbody> </table>	New member	Existing member	a. 0376-01-004	a. 0088-01-006	b. 0404-01-005	b. 0066-01-003	c. 0407-01-005	c. 0076-01-004	d. 0165-03-002	d. 0020-01-001		e. 0073-01-004		f. 0096-01-007	<p>Complied</p>
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<p>Milestone A</p>	<p>Smallholders, workers, and family members complete training and aware of health and safety risks associated with farm work, (including that of pesticide use) and how to mitigate them</p>	<p>The Center for Sustainable Small Owners (CSS) staff conducted a training session on health and safety on 09-10/03/2022. For new members, a similar training session was held on 03-04/12/2022 at Emerald Resort Hotel, Desaru.</p> <p>In cases where some smallholders were unable to attend the training, they were provided with an alternative option. These individuals participated in a small-scale training session conducted on 08-14/11/2022.</p> <p>As per interview, there is evidence that smallholders and family members can demonstrate their understanding on health and safety while working.</p> <p>There is evidence that all existing and new members has attended the training. It has been verified based on training records and interview with the sample smallholders.</p>	<p>Complied</p>														

<p>Milestone B</p>	<p>Workers, including smallholder family members, have access to safe working conditions and amenities that include:</p> <ul style="list-style-type: none"> • Safe and adequate housing, where applicable, • Access to basic first aid supplies • Health and safety equipment, including minimum personal protective equipment (PPE) if appropriate for the type of work. • Adequate drinking water • Access to toilets 	<p>As per sample of smallholders, there is evidence that all smallholders and workers have access for safe working condition. Verification has been done through interview and site visit.</p> <ul style="list-style-type: none"> a) Every smallholder has their own housing which located nearby to their farms. Basically, the house has been built by themselves or inherited. b) Pertaniaga has provided first aid kit to all smallholders. Auditor tested smallholders' competencies to handle first aid kit and there is evidence that all sample smallholder able to operate it correctly. While PPE, smallholders and workers has been provided with appropriate PPE such as nitrile glove, apron, shoes for spraying and for harvesting, cotton glove, sickle/chisel cover. c) Water has been provided by Syarikat Air Johor (SAJ)) d) All housing constructed with toilet facilities and located nearby to all smallholders' farms. 	<p>Complied</p>
<p>Criteria 3.6: There is no discrimination, harassment, or abuse on the farm.</p>			

<p>Eligibility</p>	<p>Smallholders commit to no discrimination, harassment or abuse on the farm (Refer to appendix 1).</p>	<p>In the declaration form "Borang permohonan kemasukan kumpulan pekebun kecil roundtable sustainable palm oil (RSPO)" version#02, updated on 10/05/2023, smallholders have made a commitment for no discrimination, harassment or abuse on the farm.</p> <p>Sample of declarations as per below:</p> <table border="1" data-bbox="1133 549 1955 850"> <thead> <tr> <th data-bbox="1133 549 1543 600">New member</th> <th data-bbox="1543 549 1955 600">Existing member</th> </tr> </thead> <tbody> <tr> <td data-bbox="1133 600 1543 643">a. 0376-01-004</td> <td data-bbox="1543 600 1955 643">a. 0088-01-006</td> </tr> <tr> <td data-bbox="1133 643 1543 686">b. 0404-01-005</td> <td data-bbox="1543 643 1955 686">b. 0066-01-003</td> </tr> <tr> <td data-bbox="1133 686 1543 729">c. 0407-01-005</td> <td data-bbox="1543 686 1955 729">c. 0076-01-004</td> </tr> <tr> <td data-bbox="1133 729 1543 772">d. 0165-03-002</td> <td data-bbox="1543 729 1955 772">d. 0020-01-001</td> </tr> <tr> <td></td> <td data-bbox="1543 772 1955 815">e. 0073-01-004</td> </tr> <tr> <td></td> <td data-bbox="1543 815 1955 850">f. 0096-01-007</td> </tr> </tbody> </table>	New member	Existing member	a. 0376-01-004	a. 0088-01-006	b. 0404-01-005	b. 0066-01-003	c. 0407-01-005	c. 0076-01-004	d. 0165-03-002	d. 0020-01-001		e. 0073-01-004		f. 0096-01-007	<p>Complied</p>
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<p>Milestone A</p>	<p>Smallholders complete training on workplace discrimination, harassment and abuse and are aware of need for a safe workspace.</p>	<p>The Center for Sustainable Small Owners (CSS) staff conducted a training session on workplace discrimination, harassment and abuse on 09-10/03/2022. For new members, a similar training session was held on 03-04/12/2022 at Amerald Resort Hotel, Desaru.</p> <p>In cases where some smallholders were unable to attend the FPIC training, they were provided with an alternative option. These individuals participated in a small-scale training session conducted on 08-14/11/2022.</p> <p>In cases where some smallholders were unable to attend the training, they were provided with an alternative option. These individuals participated in a small-scale training session conducted on 08-14/11/2022.</p> <p>As per interview, there is evidence that smallholders and family members can demonstrate their understanding on need for a safe workspace.</p>	<p>Complied</p>														

Milestone B	Workers freely express that they are working in a place that is free from discrimination, harassment or abuse.	Interview with the contracts workers for harvesting confirmed that they can demonstrate that there is no discrimination, harassment and abuse at the place they are working. They have been treated in good manner and equally comparing to other workers.	Complied
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Principle 4: Protect, conserve and enhance ecosystems and the environment

Protect the environment, conserve biodiversity, enhance ecosystems and ensure sustainable management of natural resources.

Preamble

High Conservation Value (HCVs) and High Carbon Stock (HCS) forests

This Independent Smallholder Standard is pursuing the objective of the RSPO Smallholder Strategy to increase smallholder inclusion, prioritise improved practices which also benefit smallholder livelihoods, whilst also upholding the core sustainability requirements. This includes the protection of areas of HCV and HCS forests. The RSPO has developed a simplified HCV methodology for identifying, protecting and managing HCVs that provides guidance for both existing and new planting (see here).

Aligned with the new HCS requirements in the RSPO 2018 P&Cs, the RSPO, in consultation with the HCSA Steering Group, intends to develop a simplified combined HCV-HCS approach to identify and protect HCS forests. The simplified and combined HCV-HCS approach for independent smallholders will be open to public consultation and will be published no later than November 2020.

In the meantime, independent smallholders are not allowed to clear any primary forests or any areas required to protect or enhance HCVs and HCS forests, as committed by signing the Smallholder Declaration. Until the simplified combined HCV-HCS approach and tool for independent smallholders is available, new plantings will only be permitted in low risk areas. The definition and procedure for identification of low risk areas will be defined by a Smallholder No Deforestation Task Force.

Remediation and Compensation Procedure (RaCP)

Remediation and compensation are required for any clearance since November 2005 without prior HCV assessment (see criterion 4.2) and any clearance since November 2019 without prior HCS assessment.

The requirements as outlined in the RaCP (2015) is not fully applicable for independent smallholders. For independent smallholders, this RSPO ISH Standard is focused on developing an appropriate RaCP mechanism such as on-site remediation (with funding mechanisms to be determined) as this is contextually appropriate to the scale of independent smallholder production and enables independent smallholders to maximise positive environmental impact on-site. The requirement means that quantified liability is disclosed and assessed through a land use change analysis (LUCA) supported by the RSPO Secretariat.

Criteria 4.1: High Conservation Values (HCVs) on the smallholder plot or within the managed area and High Carbon Stock (HCS) forests identified after November 2019 using the simplified combined HCV-HCS approach, are managed to ensure that they are maintained and/or enhanced.

<p>Eligibility</p>	<p>Smallholders commit to protect HCVs and HCS forests through the precautionary practices approach (Refer to appendix 1).</p>	<p>It was noted that the smallholders demonstrated a commitment to protect HCVs and HCS forests through the precautionary practices This commitment is formally recorded in the "Borang permohonan kemasukan kumpulan pekebun kecil roundtable sustainable palm oil (RSPO)" version #02, revised on 10/05/2023as mentioned in clause (D)#12 of the document.</p> <table border="1" data-bbox="1133 571 1955 874"> <thead> <tr> <th data-bbox="1133 571 1543 624">New member</th> <th data-bbox="1543 571 1955 624">Existing member</th> </tr> </thead> <tbody> <tr> <td data-bbox="1133 624 1543 667">a. 0376-01-004</td> <td data-bbox="1543 624 1955 667">a. 0088-01-006</td> </tr> <tr> <td data-bbox="1133 667 1543 710">b. 0404-01-005</td> <td data-bbox="1543 667 1955 710">b. 0066-01-003</td> </tr> <tr> <td data-bbox="1133 710 1543 753">c. 0407-01-005</td> <td data-bbox="1543 710 1955 753">c. 0076-01-004</td> </tr> <tr> <td data-bbox="1133 753 1543 796">d. 0165-03-002</td> <td data-bbox="1543 753 1955 796">d. 0020-01-001</td> </tr> <tr> <td></td> <td data-bbox="1543 796 1955 839">e. 0073-01-004</td> </tr> <tr> <td></td> <td data-bbox="1543 839 1955 874">f. 0096-01-007</td> </tr> </tbody> </table>	New member	Existing member	a. 0376-01-004	a. 0088-01-006	b. 0404-01-005	b. 0066-01-003	c. 0407-01-005	c. 0076-01-004	d. 0165-03-002	d. 0020-01-001		e. 0073-01-004		f. 0096-01-007	<p>Complied</p>
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<p>Milestone A</p>	<p>Smallholders complete training on and are aware of:</p> <ul style="list-style-type: none"> • The importance of maintaining and conserving HCVs and HCS forests • Human-wildlife conflict; and • Rare, threatened and endangered species and important ecosystems. 	<p>The Center for Sustainable Small Owners (CSS) staff conducted a training session on importance of maintaining and conserving HCVs and HCS forests, human-wildlife conflict and RTE species on 09-10/03/2022. For new members, a similar training session was held on 03-04/12/2022 at Amerald Resort Hotel, Desaru.</p> <p>In cases where some new smallholders were unable to attend the training, they were provided with an alternative option. These individuals participated in a small-scale training session conducted on 08-14/11/2022.</p> <p>There is evidence that all existing and new members has attended the training. It has been verified based on training records and interview with the sample smallholders.</p> <p>As per interview, there is evidence that smallholders and family members can demonstrate their understanding.</p>	<p>Complied</p>														

Milestone B	Smallholders implement precautionary practices and manage and maintain rare, threatened and endangered species, HCVs and HCS forests, where applicable	As per interview, there is evidence that smallholders have implemented precautionary practices and manage and maintain rare, threatened, and endangered species where they need to report any identification/sighting of RTE in their farms to Pertaniaga. Awareness on RTE species has been done to all smallholders. Interview confirmed that they can demonstrate their understanding on RTE species. There is no HCV and HCS has been identified.	Complied
<p>Criteria 4.2: Where the existing smallholder plot has been planted and cleared after November 2005 or is on an area identified as HCS forests after November 2019 up to the eligibility period, a RaCP process appropriate for smallholders based on Land Use Change Analysis (LUCA) will be applicable (reference preamble).</p>			
Eligibility	Smallholders provide information on all smallholder plots converted and planted with oil palm after 2005, through use of the simplified combined HCV- HCS approach for Smallholders (Refer to appendix 1).	HCV and HCS approach have been prepared and documented in the Smallholder Land Use Change Analysis for Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) and latest updated on 19/06/2023.	Complied
Milestone A	Group members develop a plan to identify the maximum area for on-siteremediation of HCVs lost since 2005 and HCS forests lost since November 2019, through a participatory process and the plan is submitted to RSPO.	<p>Management plan has been developed and can be sighted in document Smallholder Land Use Change Analysis for Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) and latest updated on 19/06/2023 and has been approved by RSPO which included existing and new smallholders. Status as per below:</p> <ul style="list-style-type: none"> ▪ Completed (RaCP-3507) for Group 1 (107 smallholders) with the total land area of the Management Unit (ha): 160.31. ▪ Completed (RaCP-4109) for Group 2 (199 smallholders) with the total land area of the Management Unit (ha): 251.05. ▪ Completed (RaCP-4282) for Group 3A (118 smallholders) with the total land area of the Management Unit (ha): 120.48. ▪ Ongoing (RaCP-4397) for Group 3B (110 smallholders) with the total land area of the Management Unit (ha): 150.50. <p>This has been confirmed through email with RSPO secretariat, Mr Sarsongko Wachyutomo on 03/07/2023</p>	Complied

Milestone B	An RSPO-approved plan to remediate for HCVs lost since 2005 and HCS forests lost since November 2019 is implemented.	As per email by RSPO dated 03/06/2023, there is no requirement for remediation for Pertaniaga.	Not Applicable
Criteria 4.3: New planting of independent smallholders, since November 2019: <ul style="list-style-type: none"> Do not replace any HCVs. Do not replace any HCS forests as defined by the simplified combined HCV-HCS approach. Are not on steep slopes (more than 25 degrees or as in the National Interpretation). Are not on peat areas of any depth. 			
Eligibility	Smallholders provide information on all planned new plantings and commit that no new planting are on HCVs or HCS forests, on steep slopes (more than 25 degrees or as in the National Interpretation) or on peat (Refer to appendix 1).	NA as the group members have no plan for new planting	Not Applicable
Milestone A	Before any land preparation commences, group members develop an integrated management plan through a participatory approach to maintain or enhance HCVs as well as HCS forests identified after November 2019, as identified by the simplified combined HCV and HCS approach, before any land preparation commences	NA as the group members have no plan for new planting	Not Applicable
Milestone B	Smallholders have an RSPO approved integrated management plan for their planned new planting and share a notice of this plan with those involved in the participatory mapping before any land preparation commences.	NA as the group members have no plan for new planting	Not Applicable
Criteria 4.4: Where smallholder plots exist on peat, subsidence and degradation of peat soils is minimised by use of best management practices.			
Eligibility	Group manager confirms presence of peat on existing plots within the group and smallholders on peat commit to using best management practices (BMPs), and minimizing subsidence and degradation of peat soils (Refer to appendix 1).	The identification of peat areas was conducted by the Pertaniaga team through visual and on-site assessments, and their findings were further validated by UiTM Jasin through soil sample analysis. The assessment results clearly determined whether an area was declared as peatland or not, and a total of 139 farmers were identified from these peatland areas.	Complied

		<p>It was noted that the smallholders demonstrated a commitment to using best management practices (BMPs). This commitment is formally recorded in the "Borang permohonan kemasukan kumpulan pekebun kecil roundtable sustainable palm oil (RSPO)" version #02, revised on 10/05/2023 as mentioned in clause (D)#14 of the document, all smallholders have pledged to adopt best management practices for peat management.</p> <p>Sample of declarations as per below</p> <ol style="list-style-type: none"> 1. Ahmad Affandi bin Siraj - Farmer ID# 0073-01-004 2. Saiful Amrin bin Sudin - Farmer ID#0075-01-004 3. Mahrof bin Osman - Farmer ID#0066-01-003 4. Rahmat Jemeran - Farmer ID# 0064-01-003 5. Takirip Tahir - Farmer ID# 0210-01-004 6. Anidah Salim - Farmer ID# 0190-01-0040073-01-004 7. Othman bin Teman - Farmer ID# 0065-01-003 8. Mohd Tajab bin Mohd Noor - Farmer ID# 0244-01-006 9. Noor Athirah binti Mohd Jaid - Farmer ID# 0231-001-005 10. Ramli bin Buang - Farmer ID# 0230-01-005 	
<p>Milestone A</p>	<p>Smallholders complete training on best management practices (BMPs) for peat. The group has an action plan to minimize risk of fire, to apply BMPs for plantings on peat and manage water systems in the certification unit.</p>	<p>Training for best management practices for peat area was delivered through communication during two training sessions: the mega-scale training volume 2 and the small-scale training provided as an alternative for those unable to attend the main session. The training sessions were conducted by UiTM and CSS on 13-14/05/2022 and 25/06/2023, respectively.</p> <p>According to the feedback gathered from interviews with smallholders, they have demonstrated a clear understanding of peat management. Pertaniaga adopt the same Action plan for peat management documented in the document "Peat land management planning for the</p>	<p>Complied</p>

		<p>year 2020 to 2025 (Group 1 RISS). Total 10 plans have been outlined with information such as details, timeframe and date of implementation. The action plan included plan to apply BMP for planting on peat such as drainage system which coloration with Jabatan Air dan Saliran to find best solution to maintain the water table at the smallholder area, monitoring of water level and prohibition to use fire especially on peat area.</p>	
Milestone B	<p>Smallholders implement the group's action plan based on BMPs, including fire and water management, and monitoring of subsidence rate for existing planting on peat.</p>	<p>The action plan's execution has been documented and includes notable events in the management plan, such continuous communication and discussion with Jabatan Air dan Saliran, routine site visit for soil sampling, and a meeting with Dr. Qursyna from the Faculty of Plantation and Agrotechnology to review the action plan. Other than that, it has been identified that water table and subsidence has been monitored by smallholders with assistance of Pertaniaga.</p>	Complied
<p>Criteria 4.5: Plots on peat are replanted only on areas with low risk of flooding or saline intrusion as demonstrated by a risk assessment.</p>			

<p>Eligibility</p>	<p>Smallholders commit to provide information on all plans for replanting and commit that replanting will only be in areas with low risk of flooding or saline intrusion (Refer to appendix 1).</p>	<p>Smallholders' commitment to do replanting that low risk area for flooding or saline intrusion. This commitment is documented in the "Borang permohonan kemasukan kumpulan pekebun kecil roundtable sustainable palm oil (RSPO)" version#02, revised on 10/05/2023.</p> <p>As stated in clause (D)#16 of the document, all smallholders have made a commitment not to utilize fire for land preparation and pesticides control.</p> <p>Sample of declarations as per below:</p> <table border="1" data-bbox="1133 651 1955 959"> <thead> <tr> <th data-bbox="1133 651 1543 703">New member</th> <th data-bbox="1543 651 1955 703">Existing member</th> </tr> </thead> <tbody> <tr> <td data-bbox="1133 703 1543 746">a. 0376-01-004</td> <td data-bbox="1543 703 1955 746">a. 0088-01-006</td> </tr> <tr> <td data-bbox="1133 746 1543 790">b. 0404-01-005</td> <td data-bbox="1543 746 1955 790">b. 0066-01-003</td> </tr> <tr> <td data-bbox="1133 790 1543 833">c. 0407-01-005</td> <td data-bbox="1543 790 1955 833">c. 0076-01-004</td> </tr> <tr> <td data-bbox="1133 833 1543 876">d. 0165-03-002</td> <td data-bbox="1543 833 1955 876">d. 0020-01-001</td> </tr> <tr> <td></td> <td data-bbox="1543 876 1955 919">e. 0073-01-004</td> </tr> <tr> <td></td> <td data-bbox="1543 919 1955 959">f. 0096-01-007</td> </tr> </tbody> </table>	New member	Existing member	a. 0376-01-004	a. 0088-01-006	b. 0404-01-005	b. 0066-01-003	c. 0407-01-005	c. 0076-01-004	d. 0165-03-002	d. 0020-01-001		e. 0073-01-004		f. 0096-01-007	<p>Complied</p>
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<p>Milestone A</p>	<p>Smallholders with plots on peat complete training on identification of future risks of flooding or saline intrusion and alternate land development strategies.</p>	<p>Training for BMPs for peat done by Dr Nur Qursyna Boll Kassim on 14-15/05/2022. In cases where some smallholders were unable to attend the FPIC training, they were provided with an alternative option. These individuals participated in a small-scale training session conducted on 08-14/11/2022. There is evidence that all existing and new members has attended the training. It has been verified based on training records and interview with the sample smallholders.</p>	<p>Complied</p>														
<p>Milestone B</p>	<p>Prior to replanting on peat smallholders complete a risk assessment related to flooding or saline intrusion and, where there is high risk, present a plan that includes alternate land development strategies, referencing alternative livelihood planning.</p>	<p>There have been no recorded instances of replanting for both existing and new members. All replanting activities were completed in the year 2020, which occurred before the smallholders signed the agreement. Pertaniaga referred to MPOB guideline for planting and replanting on peat as guidance for next replanting on peat.</p>	<p>Complied</p>														

Criteria 4.6: Fire is not used on the oil palm plot for preparing land or for pest control, nor open fire for waste management on the farm.																	
Eligibility	<p>Smallholders commit to no burning for preparing land or for pest control, nor open fire for waste management. Group manager records evidence of prior burning of members joining the group (Refer to appendix 1).</p>	<p>Smallholders' commitment to no burning for preparing land or for pest control, nor open fire for waste management. This commitment is documented in the "Borang permohonan kemasukan kumpulan pekebun kecil roundtable sustainable palm oil (RSPO)" version#02, revised on 10/05/2023.</p> <p>As stated in clause (D)#16 of the document, all smallholders have made a commitment not to utilize fire for land preparation and pesticides control.</p> <p>Sample of declarations as per below:</p> <table border="1" data-bbox="1133 735 1955 1037"> <thead> <tr> <th>New member</th> <th>Existing member</th> </tr> </thead> <tbody> <tr> <td>a. 0376-01-004</td> <td>a. 0088-01-006</td> </tr> <tr> <td>b. 0404-01-005</td> <td>b. 0066-01-003</td> </tr> <tr> <td>c. 0407-01-005</td> <td>c. 0076-01-004</td> </tr> <tr> <td>d. 0165-03-002</td> <td>d. 0020-01-001</td> </tr> <tr> <td></td> <td>e. 0073-01-004</td> </tr> <tr> <td></td> <td>f. 0096-01-007</td> </tr> </tbody> </table>	New member	Existing member	a. 0376-01-004	a. 0088-01-006	b. 0404-01-005	b. 0066-01-003	c. 0407-01-005	c. 0076-01-004	d. 0165-03-002	d. 0020-01-001		e. 0073-01-004		f. 0096-01-007	Complied
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	f. 0096-01-007																
Milestone A	<p>There is no physical evidence of new burning (after eligibility) for land preparation for oil palm by smallholders. Smallholders complete training on and are aware of:</p> <ul style="list-style-type: none"> • Alternatives to fire for land preparation and farm waste management (where appropriate possible). • Alternatives to fire for pest control. • Fire prevention and how to respond to and manage fires in their plots. 	<p>Upon conducting a site visit at the sampled ISH members, it was observed that they do not employ fires for waste management or pest control, thus affirming their dedication to responsible practices. This commitment is reinforced through their participation in signing the smallholder declaration. Moreover, the members have successfully completed training on utilizing non-fire alternatives in land preparation, waste management, pest control, and fire prevention. The training details are elaborated in Criteria A.2.3.</p>	Complied														

Milestone B	Smallholders do not use fire or practice burning for land preparation, waste management or pest control on the farm. For pest control, fire may be used only in exceptional circumstances i.e. where no other effective measures exist and with prior approval of relevant authority.	Based on site visits at the sampled ISH members, there was no use of fires for wastes management or pest control observed. The commitment is also demonstrated through the signing of the smallholder declaration.	Complied
Criteria 4.7: Riparian buffer zones are identified and managed to ensure they are maintained and/or enhanced.			
Eligibility	Group manager identifies riparian buffer zones within the group and smallholders commit to no new planting in riparian zones (Refer to appendix 1).	Through community mapping and site visits, it was confirmed that the sampled farms have no river crossings or are located adjacent to rivers. Moreover, the ISH members have pledged not to conduct any new planting or expand existing farms in riparian areas. This commitment is clearly stated under Clause D.11 of the Smallholder Declaration.	Complied
Milestone A	Smallholders complete training on and are aware of riparian buffer zone management, and the group has an action plan to maintain and/or enhance riparian buffer zones.	All smallholders from groups 1, 2, and 3A have completed the training on Riparian buffer through two separate sessions, namely the mega training and the alternative session. These training sessions were conducted by UiTM and CSS on 13-14/05/2022 and 25/06/2023, respectively. Based on interviews, it has been confirmed that all smallholders were able to demonstrate their understanding of the training content. The training material has been compiled in the document "Modul Latihan Kurikulum CSS Jilid II," which was distributed to all smallholders free of charge.	Complied
Milestone B	Smallholders maintain and/or enhance riparian buffer zone areas.	During the assessment, it was observed that one of the sampled smallholders is situated in close proximity to a man-made river. There is compelling evidence indicating that the riparian zone in this area is well-preserved and maintained in good condition.	Complied
Criteria 4.8: Pesticides are used in ways that do not endanger health of workers, family, communities or the environment.			

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<p>Eligibility</p>	<p>Smallholders commit to phase out paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Conventions by:</p> <ul style="list-style-type: none"> • Immediately stopping purchasing of these pesticides • Phasing out use of remaining stock by MS A • Providing information for the group manager to keep record of pesticide purchase and use. <p>(Refer to appendix 1)</p>	<p>Smallholders' commitment to phase out paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Conventions. This commitment is documented in the "Borang permohonan kemasukan kumpulan pekebun kecil roundtable sustainable palm oil (RSPO)" version#02, revised on 10/05/2023.</p> <p>According to clause (D)#18 in the document, all smallholders have pledged to remove the usage of paraquat and pesticides that classified as class 1A and class 1B and as per list in Stockholm Convention and Rotterdam Convention.</p> <p>Sample of declarations as per below:</p> <table border="1" data-bbox="1133 716 1953 1018"> <thead> <tr> <th>New member</th> <th>Existing member</th> </tr> </thead> <tbody> <tr> <td>a. 0376-01-004</td> <td>a. 0088-01-006</td> </tr> <tr> <td>b. 0404-01-005</td> <td>b. 0066-01-003</td> </tr> <tr> <td>c. 0407-01-005</td> <td>c. 0076-01-004</td> </tr> <tr> <td>d. 0165-03-002</td> <td>d. 0020-01-001</td> </tr> <tr> <td></td> <td>e. 0073-01-004</td> </tr> <tr> <td></td> <td>f. 0096-01-007</td> </tr> </tbody> </table>	New member	Existing member	a. 0376-01-004	a. 0088-01-006	b. 0404-01-005	b. 0066-01-003	c. 0407-01-005	c. 0076-01-004	d. 0165-03-002	d. 0020-01-001		e. 0073-01-004		f. 0096-01-007	<p>Complied</p>
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<p>Milestone A</p>	<p>Smallholders complete training on BMPs for pesticides including pesticide usage, awareness on risks for pregnant and breastfeeding women and young workers; storage and disposal; paraquat and pesticides listed by WHO Class 1A or 1B, the Stockholm or Rotterdam Conventions (and in compliance with 3.5).</p>	<p>All smallholders from groups 1, 2, and 3A have completed the training on Best Management Practices (BMPs) through two separate sessions, namely the mega training and the alternative session. These training sessions were conducted by UiTM and CSS on 13-14/05/2022 and 25/06/2023, respectively.</p> <p>The training covered topics such as pesticides application, risk control measures, storage, and the prohibition of using chemical 1A and 1B. Based on interviews, it has been confirmed that all smallholders were able to demonstrate their understanding of the training content.</p>	<p>Complied</p>														

		The training material has been compiled in the document "Modul Latihan Kurikulum CSS Jilid II," which was distributed to all smallholders free of charge.	
Milestone B	Smallholders implement BMPS for all pesticide use, including prohibiting use of pesticides by pregnant and breastfeeding women and young workers, and exclusion of paraquat and pesticides that are categorized as WHO Class 1A or 1B, or those listed by the Stockholm or Rotterdam Conventions, unless when authorized by relevant authorities for pest outbreaks.	<p>During the site visit, it was confirmed that all sampled smallholders have successfully implemented Best Management Practices (BMPs) for pesticide use. They were observed to be using proper personal protective equipment, including respirators, aprons, safety boots, and nitrile gloves. Moreover, they were applying the correct chemicals, such as glyphosate, to target weeds effectively. Interviews also confirmed that the smallholders were using the appropriate techniques for chemical application.</p> <p>Furthermore, it was observed that no women were working on the farms, and it was confirmed that no class 1A and 1B chemicals were being used.</p>	Complied
Criteria 4.9: The group and smallholders manage pests, diseases, weeds and invasive introduced species using appropriate techniques, including but not limited to Integrated Pest Management (IPM) techniques.			
Eligibility	Not applicable	Not applicable.	Not Applicable
Milestone A	Smallholders complete training on and are aware of BMPs, including, but not limited to safe chemical use, IPM, weed and invasive species management.	There is evidence that all smallholders from group 1,2, and 3A has completed training on BMPs which has been conducted in 2 separate session which are mega training that has been conducted on conducted by UiTM and CSS on 13-14/05/2022 and 25/06/2023, respectively. The training has included pesticides handlings, IPM, weeds management and invasive species management.	Complied
Milestone B	The group and smallholders maximize use of IPM approaches to minimize use of pesticides and herbicides on their farm.	The site visit revealed that no severe pest attacks were detected among the sampled smallholders. However, Pertaniaga has put in place an Integrated Pest Management (IPM) plan, specifically designed to address various types of pests, including rats, bagworms, and Ganoderma.	Complied

Internal Control System requirements for smallholder groups.			
A – ICS: Group entity and group management requirements			
A.1 The Group demonstrates that they are legally formed.			
A.1.1			
Eligibility	The Group has appointed a group manager	There is evidence base on interview with sample smallholders to appoint Pertaniaga as group manager for RSPO certification. Pertaniaga Group smallholders is a registered RSPO membership since 10/12/2020 with RSPO membership number 1-0308-20-000-00. The Group has appointed a group manager. Refer Appointment letter to Mr. Mohd. Faridz B. Harith as the Group Manager with reference letter PERTANIAGA01/2023/001 dated 05/01/2023 signed by the Chairman of PERTANIAGA, Mr Saiful Bin Sudin. The period for the appointment was from 05/01/2023 until 05/01/2025. Appointment process started from Annual Grand Meeting with minutes reference" Mesyuarat Pertubuhan Tani Niaga Lestari Negeri Johor", conducted on 11/12/2022, attended by 134 members. Under Agenda 7.0, appointment was from discussion and agreement amongst the members.	Complied
Milestone A	The Group has appointed a group manager	There is evidence base on interview with sample smallholders to appoint Pertaniaga as group manager for RSPO certification. Pertaniaga Group smallholders is a registered RSPO membership since 10/12/2020 with RSPO membership number 1-0308-20-000-00. The Group has appointed a group manager. Refer Appointment letter to Mr. Mohd. Faridz B. Harith as the Group Manager with reference letter PERTANIAGA01/2023/001 dated 05/01/2023 signed by the Chairman of PERTANIAGA, Mr Saiful Bin Sudin. The period for the appointment was from 05/01/2023 until 05/01/2025. Appointment process started from Annual Grand Meeting with minutes reference" Mesyuarat Pertubuhan Tani Niaga Lestari Negeri Johor", conducted on	Complied

		11/12/2022, attended by 134 members. Under Agenda 7.0, appointment was from discussion and agreement amongst the members.	
Milestone B	The Group has appointed a group manager	There is evidence base on interview with sample smallholders to appoint Pertaniaga as group manager for RSPO certification. Pertaniaga Group smallholders is a registered RSPO membership since 10/12/2020 with RSPO membership number 1-0308-20-000-00. The Group has appointed a group manager. Refer Appointment letter to Mr. Mohd. Faridz B. Harith as the Group Manager with reference letter PERTANIAGA01/2023/001 dated 05/01/2023 signed by the Chairman of PERTANIAGA, Mr Saiful Bin Sudin. The period for the appointment was from 05/01/2023 until 05/01/2025. Appointment process started from Annual Grand Meeting with minutes reference" Mesyuarat Pertubuhan Tani Niaga Lestari Negeri Johor", conducted on 11/12/2022, attended by 134 members. Under Agenda 7.0, appointment was from discussion and agreement amongst the members.	Complied
A.1.2			
Eligibility	The group manager has evidence of legal identity.	The group manager has evidence of legal identity. PERTANIAGA is registered under the Registrar of Society Malaysia (ROS) and has conducted its first General Meeting on 30/06/2020 with Registration No.: PPM-001-01-26052020 and date of registration: 26/05/2020. The status of registration can be viewed at https://www.ros.gov.my/index.php?id=2&page_id=19 . The certificate of registration is kept by the general secretary at PERTANIAGA office at UTHM.	Complied
Milestone A	The group manager has evidence of legal identity.	The group manager has evidence of legal identity. PERTANIAGA is registered under the Registrar of Society Malaysia (ROS) and has conducted its first General Meeting on 30/06/2020 with Registration No.: PPM-001-01-26052020 and date of registration: 26/05/2020. The	Complied

		status of registration can be viewed at https://www.ros.gov.my/index.php?id=2&page_id=19 . The certificate of registration is kept by the general secretary at PERTANIAGA office at UTHM.	
Milestone B	The group manager has evidence of legal identity.	The group manager has evidence of legal identity. PERTANIAGA is registered under the Registrar of Society Malaysia (ROS) and has conducted its first General Meeting on 30/06/2020 with Registration No.: PPM-001-01-26052020 and date of registration: 26/05/2020. The status of registration can be viewed at https://www.ros.gov.my/index.php?id=2&page_id=19 . The certificate of registration is kept by the general secretary at PERTANIAGA office at UTHM.	Complied
A1.3			
Eligibility	The group has membership requirements.	The group has membership requirements. PERTANIAGA has stated its membership requirements in its membership application form such as have a land title, no force labor and no record of land conflict, followed as per legal and requirement and others. Generally, the requirements are to commit to smallholder declaration which basically consists of commitment to comply with legal requirements, conform to RSPO ISH Standard, and comply with PERTANIAGA policies and terms & conditions. Evaluation to member as per membership requirement conducted during internal audit for smallholder group. Refer PERTANIAGA Internal Audit Report dated 17,18,20 & 21 July 2023 ASB (Asia School of Business) and CSS (Centre for Sustainable Small-Owners).	Complied
Milestone A	The group has membership requirements.	The group has membership requirements. PERTANIAGA has stated its membership requirements in its membership application form such as have a land title, no force labor and no record of land conflict, followed as per legal and requirement and others. Generally, the requirements	Complied

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		<p>are to commit to smallholder declaration which basically consists of commitment to comply with legal requirements, conform to RSPO ISH Standard, and comply with PERTANIAGA policies and terms & conditions.</p> <p>Evaluation to member as per membership requirement conducted during internal audit for smallholder group. Refer PERTANIAGA Internal Audit Report dated 17,18,20 & 21 July 2023 ASB (Asia School of Business) and CSS (Centre for Sustainable Small-Owners).</p>	
Milestone B	The group has membership requirements.	<p>The group has membership requirements. PERTANIAGA has stated its membership requirements in its membership application form such as have a land title, no force labor and no record of land conflict, followed as per legal and requirement and others. Generally, the requirements are to commit to smallholder declaration which basically consists of commitment to comply with legal requirements, conform to RSPO ISH Standard, and comply with PERTANIAGA policies and terms & conditions.</p> <p>Evaluation to member as per membership requirement conducted during internal audit for smallholder group. Refer PERTANIAGA Internal Audit Report dated 17,18,20 & 21 July 2023 ASB (Asia School of Business) and CSS (Centre for Sustainable Small-Owners).</p>	Complied
A.1.4			
Eligibility	All members have signed and acknowledged membership requirements.	All members have signed and acknowledged membership requirements. Verification of the smallholder declaration form "Borang Permohonan Kemasukan Kumpulan Pekebun Kecil RSPO" Version 2 dated 10/05/2023 showed that the members have signed and acknowledged the membership requirements. Other than that, sighted evidence of acknowledgment to join the ISH Programmed with document reference number 2022/OnBoard/004. The declarations	Complied

		<p>were kept in member’s individual file. Sample membership acknowledgement letter as per below: -</p> <p>New members</p> <ol style="list-style-type: none"> 1. 0339-01-002 dated 07/06/2022. 2. 0446-01-005 dated 18/04/2022. 3. 0412-01-005 dated 03/06/2022. 4. 0402-01-005 dated 26/07/2022. 5. 0326-01-002 dated 07/06/2022. 6. 0323-01-002 dated 15/11/2022. <p>Existing members</p> <ol style="list-style-type: none"> 1. 0083-01-006 dated 27/09/2020. 2. 0246-01-006 dated 11/01/2022. 3. 0263-01-008 dated 06/01/2022. 4. 0176-01-003 dated 09/08/2021. 5. 0091-01-006 dated 27/09/2020. 6. 0220-01-004 dated 28/01/2022. 	
<p>Milestone A</p>	<p>All members can demonstrate understanding of membership requirements.</p>	<p>All members can demonstrate understanding of their membership requirements. There are four main elements covered on the membership requirements which is:</p> <ol style="list-style-type: none"> 1. Acknowledgement on the import of production sustainable palm oil 2. Acknowledgement on obligated the RSPO P&C 3. Providing legality of the farm 4. Commitment towards RSPO P&C requirement. 	<p>Complied</p>

		Verification was made through site interview with the sampled members, concluded that the members were able to give good understanding of the membership requirements.	
Milestone B	All members can demonstrate understanding of membership requirements.	<p>All members can demonstrate understanding of their membership requirements. There are four main elements covered on the membership requirements which is:</p> <ol style="list-style-type: none"> 1. Acknowledgement on the import of production sustainable palm oil 2. Acknowledgement on obligated the RSPO P&C 3. Providing legality of the farm 4. Commitment towards RSPO P&C requirement. <p>Verification was made through site interview with the sampled members, concluded that the members were able to give good understanding of the membership requirements.</p>	Complied
A.2 The Group Manager is responsible for managing the Group for certification.			
A.2.1			
Eligibility	The group manager has planned for the implementation of the ICS.	<p>The Group Manager has addressed the plan to implement ICS in PERTANIAGA business plan (FY23-FY24). Among the goals are:</p> <ol style="list-style-type: none"> a) To train and provide guidance to its members in improving & maintaining sustainability in oil palm planting and other related activities. As per verification, there is evidence that smallholder has been well trained which demonstrate can demonstrate their understanding sustainability in oil palm planting. Other than that, through interview it has been confirmed that guidance has been given by CSS and Pertaniaga staff. b) To safeguard the welfare of its members in carrying out sustainable & related oil palm cultivation activities. 	Complied

		<p>-There is no issues related to welfare of the members. There is evidence that all member entitle for premium has been accordingly</p> <p>c) To encourage its members to participate in initiatives or programmes organised by the government and the private sector such as RSPO, replanting assistance, fertiliser subsidy, MSPO certification and others to improve living standards members of the PERTANIAGA.</p> <p>-As for now, there is replanting assistance and fertilizer subsidy. All members has been certified for MSPO certification.</p> <p>d) To organise seminars, forums, training programs and study visit for the development of its members.</p> <p>e) To collaborate with government agencies and statutory bodies that are beneficial to oil palm ISHF and suppliers of FFB especially in economic, social, and technological improvement.</p> <p>-Pertaniaga has collaborated with Jabatan Air dan Saliran and UiTM for improvement in peat area.</p> <p>f) To carry out activities that are legally valid and that are deemed necessary to achieve and accelerate all or part of the above goals to achieve both vision and mission of PERTANIAGA.</p>	
Milestone A	The group manager can demonstrate compliance of the ICS by individual members.	Compliance to ICS by individual members is evaluated by the Group Manager through field visits. During the visit, the Group Manager conducts the field inspection and provide advisory comments. Apart from that internal audit was also conducted to ensure compliance.	Complied
Milestone B	The group manager can demonstrate compliance of the ICS by individual members.	Compliance to ICS by individual members is evaluated by the Group Manager through field visits. During the visit, the Group Manager conducts the field inspection and provide advisory comments. Apart from that internal audit was also conducted to ensure compliance.	Complied
A.2.2			

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Eligibility	The group manager demonstrates understanding of the ISH Standard, group certification and related topics and has sufficient resources to manage the group.	<p>The group manager was able to demonstrate good understanding of the ISH Standard. He had also attended various RSPO & group management related trainings, which among others are:</p> <ul style="list-style-type: none"> a. Attended the RT17 in Bangkok, 2016 b. Visit the model of certified SH in Jambi, Indonesia 2018 c. Various trainings on oil palm plantation d. Virtual RSPO ISH Roadshow Malaysia 23-30/11/2020 Public Consultation for RSPO Standard Review on 05/01/2023 at Tawau, Sabah <p>The current PERTANIAGA organisation chart, effective on 05/01/2023, has 12 committee members (including the Group Manager) comprises of ISH members and collection centre representatives. The appointment of the committee members was done through Annual General Meeting, which was last conducted on 11/12/2022. Apart from membership fees, the initiative is also funded by P&G through Asian School of Business (ASB).</p>	Complied
Milestone A	The group manager can demonstrate capacity to manage and operate group certification and certification requirements.	<p>The management system was well established in covering the Plan, Do, Check, Act (PDCA) concept. Based on interview, the Group Manager was able to demonstrate good understanding in implementing the certification requirements.</p> <p>The current PERTANIAGA organisation chart, effective on 05/01/2023, has 12 committee members (including the Group Manager) comprises of ISH members and collection centre representatives. The appointment of the committee members was done through Annual General Meeting, which was last conducted on 11/12/2022. Apart from membership fees, the initiative is also funded by P&G through Asian School of Business (ASB).</p>	Complied
Milestone B	The group manager can demonstrate capacity to manage and operate group certification and certification requirements.	The management system was well established in covering the Plan, Do, Check, Act (PDCA) concept. Based on interview, the Group	Complied

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		<p>Manager was able to demonstrate good understanding in implementing the certification requirements.</p> <p>The current PERTANIAGA organisation chart, effective on 05/01/2023, has 12 committee members (including the Group Manager) comprises of ISH members and collection centre representatives. The appointment of the committee members was done through Annual General Meeting, which was last conducted on 11/12/2022. Apart from membership fees, the initiative is also funded by P&G through Asian School of Business (ASB).</p>	
A.2.3			
Eligibility	A group annual training plan is available covering the RSPO Independent Smallholder Standard, group management (which includes group objectives, structure, relevant procedures and the certification process) and other topics as outlined in the ISH Standard.	PERTANIAGA has 2 volumes of training curriculums which were developed by CSS with collaboration with UiTM. Training plan was developed based on the 2 volumes. Session 1 (Training on Volume 1) was planned and conducted on 08/10/2022 and Session 2 (Training on Volume 2) on 03/12/2022. Annual training will be conducted to all smallholders as a refresher to smallholder on RSPO ISH standard.	Complied
Milestone A	The group manager implements a phased approach to ensure members have progressively attended training on the ISH Standard, group management and other topics as outlined in the ISH Standard according to the group annual training plan.	<p>The phased approach training is guided by PERTANIAGA's "Garis Panduan Latihan Pensijilan RISS PERTANIAGA", dated 20/07/2023]</p> <p>Since the last assessment, the following trainings had been conducted:</p> <p><u>Volume 1</u></p> <p>Attended by all the 112 new members, where some on 08/10/2022 at Katerina Hotel and some who could not attend were approached individually on various dates.</p> <p><u>Volume 2</u></p> <ul style="list-style-type: none"> attended by all the 112 new members, where some on 03/12/2022 at Amerald Resort Hotel, Desaru and some who could not attend were approached individually on various dates. 	Complied

		<ul style="list-style-type: none"> attended by all the existing and new members, where some on 25/06/2023 at Pulai Spring Resort, JB some who could not attend were approached individually on various dates. <p>Records of attendance were well maintained and made available for verification.</p>	
Milestone B	All members attended training and can demonstrate understanding of the ISH Standard, group management and certification requirements including awareness on BMPs, HCV, environmental protection, social welfare of workers and business operations.	Training records were well maintained and made available for verification. Based on interview and field observations of the sampled members, the level of awareness and understanding of the ISH Standard, group management and certification requirements including awareness on BMPs, HCV, environmental protection, social welfare of workers and business operations was satisfactory.	Complied
B – ICS: Policies and management			
B.1 The group Internal Control System contains documented policies and procedures for operational management.			
B.1.1			
Eligibility	A group Internal Control System is available for operational management including procedures of expulsion and sanctions for members who fail to comply, and a procedure to conduct internal audits	<p>The operational management of PERTANIAGA is based on their established policies and procedures:</p> <ol style="list-style-type: none"> 1) Garis Panduan Premium PERTANIAGA, 19/05/2021. 2) Dasar Kumpulan Minyak Sawit Mampan PERTANIAGA, 17/06/2022. 3) Garis Panduan Penilaian Kualiti Buah Tandan Segar (BTS) di bawah Program Pekebun Kecil P&G. 4) Garis Panduan Pengasingan BTS di bawah Program Pekebun Kecil P&G. 5) Garis Panduan Pengumpulan Maklumat PERTANIAGA, 13/07/2013. 	Complied

		<p>6) Garis Panduan Pelan Tindakan Kecemasan PERTANIAGA, 11/08/2022.</p> <p>7) Garis Panduan Rekod Pekerja PERTANIAGA, 01/07/2021.</p> <p>8) Garis Panduan Mesin Rumput PERTANIAGA, 14/04/2021.</p> <p>9) Garis Panduan Analisis Perubahan Guna Tanah (LUCA), 01/08/2022.</p> <p>10) Garis Panduan Semakan Status Lesen MPOB PERTANIAGA, 01/08/2022.</p> <p>11) Garis Panduan Pemilihan dan Pendaftaran Pekebun Kecil PERTANIAGA, 20/07/2023.</p> <p>12) Garis Panduan Latihan Pensijilan RISS PERTANIAGA, 20/07/2023.</p> <p>13) Garis Panduan Penilaian & Pengesahan Kebun PERTANIAGA, 20/07/2023.</p> <p>14) Garis Panduan Penanaman Semula PERTANIAGA, 20/07/2023.</p> <p>15) Garis Panduan Pemantauan Penggunaan Bahan Kimia PERTANIAGA, 20/07/2023.</p> <p>16) Garis Panduan Pengurusan Tanah Gambut PERTANIAGA, 11/07/2023.</p>	
Milestone A	The ICS is implemented, and an internal audit is conducted for at least half of the group members and all audit findings are closed	Not applicable	Not Applicable
Milestone B	The ICS is implemented, and an annual internal audit of the group is conducted for all group members and all audit findings are resolved.	<p>The last internal audit was conducted on 17-21/07/2023 by three teams which consists of six auditors in total. The RSPO checklist template was used as a tool to cover all the assessment criteria. As a result of the audit, there was one NCR raised and based on evidence of corrective action, the NCR was satisfactorily closed.</p> <p>However, only 22 out of 112 of the new SH members were audited. Whereas, for the existing members, 35 members have been audited without any risk profiling. This is not in line with "Internal Audit</p>	Non-compliance

		Interpretation of the ISH Standard”, published on RSPO website on 11/03/2022. Thus, a non-conformity report was assigned.	
B.1.2			
Eligibility	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	PERTANIAGA keeps and updates the database of all its members which consist of the information about names, land lot number, GPS coordinates of farms, area size, production data, MPOB license No., to name a few. Hardcopy of signed smallholder declaration were also kept in individual file and made available for verification.	Complied
Milestone A	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	PERTANIAGA keeps and updates the database of all its members which consist of the information about names, land lot number, GPS coordinates of farms, area size, production data, MPOB license No., to name a few. Hardcopy of signed smallholder declaration were also kept in individual file and made available for verification.	Complied
Milestone B	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	PERTANIAGA keeps and updates the database of all its members which consist of the information about names, land lot number, GPS coordinates of farms, area size, production data, MPOB license No., to name a few. Hardcopy of signed smallholder declaration were also kept in individual file and made available for verification.	Complied
C – ICS: Group Business planning			
C.1 The group has a Business Plan prepared with the participation and contributions of all group members			
C.1.1			
Eligibility	An annual group business plan is available, which includes <ul style="list-style-type: none"> • Production and income forecasting based on historical records • Plans for expansion 	The annual group business plan for PERTANIAGA was available for FY23-FY24. This business plan to ensure its member to practice sustainable and good agriculture practice oil palm cultivation activities and to ensure its member obtains RSPO cert under RISS initiative.	Complied
Milestone A	The group business plan is implemented and reviewed at least annually.	The annual business plan is developed once a year. With regards to achieving the production and income forecasted, PERTANIAGA has	Complied

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		developed and implemented their LEFA (Learning Farm) programme. In this programme, generally it consists of agricultural best practices recommendations to be implemented by the members within the set timeframe. It is expected that the members should achieve between 5% to 10% of yield increment by implementing the recommendations.	
Milestone B	The group demonstrates financial stability and growth, and is able to support itself financially.	While implementing the LEFA programme, the Group Manager conducted regular assessment of the members' progress. Based on the assessment reports, generally the members can demonstrate that they are financially stable and able to support themselves financially, especially in harvesting and field upkeep.	Complied
C.2 The ICS of the group is integrated with the group's management plan.			
C.2.1			
Eligibility	A group management plan is available which includes: <ul style="list-style-type: none"> • Training/capacity building plans to improve productivity of group members. • An approach to strengthen links within the supply chain. • Plan for continuous improvement projects (i.e. on waste, soil, etc.), if any. 	Addressed in the annual business plan which is developed once a year. With regards to achieving the production and income forecasted, PERTANIAGA has developed and implemented their LEFA (Learning Farm) programme. In this programme, generally it consists of agricultural best practices recommendations to be implemented by the members within the set timeframe. It is expected that the members should achieve between 5% to 10% of yield increment by implementing the recommendations. Moving forward, PERTANIAGA has developed a plan to establish a smartphone application, called Oil Palm Smallholders Management (OPSM), where through this application members expected could view among others their related membership documents, RISS compliance status and operational expenses.	Complied
Milestone A	The group management plan is implemented and reviewed at least annually.	Addressed in the annual business plan which is developed once a year. With regards to achieving the production and income forecasted, PERTANIAGA has developed and implemented their LEFA (Learning Farm) programme. In this programme, generally it consists of	Complied

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		agricultural best practices recommendations to be implemented by the members within the set timeframe. It is expected that the members should achieve between 5% to 10% of yield increment by implementing the recommendations. There is evidence that plan has been reviewed annually and latest reviewed done on January 2023	
Milestone B	The group manager demonstrates the group’s compliance with this ISH Standard.	<p>Apart from annual internal audit, the group manager demonstrates the group’s compliance with ISH Standard through Annual Farm Assessment which outcome reported in “Traffic Light Report”. Among the assessment criteria in the report are good agriculture practice, and environmental aspects.</p> <p>However, based on the Annual Farm Assessment checklist criteria, generally it only covers the agriculture practice and environmental aspects. The safety aspects such as agrochemicals handling were not clearly covered. During the site visit, the following lapses were found:</p> <ul style="list-style-type: none"> - Remnant of gramoxone in 4 lt container was found to be placed on the floor of house compound (Member ID #: xxxx) - Knapsack sprayer and spraying PPE (rubber glove, apron, etc.) were kept at the house in the same room with cooking utensil and cutlery (Member ID #: xxxx) <p>Thus, a non-conformity report was assigned.</p>	Non-compliance
D – ICS: Group trading system for certified volumes			
D.1 The group has a procedure and system in place for the tracking of FFB.			
D.1.1			
Eligibility	Record sheets to track the annual production and sales of certified volumes, covering traceability of producers and/or traders are available.	The annual production and sales of certified volumes were recorded in excel database. Verification of the records sheet showed that the group manager has accurately maintained the annual production records and sales of certified volumes of all the members.	Complied

Milestone A	Group manager maintains annual production records and sales of certified volumes.	The annual production and sales of certified volumes were recorded in excel database. Verification of the records sheet showed that the group manager has accurately maintained the annual production records and sales of certified volumes of all the members.	Complied
Milestone B	Group Manager maintains annual production records and sales of certified volumes of all FFB sources.	The annual production and sales of certified volumes were recorded in excel database. Verification of the records sheet showed that the group manager has accurately maintained the annual production records and sales of certified volumes of all the members.	Complied
D.2 The group documents and implements a system for the tracking of FFB			
D.2.1			
Eligibility	Not Applicable	Not applicable.	Not Applicable
Milestone A	The group manager maintains annual production data and sales of certified volumes through Book and Claim for the group based on actual receipts for and sales by all members	The annual production and sales of certified volumes were recorded in excel database. Verification of the records sheet showed that the group manager has accurately maintained the annual production records and sales of certified volumes of all the members. Among the sources of data were weighbridge summary report from collection centres and sales receipts from members.	Complied
Milestone B	The group manager maintains annual production data and sales of certified volumes through physical or Book and Claim for the group based on actual receipts and sales for all members and 100% all certified volumes.	The annual production and sales of certified volumes were recorded in excel database. Verification of the records sheet showed that the group manager has accurately maintained the annual production records and sales of certified volumes of all the members. Among the sources of data were weighbridge summary report from collection centres and sales receipts from members.	Complied
D.3 The group has a procedure and system for premium distribution.			
D.3.1			

Eligibility	The group and group manager have agreed on how the premiums should be used and the agreement is recorded and communicated to the group members. Prices, premiums, and timing of premium payment are clearly communicated and transparent to all group members. Premiums disbursed to members at all stages are recorded and the premiums are paid in a timely and convenient manner.	A procedure, namely " <i>Prosedur Pembayaran Premium</i> " was established to outline the calculation of premium distribution. The details of the premium distribution which includes the prices, premiums, and timing of premium payment, were communicated to all the members through meeting sessions either physical or virtual. Records of meeting were well maintained and made available for verification.	Complied
Milestone A	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.	Not applicable as sales entitlement is 100% and at Milestone B.	Not Applicable
Milestone B	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.	<p>The disbursement of premiums was clearly recorded in the excel sheet. Among the information available in the sheet was total FFB sold as credit, production period, members FFB contribution, and amount of money the contributors entitled to get.</p> <p>Since the last audit, the following FFB were sold as credit: Certified FFB (Sep 2021 to Aug 2022) = 2,239.12 mt Therefore, IS-CSPO = 448 credits and IS-CSPO = 50 Placed on B&C 13/10/2022.</p> <p>The premium was disbursed to all the contributors in Dec 2022, where receipts of payment were presented by the sampled contributors.</p>	Complied

Appendix B: GHG Reporting Executive Summary

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

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

The summary of the Net GHG emitted in [YEAR] for [MILL] and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	N/A
PKO	N/A

Extraction	%
OER	N/A
KER	N/A

Production	t/yr
FFB Process	N/A
CPO Produced	N/A
PKO Produced	N/A

Land Use	Ha
OP Planted Area	N/A
OP Planted on peat	N/A
Conservation (forested)	N/A
Conservation (non-forested)	N/A
Total	N/A

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CO ₂ Emission from fertilizer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NO ₂ Emission	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fuel Consumption	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Peat Oxidation	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Sink								
Crop Sequestration	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Conservation Sequestration	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

*Note: Includes both estates and smallholders

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	N/A	N/A
Fuel Consumption	N/A	N/A
Grid Electricity Utilization	N/A	N/A
Credit		
Export of Grid Electricity	N/A	N/A
Sales of PKS	N/A	N/A
Sales of EFB	N/A	N/A
Total	N/A	N/A

Summary of Kernel Crusher Emission and Credit (if applicable)

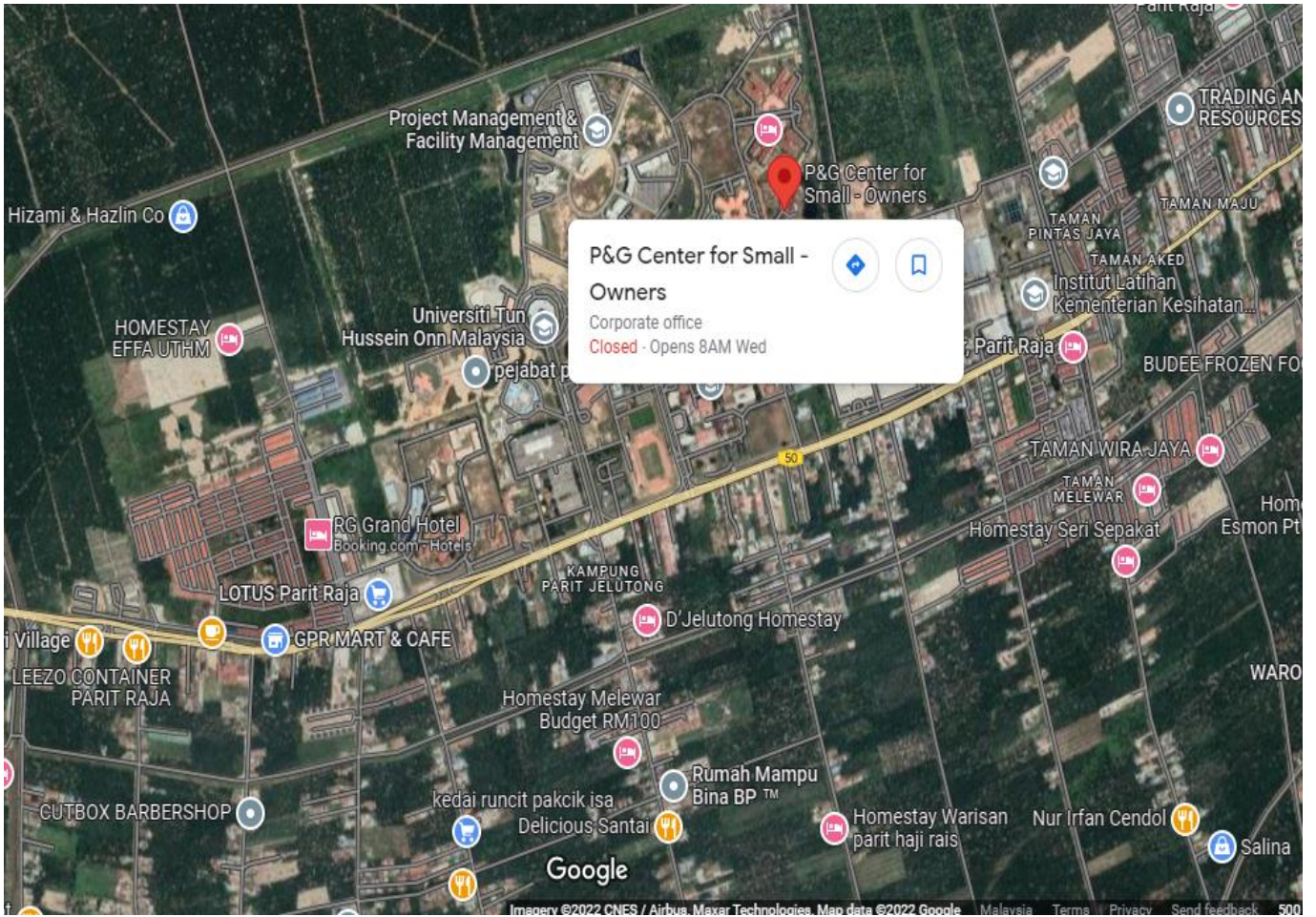
Emissions	tCO ₂ e
PK from own mill	N/A
PK from other source	N/A
Fuel Consumptions	N/A
Total Crusher emissions	N/A

*This mill has no kernel crusher operation.

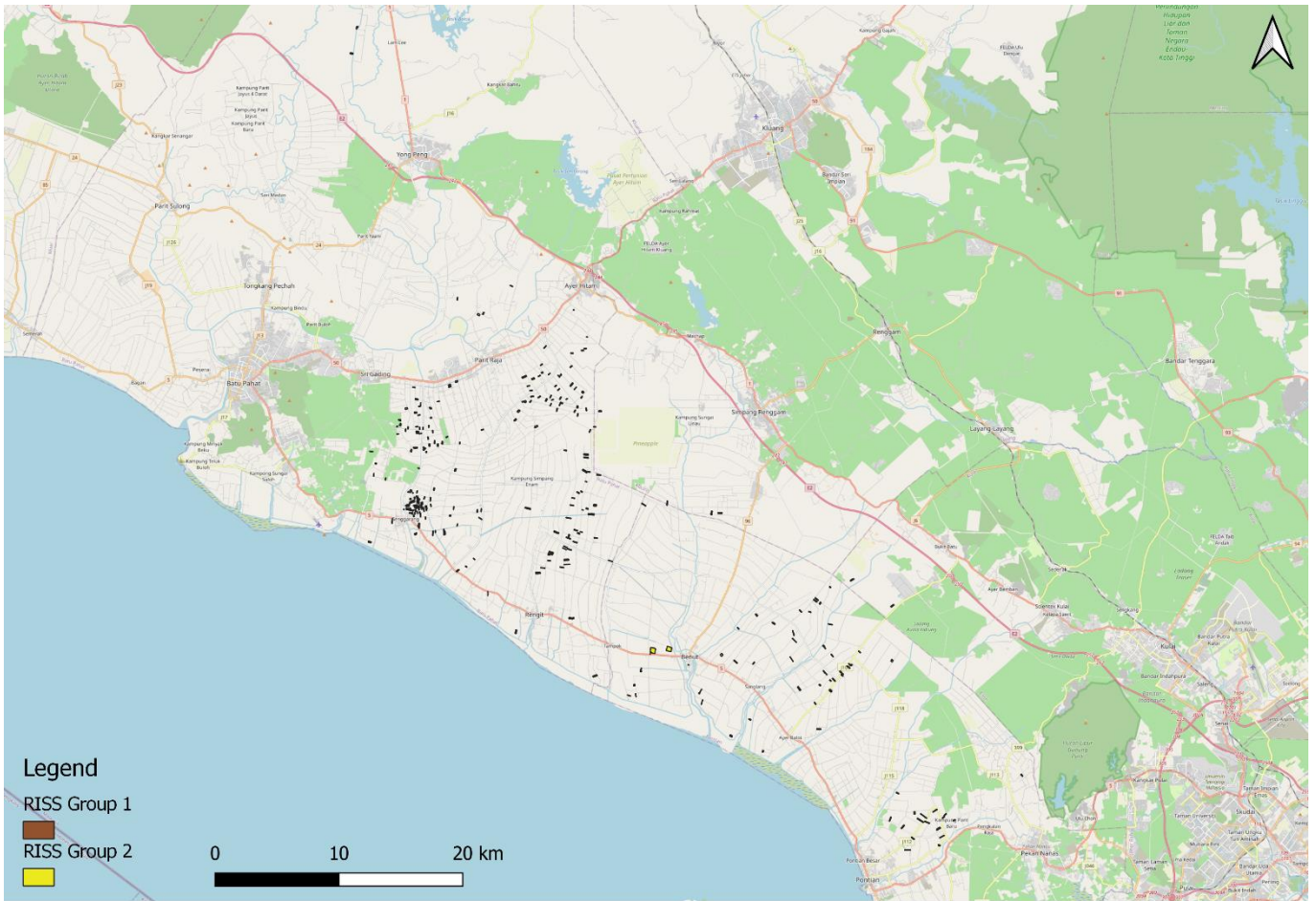
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	N/A
Divert to anaerobic diversion (%)	N/A

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

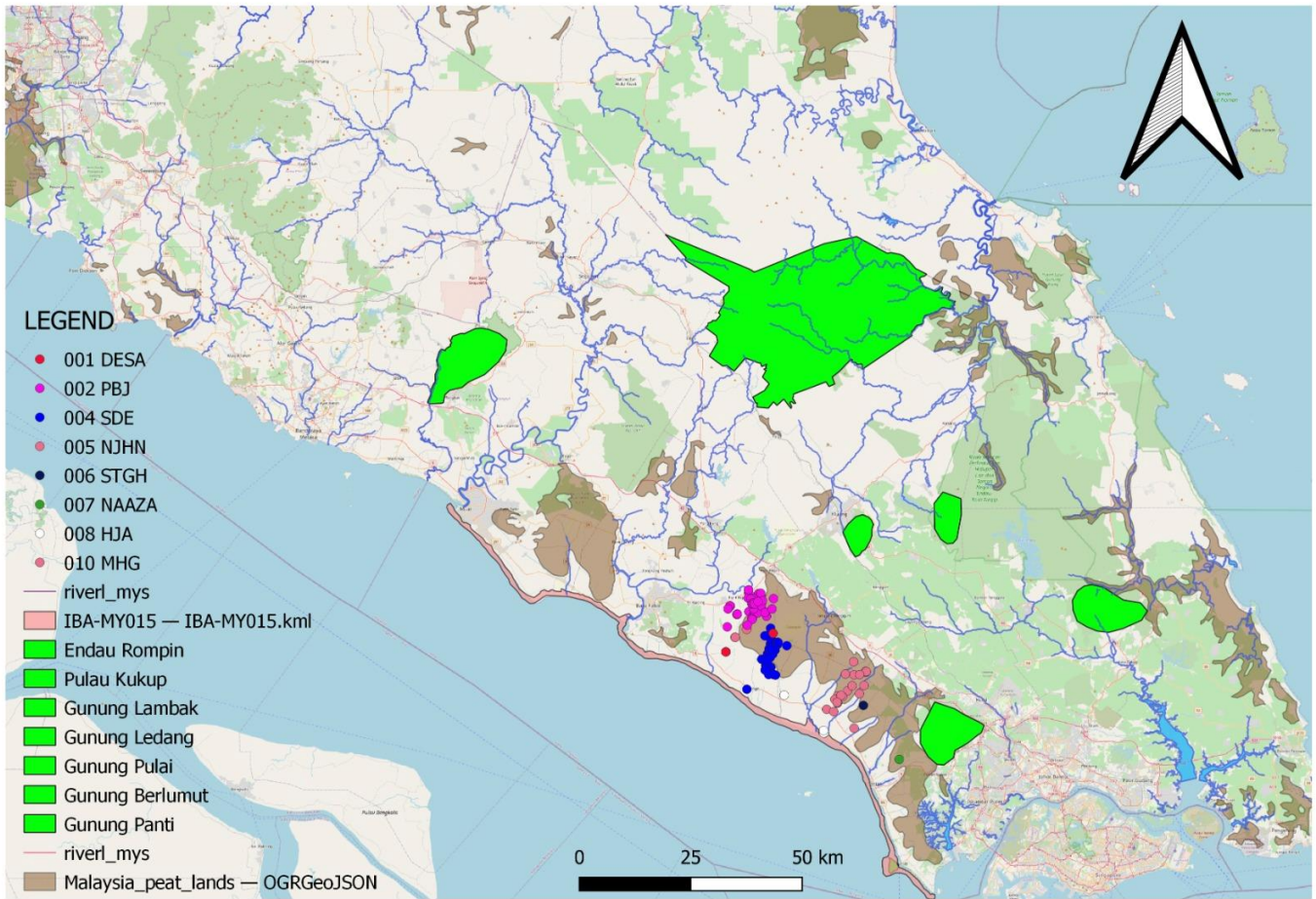
Appendix C: Location Map of Certification Unit and Supply bases



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RISS Group 1 and 2



RISS Group 3A

Appendix D: Estate Field Map

N/A

Appendix E: List of Smallholder Registered and/or sampled.

No	Name	Location	GPS Reference		Area Summary		Forecasted annual FFB Production (MT)	Date of Joining	Smallholder ID
			Latitude (N)	Longitude (E)	Certified (Ha)	Planted (Ha)			
1	Fatimah Binti Abd Aziz	Batu Pahat	1° 45' 20.46"	103° 3' 34.93"	0.7393	0.6393	10.66	26/5/2021	0001-01-001
	Fatimah Binti Abd Aziz	Batu Pahat	1° 45' 18.79"	103° 3' 26.01"	0.1448	0.1448	4.12	26/5/2021	0001-02-001
	Fatimah Binti Abd Aziz	Batu Pahat	1° 45' 24.35"	103° 3' 08.94"	0.5564	0.4564	8.28	26/5/2021	0001-03-001
	Fatimah Binti Abd Aziz	Batu Pahat	1° 45' 25.39"	103° 3' 20.28"	0.3668	0.3668	6.63	26/5/2021	0001-04-001
2	Marinah Othman	Batu Pahat	1° 45' 35.39"	103° 3' 16.31"	0.4519	0.4519	8.06	26/5/2021	0002-01-001
3	Mohd Azlin bin Abd Aziz	Batu Pahat	1° 45' 47.22"	103° 3' 21.66"	0.6652	0.6652	12.03	26/5/2021	0003-01-001
4	Md Jidin Bin Sawi (Zulkifli Bin Md Jidin)	Batu Pahat	1° 47' 55.71"	103° 3' 54.28"	0.9105	0.9105	2.03	26/5/2021	0004-01-001
	Md Jidin Bin Sawi (Zulkifli Bin Md Jidin)	Batu Pahat	1° 45' 39.98"	103° 3' 48.67"	0.5814	0.4514	5.80	26/6/2022	0004-02-001
5	Azizah Binti Adnan	Batu Pahat	1° 45' 35.25"	103° 4' 13.20"	0.4654	0.4654	14.30	26/5/2021	0005-01-001
6	Suraida Binti Ali	Batu Pahat	1° 45' 15.78"	103° 3' 56.70"	2.0032	2.0032	26.67	26/5/2021	0006-01-001
7	Rupia'ah Binti Ehsan (Ahmad Bin Samin)	Batu Pahat	1° 42' 50.31"	103° 5' 48.33"	0.8852	0.8852	7.97	26/5/2021	0007-01-001
8	Ahmad Bin Samin	Batu Pahat	1° 43' 09.81"	103° 6' 09.19"	0.6576	0.6576	13.89	26/5/2021	0008-01-001
	Ahmad Bin Samin	Batu Pahat	1° 42' 39.96"	103° 5' 20.36"	1.8845	1.8845	12.24	26/5/2021	0008-02-001
9	Hod Bin Mustafa	Batu Pahat	1° 48' 0.97"	103° 3' 54.59"	0.9095	0.9095	17.15	26/5/2021	0009-01-001
10	Rosila Binti Ismail	Batu Pahat	1° 45' 27.24"	103° 3' 34.44"	0.3895	0.3895	5.09	26/5/2021	0010-01-001
11	Asiah Binti Karim	Batu Pahat	1° 45' 26.82"	103° 3' 50.65"	0.6500	0.6500	14.62	26/5/2021	0011-01-001
12	Zaikhan Bin Hj Salleh	Batu Pahat	1° 45' 11.63"	103° 3' 44.65"	0.6377	0.4877	8.30	26/5/2021	0012-01-001
13	Ab Rashid Bin Talib	Batu Pahat	1° 45' 26.22"	103° 3' 41.12"	1.0124	1.0124	17.12	26/5/2021	0013-01-001
	Ab Rashid Bin Talib	Batu Pahat	1° 45' 26.33"	103° 3' 35.11"	0.4072	0.3072	8.79	26/6/2022	0013-02-012
14	Khairul Firdaus Bin Mohamad	Batu Pahat	1° 45' 39.42"	103° 3' 26.66"	0.7689	0.7689	13.97	26/5/2021	0014-01-001
15	Talib Bin Mahadon	Batu Pahat	1° 44' 30.19"	103° 4' 48.73"	2.0740	2.0740	24.16	26/5/2021	0015-01-001
16	Khairul Mahzuz Bin Mohamad	Batu Pahat	1° 45' 6.67"	103° 3' 27.78"	0.3819	0.3819	10.20	26/5/2021	0016-01-001
17	Abu Amar Bin Samin	Batu Pahat	1° 45' 8.96"	103° 3' 24.69"	0.9965	0.9965	20.59	26/5/2021	0017-01-001
18	Za'ba Bin A.Aziz	Batu Pahat	1° 45' 33.76"	103° 3' 50.54"	2.1850	2.1850	45.01	26/5/2021	0018-01-001
	Za'ba Bin A.Aziz	Batu Pahat	1° 45' 28.69"	103° 3' 34.23"	0.5230	0.4130	8.17	26/5/2021	0018-02-001
19	Siti Ruzana Binti Dahlan (Mohd Hamka Bin Mohd Shukor)	Batu Pahat	1° 43' 59.30"	103° 1' 31.58"	2.2890	2.2890	16.23	26/5/2021	0019-01-001
20	Sahrul Azhar Bin Suadi	Batu Pahat	1° 48' 50.98"	103° 6' 31.52"	1.1812	1.1812	38.30	26/5/2021	0020-01-001
	Sahrul Azhar Bin Suadi	Batu Pahat	1° 41' 50.10"	103° 8' 40.88"	0.2100	0.1700	2.27	31/7/2023	0020-02-001
21	Rozalina Binti Adam	Batu Pahat	1° 45' 31.43"	103° 3' 7.83"	0.7500	0.7500	17.13	26/5/2021	0021-01-001
22	NorHashimah Binti Hashim	Batu Pahat	1° 48' 01.04"	103° 3' 39.56"	0.8136	0.8136	20.56	26/5/2021	0022-01-001
23	Aziz Bin Hassan	Batu Pahat	1° 45' 40.71"	103° 3' 53.24"	2.0083	1.6583	7.08	26/5/2021	0023-01-001
	Aziz Bin Hassan	Batu Pahat	1° 40' 09.08"	103° 17' 39.88"	0.8966	0.8966	12.67	26/6/2022	0023-02-005

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No	Name	Location	GPS Reference		Area Summary		Forecasted annual FFB Production (MT)	Date of Joining	Smallholder ID
			Latitude (N)	Longitude (E)	Certified (Ha)	Planted (Ha)			
24	Siti Hairaney Binti Bachok@Daud	Batu Pahat	1° 48' 43.49"	103° 3' 42.84"	1.6794	1.6794	22.73	26/5/2021	0024-01-001
25	Mohd Asri Bin Hashim	Batu Pahat	1° 48' 01.80"	103° 4' 00.62"	0.9105	0.9105	19.49	26/5/2021	0025-01-001
26	Mazni Binti Mustafa	Batu Pahat	1° 45' 27.93"	103° 3' 10.90"	0.7487	0.7487	12.68	26/5/2021	0026-01-001
	Mazni Binti Mustafa	Batu Pahat	1° 45' 54.48"	103° 3' 59.11"	0.9839	0.9839	11.68	26/5/2021	0026-02-001
27	Kamariah Binti Siran	Batu Pahat	1° 45' 18.96"	103° 3' 17.10"	0.4603	0.4603	8.69	26/5/2021	0028-01-001
	Kamariah Binti Siran	Batu Pahat	1° 45' 22.56"	103° 3' 03.09"	0.3617	0.3617	8.39	26/5/2021	0028-02-001
	Kamariah Binti Siran	Batu Pahat	1° 45' 20.79"	103° 3' 10.26"	0.3376	0.2376	6.78	26/6/2022	0028-03-012
28	Nistion Bin Hashim	Batu Pahat	1° 48' 00.81"	103° 3' 36.25"	0.9105	0.9105	19.66	26/5/2021	0029-01-001
29	Faisal @ Mohd Faisal Bin Harith (Siti Faridah Binti Mahpol)	Batu Pahat	1° 45' 01.44"	103° 3' 48.06"	0.5300	0.5300	16.44	26/5/2021	0030-01-001
30	Rohana Binti Ramli	Batu Pahat	1° 46' 08.55"	103° 3' 15.57"	1.1458	1.1458	27.94	26/5/2021	0031-01-001
31	Zainab Bt Md Desah	Batu Pahat	1° 45' 18.40"	103° 3' 20.17"	1.3127	1.3127	23.11	26/5/2021	0034-01-001
32	Rosman Bin Saat	Batu Pahat	1° 44' 24.68"	103° 4' 51.79"	0.5817	0.5817	11.17	26/5/2021	0035-01-001
33	Siti Mariam Binti Hashim	Batu Pahat	1° 45' 44.46"	103° 3' 32.00"	2.1094	2.0083	12.29	26/5/2021	0036-01-001
34	Habibah binti Jelani	Batu Pahat	1° 44' 58.41"	103° 2' 34.42"	1.1027	0.9687	19.02	26/5/2021	0037-01-001
35	Umar Bin Sapuan	Batu Pahat	1° 44' 54.52"	103° 6' 27.60"	1.1255	1.1255	26.01	26/5/2021	0038-01-001
36	Alias A Karim	Batu Pahat	1° 45' 11.99"	103° 3' 47.52"	0.2883	0.2883	7.56	26/5/2021	0039-01-001
	Alias A Karim	Batu Pahat	1° 45' 11.78"	103° 3' 46.63"	0.2500	0.2500	4.98	26/6/2022	0039-02-012
	Alias A Karim	Batu Pahat	1° 45' 11.86"	103° 3' 46.87"	0.2860	0.2860	2.51	26/6/2022	0039-03-012
37	Rahmat B Mohd Lasim	Batu Pahat	1° 45' 21.65"	103° 8' 32.46"	0.6070	0.6070	14.22	26/5/2021	0040-01-001
38	Hanim Binti Hashim	Batu Pahat	1° 47' 52.65"	103° 4' 04.15"	0.9095	0.9095	18.41	26/5/2021	0041-01-001
39	Miskan Bin Tukiran (Alina Binti Muhammad)	Batu Pahat	1° 45' 19.37"	103° 3' 42.98"	0.8220	0.8220	21.54	26/5/2021	0042-01-001
40	Mohd Daud Bin Hashim	Batu Pahat	1° 48' 03.31"	103° 3' 27.66"	1.1099	1.1099	21.46	26/5/2021	0043-01-001
	Mohd Daud Bin Hashim	Batu Pahat	1° 53' 51.01"	103° 6' 16.32"	2.3775	2.3775	33.93	26/6/2022	0043-02-003
	Mohd Daud Bin Hashim	Batu Pahat	1° 53' 49.59"	103° 6' 30.01"	1.3658	1.3658	26.29	26/6/2022	0043-03-003
41	Mohd Nizam Bin Ja'afar	Batu Pahat	1° 45' 23.13"	103° 3' 35.21"	0.9460	0.9460	18.50	26/5/2021	0044-01-001
	Mohd Nizam Bin Ja'afar	Batu Pahat	1° 50' 39.25"	103° 3' 26.35"	0.9974	0.9974	0.00	26/5/2021	0044-02-011
	Mohd Nizam Bin Ja'afar	Batu Pahat	1° 45' 13.66"	103° 6' 14.33"	1.4569	1.4569	54.23	26/5/2021	0044-03-011
42	Hasnah Binti Bawok	Batu Pahat	1° 50' 01.23"	103° 9' 53.35"	1.8211	1.8211	15.60	26/5/2021	0121-01-002
43	Mokasan Bin Tamyiz	Batu Pahat	1° 51' 10.30"	103° 9' 00.96"	0.9230	0.7207	7.34	26/5/2021	0046-01-002
44	Jamaludin Bin Tarseh	Batu Pahat	1° 49' 59.11"	103° 8' 20.56"	1.9475	0.8094	37.27	26/5/2021	0047-01-002
45	Razali Bin Jamat	Kluang	1° 49' 38.67"	103° 11' 33.30"	1.0117	1.0117	11.92	26/5/2021	0048-01-002
46	Misbah Bin Sukarno	Batu Pahat	1° 52' 49.86"	103° 11' 04.04"	0.5059	0.5059	11.88	26/5/2021	0050-01-002
47	Abu Bin Dolah	Batu Pahat	1° 49' 46.23"	103° 10' 59.62"	1.4316	1.4316	8.75	26/5/2021	0051-01-002
48	Manap Bin Ismail (Nazmi Bin Manap)	Batu Pahat	1° 49' 31.21"	103° 10' 39.43"	1.1205	1.1205	7.29	26/5/2021	0052-01-002
	Manap Bin Ismail (Nazmi Bin Manap)	Batu Pahat	1° 49' 44.91"	103° 9' 45.99"	1.4490	1.4490	10.16	26/5/2021	0052-02-002

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No	Name	Location	GPS Reference		Area Summary		Forecasted annual FFB Production (MT)	Date of Joining	Smallholder ID
			Latitude (N)	Longitude (E)	Certified (Ha)	Planted (Ha)			
49	Tomiran Bin Bahri	Batu Pahat	1° 50' 43.62"	103° 10' 17.72"	2.8530	2.8530	30.73	26/5/2021	0053-01-002
50	Mohd Kodori Bin Salam	Batu Pahat	1° 52' 14.77"	103° 10' 53.90"	1.2140	1.2140	14.48	26/5/2021	0054-01-002
51	Mohd Noh Bin Muri	Batu Pahat	1° 51' 01.98"	103° 8' 37.28"	2.4433	2.4433	45.14	26/5/2021	0055-01-002
	Mohd Noh Bin Muri	Batu Pahat	1° 55' 5.41"	103° 7' 41.48"	0.9358	0.9358	14.73	26/5/2021	0055-02-002
52	Jemail Bin Imam	Batu Pahat	1° 51' 40.43"	103° 9' 6.24"	0.9900	0.7400	4.53	26/5/2021	0057-01-002
53	Siti 'Asri Binti Deri	Batu Pahat	1° 50' 18.17"	103° 8' 40.41"	1.5176	1.3152	31.16	26/5/2021	0059-01-002
54	Mohd Nazir Bin Pasimen	Batu Pahat	1° 52' 28.06"	103° 9' 16.19"	1.2646	1.1246	21.18	26/5/2021	0060-01-002
55	Marsi Bin Selamat	Batu Pahat	1° 52' 19.70"	103° 10' 54.48"	1.2141	1.2141	10.36	26/5/2021	0061-01-002
	Marsi Bin Selamat	Batu Pahat	1° 49' 57.86"	103° 9' 51.73"	0.9080	0.9080	12.30	26/5/2021	0061-02-002
56	Md Ramlan Bin Sawiyo	Batu Pahat	1° 51' 10.05"	103° 8' 23.82"	0.9687	0.8587	12.45	26/5/2021	0062-01-002
57	Mohd Kosni Bin Jasman	Batu Pahat	1° 48' 42.69"	103° 3' 42.87"	1.8944	1.8944	26.11	26/5/2021	0063-01-003
	Mohd Kosni Bin Jasman	Batu Pahat	1° 48' 47.48"	103° 4' 19.84"	0.5615	0.4585	10.82	26/5/2021	0063-02-003
58	Rahmat Bin Jemeran	Batu Pahat	1° 48' 56.01"	103° 3' 40.50"	1.1205	1.1205	30.62	26/5/2021	0064-01-003
	Rahmat Bin Jemeran	Batu Pahat	1° 48' 55.21"	103° 4' 08.94"	1.0724	1.0724	22.18	26/6/2022	0064-02-003
59	Othman Bin Teman	Batu Pahat	1° 49' 27.46"	103° 3' 40.06"	0.8144	0.6144	20.82	26/5/2021	0065-01-003
	Othman Bin Teman	Batu Pahat	1° 49' 32.19"	103° 3' 33.48"	0.7124	0.7124	12.28	26/5/2021	0065-02-003
60	Mahrof Bin Osman	Batu Pahat	1° 49' 11.94"	103° 2' 56.07"	1.6668	1.6668	43.38	26/5/2021	0066-01-003
61	Md Zin Bin Junit	Batu Pahat	1° 48' 30.56"	103° 4' 05.84"	1.1660	1.1660	32.53	26/5/2021	0067-01-003
62	Ruslan Bin Teman	Batu Pahat	1° 49' 49.58"	103° 3' 47.37"	0.9308	0.9308	34.25	26/5/2021	0068-01-003
63	Ismail Bin Ramli	Batu Pahat	1° 48' 59.42"	103° 2' 45.81"	0.7770	0.7770	29.14	26/5/2021	0069-01-003
	Ismail Bin Ramli	Batu Pahat	1° 48' 51.08"	103° 3' 09.57"	0.9080	0.9080	29.27	26/5/2021	0069-02-003
64	Manoor bin Jemeran	Batu Pahat	1° 48' 13.21"	103° 4' 24.81"	1.2748	0.9448	19.47	26/5/2021	0070-01-003
65	Mozni Bin Hj Hassan	Batu Pahat	1° 47' 00.61"	103° 11' 03.41"	1.3116	1.3116	40.67	26/5/2021	0071-01-004
66	Ahmad Jamil Bin Othman	Pontian	1° 45' 29.91"	103° 13' 35.36"	1.8310	1.8310	0.00	26/5/2021	0072-01-004
67	Ahmad Affandi Bin Siraj	Batu Pahat	1° 46' 02.39"	103° 10' 41.80"	1.4214	1.0314	28.65	26/5/2021	0073-01-004
68	Mohd Jamhari Bin Kamari	Batu Pahat	1° 45' 18.81"	103° 10' 53.25"	0.2600	0.2600	4.68	26/5/2021	0074-01-004
69	Saiful Amrin Bin Sudin	Batu Pahat	1° 47' 36.98"	103° 10' 53.97"	1.5640	1.5640	26.63	26/5/2021	0075-01-004
	Saiful Amrin Bin Sudin	Batu Pahat	1° 47' 44.40"	103° 11' 3.84"	0.7530	0.7530	7.55	26/6/2022	0075-02-004
70	Mohd Fauzi Bin Abdul Majid (Zikri Bin Fauzi)	Batu Pahat	1° 43' 25.26"	103° 9' 21.27"	1.2646	1.1799	14.06	26/5/2021	0076-01-004
	Mohd Fauzi Bin Abdul Majid (Zikri Bin Fauzi)	Batu Pahat	1° 43' 25.38"	103° 9' 21.20"	3.4348	3.3501	39.91	26/5/2021	0076-02-004
71	Musa Bin Khalid	Batu Pahat	1° 43' 11.30"	103° 10' 02.56"	1.0142	0.6600	14.29	26/5/2021	0077-01-004
	Musa Bin Khalid	Batu Pahat	1° 43' 10.48"	103° 10' 02.67"	3.0503	2.1700	44.75	26/5/2021	0077-02-004
72	Mohd Zokrat Bin Moktar	Batu Pahat	1° 43' 30.83"	103° 9' 28.51"	2.5040	2.5040	41.59	26/5/2021	0078-01-004
	Mohd Zokrat Bin Moktar	Batu Pahat	1° 43' 26.83"	103° 9' 26.89"	1.7600	1.7600	29.23	26/5/2021	0078-02-004
73	Idora Binti M.Nor	Batu Pahat	1° 42' 50.07"	103° 9' 01.22"	1.0690	1.0690	17.32	26/5/2021	0079-01-004
74	Sahani Bin Nasran	Kluang	1° 45' 10.54"	103° 16' 44.68"	3.2324	3.2324	14.35	26/5/2021	0080-01-004
75	Patkar Bin Tamsir	Pontian	1° 40' 53.83"	103° 20' 23.85"	1.3570	1.3570	25.58	26/5/2021	0081-01-005

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76	Abu Bakar Bin Sahuri	Pontian	1° 38' 38.29"	103° 18' 15.01"	1.0243	0.8843	25.44	26/5/2021	0082-01-005
77	Watini bt Semaon	Pontian	1° 36' 52.43"	103° 21' 00.21"	1.1660	0.6460	11.77	26/5/2021	0083-01-006
78	Hishamudin bin Shazali @ Sulaiman (Zainal Abidin Bin Shazali @ Sulaiman)	Pontian	1° 35' 49.40"	103° 21' 02.88"	2.4950	2.3950	51.32	26/5/2021	0084-01-006
79	Rosman Alip	Pontian	1° 38' 47.54"	103° 24' 22.57"	2.3340	2.3340	18.79	26/5/2021	0085-01-006
	Rosman Alip	Pontian	1° 37' 44.13"	103° 21' 08.10"	1.2140	1.2140	20.01	26/5/2021	0085-02-006
80	Salim Bin Salleh	Pontian	1° 37' 28.16"	103° 21' 42.91"	0.7488	0.7488	7.06	26/5/2021	0086-01-006
	Salim Bin Salleh	Pontian	1° 38' 34.86"	103° 22' 30.79"	0.9029	0.9029	20.38	26/5/2021	0086-02-006
81	Suratmen Bin Mosman	Pontian	1° 37' 31.52"	103° 21' 36.25"	1.3041	1.2031	13.48	26/5/2021	0087-01-006
82	Amat Bin Ngalimon	Pontian	1° 37' 56.31"	103° 21' 35.74"	0.9633	0.9633	17.78	26/5/2021	0088-01-006
	Amat Bin Ngalimon	Batu Pahat	1° 38' 09.86"	103° 21' 29.37"	2.2840	1.9740	44.30	26/6/2022	0088-02-006
	Amat Bin Ngalimon	Batu Pahat	1° 39' 12.19"	103° 22' 51.99"	0.9559	0.9559	11.21	26/6/2022	0088-03-006
83	Tukimin Bin Hussin	Pontian	1° 38' 20.44"	103° 22' 03.64"	1.2720	1.2714	28.51	26/5/2021	0089-01-006
	Tukimin Bin Hussin	Pontian	1° 38' 14.52"	103° 22' 07.50"	0.8574	0.5174	0.00	26/6/2022	0089-02-006
84	Esah Binti Dagimi	Pontian	1° 38' 37.62"	103° 22' 33.42"	0.9885	0.9885	16.23	26/5/2021	0090-01-006
85	Zulkifli Bin Kamin	Pontian	1° 38' 32.84"	103° 22' 20.82"	0.9105	0.9105	20.03	26/5/2021	0091-01-006
	Zulkifli Bin Kamin	Pontian	1° 38' 29.54"	103° 22' 27.08"	0.4950	0.4950	10.89	26/5/2021	0091-02-006
86	Hadini binti Ashari (Abu Bakar Bin Sahuri)	Pontian	1° 33' 04.34"	103° 24' 31.03"	1.4600	1.0100	18.22	26/5/2021	0092-01-007
87	Othman bin Hj Kasan	Pontian	1° 31' 44.91"	103° 25' 40.65"	3.7155	3.6655	23.67	26/5/2021	0093-01-007
88	Jamal Bin Ahmad	Pontian	1° 31' 53.06"	103° 27' 03.45"	1.0041	1.0041	15.89	26/5/2021	0094-01-007
	Jamal Bin Ahmad	Pontian	1° 31' 25.98"	103° 26' 16.11"	0.6560	0.6560	11.12	26/6/2022	0094-02-007
89	Saimon Bin Harun (Azizah Binti Saimon)	Pontian	1° 32' 18.49"	103° 26' 17.34"	1.8039	1.6739	6.59	26/5/2021	0095-01-007
90	Hamisah binti Nasir	Pontian	1° 30' 32.64"	103° 25' 07.96"	1.7629	1.5529	41.51	26/5/2021	0096-01-007
91	Abd Rahim Bin Amil	Pontian	1° 31' 48.55"	103° 24' 11.59"	2.0210	1.8051	30.88	26/5/2021	0097-01-007
92	Paiman Bin Sapar @ Safar	Pontian	1° 32' 00.92"	103° 26' 36.74"	1.4265	1.4265	10.86	26/5/2021	0098-01-007
93	Md Sudirman bin Sumardi	Pontian	1° 31' 07.35"	103° 25' 11.28"	1.1406	1.0106	16.91	26/5/2021	0099-01-007
94	Haniza Binti Omar	Batu Pahat	1° 44' 31.84"	103° 3' 44.46"	0.6070	0.6070	17.56	26/5/2021	0100-01-009
95	Shariff (Noor) Bin Hj Omar	Batu Pahat	1° 45' 14.90"	103° 6' 25.02"	0.9864	0.9864	19.87	26/5/2021	0101-01-010
	Shariff (Noor) Bin Hj Omar	Batu Pahat	1° 45' 19.26"	103° 3' 30.27"	0.4982	0.4982	10.81	26/6/2022	0101-02-010
	Shariff (Noor) Bin Hj Omar	Batu Pahat	1° 45' 10.87"	103° 3' 18.43"	1.0016	0.8216	17.83	26/6/2022	0101-03-010
96	Fatimah Bt Ismail	Batu Pahat	1° 45' 19.11"	103° 3' 35.24"	0.8271	0.8271	9.52	26/5/2021	0102-01-010
	Fatimah Bt Ismail	Batu Pahat	1° 45' 55.89"	103° 3' 37.98"	1.4100	1.4100	14.29	26/5/2021	0102-02-010
	Fatimah Bt Ismail	Batu Pahat	1° 46' 4.15"	103° 3' 36.79"	0.8397	0.8397	13.59	26/5/2021	0102-03-010
97	Salleh Bin Hj Zakaria	Batu Pahat	1° 45' 27.95"	103° 3' 15.15"	0.7031	0.7031	14.41	26/5/2021	0103-01-010

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98	Zakariya Bin Kasim	Batu Pahat	1° 45' 52.60"	103° 3' 30.13"	0.9586	0.3586	3.67	26/5/2021	0104-01-010
	Zakariya Bin Kasim	Batu Pahat	1° 45' 46.43"	103° 3' 20.19"	0.4806	0.4806	4.93	26/5/2021	0104-02-010
99	Hishamudin Bin Ali	Batu Pahat	1° 45' 38.48"	103° 3' 42.69"	0.6500	0.2700	7.92	26/5/2021	0105-01-010
	Hishamudin Bin Ali	Batu Pahat	1° 46' 17.53"	103° 4' 23.30"	1.6440	1.6440	27.49	26/6/2022	0105-02-010
100	Ab Rashid Bin Johar	Batu Pahat	1° 45' 31.32"	103° 3' 16.23"	0.2947	0.2947	8.04	26/5/2021	0106-01-010
	Ab Rashid Bin Johar	Batu Pahat	1° 45' 32.77"	103° 3' 28.47"	0.3667	0.3667	6.87	26/6/2022	0106-02-001
101	Zuriah Asmijan	Batu Pahat	1° 46' 13.22"	103° 3' 21.13"	1.5631	1.5631	25.40	26/5/2021	0107-01-010
102	Azizah Binti Hj Zaini	Batu Pahat	1° 45' 01.19"	103° 4' 00.51"	0.7335	0.3835	11.90	26/6/2022	0108-01-001
103	Zukifli@Zulkeflee Bin Mohamed Jidin	Batu Pahat	1° 45' 39.15"	103° 3' 41.94"	0.2959	0.1759	5.99	26/6/2022	0110-01-001
	Zukifli@Zulkeflee Bin Mohamed Jidin	Batu Pahat	1° 45' 45.17"	103° 3' 42.37"	0.2959	0.1759	5.99	26/6/2022	0110-02-001
104	Siti Norhidayah Binti Dahlan	Batu Pahat	1° 44' 37.78"	103° 5' 22.59"	0.5451	0.3651	3.72	26/6/2022	0111-01-001
105	A'isah Binti Gono	Batu Pahat	1° 44' 25.18"	103° 4' 20.06"	0.9675	0.8625	17.10	26/6/2022	0112-01-001
106	Sarifah binti Gono	Batu Pahat	1° 44' 27.20"	103° 4' 24.16"	0.9675	0.8625	17.10	26/6/2022	0113-01-001
107	Normala Binti Hassan	Batu Pahat	1° 44' 18.46"	103° 3' 35.20"	0.9232	0.9232	22.72	26/6/2022	0114-01-001
108	Muhammad Hafiz Bin Hassan	Batu Pahat	1° 44' 18.78"	103° 3' 33.62"	0.5059	0.5059	10.56	26/6/2022	0115-01-001
109	Mohd Hanif bin Hassan	Batu Pahat	1° 44' 17.19"	103° 3' 33.08"	0.5059	0.5059	10.56	26/6/2022	0116-01-001
110	Khairul Aszwan Bin Mohamad	Batu Pahat	1° 45' 42.48"	103° 3' 23.83"	0.6530	0.6530	17.78	26/6/2022	0117-01-001
111	Khairul Ikhmal Bin Mohamad	Batu Pahat	1° 45' 44.46"	103° 3' 27.90"	0.6530	0.6530	17.78	26/6/2022	0118-01-001
112	Kamsiah Bt Hj Nawawi (Mohd Daud Bin Jarkasi)	Batu Pahat	1° 45' 51.86"	103° 10' 22.80"	1.0421	1.0421	15.47	26/6/2022	0119-01-001
113	Jarkasi Bin Abd Shukor (Mohd Daud Bin Jarkasi)	Batu Pahat	1° 45' 00.20"	103° 10' 07.71"	1.6263	1.6263	24.14	26/6/2022	0120-01-001
	Jarkasi Bin Abd Shukor (Mohd Daud Bin Jarkasi)	Batu Pahat	1° 45' 33.61"	103° 10' 15.74"	1.2039	0.9439	14.01	26/6/2022	0120-02-001
114	Adnan Bin Dahlan	Batu Pahat	1° 44' 26.43"	103° 4' 25.93"	0.6601	0.4301	20.94	26/6/2022	0122-01-001
115	Ismail Bin Suhadi	Batu Pahat	1° 50' 16.79"	103° 9' 00.54"	1.3468	1.1668	26.14	26/6/2022	0123-01-002
116	Salehah Binti Md Som	Batu Pahat	1° 50' 33.74"	103° 10' 28.84"	0.8562	0.8562	19.41	26/6/2022	0124-01-002
117	Mohd Akibi Bin Buang	Batu Pahat	1° 54' 34.19"	103° 5' 24.79"	1.1672	1.1672	6.65	26/6/2022	0125-01-002
118	Kamal Bin Samut	Batu Pahat	1° 50' 18.89"	103° 9' 29.05"	1.2065	1.0865	17.27	26/6/2022	0126-01-002
119	Siti Lasmi Binti Deri	Batu Pahat	1° 50' 31.11"	103° 8' 33.72"	0.5400	0.5400	8.04	26/6/2022	0127-01-002
120	Siti Misrikah Binti Deri	Batu Pahat	1° 50' 30.46"	103° 8' 32.64"	0.5400	0.5400	8.04	26/6/2022	0128-01-002
121	Ahmad Izzat Syahmi Bin Sulaiman	Batu Pahat	1° 51' 11.19"	103° 9' 46.44"	0.4224	0.3841	7.37	26/6/2022	0129-01-002
122	Ahmad Syafiq Bin Mohd Sulaiman	Batu Pahat	1° 51' 11.56"	103° 9' 46.90"	0.4224	0.4107	7.80	26/6/2022	0130-01-002
123	Mohd Sulaiman Bin Kastin	Batu Pahat	1° 50' 24.20"	103° 10' 52.17"	0.4178	0.4178	7.90	26/6/2022	0131-01-002

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124	Ili Liyana Binti Mohd Sulaiman	Batu Pahat	1° 50' 24.92"	103° 10' 52.71"	0.4178	0.4178	7.90	26/6/2022	0132-01-002
125	Muhammad Taqiuddin Bin Mohd Sulaiman	Batu Pahat	1° 50' 26.76"	103° 10' 53.58"	0.4178	0.4178	7.90	26/6/2022	0133-01-002
126	Norsuzaini Binti Mohd Sulaiman	Batu Pahat	1° 50' 26.46"	103° 10' 53.86"	0.4178	0.4178	7.90	26/6/2022	0134-01-002
127	Nurul Akmal Binti Mohd Sulaiman	Batu Pahat	1° 50' 27.04"	103° 10' 54.33"	0.4178	0.4178	7.90	26/6/2022	0135-01-002
128	Muslim Bin Ismail	Batu Pahat	1° 49' 35.41"	103° 10' 28.92"	1.2216	1.0316	10.11	26/6/2022	0136-01-002
129	Nur Hidayah Binti Marsi	Batu Pahat	1° 50' 08.14"	103° 9' 51.12"	1.4467	1.4467	3.99	26/6/2022	0137-01-002
130	Seti Raitah Binti Ma'asom	Batu Pahat	1° 49' 47.54"	103° 10' 37.30"	1.6188	1.2688	9.77	26/6/2022	0138-01-002
131	Sabtu Bin Dolah	Kluang	1° 48' 56.96"	103° 11' 19.60"	0.9055	0.9055	18.03	26/6/2022	0139-01-002
132	Nasiah Binti Maslam	Batu Pahat	1° 50' 41.49"	103° 9' 37.80"	0.4983	0.4983	6.42	26/6/2022	0140-01-002
133	Khairul Azim Bin Basiron	Batu Pahat	1° 50' 40.90"	103° 9' 38.26"	0.4983	0.4983	6.42	26/6/2022	0141-01-002
134	Sabari Bin Amir	Batu Pahat	1° 52' 08.70"	103° 10' 19.66"	1.2141	1.2141	17.55	26/6/2022	0142-01-002
135	Seripaton Binti Hanafi	Batu Pahat	1° 50' 01.68"	103° 8' 12.51"	1.1382	1.1382	25.17	26/6/2022	0143-01-002
136	Muhammad Rahmat bin Rohani	Batu Pahat	1° 48' 49.86"	103° 11' 11.36"	0.5818	0.5818	3.25	26/6/2022	0144-01-002
137	Muhammad Razi Bin Rohani	Batu Pahat	1° 48' 49.60"	103° 11' 12.01"	0.5818	0.5818	3.25	26/6/2022	0145-01-002
138	Mohd Isa Bin Saroji	Batu Pahat	1° 51' 16.53"	103° 9' 26.06"	0.502	0.3521	7.78	26/6/2022	0146-01-002
139	Junirah Bt. Kasimun (kasimon)	Batu Pahat	1° 50' 09.47"	103° 9' 18.39"	0.9535	0.9535	16.40	26/6/2022	0147-01-002
140	Nor Liyana Binti Maskuri	Batu Pahat	1° 50' 09.97"	103° 9' 17.10"	0.4767	0.3167	3.42	26/6/2022	0148-01-002
	Nor Liyana Binti Maskuri	Batu Pahat	1° 50' 05.51"	103° 8' 36.63"	0.5996	0.5996	5.18	26/6/2022	0148-02-002
141	Mohamad Fareez Bin Maskuri	Batu Pahat	1° 50' 09.97"	103° 9' 17.10"	0.4767	0.3667	3.96	26/6/2022	0149-01-002
	Mohamad Fareez Bin Maskuri	Batu Pahat	1° 50' 05.26"	103° 8' 37.17"	0.5996	0.5996	5.82	26/6/2022	0149-02-002
142	Sarifah Binti Kadiman	Batu Pahat	1° 50' 08.10"	103° 10' 07.50"	0.5767	0.5767	5.69	26/6/2022	0150-01-002
143	Sujinah Binti Kijan	Batu Pahat	1° 49' 51.62"	103° 9' 26.06"	0.8132	0.6432	29.79	26/6/2022	0151-01-002
144	Saripah Binti Jalil	Batu Pahat	2° 5' 09.75"	103° 0' 50.83"	2.3130	2.3130	22.89	26/6/2022	0152-01-002
145	Ramlan Bin Amat	Batu Pahat	1° 51' 35.83"	103° 10' 22.98"	1.2267	0.8567	17.40	26/6/2022	0153-01-002
146	Pardi Bin Tukiran	Batu Pahat	1° 50' 42.79"	103° 8' 25.69"	1.0117	0.7917	10.86	26/6/2022	0154-01-002
147	Satom Binti Hassan	Batu Pahat	1° 51' 14.28"	103° 9' 54.86"	0.9712	0.6612	5.22	26/6/2022	0155-01-002
148	Mohd Khalid Bin Mohd Kasah	Batu Pahat	1° 50' 05.81"	103° 9' 29.84"	0.6880	0.6880	10.02	26/6/2022	0156-01-002
149	Norlela Binti Boyani	Batu Pahat	1° 49' 17.51"	103° 7' 57.82"	0.9600	0.8200	10.91	26/6/2022	0157-01-002
	Norlela Binti Boyani	Batu Pahat	1° 49' 17.51"	103° 7' 57.82"	0.9800	0.6000	21.46	26/6/2022	0157-02-010
150	Mhd Lihan Bin Sabari	Batu Pahat	1° 48' 56.52"	103° 8' 45.81"	0.7133	0.7133	13.48	26/6/2022	0158-01-002
151	Kusmin Bin Sukarno	Batu Pahat	2° 6' 15.78"	103° 1' 01.70"	1.8010	1.8010	17.82	26/6/2022	0159-01-002
152	Rukiah binti Subari	Batu Pahat	1° 54' 02.30"	103° 10' 26.72"	0.4048	0.4048	8.93	26/6/2022	0160-01-002

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153	Mohamed Bin Yaakub	Batu Pahat	1° 50' 16.28"	103° 10' 50.41"	0.9548	0.9548	6.41	26/6/2022	0161-01-002
154	Lamien bin Sawiyo	Batu Pahat	1° 51' 09.83"	103° 8' 22.88"	0.9687	0.8587	8.88	26/6/2022	0163-01-002
155	Mohmad Jamal bin Sawiyo	Batu Pahat	1° 51' 08.96"	103° 8' 22.99"	0.9687	0.9687	10.01	26/6/2022	0164-01-002
156	Samian bin Sawiyo	Batu Pahat	1° 51' 08.26"	103° 8' 23.42"	0.9738	0.9687	10.01	26/6/2022	0165-01-002
	Samian bin Sawiyo	Batu Pahat	1° 52' 24.49"	103° 8' 12.15"	0.4811	0.4811	3.87	31/7/2023	0165-02-002
	Samian bin Sawiyo	Batu Pahat	1° 48' 14.08"	103° 5' 36.24"	2.1246	2.1246	29.92	31/7/2023	0165-03-002
157	Saaban Bin Selamat	Batu Pahat	1° 47' 52.31"	103° 3' 21.52"	0.8310	0.7010	7.58	26/6/2022	0166-01-003
158	Bakar Bin Paminin	Batu Pahat	1° 50' 43.96"	103° 5' 06.79"	1.0117	0.5717	8.52	26/6/2022	0167-01-003
159	Hamidah binti Paminin	Batu Pahat	1° 50' 47.78"	103° 5' 05.89"	0.4300	0.4300	8.57	26/6/2022	0168-01-003
160	Suminah binti Jasman	Batu Pahat	1° 48' 44.03"	103° 4' 19.27"	0.4932	0.4932	8.34	26/6/2022	0169-01-003
161	Kamisan bin Kamin @ Kemin	Batu Pahat	1° 49' 46.20"	103° 4' 15.38"	0.5210	0.5210	17.80	26/6/2022	0170-01-003
162	Mohamad Noh bin Lajat	Batu Pahat	1° 48' 11.94"	103° 4' 43.71"	0.3890	0.2890	3.99	26/6/2022	0171-01-003
163	Mohd Ali bin Imat	Batu Pahat	1° 49' 45.63"	108° 3' 13.32"	1.0775	1.0775	11.15	26/6/2022	0172-01-003
	Mohd Ali bin Imat	Batu Pahat	1° 48' 49.51"	103° 3' 53.74"	0.3462	0.0462	0.05	26/6/2022	0172-02-003
164	Kasian bin Ahmad	Batu Pahat	1° 48' 11.91"	103° 5' 29.50"	0.6475	0.6475	2.71	26/6/2022	0173-01-003
165	Kalana bin Bakri	Batu Pahat	1° 47' 07.94"	103° 3' 44.82"	0.5185	0.5185	12.33	26/6/2022	0174-01-003
166	Abdullah Sanek bin M. Arsat	Batu Pahat	1° 49' 02.23"	103° 2' 56.68"	1.8565	1.8565	21.69	26/6/2022	0175-01-003
167	Ramli bin Emon	Batu Pahat	1° 48' 38.07"	103° 2' 45.24"	0.5489	0.5489	13.14	26/6/2022	0176-01-003
	Ramli bin Emon	Batu Pahat	1° 50' 03.56"	103° 4' 37.02"	0.3187	0.2187	5.02	26/6/2022	0176-02-003
168	Siti Maimun binti Nadiran	Batu Pahat	1° 48' 39.89"	103° 3' 50.90"	0.4528	0.4528	9.56	26/6/2022	0177-01-003
169	Siti Kalsom binti Nadiran	Batu Pahat	1° 48' 39.39"	103° 3' 50.86"	0.4528	0.4528	9.56	26/6/2022	0178-01-003
170	Taib bin Alias	Batu Pahat	1° 49' 20.68"	103° 4' 16.64"	0.6753	0.5753	11.88	26/6/2022	0179-01-003
171	Hanafi bin Kemin	Batu Pahat	1° 48' 51.26"	103° 3' 14.65"	1.0370	1.0370	24.43	26/6/2022	0180-01-003
172	Samsuddin bin Sairi	Batu Pahat	1° 50' 57.07"	103° 5' 24.14"	0.3263	0.2263	1.82	26/6/2022	0181-01-003
173	Ani bin Topani	Batu Pahat	1° 46' 37.67"	103° 2' 15.64"	0.7262	0.7262	30.08	26/6/2022	0182-01-003
174	Basri bin Salihin	Batu Pahat	1° 47' 52.83"	103° 1' 34.24"	0.8517	0.8517	14.20	26/6/2022	0183-01-003
	Basri bin Salihin	Batu Pahat	1° 47' 21.95"	103° 1' 49.40"	0.4275	0.0775	2.10	26/6/2022	0183-02-003
175	Mohamad Yasin bin Yusof	Batu Pahat	1° 50' 09.08"	103° 3' 33.26"	1.9500	1.8200	14.44	26/6/2022	0184-01-003
176	Zuraimi bin Musa	Batu Pahat	1° 48' 49.75"	103° 3' 45.36"	0.5046	0.3946	4.62	26/6/2022	0185-01-003
177	Chumiran bin Rakimin	Batu Pahat	1° 48' 30.90"	103° 4' 59.01"	0.9840	0.9840	18.98	26/6/2022	0186-01-003
178	Abd Kapi Bin Ikhsan	Batu Pahat	1° 42' 36.47"	103° 8' 54.81"	0.7006	0.7006	11.87	26/6/2022	0187-01-004
179	Sabarudin Bin Hussin	Batu Pahat	1° 42' 36.07"	103° 8' 49.09"	0.7006	0.7006	17.23	26/6/2022	0188-01-004
180	Salim Bin Kasbin	Pontian	1° 45' 36.01"	103° 14' 31.41"	0.6066	0.4866	5.94	26/6/2022	0189-01-004
	Salim Bin Kasbin	Kluang	1° 45' 43.65"	103° 14' 32.13"	1.3102	1.0502	12.62	26/6/2022	0189-02-004
181	Anidah Binti Salim	Batu Pahat	1° 44' 23.59"	103° 10' 44.29"	0.5387	0.5387	9.65	26/6/2022	0190-01-004
182	Maswanah Bt Salim	Batu Pahat	1° 44' 17.87"	103° 10' 43.03"	1.6542	1.1242	14.41	26/6/2022	0191-01-004

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183	Husairi Bin Jikan	Batu Pahat	1° 44' 04.88"	103° 10' 19.56"	0.8827	0.7227	20.97	26/6/2022	0192-01-004
184	Sanisah Binti Safuan	Batu Pahat	1° 46' 09.39"	103° 10' 46.09"	1.0244	1.0244	12.98	26/6/2022	0193-01-004
185	Jamaludin Bin Rasid	Batu Pahat	1° 43' 39.01"	103° 10' 11.13"	1.6187	1.6187	28.97	26/6/2022	0194-01-004
	Jamaludin Bin Rasid	Batu Pahat	1° 43' 41.03"	103° 10' 11.53"	1.5985	1.3485	22.99	26/6/2022	0194-02-004
186	Mashori Bin Radiman	Batu Pahat	1° 44' 07.74"	103° 11' 21.01"	0.6235	0.4935	13.88	26/6/2022	0195-01-004
187	Sharifah Binti Saleh	Batu Pahat	1° 43' 36.34"	103° 10' 08.61"	0.7677	0.7677	17.85	26/6/2022	0196-01-004
188	Khamis Bin Amir	Batu Pahat	1° 44' 19.01"	103° 9' 48.24"	0.8309	0.6409	19.55	26/6/2022	0197-01-004
189	Md Azhar Bin Agus	Batu Pahat	1° 43' 54.65"	103° 10' 36.55"	1.7654	1.3654	27.81	26/6/2022	0198-01-004
190	Mohamad Nor Bin Mohamad Ayub	Batu Pahat	1° 43' 08.15"	103° 9' 19.29"	0.9443	0.9443	27.92	26/6/2022	0199-01-004
191	Mohd Anuar Bin Shaid	Batu Pahat	1° 47' 04.06"	103° 10' 50.01"	0.9105	0.8105	17.90	26/6/2022	0200-01-004
192	Mohamad Hisham Bin Saleh	Batu Pahat	1° 42' 57.53"	103° 10' 01.92"	1.1534	1.1534	25.54	26/6/2022	0201-01-004
193	Mohd Jeffri Fuad Bin Rahmat	Batu Pahat	1° 44' 23.57"	103° 9' 35.96"	0.8663	0.8663	11.62	26/6/2022	0202-02-004
194	Mohd Sanin B Hj. Marzuki	Batu Pahat	1° 40' 39.19"	103° 10' 15.42"	3.7500	1.8750	19.65	26/6/2022	0203-01-004
195	Nasarudin Bin Sudin	Batu Pahat	1° 47' 45.02"	103° 10' 56.38"	0.7440	0.7440	7.55	26/6/2022	0204-01-004
196	Nurazilawati Binti Sudin	Batu Pahat	1° 47' 44.90"	103° 10' 58.90"	0.7420	0.7420	7.55	26/6/2022	0205-01-004
197	Hairullizam Bin Sudin	Batu Pahat	1° 47' 44.71"	103° 11' 01.42"	0.7480	0.7480	7.55	26/6/2022	0206-01-004
198	Nurliana Binti Sudin	Batu Pahat	1° 47' 45.26"	103° 10' 53.90"	0.7300	0.7300	7.55	26/6/2022	0207-01-004
199	Siti Anida Binti Sa'adon	Batu Pahat	1° 45' 09.24"	103° 11' 05.67"	1.8261	1.0661	8.88	26/6/2022	0208-01-004
	Siti Anida Binti Sa'adon	Batu Pahat	1° 45' 10.22"	103° 11' 12.51"	0.6222	0.6222	5.18	26/6/2022	0208-02-004
	Siti Anida Binti Sa'adon	Batu Pahat	1° 45' 09.15"	103° 11' 12.30"	2.5723	2.0023	16.68	26/6/2022	0208-03-004
200	Suratmun Bin Kadiman	Batu Pahat	1° 46' 59.18"	103° 11' 02.58"	1.3760	1.3760	35.32	26/6/2022	0209-01-004
201	Takirip Bin Tahir	Batu Pahat	1° 45' 23.30"	103° 11' 05.56"	1.3980	1.1880	29.66	26/6/2022	0210-01-004
202	Mohd Torikat Bin Karian	Batu Pahat	1° 43' 08.85"	103° 11' 57.94"	0.8878	0.7878	17.99	26/6/2022	0211-01-004
203	Zainab Binti Wagiman	Batu Pahat	1° 46' 34.75"	103° 10' 57.79"	0.4641	0.4641	9.56	26/6/2022	0212-01-004
	Zainab Binti Wagiman	Batu Pahat	1° 44' 26.61"	103° 10' 35.97"	0.3541	0.3541	7.66	26/6/2022	0212-02-004
	Zainab Binti Wagiman	Batu Pahat	1° 44' 28.23"	103° 10' 28.34"	0.8401	0.5901	12.15	26/6/2022	0212-03-004
204	Armyza Binti Yaziz	Batu Pahat	1° 44' 28.55"	103° 10' 28.81"	0.5403	0.5403	11.36	26/6/2022	0213-01-004
205	Zaliza Bt Mohd Kasmir	Batu Pahat	1° 42' 49.17"	103° 10' 01.52"	1.2672	1.2672	45.66	26/6/2022	0214-01-004
206	Munisah Bt Bulawi	Batu Pahat	1° 45' 33.11"	103° 11' 19.71"	0.7370	0.5970	10.94	26/6/2022	0215-01-004
207	Mohd Samuri Bin Hj Iksan	Batu Pahat	1° 45' 33.53"	103° 11' 19.89"	0.7370	0.7370	10.20	26/6/2022	0216-01-004
208	Mohd Zamri Bin Mohd Shalihin	Batu Pahat	1° 44' 15.91"	103° 10' 15.27"	1.0193	1.0193	34.70	26/6/2022	0217-01-004
	Mohd Zamri Bin Mohd Shalihin	Batu Pahat	1° 44' 15.48"	103° 10' 16.53"	1.0117	0.7817	26.62	26/6/2022	0217-02-004
209	Mohd Noh Bin Mohd Nasir	Batu Pahat	1° 46' 52.25"	103° 11' 27.60"	1.8514	1.5814	23.45	26/6/2022	0218-01-004
210	Mohd Subari Bin Kadman	Batu Pahat	1° 45' 31.40"	103° 11' 19.39"	1.5505	1.5505	11.24	26/6/2022	0219-01-004

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211	Muhamad Jumari Bin Montohar	Batu Pahat	1° 47' 36.53"	103° 10' 54.26"	1.3490	1.3490	18.24	26/6/2022	0220-01-004
212	Masran bin Saring	Pontian	1° 40' 26.95"	103° 19' 06.63"	2.2105	2.2105	25.15	26/6/2022	0309-01-005
213	Hamidon Bin Abd Rahman	Kulai	1° 42' 18.47"	103° 22' 36.01"	2.4200	2.3200	46.66	26/6/2022	0222-01-005
214	Sukaimin Bin Abdullah	Pontian	1° 39' 03.59"	103° 16' 51.92"	0.7398	0.7398	11.48	26/6/2022	0223-01-005
215	Sujak Bin Hussain	Batu Pahat	1° 41' 26.46"	103° 20' 54.67"	1.9900	1.9900	29.14	26/6/2022	0224-01-005
216	Zaidi Bin Sahuri	Batu Pahat	1° 40' 20.33"	103° 21' 43.74"	1.4820	1.2820	19.39	26/6/2022	0225-01-005
217	Suraya Binti Abdullah	Pontian	1° 40' 43.17"	103° 18' 27.21"	1.4640	1.4640	36.49	26/6/2022	0226-01-005
218	Mohammad Gadafi Bin Ahmad	Pontian	1° 40' 44.39"	103° 18' 28.40"	0.4880	0.4880	12.16	26/6/2022	0227-01-005
219	Wagiran Bin Sipon	Batu Pahat	1° 38' 53.22"	103° 21' 49.71"	0.7971	0.7971	12.46	26/6/2022	0228-01-005
220	Mohamad Solehan Bin Wagiran	Batu Pahat	1° 39' 01.70"	103° 21' 42.01"	0.5256	0.5256	8.22	26/6/2022	0229-01-005
221	Ramli bin Buang	Batu Pahat	1° 41' 19.42"	103° 21' 13.21"	1.5620	1.5620	38.46	26/6/2022	0230-01-005
222	Noor Athirah binti Mohd Jaid	Batu Pahat	1° 38' 48.28"	103° 17' 26.01"	1.9197	1.5630	37.00	26/6/2022	0231-01-005
223	Rosnah Binti Sabir	Batu Pahat	1° 39' 45.19"	103° 19' 58.72"	1.3544	1.0144	21.05	26/6/2022	0232-01-005
224	Subani Bin Sagi	Batu Pahat	1° 38' 57.48"	103° 19' 52.60"	1.2150	1.2150	30.24	26/6/2022	0233-01-005
225	Mohd Surani Bin Sagi	Batu Pahat	1° 41' 30.91"	103° 20' 58.30"	2.0110	2.0110	23.09	26/6/2022	0235-01-005
226	Osman Bin Ismail	Kluang	1° 45' 08.26"	103° 16' 27.26"	2.4840	2.2900	54.96	26/6/2022	0236-01-005
227	Rosman Bin Salleh	Batu Pahat	1° 37' 53.39"	103° 21' 51.19"	1.4796	1.4796	20.38	26/6/2022	0237-01-006
228	Tijah Binti Dini	Kulai	1° 41' 09.44"	103° 24' 19.83"	2.4281	2.3281	26.10	26/6/2022	0238-01-006
229	Saliam Binti Jasuki	Pontian	1° 38' 01.15"	103° 21' 43.99"	0.5532	0.5532	11.82	26/6/2022	0239-01-006
230	Haron Bin Dak Yem	Pontian	1° 39' 52.69"	103° 20' 03.58"	1.5529	1.5529	9.68	26/6/2022	0240-01-006
231	Mortinah Binti Mos	Pontian	1° 38' 10.66"	103° 22' 06.16"	1.1100	1.1100	12.57	26/6/2022	0241-01-006
232	Mainah Binti Mos	Batu Pahat	1° 37' 32.14"	103° 21' 36.57"	0.8090	0.8090	6.13	26/6/2022	0242-01-006
233	Mohd Radi Bin Mohd Noor	Batu Pahat	1° 37' 29.91"	103° 20' 20.54"	1.7364	1.2864	22.49	26/6/2022	0243-01-006
234	Md Tajab Bin Mohd Noor	Batu Pahat	1° 37' 29.60"	103° 20' 19.21"	1.7364	1.3964	41.04	26/6/2022	0244-01-006
235	Mohd Mansor Bin Suratman	Batu Pahat	1° 41' 58.80"	103° 21' 36.00"	0.8270	0.8270	22.13	26/6/2022	0245-01-006
236	Mohd Tumin Bin Alip	Pontian	1° 39' 17.95"	103° 21' 25.52"	2.0209	2.0209	42.14	26/6/2022	0246-01-006
237	Mohd Isman Bin Amid	Pontian	1° 32' 13.30"	103° 25' 17.58"	2.0950	2.0950	39.97	26/6/2022	0247-01-007
238	Ismairah Binti Amid	Pontian	1° 31' 47.83"	103° 25' 45.44"	2.0993	1.7193	32.80	26/6/2022	0248-01-007
239	Mohamad Isa Bin Amid	Pontian	1° 31' 56.33"	103° 25' 50.08"	0.9990	0.8090	15.43	26/6/2022	0249-01-007
240	Amid Bin Daliman	Pontian	1° 33' 50.49"	103° 29' 56.47"	1.1770	0.7070	3.39	26/6/2022	0250-01-007
241	Nordin Bin Salihin	Pontian	1° 31' 04.72"	103° 26' 23.64"	1.6946	1.3746	15.14	26/6/2022	0251-01-007
242	Hanizam Bin Hamzah	Pontian	1° 30' 44.01"	103° 26' 24.90"	0.6900	0.5700	18.21	26/6/2022	0252-01-007
243	Mohd. Khan bin Hamzah	Pontian	1° 30' 45.28"	103° 26' 22.81"	0.6900	0.5900	17.95	26/6/2022	0253-01-007
244	Rosmiwati Binti Md Said	Pontian	1° 32' 07.77"	103° 26' 41.35"	1.2700	1.1200	6.90	26/6/2022	0256-01-007

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245	Ambok Liman bin Hadadek	Pontian	1° 39' 06.14"	103° 13' 58.04"	16.162	4.8500	118.38	26/6/2022	0257-01-008
	Ambok Liman bin Hadadek	Pontian	1° 39' 06.55"	103° 13' 54.40"		4.4500	70.71	26/6/2022	0257-02-008
246	Bechek binti Abd Manah	Pontian	1° 39' 06.71"	103° 13' 55.09"	0.2669	0.2669	16.02	26/6/2022	0258-01-008
247	Mana Bin Hj Dg Poindok	Pontian	1° 37' 21.23"	103° 13' 09.48"	0.6890	0.6890	15.14	26/6/2022	0259-01-008
248	Bechik Binti Newi	Pontian	1° 37' 17.45"	103° 12' 47.73"	0.9230	0.9230	34.67	26/6/2022	0260-01-008
249	Azizah Binti Ahmad	Pontian	1° 37' 23.24"	103° 15' 56.62"	0.7788	0.7788	12.96	26/6/2022	0261-01-008
250	Muhamad Bin Andimori	Pontian	1° 35' 28.01"	103° 17' 21.58"	0.8093	0.8093	15.02	26/6/2022	0262-01-008
251	Zaharah Binti Ambok Masek	Pontian	1° 36' 12.11"	103° 18' 10.47"	1.2444	1.2444	30.94	26/6/2022	0263-01-008
	Zaharah Binti Ambok Masek	Batu Pahat	1° 40' 00.37"	103° 7' 58.04"	2.8682	2.8682	39.15	26/6/2022	0263-02-008
252	Ismail Bin Ahmad	Pontian	1° 38' 27.60"	103° 13' 24.38"	1.9392	1.4992	34.31	26/6/2022	0264-01-008
253	Muhamad bin Ambok Achok	Pontian	1° 37' 04.93"	103° 16' 04.62"	1.0118	1.0118	13.96	26/6/2022	0265-01-008
254	Uzaini Bin Abd Reshat	Pontian	1° 37' 43.38"	103° 13' 07.86"	1.3633	1.3633	34.57	26/6/2022	0266-01-008
255	Andi Takdir Alamshah Bin Hj Md Noor	Pontian	1° 39' 17.24"	103° 14' 43.18"	2.8484	2.8484	73.71	26/6/2022	0267-01-008
	Andi Takdir Alamshah bin Hj Md Noor	Pontian	1° 40' 01.95"	103° 12' 30.92"	1.3658	1.3658	38.88	31/7/2023	0267-02-008
256	Hjh Hadik Binti Daing Pelagu	Pontian	1° 38' 09.10"	103° 11' 28.60"	3.4146	3.4146	65.73	26/6/2022	0268-01-008
257	Mariam binti Ahmad	Pontian	1° 37' 32.52"	103° 16' 01.59"	0.7788	0.6788	9.70	26/6/2022	0269-01-008
258	Netty Binti Hj Jamal	Pontian	1° 34' 48.81"	103° 18' 41.07"	1.3010	1.2010	14.14	26/6/2022	0270-01-008
259	Andek A.Kadir Bin Andek Perengding	Pontian	1° 35' 30.70"	103° 17' 22.41"	0.8343	0.8343	12.39	26/6/2022	0271-01-008
260	Andimori Bin AndiPrening	Pontian	1° 35' 29.40"	103° 17' 22.02"	0.8289	0.8289	12.31	26/6/2022	0272-01-008
261	Juma'ah Binti Mukri	Batu Pahat	1° 45' 32.67"	103° 3' 33.69"	0.7512	0.5612	9.33	26/6/2022	0273-01-009
	Juma'ah Binti Mukri	Batu Pahat	1° 45' 22.66"	103° 3' 19.62"	0.6550	0.6550	7.42	26/6/2022	0273-02-009
262	Farhah Binti Shariff (Noor)	Batu Pahat	1° 45' 18.30"	103° 3' 35.35"	0.4136	0.4136	8.97	26/6/2022	0274-01-010
263	Falkhana Binti Shariff @ Noor	Batu Pahat	1° 45' 17.58"	103° 3' 27.72"	0.2883	0.2883	6.26	26/6/2022	0275-01-010
264	Ramlah Binti Ismail	Batu Pahat	1° 45' 25.31"	103° 3' 41.61"	0.2327	0.2327	5.30	26/6/2022	0276-01-010
	Ramlah Binti Ismail	Batu Pahat	1° 45' 25.53"	103° 3' 42.37"	0.8169	0.8169	17.73	26/6/2022	0276-02-010
265	Nazurah Binti Hassan	Batu Pahat	1° 45' 10.22"	103° 3' 39.67"	0.7461	0.6361	14.48	26/6/2022	0277-01-010
266	Siti Mardiah Binti Tambi	Batu Pahat	1° 45' 27.98"	103° 3' 34.59"	0.4919	0.3819	8.14	26/6/2022	0278-01-010
267	Siti Hawa Binti Tambi	Batu Pahat	1° 45' 28.28"	103° 3' 37.76"	0.4919	0.4919	10.48	26/6/2022	0279-01-010
268	Umi Kalthom Binti Tambi	Batu Pahat	1° 45' 26.34"	103° 3' 34.99"	0.4717	0.3717	8.49	26/6/2022	0280-01-010
269	Jauyah Bt Tambi	Batu Pahat	1° 45' 25.63"	103° 3' 35.06"	0.4717	0.4717	10.78	26/6/2022	0281-01-010
270	Siti Supa'ati Binti Hj Zakaria	Batu Pahat	1° 45' 29.12"	103° 5' 14.49"	0.9649	0.9649	26.15	26/6/2022	0282-01-010

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271	Salim Bin Jauher	Batu Pahat	1° 45' 39.41"	103° 3' 38.37"	0.2959	0.2859	3.82	26/6/2022	0283-01-010
	Salim Bin Jauher	Batu Pahat	1° 45' 38.40"	103° 3' 39.20"	0.2959	0.2959	3.95	26/6/2022	0283-02-010
	Salim Bin Jauher	Batu Pahat	1° 45' 37.99"	103° 3' 38.37"	0.2959	0.1659	2.22	26/6/2022	0283-03-010
272	Noorsiah Binti Noori	Batu Pahat	1° 48' 12.16"	103° 4' 10.56"	0.5302	0.5302	2.59	26/6/2022	0284-01-010
273	Rosnah Binti Noori	Batu Pahat	1° 48' 12.04"	103° 4' 32.16"	1.8135	1.8135	9.23	26/6/2022	0285-01-010
274	Samadi @ Mandor Bin Abd Rahman	Batu Pahat	1° 45' 29.97"	103° 3' 34.52"	0.4100	0.2300	3.77	26/6/2022	0286-01-010
275	Hassan Bin Samadi	Batu Pahat	1° 45' 38.62"	103° 3' 40.21"	1.1960	1.1960	15.25	26/6/2022	0287-01-010
276	Hafidah Bt Samadi	Batu Pahat	1° 45' 39.27"	103° 3' 43.34"	0.3904	0.3904	6.40	26/6/2022	0288-01-010
277	Latifah Bt Samadi (Mohd Hafiz Bin Othman)	Batu Pahat	1° 45' 45.38"	103° 3' 42.26"	0.7360	0.7360	11.70	26/6/2022	0289-01-010
278	Hafizah Binti Samadi	Batu Pahat	1° 45' 42.28"	103° 3' 42.69"	0.4047	0.4047	1.55	26/6/2022	0290-01-010
279	Hafizan Bin Samadi	Batu Pahat	1° 45' 46.60"	103° 3' 41.94"	1.2166	1.2166	6.30	26/6/2022	0291-01-010
280	Zulkifli Bin Hj Amran	Batu Pahat	1° 45' 56.30"	103° 3' 36.18"	0.8625	0.8625	19.08	26/6/2022	0292-01-010
281	Hussin Bin Bakri	Batu Pahat	1° 47' 07.61"	103° 5' 18.20"	0.4024	0.4024	7.09	26/6/2022	0293-01-010
282	Abd Rashid Bakri	Batu Pahat	1° 47' 07.36"	103° 5' 18.38"	0.4024	0.4024	7.09	26/6/2022	0294-01-010
283	Rosmah binti Bakri	Batu Pahat	1° 47' 07.35"	103° 5' 18.99"	0.3219	0.3219	5.67	26/6/2022	0295-01-010
284	Siti Khalilah Bakri	Batu Pahat	1° 47' 07.34"	103° 5' 19.50"	0.3219	0.3219	5.67	26/6/2022	0296-01-010
285	Siti Rafidah Bakri	Batu Pahat	1° 47' 07.28"	103° 5' 19.96"	0.3219	0.3219	5.67	26/6/2022	0297-01-010
286	Syukri Adli Bakri	Batu Pahat	1° 47' 07.29"	103° 5' 20.50"	0.4047	0.4047	7.13	26/6/2022	0298-01-010
287	Mahbob Bin Hussin (Salwanis Binti Mahbob)	Batu Pahat	1° 45' 32.45"	103° 3' 34.45"	0.7600	0.6400	12.53	26/6/2022	0299-01-012
288	Nor Riady Bt Sadimin	Batu Pahat	1° 45' 23.82"	103° 4' 04.18"	0.3368	0.3368	5.03	26/6/2022	0300-01-012
289	Ab Aziz Bin Sadimin	Batu Pahat	1° 45' 26.69"	103° 4' 03.57"	0.1387	0.1387	2.07	26/6/2022	0301-01-012
290	Suliman Bt Sadimin	Batu Pahat	1° 45' 22.75"	103° 4' 04.51"	0.1387	0.1387	2.07	26/6/2022	0302-01-012
291	Norela Binti Sadimin	Batu Pahat	1° 45' 27.81"	103° 4' 03.28"	0.7414	0.4046	5.11	26/6/2022	0303-01-012
292	Juriah Binti Mohd Desah	Batu Pahat	1° 45' 06.89"	103° 5' 05.60"	0.5792	0.4292	8.44	26/6/2022	0304-01-012
293	Fatimah Binti Md Desah (Shahrizan)	Batu Pahat	1° 45' 06.66"	103° 5' 03.69"	0.5792	0.5792	11.38	26/6/2022	0305-01-012
294	Siti Halijah Binti Awang	Batu Pahat	1° 46' 04.49"	103° 3' 26.13"	0.3700	0.3700	12.11	26/6/2022	0306-01-012
295	Zainulariffin Bin Kusnin (Siti Nor Asnidah Binti Abd Rahman)	Batu Pahat	1° 45' 09.48"	103° 3' 32.07"	0.6070	0.4370	7.49	26/6/2022	0308-01-012
	Zainulariffin Bin Kusnin (Siti Nor Asnidah Binti Abd Rahman)	Batu Pahat	1° 45' 23.58"	103° 3' 13.46"	0.5008	0.5008	9.98	26/6/2022	0308-02-012
296	Aliman Bin Ahmad	Batu Pahat	1° 47' 24.31"	103° 11' 13.81"	1.8800	1.8800	16.47	31/7/2023	0310-01-001
	Aliman Bin Ahmad	Batu Pahat	1° 43' 47.56"	103° 10' 34.53"	1.5176	1.2276	25.82	31/7/2023	0310-02-004
297	Haslina Binti Suadi	Batu Pahat	1° 48' 50.70"	103° 8' 49.17"	0.2100	0.1700	2.27	31/7/2023	0311-01-001
298	Khairul Azman Bin Suadi	Batu Pahat	1° 43' 42.10"	103° 7' 39.84"	0.2100	0.1700	2.27	31/7/2023	0312-01-001
299	Khairun Nurul Asmah Binti Suadi	Batu Pahat	1° 47' 59.10"	103° 5' 43.45"	0.2100	0.1700	2.27	31/7/2023	0313-01-001
300	Nor Azmi Bin Suadi	Batu Pahat	1° 41' 50.10"	103° 8' 40.34"	0.2100	0.1700	2.27	31/7/2023	0314-01-001

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301	Norazyanti Binti Suadi	Batu Pahat	1° 41' 34.19"	103° 8' 36.45"	0.2100	0.1700	2.27	31/7/2023	0315-01-001
302	Abd Rashid Bin Kusrin	Batu Pahat	1° 51' 25.02"	103° 9' 52.12"	0.5900	0.3500	10.15	31/7/2023	0316-01-002
303	Abdullah Bin Emam	Batu Pahat	1° 50' 05.82"	103° 8' 10.68"	1.5400	1.0588	13.85	31/7/2023	0317-01-002
304	Ahmad Bin Kasimon	Batu Pahat	1° 50' 56.72"	103° 8' 48.12"	0.4400	0.4400	4.21	31/7/2023	0318-01-002
	Ahmad Bin Kasimon	Batu Pahat	1° 50' 12.94"	103° 9' 06.91"	0.6700	0.6700	6.41	31/7/2023	0318-02-002
305	Paimin Bin Kasimon	Batu Pahat	1° 50' 61.72"	103° 8' 51.12"	0.4400	0.4400	4.21	31/7/2023	0319-01-002
	Paimin Bin Kasimon	Batu Pahat	1° 50' 27.94"	103° 9' 52.91"	0.6700	0.6700	6.41	31/7/2023	0319-02-002
306	Baharuddin Bin Kalewan	Batu Pahat	1° 50' 13.12"	103° 9' 43.02"	0.6200	0.6200	6.89	31/7/2023	0320-01-002
307	Noorasikien Binti Hamdan	Batu Pahat	1° 50' 13.45"	103° 9' 42.27"	0.6222	0.6222	6.91	31/7/2023	0321-01-002
308	Hamsan Bin Salubin	Batu Pahat	1° 49' 25.03"	103° 8' 39.40"	1.0100	0.8400	8.58	31/7/2023	0322-01-002
309	Hashim Bin Ismail	Batu Pahat	1° 48' 45.92"	103° 5' 44.49"	0.5300	0.5300	10.96	31/7/2023	0323-01-002
310	Siti Noriah Binti Ismail	Batu Pahat	1° 52' 47.54"	103° 7' 37.62"	0.5300	0.5300	10.96	31/7/2023	0324-01-002
311	Mohd Jamel Bin Ismail	Batu Pahat	1° 50' 35.92"	103° 5' 14.49"	0.5300	0.5300	10.96	31/7/2023	0325-01-002
312	Mohd Ma'som bin Haji Ismail	Batu Pahat	1° 50' 47.14"	103° 5' 57.62"	0.5300	0.5300	10.96	31/7/2023	0326-01-002
313	Rabu Bin Saliran (D)	Batu Pahat	1° 49' 58.70"	103° 8' 58.84"	0.9500	0.8000	2.08	31/7/2023	0327-01-002
	Rabu Bin Saliran (D)	Batu Pahat	1° 49' 54.23"	103° 9' 18.97"	1.1600	0.9800	2.55	31/7/2023	0327-02-002
314	Ismail bin Esa	Batu Pahat	1° 49' 24.19"	103° 8' 36.09"	1.2700	0.6700	12.10	31/7/2023	0328-01-002
315	Masliza Binti Ahmad	Batu Pahat	1° 49' 45.30"	103° 6' 45.00"	0.4367	0.2867	7.25	31/7/2023	0329-01-002
316	Mastan@Maspan Bin Ahmad	Batu Pahat	1° 52' 45.50"	103° 6' 56.13"	0.1456	0.1056	2.67	31/7/2023	0330-01-002
317	Mdh Adzahar Bin Ahmad	Batu Pahat	1° 49' 45.22"	103° 6' 45.10"	0.1456	0.1056	2.67	31/7/2023	0331-01-002
318	Mhd Yazid Bin Ahmad	Batu Pahat	1° 49' 45.01"	103° 6' 45.25"	0.1456	0.1056	2.67	31/7/2023	0332-01-002
319	Siti Normah Binti Ahmad	Batu Pahat	1° 49' 44.86"	103° 6' 45.39"	0.1456	0.1056	2.67	31/7/2023	0333-01-002
320	Afiza Binti Atan	Batu Pahat	1° 49' 49.51"	103° 6' 49.78"	0.1456	0.1456	3.68	31/7/2023	0334-01-002
321	Masjulia Binti Masrom	Batu Pahat	1° 49' 48.50"	103° 6' 49.75"	0.1456	0.1456	3.68	31/7/2023	0335-01-002
322	Jamaluddin bin Kayak	Batu Pahat	1° 51' 39.63"	103° 11' 13.38"	1.1300	0.7600	9.71	31/7/2023	0336-01-002
323	Masnah Binti Jamin	Batu Pahat	1° 51' 43.45"	103° 8' 05.71"	1.1200	0.9300	11.02	31/7/2023	0337-01-002
324	Mat Solleh Bin Madi	Batu Pahat	1° 49' 36.01"	103° 10' 22.36"	0.9100	0.9100	14.46	31/7/2023	0338-01-002
325	Md Sahrulazan Nor Bin Mohamad Daud	Batu Pahat	1° 52' 19.56"	103° 9' 25.59"	0.5000	0.3700	10.33	31/7/2023	0339-01-002
326	Mohamad Daud Bin Kastari	Batu Pahat	1° 52' 00.62"	103° 9' 38.80"	0.7512	0.7512	9.81	31/7/2023	0340-01-002
327	Mislan bin Salikin	Batu Pahat	1° 52' 21.37"	103° 9' 42.76"	1.0395	1.0395	18.13	31/7/2023	0341-01-002
328	Mispan Bin Selamat	Batu Pahat	1° 51' 41.94"	103° 8' 49.09"	1.2900	1.2900	0.96	31/7/2023	0342-01-002
	Mispan Bin Selamat	Batu Pahat	1° 51' 43.74"	103° 8' 48.08"	1.0600	1.0600	0.78	31/7/2023	0342-02-002
329	Missyaton binti Ishak	Batu Pahat	1° 49' 12.88"	103° 8' 36.31"	0.5300	0.5300	1.47	31/7/2023	0343-01-002
330	Mohd Hanif Bin Salam	Batu Pahat	1° 48' 29.66"	103° 8' 02.43"	0.8448	0.8448	9.23	31/7/2023	0344-01-002
331	Mohd Jufri bin Yusof	Batu Pahat	1° 51' 39.86"	103° 8' 30.08"	0.4951	0.3651	5.19	31/7/2023	0345-01-002

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332	Mohd Katman bin Rakimin	Batu Pahat	1° 50' 58.99"	103° 9' 00.54"	1.7000	1.7000	11.29	31/7/2023	0346-01-002
333	Muhamad Ikhwanudin Bin Juki	Batu Pahat	1° 50' 25.04"	103° 8' 48.91"	0.8100	0.7100	3.60	31/7/2023	0347-01-002
334	Noor Azura binti Fauzi	Batu Pahat	1° 50' 27.70"	103° 5' 45.42"	0.5200	0.5200	3.29	31/7/2023	0348-01-002
335	Nuraziani binti Fauzi	Batu Pahat	1° 50' 27.72"	103° 5' 45.42"	0.5235	0.5235	3.31	31/7/2023	0349-01-002
336	Noorleha binti Senin	Batu Pahat	1° 51' 02.88"	103° 8' 36.52"	0.3800	0.3800	2.70	31/7/2023	0350-01-002
	Noorleha Binti Senin	Batu Pahat	1° 51' 04.32"	103° 8' 36.27"	0.7200	0.7200	2.42	31/7/2023	0350-02-002
337	Norulhudah binti Samsi	Batu Pahat	1° 51' 10.76"	103° 8' 51.61"	0.8100	0.8100	10.95	31/7/2023	0351-01-002
338	Bahazi Bin Samun	Batu Pahat	1° 52' 43.24"	103° 8' 08.52"	0.7400	0.7400	0.00	31/7/2023	0352-01-002
339	Shari bin Rahman	Batu Pahat	1° 50' 50.56"	103° 9' 47.16"	1.0775	1.0775	6.51	31/7/2023	0353-01-002
340	Siaman bin Husian	Batu Pahat	1° 51' 04.34"	103° 8' 57.66"	1.1152	0.8252	20.00	31/7/2023	0354-01-002
	Siaman bin Husian	Batu Pahat	1° 49' 57.48"	103° 10' 11.38"	0.5160	0.5160	0.00	31/7/2023	0354-02-002
	Siaman bin Husian	Batu Pahat	1° 49' 57.88"	103° 10' 10.56"	0.5160	0.5160	0.00	31/7/2023	0354-03-002
341	Siti Nor Sabariah binti Salamon	Batu Pahat	1° 51' 25.41"	103° 9' 51.40"	1.0700	0.7000	16.63	31/7/2023	0355-01-002
342	Siti Rosidah bt. Mustahal	Batu Pahat	1° 50' 28.54"	103° 11' 04.23"	0.5767	0.5767	0.58	31/7/2023	0356-01-002
343	Syarah Nabihah Binti Abd Rashid	Batu Pahat	1° 51' 20.95"	103° 9' 22.17"	0.4800	0.4800	14.89	31/7/2023	0357-01-002
344	Mayzatul Akma Binti Adenan	Batu Pahat	1° 46' 03.84"	103° 11' 53.12"	1.0630	1.0630	18.05	31/7/2023	0358-01-004
345	Md. Hafizul Amin bin Ab. Jalil	Batu Pahat	1° 45' 58.76"	103° 11' 45.35"	0.4218	0.4218	4.16	31/7/2023	0359-01-004
346	Md. Norakmal bin Ab. Jalil	Batu Pahat	1° 45' 12.49"	103° 11' 56.55"	0.4218	0.4218	4.16	31/7/2023	0360-01-004
347	Md. Shahrizan bin Ab. Jalil	Batu Pahat	1° 45' 09.11"	103° 11' 14.87"	0.4218	0.4218	4.16	31/7/2023	0361-01-004
348	Md. Norhisham bin Ab. Jalil	Batu Pahat	1° 45' 28.23"	103° 11' 14.35"	0.4218	0.4218	4.16	31/7/2023	0362-01-004
349	Abdul Aziz Bin Masbol	Batu Pahat	1° 47' 29.00"	103° 10' 56.28"	1.0851	1.0851	14.60	31/7/2023	0363-01-004
350	Ainon Binti Ali	Batu Pahat	1° 44' 57.80"	103° 10' 34.06"	1.2100	1.2100	15.78	31/7/2023	0364-01-004
351	Anisah Binti Ali	Batu Pahat	1° 44' 57.05"	103° 10' 33.85"	1.2100	1.1000	14.34	31/7/2023	0365-01-004
352	Atman Bin Rahmat	Batu Pahat	1° 46' 10.93"	103° 10' 48.25"	0.9384	0.9384	14.82	31/7/2023	0366-01-004
353	Hamidah Binti Abdullah	Batu Pahat	1° 43' 36.67"	103° 10' 09.55"	0.8500	0.4900	9.85	31/7/2023	0367-01-004
354	Hanimah binti Hj. Abas	Batu Pahat	1° 42' 30.59"	103° 11' 08.16"	1.0192	0.6092	9.73	31/7/2023	0368-01-004
	Hanimah binti Hj. Abas	Batu Pahat	1° 45' 36.33"	103° 10' 37.92"	0.8200	0.8200	11.59	31/7/2023	0368-02-004
355	Jamaludinn Bin Hj Abas	Batu Pahat	1° 42' 31.59"	103° 11' 08.02"	1.8210	1.8210	41.77	31/7/2023	0369-01-004
	Jamaludinn Bin Hj Abas	Batu Pahat	1° 42' 25.80"	103° 11' 24.79"	0.6055	0.6055	0.00	31/7/2023	0369-02-004
356	Marzuki bin Mahbob	Batu Pahat	1° 45' 02.21"	103° 10' 35.90"	0.7685	0.5000	5.34	31/7/2023	0370-01-004
	Marzuki bin Mahbob	Batu Pahat	1° 45' 36.33"	103° 10' 37.94"	0.8322	0.8322	8.50	31/7/2023	0370-02-004
357	Shafi'i bin Mahbob	Batu Pahat	1° 45' 37.59"	103° 10' 37.84"	0.8322	0.8322	8.50	31/7/2023	0371-01-004
358	Masliana @ Monalisa binti Masrom	Batu Pahat	1° 43' 29.12"	103° 10' 33.34"	1.6600	1.3960	35.71	31/7/2023	0372-01-004

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No	Name	Location	GPS Reference		Area Summary		Forecasted annual FFB Production (MT)	Date of Joining	Smallholder ID
			Latitude (N)	Longitude (E)	Certified (Ha)	Planted (Ha)			
359	Md Asror Bin Md Yasin	Batu Pahat	1° 46' 39.97"	103° 10' 58.11"	1.8100	1.8100	30.77	31/7/2023	0373-01-004
360	MD Kusin Bin Rajimin	Batu Pahat	1° 42' 29.67"	103° 10' 28.12"	2.2583	2.0983	35.07	31/7/2023	0374-01-004
361	Misinah binti Kosbi	Batu Pahat	1° 44' 59.21"	103° 11' 05.31"	0.9055	0.6555	14.34	31/7/2023	0375-01-004
362	Mohmad Amin bin Mahpol	Batu Pahat	1° 46' 46.73"	103° 10' 59.80"	0.7790	0.7790	13.25	31/7/2023	0376-01-004
363	Mohamad Amir Bin Mohd Yasin	Batu Pahat	1° 46' 42.09"	103° 10' 58.69"	1.9200	1.8000	6.24	31/7/2023	0377-01-004
364	Mohamad Za'ai Bin Hashim	Batu Pahat	1° 48' 04.88"	103° 10' 54.40"	0.9535	0.9535	14.91	31/7/2023	0378-01-004
365	Mohd Yahya bin Mohd Mazlan	Batu Pahat	1° 43' 33.91"	103° 10' 34.14"	0.5539	0.2839	0.00	31/7/2023	0379-01-004
366	Siti Normazuwa binti Mohd Mazian	Batu Pahat	1° 43' 46.75"	103° 10' 37.55"	0.4154	0.1654	0.00	31/7/2023	0380-01-004
367	Muhamad Paisal bin Salleh	Batu Pahat	1° 43' 59.88"	103° 10' 18.30"	1.2748	1.0448	10.97	31/7/2023	0381-01-004
	Muhamad Paisal bin Salleh	Batu Pahat	1° 43' 59.63"	103° 10' 18.12"	1.7452	1.4652	15.38	31/7/2023	0381-02-004
368	Noraisha Zaihana binti Ab. Jalil	Batu Pahat	1° 46' 25.24"	103° 11' 40.23"	0.3751	0.3751	3.86	31/7/2023	0382-01-004
369	Khairul Rashidi bin Ab. Jalil	Batu Pahat	1° 46' 28.54"	103° 12' 34.53"	0.3751	0.3751	3.86	31/7/2023	0383-01-004
370	Nurnadia Haziqah binti Ab. Jalil	Batu Pahat	1° 46' 24.44"	103° 15' 40.12"	0.3751	0.3751	3.86	31/7/2023	0384-01-004
371	Ramlah Binti Atan	Batu Pahat	1° 47' 26.61"	103° 10' 51.63"	1.0700	1.0700	11.15	31/7/2023	0385-01-004
372	Razali bin Johari	Batu Pahat	1° 40' 42.31"	103° 8' 02.65"	0.4100	0.4100	5.36	31/7/2023	0386-01-004
373	Rikhul Jannah binti Rahmat	Batu Pahat	1° 44' 20.75"	103° 9' 48.34"	0.4200	0.2600	6.17	31/7/2023	0387-01-004
374	Rohanah Binti Jikan	Batu Pahat	1° 44' 14.49"	103° 10' 18.44"	0.7588	0.5588	12.00	31/7/2023	0388-01-004
375	Sairi bin Jasman	Batu Pahat	1° 47' 09.04"	103° 10' 14.30"	1.8767	1.8767	3.13	31/7/2023	0389-01-004
376	Shuib bin Rasiman	Batu Pahat	1° 43' 01.20"	103° 10' 02.20"	0.7668	0.7668	14.08	31/7/2023	0390-01-004
377	Raf'ah binti Mustafa	Batu Pahat	1° 43' 01.70"	103° 10' 02.28"	0.7668	0.7668	14.09	31/7/2023	0391-01-004
378	Supara binti Kadri	Batu Pahat	1° 44' 33.99"	103° 10' 45.44"	0.8170	0.8170	9.44	31/7/2023	0393-01-004
379	Teran Bin Hassan (D)	Batu Pahat	1° 45' 38.02"	103° 10' 48.50"	0.8700	0.8700	16.92	31/7/2023	0394-01-004
380	Abu Bakar Bin Selamat	Pontian	1° 38' 18.47"	103° 17' 35.98"	0.9200	0.5800	0.00	31/7/2023	0395-01-005
381	Ahmad Hamim Bin Hashim	Pontian	1° 40' 34.13"	103° 20' 03.73"	2.3400	2.3400	8.07	31/7/2023	0396-01-005
382	Bariman Bin Repan	Pontian	1° 41' 09.56"	103° 20' 42.64"	1.2100	0.6200	6.93	31/7/2023	0397-01-005
383	Hamzah Bin Hussain	Kulai	1° 42' 45.36"	103° 22' 24.81"	0.9310	0.9310	28.04	31/7/2023	0398-01-005
384	Jum'at Bin Temu	Pontian	1° 41' 07.65"	103° 22' 12.57"	2.0200	2.0200	40.82	31/7/2023	0399-01-005
385	Lergimon Bin Sadak	Pontian	1° 39' 47.08"	103° 19' 36.12"	2.7923	2.7923	71.61	31/7/2023	0400-01-005
386	Loh Hoh Teng	Pontian	1° 37' 58.62"	103° 18' 33.15"	2.2385	2.2385	57.95	31/7/2023	0401-01-005
387	Lokman Bin Kamari	Pontian	1° 42' 35.10"	103° 19' 50.10"	1.2190	1.2190	20.56	31/7/2023	0402-01-005
388	Misran Bin Sangkono	Pontian	1° 39' 02.08"	103° 18' 57.16"	0.4000	0.4000	8.73	31/7/2023	0403-01-005
389	Mohamad Ali Bin Sahuni	Pontian	1° 40' 09.10"	103° 21' 41.20"	1.3270	1.3270	15.58	31/7/2023	0404-01-005

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No	Name	Location	GPS Reference		Area Summary		Forecasted annual FFB Production (MT)	Date of Joining	Smallholder ID
			Latitude (N)	Longitude (E)	Certified (Ha)	Planted (Ha)			
390	Mohammad Bin Salim	Kulai	1° 42' 44.92"	103° 22' 21.30"	1.1200	1.1200	11.60	31/7/2023	0405-01-005
	Mohammad Bin Salim	Kulai	1° 42' 52.00"	103° 22' 23.90"	0.8360	0.8360	8.67	31/7/2023	0405-02-005
391	Mohd Hazli Bin Mansor	Pontian	1° 42' 23.14"	103° 20' 54.34"	1.4500	1.4500	27.71	31/7/2023	0406-01-005
392	Nasoha Bin Hashim	Pontian	1° 39' 49.82"	103° 18' 58.06"	1.4500	1.1700	23.38	31/7/2023	0407-01-005
393	Noriah Binti Wahi	Kulai	1° 42' 50.58"	103° 22' 27.84"	0.8200	0.8200	8.49	31/7/2023	0408-01-005
394	Nurul Huda binti Ismail	Pontian	1° 35' 58.88"	103° 21' 01.26"	1.1028	0.9460	20.91	31/7/2023	0409-01-005
395	Salbiah Binti Hashim	Pontian	1° 39' 32.58"	103° 18' 32.79"	1.5200	1.5200	10.70	31/7/2023	0410-01-005
396	Suhialla Binti Hashim	Pontian	1° 39' 59.25"	103° 19' 21.28"	0.7989	0.7989	0.00	31/7/2023	0411-01-005
397	Sulaiman Bin Sagi	Pontian	1° 42' 27.36"	103° 21' 41.04"	0.7800	0.7800	16.64	31/7/2023	0412-01-005
398	Abd Rahman Bin Ahmad	Kluang	1° 44' 09.20"	103° 20' 56.18"	1.2000	1.2000	4.34	31/7/2023	0413-01-005
399	Miskinah Binti Masran	Pontian	1° 39' 02.08"	103° 18' 57.16"	0.5792	0.5792	13.05	31/7/2023	0414-01-005
400	Normah Binti Abd Kadir	Pontian	1° 39' 02.08"	103° 18' 56.88"	0.8093	0.8093	18.24	31/7/2023	0415-01-005
401	Mahadi Bin Alip	Pontian	1° 38' 39.98"	103° 22' 09.08"	1.7200	1.7200	17.86	31/7/2023	0416-01-006
402	Amy Hamijah Binti Abd Hamid	Pontian	1° 35' 23.78"	103° 17' 26.12"	0.7900	0.7900	13.72	31/7/2023	0418-01-008
403	Khalimi Johan Bin Abd Hamid	Pontian	1° 35' 32.56"	103° 17' 08.30"	0.8091	0.8091	14.05	31/7/2023	0419-01-008
	Khalimi Johan Bin Abd Hamid	Pontian	1° 35' 33.74"	103° 17' 08.91"	0.8091	0.8091	14.04	31/7/2023	0419-02-008
	Khalimi Johan Bin Abd Hamid	Pontian	1° 35' 26.54"	103° 17' 13.59"	0.8270	0.8270	14.36	31/7/2023	0419-03-008
404	Nur Hamijah Binti Abd Hamid	Pontian	1° 35' 43.54"	103° 17' 13.77"	0.8751	0.8751	15.18	31/7/2023	0420-01-008
405	Ahmad Bin Sairan	Batu Pahat	1° 47' 02.61"	103° 6' 33.73"	1.1000	1.1000	12.45	31/7/2023	0421-01-010
406	Mohd Tukimin Bin Jais	Batu Pahat	1° 47' 58.70"	103° 8' 00.74"	1.1700	1.1700	16.43	31/7/2023	0422-01-010
407	Sahrudin Bin Sairan	Batu Pahat	1° 47' 02.86"	103° 6' 35.67"	1.1255	0.8955	10.82	31/7/2023	0423-01-010
Total					504.30	460.13	7,468.13		

	Sampled smallholders
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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