

**RSPO PRINCIPLE AND CRITERIA  
PUBLIC SUMMARY REPORT**

- Initial Assessment
- Annual Surveillance Assessment (Choose an item.)
- Recertification Assessment (RA 1)
- Extension of Scope

<b>Client Company Name / Parent Company:</b> <b>FGV Holdings Berhad</b>
Client Company: Level 20, West Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia
Certification Unit: <b>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill</b> Location of Certification Unit: Jalan Rusa, Felda Simpang Waha, Kota Tinggi 81907, Johor, Malaysia
Date of Final Report: 20/12/2023

<b>TABLE of CONTENTS</b>	<b>Page No</b>
Section 1: Scope of the Assessment.....	3
1. Company Details .....	3
2. Certification Information .....	3
3. Other Certifications.....	4
4. Location(s) of Mill & Supply Bases .....	4
5. Description of Supply Base.....	4
6. Plantings & Cycle.....	5
7. Summary of Certified Tonnage of FFB (Own Certified Scope) .....	5
8. Summary of Certified Tonnage of FFB (from other certified unit(s)).....	5
9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate) ....	5
10. Summary of Certified Tonnage (not applicable for ISS).....	6
11. Summary of Actual Volume sold .....	7
12. Independent Smallholders Certified Tonnage / Volume .....	9
13. Independent Smallholders Actual Sold Tonnage / Volume .....	9
Section 2: Assessment Process .....	10
2.1 Assessment Methodology, Programme, Site Visits.....	10
2.2 BSI Assessment Team .....	11
2.3 Assessment Plan .....	13
Section 3: Assessment Findings .....	16
3.1 Multiple Management Units and Time Bound Plan.....	16
3.2 Progress of scheme smallholders and/or outgrowers .....	21
3.3 Details of Nonconformities .....	52
3.3.1 Status of Nonconformities Previously Identified and Observations .....	53
3.3.2 Summary of the Nonconformities and Status.....	58
3.4 Stakeholders and previous land owner / user consultation .....	58
3.5 Impartiality and conflict of interest .....	60
Formal Signing-off of Assessment Conclusion and Recommendation .....	60
Appendix A: Summary of Findings .....	61
Appendix B: GHG Reporting Executive Summary .....	183
Appendix C: Location Map of Certification Unit and Supply bases.....	185
Appendix D: Estate Field Map.....	186
Appendix E: List of Smallholder Registered and/or sampled .....	187
Appendix F: List of Abbreviations.....	188

## Section 1: Scope of the Assessment

1. Company Details			
<b>Parent Company</b>	FGV Holdings Berhad		
<b>RSPO Membership Number</b>	1-0225-16-000-00	<b>Membership Approval Date</b>	27/12/2016
<b>Address</b>	Level 20, West Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia		
<b>Palm Oil Mill / Group Manager / Estate (Certification Unit)</b>	FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill		
<b>Location / Address</b>	Jalan Rusa, Felda Simpang Waha, Kota Tinggi 81907, Johor, Malaysia		
<b>Website</b>	www.fgvholdings.com		
<b>Management Representative</b>	Mr Ameer Izyanif Bin Hamzah Mr Norolsaiful Hazri Bin Hamid	<b>E-mail</b>	ameer.h@fgvholdings.com
<b>Telephone</b>	03-27891338	<b>Facsimile</b>	+603 2789 0001

2. Certification Information			
<b>Certificate Number</b>	RSPO 693243	<b>Certificate Start Date</b>	22/02/2024
<b>Date of First Certification</b>	22/02/2019	<b>Certificate Expiry Date</b>	21/02/2029
<b>Scope of Certification</b>	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
<b>Visit Objectives</b>	<ul style="list-style-type: none"> <li>Determination of the conformity of the client's management system, or parts of it, with audit criteria.</li> <li>Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements.</li> </ul>		
<b>Assessment Cycle</b>	<input type="checkbox"/> Pre-Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input type="checkbox"/> Annual Surveillance Assessment (ASA Choose an item.) <input checked="" type="checkbox"/> Recertification Assessment (RA 1) <input type="checkbox"/> Scope Extension		
<b>Applicable Standards / Normative Reference</b>	RSPO Certification System for P&C and RSPO ISH 2020 <input type="checkbox"/> Choose an item. <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
<b>Supply Chain Module</b>	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	<b>Mill Capacity</b>	54 MT/HR
<b>ISH certification Phase</b>	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

<b>Is this a remote audit or on-site audit</b>	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)
--	---	---	--

<b>3. Other Certifications</b>			
<b>Certificate Number</b>	<b>Standard(s)</b>	<b>Certificate Issued by</b>	<b>Expiry Date</b>
MSPO 693245	MS 2530-4 Malaysian Sustainable Palm Oil (MSPO) Part 4	BSI Services Malaysia Sdn Bhd	21/02/2024
MSPO 693234	MS 2530-3 Malaysian Sustainable Palm Oil (MSPO) Part 3	BSI Services Malaysia Sdn Bhd	21/02/2024
MSPO SCCS-TCI-002-2020-01	MSPO Supply Chain Certification Standard 2018	Trans Certification & Inspection Sdn. Bhd.	26/03/2025

<b>4. Location(s) of Mill &amp; Supply Bases</b>			
<b>Name (Mill / Supply Base / Group Manager / Smallholders)</b>	<b>Location</b>	<b>GPS Coordinates</b>	
		<b>Latitude</b>	<b>Longitude</b>
FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill	Kilang Sawit Wa Ha, Jalan Rusa Felda Simpang Wa Ha, 81907 Kota Tinggi, Johor, Malaysia	1°47' 29.90" N	104° 4' 27.55" E
FGVPM Bukit Aping Selatan	Pejabat Ladang FGVPM Bukit Aping Selatan, D/A Felda Bukit Wa Ha, 81900 Kota Tinggi, Johor.	1° 45' 21.89" N	104° 4' 22.58" E

<b>5. Description of Supply Base</b>					
<b>New Planting Development</b>	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes		
<b>Estate / Smallholders</b>	<b>Total Planted (Mature + Immature) (ha)</b>	<b>HCV (ha)</b>	<b>Infrastructure &amp; Other (ha)</b>	<b>Total Area (ha)</b>	<b>% of Planted</b>
FGVPM Bukit Aping Selatan	740.64	-	328.58	1,069.22	69.41
<b>Total</b>	<b>740.64</b>	<b>-</b>	<b>328.58</b>	<b>1,069.22</b>	<b>69.41</b>

**Note:**

- The planted area from 851.96 ha has been reduced by 91.67 ha due to the elephant attack disaster making the new plant area to 760.29 ha. Other than that, there was a change due to mineral exploration activities with an area of 12.82 ha, making the total plant area change to 747.47 ha in that year. The change in plant area had to be changed again in July 2023 due to the progress of mineral exploration work, which increased to 6.83 ha, making the total plant area decrease to 740.64 ha.
- Reduce by 367.43 ha Infrastructure & Other from 696.01 to 328.58 ha due to the rubber plantation area, infrastructure and others that are in the Rubber area amounting to 367.43 ha. The infrastructure and other areas that are now declared are only for oil palm areas only 328.58 ha.

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
FGVPM Bukit Aping Selatan	-	235.96	504.68	-	740.64	-
<b>Total (ha)</b>	-	<b>235.96</b>	<b>504.68</b>	-	<b>740.64</b>	-

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Feb 2023 – Jan 2024)	Actual (Jan 2023 – Oct 2023)		Forecast (Feb 2024 – Jan 2025)
		Previous license period (Jan 2023)	Current license period (Feb 2023 – Oct 2023)	
FGVPM Bukit Aping Selatan	16,584.00	912.63	9064.34	15,770.00
<b>Total</b>	<b>16,584.00</b>	<b>9976.97</b>		<b>15,770.00</b>

Note: \*the forecast yield was verified and confirmed based on FGV 2023 recruitment planning which will reduce harvester to area ratio and increase harvesting rounding, 2022 rain fall pattern and consideration of prime age of the OP.

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Feb 2023 – Jan 2024)	Actual (Jan 2023 – Oct 2023)		Forecast (Feb 2024 – Jan 2025)
		Previous license period (Jan 2023)	Current license period (Feb 2023 – Oct 2023)	
N/A		N/A	N/A	
<b>Total</b>				

Note:

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Feb 2023 – Jan 2024)	Actual (Jan 2023 – Oct 2023)		Forecast (Feb 2024 – Jan 2025)
		Previous license period (Oct 2022 – Dec 2022)	Current license period (Jan 2023 – Sept 2023)	
Out growers, Dealers & Smallholders	-	19,354.41	166,917.84	-
<b>Total</b>	-	<b>186,272.25</b>		-

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

<b>9A. Monthly Records of Certified and Uncertified FFB Received since the last audit</b>				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	Jan 2023	912.63	19354.41	20267.04
2	Feb 2023	937.34	17571.15	18508.49
3	Mar 2023	847.84	16496.29	17344.13
4	Apr 2023	641.92	13554.44	14196.36
5	May 2023	737.47	15186.73	15924.20
6	June 2023	805.03	15502.29	16307.32
7	July 2023	1066.61	18278.22	19344.83
8	Aug 2023	1186.38	20465.88	21652.26
9	Sept 2023	1387.21	23685.13	25172.34
10	Oct 2023	1454.54	26177.71	27632.25
<b>TOTAL</b>		<b>9,976.97</b>	<b>186,272.25</b>	<b>196,349.22</b>

<b>10. Summary of Certified Tonnage (MT) (not applicable for ISS)</b>			
Estimated last year (Feb 2023 – Jan 2024)	Actual (Jan 2023 – Oct 2023)		Forecast (Feb 2024 – Jan 2025)
	Previous license period (Jan 2023)	Current license period (Feb 2023 – Oct 2023)	
<b>FFB</b>	<b>FFB</b>		<b>FFB</b>
16,584.00 mt	912.63 mt	9,064.34 mt	15,770.00 mt
	<b>TOTAL</b>	9,976.97 mt	
<b>CPO (OER: 21.78%)</b>	<b>CPO (OER: 21.28%)</b>		<b>CPO (OER: 22.00%)</b>
3,611.99 mt	189.01 mt	1,934.53 mt	3,469.40 mt
	<b>TOTAL</b>	2,123.54 mt	
<b>PK (KER: 5.50%)</b>	<b>PK (KER: 5.36%)</b>		<b>PK (KER: 5.50%)</b>
912.12 mt	48.03 mt	486.42 mt	867.35 mt
	<b>TOTAL</b>	534.45 mt	

**Note:** Low FFB processed and production resulting to low CPO and PK production due to low crop received supplying estate (Shortage of harvester, Increase of harvesting round, and interference of rainfall pattern). The forecast yield was verified and confirmed based on FGV 2023 recruitment planning increase harvesting rounding, 2022 rain fall pattern and consideration of prime age of the OP for FFB sent to the Mill.

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

<b>10A. Monthly Records of Certified CPO &amp; PK since the last audit</b>			
<b>No.</b>	<b>Month - Year</b>	<b>Certified CPO (MT)</b>	<b>Certified PK (MT)</b>
1	Jan 2023	189.01	48.03
2	Feb 2023	196.31	53.18
3	Mar 2023	180.86	51.28
4	Apr 2023	143.72	34.53
5	May 2023	155.73	38.08
6	June 2023	170.27	43.19
7	July 2023	223.94	55.58
8	Aug 2023	253.31	60.08
9	Sept 2023	284.15	70.39
10	Oct 2023	326.24	80.11
<b>TOTAL</b>		<b>2,123.54</b>	<b>534.45</b>

**Note:**

As at the end of Dec 2022, opening stock for Jan 2023 for CPO was 457.92 MT and for PK = 65.31 MT. Therefore, total stock for CPO was 2581.46 MT and PK was 599.76 MT. (Refer to Mass Balance Sheet Accounting System, carry forward figure as at Dec 2022).

<b>11. Summary of Actual Volume sold</b>					
<b>Current License period (Feb 2023 – Oct 2023)</b>					
	<b>RSPO Certified</b>	<b>Other Schemes Certified</b>		<b>Conventional</b>	<b>Total</b>
		<b>ISCC</b>	<b>Others</b>		
<b>CPO (MT)</b>	0.00	-	-	1,370.00	1,370.00
<b>PK (MT)</b>	477.98	-	-	-	477.98
<b>Credits</b>	1070.00	-	-	-	1,070.00
<b>Previous License period (Jan 2023)</b>					
<b>CPO (MT)</b>	0.00	-	-	-	0.00
<b>PK (MT)</b>	64.31	-	-	-	64.31
<b>Credits</b>	0.00	-	-	-	0.00

**Note:**

As at the end of Dec 2022, opening stock for Jan 2023 for CPO was 457.92 MT and for PK = 65.31 MT. Therefore, total stock for CPO was 2581.46 MT and PK was 599.76 MT. (Refer to Mass Balance Sheet Accounting System, carry forward figure as at Dec 2022).

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

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

<b>11A. Records of Certified CPO &amp; PK Sold under PalmTrace since the last audit (if any)</b>				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	Buyer A	TR-XXXXXXXX-XXXX	-	542.29
<b>TOTAL</b>			<b>-</b>	<b>542.29</b>

**Note:** Data is consolidated, and each transaction were verified against PalmTrace

<b>11B. Records of certified CPO &amp; PK Sold under other schemes since the last audit (if any)</b>				
No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	NIL	NIL	NIL	NIL
<b>TOTAL</b>			<b>NIL</b>	<b>NIL</b>

<b>11C. Records of CPO &amp; PK Sold as conventional since the last audit (if any)</b>			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
1	Buyer AA	1,370.00	-
<b>TOTAL</b>		<b>1,370.00</b>	<b>-</b>

Note: This Operating Unit has a system in place to remove CSPO sold as conventional at their respective time interval. Evidence of removal has been made as per verification through Palm Trace system.

<b>11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)</b>			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
1	Buyer BB	NA	1,070.00
<b>TOTAL</b>			<b>1,070.00</b>

**Note:** Data is consolidated, and each transaction were verified against PalmTrace and FGV Report System.



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

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	NA	NA	NA	NA	NA	NA
<b>TOTAL</b>		<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

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

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	NA	NA	NA	NA	NA	NA	NA
<b>TOTAL</b>			<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

## Section 2: Assessment Process

### Certification Body:

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

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

### 2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **07-10/11/2023**. The audit programme is included as Section 2.3.

The approach to the audit was to treat the mill and supply base as an RSPO Certification Unit. A range of occupational health and safety, environmental, best practice management, and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas, local communities engagement and workers welfare and safety. 30 days prior to audit, public notification posted in the BSI website as per the following link:

[RSPO Public Notification Recertification FGV Wa Ha Palm Oil Mill & Supply Base English rev.pdf](#)

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

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

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

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

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

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

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

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

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

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

<b>Assessment Program</b>					
<b>Name (Mill / Supply Base)</b>	<b>Year 1 (Recertification 1)</b>	<b>Year 2 (ASA1_1)</b>	<b>Year 3 (ASA1_2)</b>	<b>Year 4 (ASA1_3)</b>	<b>Year 5 (ASA1_4)</b>
FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill	√	√	√	√	√
FGVPM Bukit Aping Selatan Estate	√	√	√	√	√

**Tentative Date of Next Visit: November 11, 2024 - November 14, 2024**

**Total Number of Mandays: 9.5 Mandays**

**2.2 BSI Assessment Team**

<b>Name</b>	<b>Role</b>	<b>Competency</b>
Nor Halis Abu Zar (NHA)	Team Leader	<p><b>Education:</b> Holds a Bachelor of Science in Plantation Technology and Management, University Technology Mara</p> <p><b>Work Experience:</b> He started his career as Assistant Manager at Kulim Plantations Sdn. Bhd. managing the day-to-day plantation operations. In his career at Kulim Plantation. He had accumulated more than 6 years of sustainability implementation experience. He is a qualified Lead Auditor for MS2530:2013 and RSPO Auditor for ENV and OSH and has accumulated more than 500 audit days throughout his current career as the auditor for multiple disciplines covering Malaysia.</p> <p><b>Training attended:</b> He has completed RSPO P&amp;C Lead Auditor Course in Oct 2020, Refresher RSPO P&amp;C Lead Auditor Course in May 2022, RSPO ISH Standard 2019 in December 2021, RSPO SCC 2020 in September 2022, QMS 9001:2015 Lead Auditor Course in April 2019, OSH 45001:2018 Lead Auditor Course in June 2021, IMS (ISO 9001:2015 &amp; ISO 14001:2015) Lead Auditor Course, HCV &amp; HCS Training in August 2022, MSPO 2530:2013 Lead Auditor Course in February 2019, , MSPO SCCS Auditor in February 2019 and also trained in SMETA Requirement Training on May 2021</p> <p><b>Aspect covered in this audit:</b> During this assessment, he assessed on the aspects of legal, mill best practices, estate best practices, Smallholders inclusion, legal requirements, environment, and HCV and RSPO SCC and Market Communication and claim requirements.</p> <p><b>Language proficiency:</b> Fluent in in both verbal/written Bahasa Malaysia and English</p>

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

<p>Mohd Razaleigh bin Mohamad (MRM)</p>	<p>Team Member</p>	<p><b>Education:</b> Holds a Bachelor Degree in Plantation Management and Agrotechnology, University Technology Mara (UiTM).</p> <p><b>Work Experience:</b> He has 5 years' experience in Oil Palm Estate Management with Tradewinds Plantation Berhad. The last position held was Senior Assistant Manager. He has more than 4 years of experience in Third Party Certification Audit with Control Union (M) Sdn Bhd for RSPO P&amp;C, MSPO P&amp;C and GLOBALG.A.P. IFA Fruits and Vegetables. Qualified as RSPO Lead Auditor and approved to conduct Environmental and Social elements.</p> <p><b>Training attended:</b> He has completed ISO 9001:2015 Lead Auditor Course, ISO14001:2015 Lead Auditor Course, ISO45001:2018 Lead Auditor Course, Endorsed RSPO P&amp;C Lead Auditor Course, Endorsed MSPO P&amp;C Lead Auditor Course, Social Accountability SA8000 Auditor Course, RSPO Independent Smallholder (IHS) Auditor Training by RSPO Secretariat and Endorsed RSPO P&amp;C and SCCS Refresher Training.</p> <p><b>Aspect covered in this audit:</b> During this assessment, he assessed on the aspects of legal, Social and Stakeholder consultation.</p> <p><b>Language proficiency:</b> He is fluent in both verbal/written in Bahasa Malaysia and English.</p>
<p>Hafriazhar bin Mohd Mokhtar (HMM)</p>	<p>Team Member</p>	<p><b>Education:</b> Holds a Bachelor of Engineering (Hons.) Chemical Engineering, University Technology Malaysia.</p> <p><b>Work Experience:</b> He has 20 years of working experience in multiple engineering disciplines emphasized on science, technology and sustainability. He acquired many skills from being involved in various industrial environments ranging from construction, plantation and mining before auditing. In summary, his started his career as Environmental Officer (2002-2003) in construction, Mill Engineer (2003-2008) in palm oil mill, Project Control Engineer (2008-2011) in mining and Auditor (2011-present) with accredited certification bodies.</p> <p><b>Training attended:</b> He has completed Social Auditing &amp; SMETA Training, HCV &amp; HCS Introductory Training, ISO 45001 LA Training, MSPO LA Training, Endorsed RSPO SCCS LA Training, Endorsed RSPO P&amp;C LA Training, ISO 9001 LA Training, ISO 50001 LA Training, and ISO 14001 LA Training.</p> <p><b>Aspect covered in this audit:</b> During this assessment, he assessed on the aspects of Occupation Health Safety requirement, HIRARC, Environment responsibility, and training.</p> <p><b>Language proficiency:</b> He is fluent in both verbal/written in Bahasa Malaysia and English.</p>
<p>Dr. Suhaili Sahari</p>	<p>Peer Reviewer</p>	<p><b>Education:</b> 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><b>Work Experience:</b></p>

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p>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><b>Training attended:</b></p> <ol style="list-style-type: none"> <li>1. ISO 9001:2015 Lead Auditor and Internal Auditor</li> <li>2. ASI reviewer training</li> <li>3. Safety and Health</li> <li>4. ISO 14001:2015 Standard</li> <li>5. RSPO Standards: RSPO P&amp;C 2018 MY-NI 2019</li> <li>6. MSPO Standards: MS 2530: 2013 part 1, 2, 3 and 4</li> <li>7. Problem Solving Technique: 8 D, ICC, QCC, Systematic PS</li> <li>8. HACCP MS 1480:2019</li> <li>9. GAP Standard: GLOBALGAP, Euro GAP</li> </ol>
--	--	---

**Accompanying Persons:**

Name	Role
N/A	N/A

**2.3 Assessment Plan**

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

Date	Time	Subjects	NHA	MRM	HMM
Monday 06/11/2023	-	Audit Team Travel from Kuala Lumpur to Bandar Penawar	√	√	√
Tuesday, 07/11/2023	08.30 – 09.00	<p>Opening Meeting:</p> <ul style="list-style-type: none"> <li>• Opening Presentation by Audit team leader.</li> <li>• Confirmation of assessment scope and finalize Audit plan</li> </ul>	√	√	√

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

Date	Time	Subjects	NHA	MRM	HMM
FGVPM Bukit Aping Selatan Estate	09.00 – 12.30	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	√	√	√
	12.30 – 13.30	Lunch/ Break	√	√	√
	13.30 – 16.30	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	√	√	√
	16.30 – 17.00	Interim Closing briefing.	√	√	√
Wednesday, 08/11/2023 FGVPM Bukit Aping Selatan Estate & FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill	09.00 – 12.30	Continue unfinished elements. Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	√	√	√
	10.00 – 12.00	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)			
	12.00 – 13.30	Lunch/ Break and going to FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill	√	√	√
	13.30 – 16.30	Lab, weighbridge, and palm product storage area. Document Review P1 – P7: SOPs, Supply chain for CPO mill, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation.	√	√	√
	16.30 – 17.00	Interim Closing briefing.	√	√	√

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

Date	Time	Subjects	NHA	MRM	HMM
Thursday 09/11/2023  FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill	09.00 - 12.30	Lab, weighbridge, and palm product storage area. Document Review P1 – P7: SOPs, Supply chain for CPO mill, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation.	√	√	√
	12.30 - 13.30	Lunch/ Break	√	√	√
	13.30 - 16.00	Continue unfinished elements.  Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)  RSPO SCC general requirements, internal audit, management review, sales and purchasing documents, mass balance accounting and other relevant documents and records.	√	√	√
	16.00 - 17.00	Closing Meeting For RSPO P&C	√	√	√
Friday 10/11/2023  FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill	09.00 - 12.00	Continue unfinished elements.  RSPO SCC general requirements, internal audit, management review, sales and purchasing documents, mass balance accounting and other relevant documents and records.	√	-	-
	12.00 - 13.00	Closing Meeting For RSPO SCC	√	-	-
	-	Audit Team Travel back to Kuala Lumpur	√	-	-



### Section 3: Assessment Findings

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

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	The plan is inclusive of all current subsidiaries, estates and mills as per time bound plan FY2021. As stated, the management of FGV Holdings Berhad has plan to certify all the complexes starting from 2017 until 2021. The updated time bound plan dated 16 Jan 2023 shows that the plan spans from year 2017 until 2023.	Complied
<p>Have all the estates and mills certified within five (5) years after obtaining RSPO membership?</p> <p>If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021</p>	<p>33 complexes have been certified from 2017 – 2019 as shown in the TBP. Remaining 35 mills have undergone internal audit.</p> <p>The time bound plan is behind the scheduled due to tendering process which CB appointment based on yearly selection together with re-suspension by RSPO Complaint Panel for certification processes for all FGV’s uncertified units for unsatisfactory findings on non-compliance of the Complaints Panel Decision dated 28/11/2018. (<a href="https://www.rspo.org/news-and-events/news/rspo-statement-regarding-complaints-panel-decision-on-felda-global-venture-holdings">https://www.rspo.org/news-and-events/news/rspo-statement-regarding-complaints-panel-decision-on-felda-global-venture-holdings</a>)</p> <p>FGV has implemented the RSPO Complaints Panel (CP)’s directives of November 2018 and January 2020 respectively, and audits to verify FGV’s implementation of the CP’s directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> <li>i. that the suspension of FGV’s P&amp;C certificate for Kilang Sawit Seriting and its Supply Bases is lifted;</li> <li>ii. that the suspension of certification processes for FGV’s uncertified complexes will remain in force until the summary of ELEVATE’s findings are shared with the CP and confirms no evidence of systemic/systematic labour violations.</li> </ul> <p>FGV has begun the re-certification process for Kilang Sawit Seriting. At the moment, 30 of FGV’s 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is fully lifted.</p>	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified	No new acquisitions were recorded or in planning.	Complied



**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

<p>within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available.</p> <p>If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.</p>		
<p>Any deviations from the maximum periods requires approval by the RSPO Secretariat.</p>	<p>FGV has implemented the RSPO Complaints Panel (CP)'s directives of November 2018 and January 2020 respectively, and audits to verify FGV's implementation of the CP's directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> <li>i. that the suspension of FGV's P&amp;C certificate for Kilang Sawit Seriting and its Supply Bases is lifted;</li> <li>ii. that the suspension of certification processes for FGV's uncertified complexes will remain in force until the summary of ELEVATE's findings are shared with the CP and confirms no evidence of systemic/systematic labour violations.</li> </ul> <p>FGV has begun the re-certification process for Kilang Sawit Seriting. At the moment, 30 of FGV's 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is fully lifted.</p> <p>Other than that, another possible revision of the TBP involving:</p> <ol style="list-style-type: none"> <li>1. Issues pertaining membership as of now FGV management control has been taken over by FELDA through shareholder acquisition.</li> <li>2. Mills and estates rationalization exercises effective June 2021.</li> </ol>	<p>Complied</p>
<p>Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required.</p> <p>Is this consistent with the ACOP reporting?</p>	<p>Slight changes to the time-bound plan since the last audit i.e. stretched to 2023 due to RSPO complaint panel on suspension of FGV. Moreover, FGVPI KS Jerangau Baru have ceased operation effective 01/01/2021 and has been removed from the time bound plan. There are also rationalization plans for FGVPM estates which to be concluded in June 2021. Latest RSPO-approved TBP dated 16 Jan 2023.</p>	<p>Complied</p>
<p>Have there been any isolated lapses in implementation of the plan? If yes a <b>Minor</b> non-compliance shall be raised</p>	<p>There are no lapses in implementation of the plan.</p>	<p>Complied</p>

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

<p>Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a <b>Major</b> non-compliance shall be raised</p>	<p>There are no fundamental failure in implementation of the plan.</p>	<p>Complied</p>
<p><b>Un-Certified Units or Holdings</b></p>		
<p>No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&amp;C criterion 7.12.</p>	<p>There has been no replacement of primary forest area. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed. However, there is one issue reported by Chain Research Reaction regarding HCV clearance in Kalimantan. FGV has briefed the issue to RSPO Secretariat.</p>	<p>Complied</p>
<p>Any new plantings since January 1<sup>st</sup> 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>There is new planting after 1st January 2010. Liability Disclosure was submitted and waiting for RSPO's decision for further action. The Liability Disclosure involved Asian Plantation Limited and Tanah Emas Oil Palm Processing.</p> <p>The status of NPP for various new plantings was available.:</p> <p>In summary,</p> <ol style="list-style-type: none"> <li>(1) Development cannot proceed due to HCV area in Ladang Tembangau 05.</li> <li>(2) Development stopped at PT TAA, Kalimantan due to allegation by Chain Reaction.</li> <li>(3) Did not proceed with development at Asian Plantation Limited.</li> </ol>	<p>Complied</p>
<p>Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&amp;C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.</p>	<p>No land conflict. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed and 3 concept note required as per the RSPO RaCP tracker. FGVPM Tenggara 12 and FGVPM Rantau Abang 02, the area that been cleared is 432.55 ha in 2013/2014 and 227.90 ha in 2013. Case already reported to RSPO on February 10, 2020. Compensation will provide after Concept note approved by RSPO, Concept note was in progress.</p>	<p>Complied</p>
<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&amp;C criterion 4.2</p>	<p>In reference to RSPO Complaints Panel directive findings dated 30/11/2018 and second letter on 13/01/2020 resulting from the verification audit which was carried out in October 2019 as well as several other internal assessment and external audits findings on recruitment issues particularly on recruitment costs, FGV has taken positive and further steps to ensure that the workers are well informed of FGV policies on the hiring of workers inter alia the cost of recruitment.</p>	<p>Complied</p>

	<p>In addition, since July 2019, FGV has been conducting briefing sessions for its appointed recruitment agencies to communicate and promote understanding about the contents and expectations of the Guidelines and Procedures for the Responsible Recruitment of Foreign Workers. Emphasis is given in particular on ethical recruitment processes and on the non-imposition of recruitment fees by the recruitment agencies on the workers as stipulated in the contract between FGV and the recruitment agencies.</p> <p>Notwithstanding, it is noted that the pre-recruitment costs which include the cost of securing the official documents (ID and passports) and the travel-related cost for these are borne by workers, which some paid to the sub-agent/ agents to assist/ expedite the process.</p> <p>FGV has also revised the contract of Recruitment Agencies Contract to translate FGV's commitment to bear the official costs of recruitments which include, among others, the levy, airfare, cost of medical check-up in Malaysia and insurance. The revised contract includes new provisions prohibiting the agencies from charging the above fees on workers.</p> <p>In order to ensure recruitment agencies, comply with this requirement around imposition of fee, FGV has conducted a series of socialization programs with agencies and their sub-agents in Lombok (Indonesia) on 30-31/01/2020, Chennai (13/01/2020) and Kolkata (14/01/2020). During this process, FGV explained that the costs associated with the recruitment onwards are covered by FGV and on that basis agents and sub-agents shall not charge workers on similar fee.</p> <p>FGV has also established three One-Stop-Center in sourcing country of workers namely Lombok (Indonesia); Chennai (India) and Kolkata (India) where workers go through pre-departure training programme (which is conducted in collaboration with local labour department); interview and selection process. FGV is continuously conducting a socialization programme comprising a serious of engagement sessions involving various stakeholders.</p> <p>Given the size of FGV's operations and the large number of its mills and plantations, the socialization programme has being carried out in phases in different locations starting June 2019.</p> <p>These action plans being developed and implemented throughout FGV units to mitigate the issues highlighted in the complaints particularly to labour related issues, and its progress report being reporting quarterly to RSPO Secretariat and can be referred on FGV Sustainability website:</p>	
--	---	--

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

	<p><a href="https://www.fgvholdings.com/sustainability/reports-updates/">https://www.fgvholdings.com/sustainability/reports-updates/</a>.</p> <p>Further to the action plans, RSPO CP has also carried out verification audits through its appointed Certification Bodies to assess the implementation and the effectiveness of the action plans. On the latest development of the verification audit by RSPO COP, another round of assessment being conducted by an independent certification bodies (CB) appointed by RSPO to assess and verify the implementation of the action plan at six FGV units. The exercise being carried out since November 2020. The current status is waiting final report from CP as RSPO has informed FGV Holdings Berhad after meeting conducted on 06/12/2021.</p> <p>FGV has implemented the RSPO Complaints Panel (CP)'s directives of November 2018 and January 2020 respectively, and audits to verify FGV's implementation of the CP's directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> <li>i. that the suspension of FGV's P&amp;C certificate for Kilang Sawit Seriting and its Supply Bases is lifted;</li> <li>ii. that the suspension of certification processes for FGV's uncertified complexes will remain in force until the summary of ELEVATE's findings are shared with the CP and confirms no evidence of systemic/systematic labour violations.</li> </ul> <p>FGV has begun the re-certification process for Kilang Sawit Seriting. At the moment, 30 of FGV's 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is lifted.</p>	
<p>Any Legal non-compliance is being addressed through measures consistent with the requirements of RSPO P&amp;C criteria 2.1</p>	<p>FGV continued to comply with all applicable legal requirements. Compliance to each applicable law and regulation are monitored by the operating units. The certification units obtained and renewed licenses and permits as required by the law.</p>	<p>Complied</p>
<p>Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&amp;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</p>	<p>Yes, there have positive assurance statement from internal certification unit. All 67 complexes have conducted internal audit in Year 2022. Seen the internal audit done by Sustainability Compliance and Certification Department (SCCD).</p>	<p>Complied</p>

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

available and justified.	In 2023, out of 37 uncertified CUs, one of them (Nilam Permata – 31/12/2022) had ceased operation. Left 36 CUs – IA had been conducted for 30 CUs	
Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?	There are Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the internal audits. These issues are addressed through internal audit action plan and implemented phased by phased (according to the timeline) by project. Evidence are available through internal audit reports and NC was actively address with RSPO Secretariat. Refer TBP Approval dated 16/01/2023.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	Stakeholders are being engaged during stakeholders consultation which are being carried out during social impact assessment (SIA). Issues raised during the session are being recorded and actions/resolutions being handled by respective projects.	Complied

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

<b>Progress of scheme smallholders or outgrowers towards compliance with relevant standards</b>		
<b>Requirement</b>	<b>Remarks</b>	<b>Compliance</b>
Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill’s initial certification? OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.	Not applicable as there is no smallholder scheme under FGVPISB Wa Ha Certification Unit.	Not Applicable

**Approved Time Bound Plan**

Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Total Managed Area (Ha)	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	Date of Last TBP Verified and Approved by CB	REVISION OF THE TBP <i>(Only applicable when revision is made)</i>			
								Any revision from the last approved TBP? (Yes / No)	New Proposed Year for Certification	Justification of changes for each UoC	Date of approval from RSPO
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Selancar B</i>		Certified	2017	2017	2022	No			
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	Ladang FGVPM Selancar 06	3,565.72	Certified	2017	2017	2022	No			
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	Ladang FGVPM Selancar 08	1,704.53	Certified	2017	2017	2022	No			
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	Ladang FGVPM Selancar 09	2,960.36	Certified	2017	2017	2022	No			
<i>Kompleks Selendang</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Selendang</i>		Certified	2017	2017	2022	No			
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPM Berabong 01	1810.32	Certified	2017	2017	2022	No			

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVP Berabong 02 (LADANG RASIONALISASI)	1290.91	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVM Selendang 03	2,204.34	Certified	2017	2017	2022	No			
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVP Selendang 04	2,251.52	Certified	2017	2017	2022	No			
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVP Selendang 05	1,804.06	Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVI Bukit Sagu</i>		Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVP Bukit Sagu 04	3406.50	Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVP Bukit Sagu 06	1766.44	Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVP Bukit Sagu 07	2204.74	Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVP Bukit Sagu 08	2233.28	Certified	2017	2017	2022	No			
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVI Keratong 9</i>		Certified	2017	2017	2022				
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVP Bera Selatan 05	2785.60	Certified	2017	2017	2022	No			

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 07	2281.30	Certified	2017	2017	2022	No			
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Keratong Timur	1281.20	Certified	2017	2017	2022	No			
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Merchong 01	1,634.94	Certified	2017	2017	2022	No			
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang Bera Selatan 06 (LADANG RASIONALISASI)	1879.22	Not Certified	2019		2022	Yes	2023	Rasionalisasi Estate (From Non certified area - Tementi complex) & Suspension New Certification by RSPO CP	
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVAS Merchong	381.85	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Lepar Utara 6</i>		Certified	2017	2017	2022				
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 05	1819.02	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 07	2,259.90	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 08	2,445.33	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 09	2,825.19	Certified	2017	2017	2022	No			



**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 10	1,722.46	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 11	1,622.39	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 14	1,497.24	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 12 (LADANG RASIONALISASI)	1794.53	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 13 (LADANG RASIONALISASI)	1,545.17	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Maokil</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Maokil</i>		Certified	2017	2017	2022				
<i>Kompleks Maokil</i>	<i>Malaysia</i>	Ladang FGVPM Maokil 06	2,957.22	Certified	2017	2017	2022	No			
<i>Kompleks Maokil</i>	<i>Malaysia</i>	Ladang FGVPM Maokil 07	2,625.08	Certified	2017	2017	2022	No			
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Kemasul</i>		Certified	2017	2017	2022				
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	Ladang FGVPM Mengkarak 01	2,770.48	Certified	2017	2017	2022	No			
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	Ladang FGVPM Mengkarak 02	2,334.95	Certified	2017	2017	2022	No			

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

<i>Kompleks Krau</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVI Krau</i>		Certified	2017	2017	2022				
<i>Kompleks Krau</i>	<i>Malaysia</i>	Ladang FGVP Krau 02	2252.13	Certified	2017	2017	2022	No			
<i>Kompleks Krau</i>	<i>Malaysia</i>	Ladang Krau 03 (LADANG RASIONALISASI)	2,828.01	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Krau</i>	<i>Malaysia</i>	Ladang Krau 04	2,186.14	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVI Lepar Hilir</i>		Certified	2017	2017	2022				
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 5	2,889.54	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 6	2,646.97	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 7 (LADANG RASIONALISASI)	2,317.04	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 8	1,412.79	Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVI Triang</i>		Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVP Triang 2	1682.62	Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVP Triang 4	2371.09	Certified	2017	2017	2022	No			

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Triang Selatan 1	1695.87	Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Triang Selatan 2 (LADANG RASIONALISASI)	1641.91	Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 01	2027.46	Not Certified	2019		2022	Yes	2023	Rasionalisasi mills (Transfer from non certified complex) & Suspension New Certification by RSPO CP	
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 02 (LADANG RASIONALISASI)	1279.82	Not Certified	2019		2022	Yes	2023	Rasionalisasi Estate & Suspension New Certification by RSPO CP (Combine with non Certified Area)	
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 04	1880.15	Not Certified	2019		2022	Yes	2023	Rasionalisasi mills (Transfer from non certified complex) & Suspension New	

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

										Certification by RSPO CP	
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Kechau B</i>		Certified	2017	2017	2022				
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Telang 01	2258.75	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Chegar Perah 02	2613.66	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 02	2076.09	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 03	2532.78	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 06	2756.97	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 07	2937.49	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 08	2385.21	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 09	2689.42	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 10	2680.58	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 11	2934.70	Certified	2017	2017	2022	No			

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVAS Telang	572.80	Certified	2017	2017	2022	No			
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Palong Timur</i>		Certified	2017	2017	2022				
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 4 (LADANG RASIONALISASI)	2,486.83	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 5	2,028.31	Certified	2017	2017	2022	No			
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 6	2,760.89	Certified	2017	2017	2022	No			
<i>Kompleks Besout</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Besout</i>		Certified	2017	2017	2022				
<i>Kompleks Besout</i>	<i>Malaysia</i>	Ladang FGVPM Besout 06	2383.19	Certified	2017	2017	2022	No			
<i>Kompleks Besout</i>	<i>Malaysia</i>	Ladang FGVPM Besout 07	2910.47	Certified	2017	2017	2022	No			
<i>Kompleks Neram</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Neram</i>		Certified	2017	2017	2022	No			
<i>Kompleks Neram</i>	<i>Malaysia</i>	Ladang FGVPM Cherul 03	2772.19	Certified	2017	2017	2022	No			
<i>Kompleks Chini 3</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Chini 3</i>		Certified	2017	2017	2022				
<i>Kompleks Chini 3</i>	<i>Malaysia</i>	Ladang FGVPM Chini Timur 4	1465.45	Certified	2017	2017	2022	No			

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

<i>Kompleks Chini 3</i>	Malaysia	Ladang FGVPM Terapai 01	2169.07	Certified	2017	2017	2022	No			
<i>Kompleks Chiku</i>	Malaysia	<i>Kilang Sawit FGVPI Chiku</i>		Certified	2018	2018	2022				
<i>Kompleks Chiku</i>	Malaysia	Ladang FGVPM Chiku 04	2144.70	Certified	2018	2018	2022	No			
<i>Kompleks Chiku</i>	Malaysia	Ladang FGVPM Chiku 08	1931.57	Certified	2018	2018	2022	No			
<i>Kompleks Keratong 2</i>	Malaysia	<i>Kilang Sawit FGVPI Keratong 2</i>		Certified	2018	2018	2022				
<i>Kompleks Keratong 2</i>	Malaysia	Ladang FGVPM Bera Selatan 03	2766.42	Certified	2018	2018	2022	No			
<i>Kompleks Keratong 3</i>	Malaysia	<i>Kilang Sawit FGVPI Keratong 3</i>		Certified	2018	2018	2022				
<i>Kompleks Keratong 3</i>	Malaysia	Ladang FGVPM Keratong 11	1196.40	Certified	2018	2018	2022	No			
<i>Kompleks Kerteh</i>	Malaysia	<i>Kilang Sawit FGVPI Kerteh</i>		Certified	2018	2018	2022				
<i>Kompleks Kerteh</i>	Malaysia	Ladang FGVPM Semaring 01	1246.47	Certified	2018	2018	2022	No			
<i>Kompleks Kerteh</i>	Malaysia	Ladang FGVAS Kerteh	111.95	Certified	2018	2018	2022	No			
<i>Kompleks Kota Gelanggi</i>	Malaysia	<i>Kilang Sawit FGVPI Kota Gelanggi</i>		Certified	2018	2018	2022				
<i>Kompleks Kota Gelanggi</i>	Malaysia	Ladang FGVAS PPTR	2379.69	Certified	2018	2018	2022	No			
<i>Kompleks Kota Gelanggi</i>	Malaysia	Ladang FGVAS Kota Gelanggi 5	1382.79	Certified	2018	2018	2022	No			

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

Kompleks Kota Gelanggi	Malaysia	Ladang FGVAS Kota Gelanggi 6	1440.02	Certified	2018	2018	2022	No			
Kompleks Jengka 21	Malaysia	Kilang Sawit FGVPI Jengka 21		Certified	2018	2018	2022	No			
Kompleks Jengka 21	Malaysia	Ladang FGVAS Jengka 24/25	894.79	Certified	2018	2018	2022	No			
Kompleks Penggeli	Malaysia	Kilang Sawit FGVPI Penggeli		Certified	2018	2018	2022	No			
Kompleks Penggeli	Malaysia	Ladang FGVPM Inas Selatan	1162.02	Certified	2018	2018	2022	No			
Kompleks Belitong	Malaysia	Kilang Sawit FGVPI Belitong		Certified	2018	2018	2022	No			
Kompleks Belitong	Malaysia	Ladang FGVPM Bukit Tongkat	1238.82	Certified	2018	2018	2022	No			
Kompleks Belitong	Malaysia	Ladang FGVAS Ulu Belitong	147.70	Certified	2018	2018	2022	No			
Kompleks Kulai	Malaysia	Kilang Sawit FGVPI Kulai		Certified	2018	2018	2022	No			
Kompleks Kulai	Malaysia	Ladang FGVAS Bukit Besar/ Taib Andak	55.91	Certified	2018	2018	2022	No			
Kompleks Adela	Malaysia	Kilang Sawit FGVPI Adela		Certified	2018	2018	2022	No			
Kompleks Adela	Malaysia	Ladang FGVPM Kledang 02	1196.20	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Kilang Sawit FGVPI Serting Hilir		Certified	2018	2018	2022	No			

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 03	2357.98	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 04 (LADANG RASIONALISASI)	1877.33	Not Certified	2018		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 05	2178.44	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 07	2460.34	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 08	1754.00	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 09	1286.11	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Serting Hilir 09	1948.44	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVAS Serting Hilir	306.39	Certified	2018	2018	2022	No			
Kompleks Bukit Kepayang	Malaysia	Kilang Sawit FGVPI Bukit Kepayang		Certified	2018	2018	2022	No			
Kompleks Bukit Kepayang	Malaysia	Ladang FGVPM Terapai 03	2512.73	Certified	2018	2018	2022	No			
Kompleks Tenggaroh	Malaysia	Kilang Sawit FGVPI Tenggaroh		Certified	2018	2018	2022	No			
Kompleks Tenggaroh	Malaysia	Ladang FGVPM Tenggaroh 09	3119.10	Certified	2018	2018	2022	No			
Kompleks Tenggaroh	Malaysia	Ladang FGVPM Tenggaroh 11	1927.64	Certified	2018	2018	2022	No			
Kompleks Tenggaroh	Malaysia	Ladang FGVPM Tenggaroh 13	1643.63	Certified	2018	2018	2022	No			



**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

Kompleks Nitar	Malaysia	Kilang Sawit FGVPI Nitar		Certified	2018	2018	2022	No			
Kompleks Nitar	Malaysia	Ladang FGVPM Nitar Timur	2,241.97	Certified	2018	2018	2022	No			
Kompleks Waha	Malaysia	Kilang Sawit FGVPI Waha		Certified	2018	2018	2022	No			
Kompleks Waha	Malaysia	Ladang FGVPM Bukit Aping Selatan	1536.03	Certified	2018	2018	2022	No			
Kompleks Aring A	Malaysia	Kilang Sawit FGVPI Aring A		Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 2	2073.16	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 3	1995.77	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

Kompleks Aring A	Malaysia	Ladang FGVP Aring 4	2749.24	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVP Aring 5	1393.24	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVP Aring 6	2060.12	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVP Aring 07 (LADANG RASIONALISASI)	2249.29	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVP Aring 8	2600.80	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

										Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 10	2192.37	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 11	1791.57	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 15	1180.41	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Chalok	Malaysia	Kilang Sawit FGVPI Chalok		Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New	

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

										Certification by RSPO CP	
Kompleks Chalok	Malaysia	Ladang FGVP Setiu 1	1618.55	Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Chalok	Malaysia	Ladang FGVP Setiu 2 (LADANG RASIONALISASI)	1471.29	Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Kilang Sawit FGVPI Serting		Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVP Serting Hilir 8	1712.29	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVP Palong 17	2,153.52	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues	

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

										and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVP Palong 18	1,949.80	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVP Palong 19 (LADANG RASIONALISASI)	1,476.75	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVP Palong 20 (LADANG RASIONALISASI)	2,169.50	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVP Palong 21	1,344.42	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

Kompleks Serting	Malaysia	Ladang FGVPM Tembangau 06	2410.65	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Jerangau Barat	Malaysia	Kilang Sawit FGVPI Jerangau Barat		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Jerangau Barat	Malaysia	Ladang FGVPM Rantau Abang 1	1,957.59	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Jerangau Barat	Malaysia	Ladang FGVPM Rantau Abang 2	1,392.78	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Jerangau Barat	Malaysia	Ladang FGVPM Chador 1	2709.05	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kalabakan	Malaysia	Kilang Sawit FGVPI Kalabakan		Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kalabakan	Malaysia	Ladang FGVPM Kalabakan Selatan	2850.24	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kalabakan	Malaysia	Ladang FGVPM Kalabakan Utara 01	2231.00	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

Kompleks Hamparan Badai	Malaysia	Kilang Sawit FGVPI Hamparan Badai		Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 21	2,135.33	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 22	2,559.59	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 23	2,322.20	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 24	2,055.87	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 26	1,845.40	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 27 (LADANG RASIONALISASI)	1,755.29	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 28	2,784.35	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 31	1,895.19	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 32 (LADANG RASIONALISASI)	1,763.39	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 33	2,111.90	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 34	1,839.46	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVAS Sahabat 59	1,000.43	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Umas	Malaysia	Kilang Sawit FGVPI Umas		Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Umas	Malaysia	Ladang FGVPM Umas 05	1772.49	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Umas	Malaysia	Ladang FGVPM Umas 06	1473.91	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	



**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

Kompleks Kembara Sakti	Malaysia	Kilang Sawit FGVPI Kembara sakti		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 30	2,159.94	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 35	2,191.31	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 40	2,035.45	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 41	2,660.44	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 42	2,645.03	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 43	1,810.61	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 53	2,060.13	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang GGVPM Sahabat 54	1768.08	Not Certified	2020			Yes	2023	Suspension New	

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

										Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Kilang Sawit FGVPI Mercu Puspita		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 07	2,580.72	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 46	3,706.15	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 48	2,243.27	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 08 (LADANG RASIONALISASI)	2,497.25	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVAS Sahabat 06	348.21	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 50	3,649.68	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 51	2,545.89	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	

Inspiring trust for a more resilient world.

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 52	2,296.75	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Kilang Sawit FGVPI Lancang Kemudi		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 36	3,493.95	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 38	2,622.28	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 39	2,284.67	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 44	1,501.90	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 45	2,086.96	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 10	2,176.55	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

Kompleks Embara Budi	Malaysia	Kilang Sawit FGVPPI Embara Budi		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVP M Sahabat 11	2,504.40	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FVPM Sahabat 12	2,042.53	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVP M Sahabat 17	2,386.31	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVP M Sahabat 18 (LADANG RASIONALISASI)	1,774.81	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVP M Sahabat 20	1,815.30	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVP M Sahabat 25	2,249.45	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVP M Sahabat 56	1,897.24	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVA S Sahabat 17	1,862.22	Not Certified				Yes	2023	Suspension New	

Inspiring trust for a more resilient world.

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

										Certification by RSPO CP	
Kompleks Baiduri Ayu	Malaysia	Kilang Sawit FGVPI Baiduri Ayu		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 09	2,038.00	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 16	1,718.57	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 55	1,547.34	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Tenggaroh Timur	Malaysia	Kilang Sawit FGVPI Tenggaroh Timur		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Tenggaroh Timur	Malaysia	Ladang FGVPM Tenggaroh Timur 02	2999.50	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Tenggaroh Timur	Malaysia	Ladang FGVPM Tenggaroh 12	2788.86	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Kilang Sawit FGVPI Sempadi		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	

Inspiring trust for a more resilient world.

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 01	1,361.82	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 03	1,286.35	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 04	2,009.90	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 05	1,388.15	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 06	1,761.90	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Pontian Fico Plantations Sdn Bhd (Oil Mill)		Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Pontian Fico Plantations Sdn. Bhd	2144.88	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Subok Plantations Sdn. Bhd	2023.47	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

Kompleks PUP	Malaysia	Orico Plantations Sdn. Bhd	1902.06	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Pendirosa Plantations Sdn. Bhd	2023.47	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Kuril Plantations Sdn. Bhd	808.17	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Hillco Plantations Sdn. Bhd	3267.10	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Pontian United Plantations Bhd	1584.01	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Rawajaya Plantation Sdn Bhd	1167.50	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
TEOPP Mill	Malaysia	Tanah Emas Oil Palm Processing Sdn Bhd		Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP	
TEOPP Mill	Malaysia	North	3486.87	Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP	
TEOPP Mill	Malaysia	Central A	1813.32	Not Certified	2021			Yes	2024	Suspension New	

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

										Certification by RSPO CP	
TEOPP Mill	Malaysia	Central B	1820.14	Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP	
TEOPP Mill	Malaysia	South	2689.59	Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	Asian Plantation Milling Sdn Bhd		Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	Fortune Plantation Sdn Bhd	1729.55	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	BJ Corporation Sdn Bhd	2330.03	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	Incosetia Sdn Bhd	2333.34	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	Kronos Plantation Sdn Bhd	2140.24	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Kompleks Selancar 2A	Malaysia	Kilang Sawit FGVPI Selancar 2A		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	



**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

Kompleks Bukit Mendi	Malaysia	Kilang Sawit FGVPI Bukit Mendi		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Jengka 3	Malaysia	Kilang Sawit FGVPI Jengka 3		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Jengka 8	Malaysia	Kilang Sawit FGVPI Jengka 8		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Padang Piol	Malaysia	Kilang Sawit FGVPI Padang Piol		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Seroja (Jengka 18)	Malaysia	Kilang Sawit FGVPI Seroja (Jengka 18)		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Tementi	Malaysia	Kilang Sawit FGVPI Tementi		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Tersang	Malaysia	Kilang Sawit FGVPI Tersang		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Chini 2	Malaysia	Kilang Sawit FGVPI Chini 2		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Panching	Malaysia	Kilang Sawit FGVPI Panching		Not Certified	2020			Yes	2024	Suspension New	

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

										Certification by RSPO CP	
Kompleks Kemahang	Malaysia	Kilang Sawit FGVPI Kemahang		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Mempaga	Malaysia	Kilang Sawit FGVPI Mempaga		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Sg. Tenggi	Malaysia	Kilang Sawit FGVPI Sg. Tenggi		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Trolak	Malaysia	Kilang Sawit FGVPI Trolak		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Pasoh	Malaysia	Kilang Sawit FGVPI Pasoh		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Kahang	Malaysia	Kilang Sawit FGVPI Kahang		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Air Tawar	Malaysia	Kilang Sawit FGVPI Air Tawar		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Lok Heng	Malaysia	Kilang Sawit FGVPI Lok Heng		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

Kompleks Semenchu	Malaysia	Kilang Sawit FGVP1 Semenchu		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
NORTHERN REGION	Malaysia	Ladang FGVP1 Tawai 01	2209.97	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
NORTHERN REGION	Malaysia	Ladang FGVP1 Lawin	2,578.94	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
NORTHERN REGION	Malaysia	Ladang FGVAV Chuping	127.85	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Kompleks Paloh	Malaysia	Ladang FGVP1 Paloh	1,331.80	Certified				Yes	2025	Suspension New Certification by RSPO CP	
PT Citra Niaga Perkasa	Indonesia	PT Citra Niaga Perkasa	14385.00	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
PT Temilia Agro Abadi	Indonesia	PT Temilia Agro Abadi	8193.06	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	

### 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 zero (0) Critical; one (1) Minor nonconformities and zero (1) Opportunity For Improvement raised. The FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill and Supply Base 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 below is the summary of the non-conformity raised during this assessment.

Non-conformity			
<b>NCR Ref #</b>	2418696-202311-N1	<b>Issued Date</b>	10/11/2023
<b>Due Date</b>	Next Assessment	<b>Closure Date</b>	Open
<b>Indicator &amp; Category (Critical / Minor)</b>	7.3.1 Minor		
<b>Statement of Nonconformity:</b>	Waste management plan was not fully documented and implemented.		
<b>Requirement Reference:</b>	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.		
<b>Objective Evidence:</b>	During site visit at Schedule waste store FGVPB Bukit Aping Selatan Estate, it was observed the availability of SW 410 (Inner fertilizer bag) 3 jumbo bags. However the labelling was not accordance with Waste Management Plan FY2023, For identification and warning purposes, containers of scheduled wastes shall be clearly labelled in accordance with the Third Schedule of the Environmental Quality (Scheduled Wastes) Regulations 2005 and marked with the scheduled wastes code as specified in the First Schedule of the Environmental Quality (Scheduled Wastes) Regulations 2005. The characteristics labels as in the Third Schedule of the Environmental Quality (Scheduled Wastes) Regulations 2005. Thus, Minor NC was raised.		
<b>Corrections:</b>	Labeling for the SW to be corrected accordance with the standard		
<b>Root Cause Analysis:</b>	<ol style="list-style-type: none"> <li>1) There is no Person In charge to check the implementation on the store accordance with the rule available.</li> <li>2) Lack of training to the store keeper for labelling of the SW</li> </ol>		
<b>Corrective Actions:</b>	<ol style="list-style-type: none"> <li>1) Person In Charge to be appointed to check the implementation of SW storage</li> <li>2) Annual training to be provided for the store keeper in labelling and storing of SW</li> </ol>		
<b>Assessment Conclusion:</b>	The CAP submitted found adequate to address the non-conformity. The effectiveness of CAP implementation will be assessed during next assessment.		

Opportunity for Improvements	
OFI #	Description
OFI 1	2418696-202311-I1 3.6.1 1. Mitigation plans implemented for identified risks and H&S issues for manual weeding operations at FGVPB Bukit Aping Selatan and in FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill kernel storage could be further improved. 2. The self-assessment implementation by FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill including monitoring of the effectiveness of the H&S plan to address health and safety risks to people could be further improved

Positive Findings	
PF #	Description
PF 1	Good arrangement for audit visit and high commitment by Sustainability Department and unit's person in charge.
PF 2	Good positive relationship maintained and highlighted by internal and external stakeholders

### 3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	2296157-202301-M1	Issued Date	09/01/2023
Due Date	09/04/2023	Closure Date	06/04/2023
Indicator & Category (Critical / Minor)	6.6.1 (Major)		
Statement of Nonconformity:	Charging the workers for recruitment fees are not fully prohibited.		
Requirement Reference:	All workers have entered into employment voluntarily and the following are prohibited: <ul style="list-style-type: none"> <li>• Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes)</li> <li>• Charging the workers for recruitment fees.</li> <li>• Contract substitution</li> <li>• Involuntary overtime</li> <li>• Lack of freedom of workers to resign</li> <li>• Penalty for termination of employment</li> <li>• Debt bondage</li> <li>• Withholding of wages</li> </ul>		
Objective Evidence:	From document review of Jabatan Tenaga Kerja FGV established SOP Jabatan Tenaga Kerja (JYK). 'Proses Sosialisasi & Temuduga' with Doc. No.: FGV/FGVPM-		

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

	<p>JTK/SOP/003 dated 01/09/2019 for recruitment process of foreign workers, it was specified that no recruitment fee will be charge to workers.</p> <p>However, during onsite interview with two (2) foreign workers of Bukit Aping Selatan Estate from India, (Sahim Usam and Poashanth) informed they paid recruitment fee to recruitment agency (New Alfa International, with ref. no.: (36) FGV/LOA/2022 (SCRM) before departure to Malaysia. Therefore, this practice is not in accordance with SOP Jabatan Tenaga Kerja.</p>
<b>Corrections:</b>	<p>1) Evidence on investigation regarding recruitment fee at estate level by HEP Clerk.</p> <p>2) Management to conduct awareness regarding recruitment fee to new workers</p>
<b>Root Cause Analysis:</b>	<p>No monitoring from estate regarding recruitment fees among new workers due to management do not investigate this issues at estate level compared to HQ level at Jabatan Tenaga Kerja (JTK).</p>
<b>Corrective Actions:</b>	<p>Report on investigation by recruitment agent at JTK HQ.</p>
<b>Assessment Conclusion:</b>	<p>On-site Major NC Close-out verification:</p> <p>1) Evidence records of employment fee compensation payment as following:</p> <ul style="list-style-type: none"> <li>- As per letter of Notification of Perjanjian Penggantian Biaya Perekrutan Payment signed by workers on 8/3/2023 for Prasanth (ID: FW06680171); RM1920; RM1440; RM1440; Total RM4800</li> <li>- As per letter of Notification of Perjanjian Penggantian Biaya Perekrutan Payment signed by workers on 8/3/2023 for Sahim Akram (ID: FW06680174) RM1920; RM1440; RM1440; Total RM4800</li> </ul> <p>2) Evidence records of training to new workers regarding recruitment fee dated on 2/2/2023 by En. Muhammad Hafiz Bin Zaidin</p> <p>3) Records of investigation by recruitment agent at FGVH JTK HQ dated 28/2/2023</p> <p>Based on the evidence verified, the CAP was effectively addressing the issue, hence, Major NC was closed on 06/04/2023.</p>
<b>Verification / Follow-up actions:</b>	<p>The management of FGV Holdings Berhad has established for zero recruitment fees and also clearly mentioned in the contract agreement with the recruitment agent. The systems has been established is through the due diligence conduct at the origin countries, interview with workers at the one stop centre, and also at the operating units that has been allocated. Sample interview with foreign workers was conducted and got 1 case which he mentioned that has been recruited in January 2023 and need to pay RM1,200 per person to be recruited. He mentioned that he already reported to FGV management on the issues during the probation at one stop centre. Further verification done, the complaint has been taking note by the management and bring up to the meeting for board director. In the meeting, board director has been decided to reimbursement the cost paid and approved the amount. Based on the document verification and interview, it has been confirmed that the reimbursement has been made to the worker by the management. Further interview was conducted to the management and FGV has committed to zero recruitment fee and implemented the mechanism established to ensure that there is no issue on recruitment fee to the workers in future. Thus, Major NC was remained closed.</p>

<b>Non-conformity</b>			
<b>NCR Ref #</b>	2296157-202301-M2	<b>Issued Date</b>	09/01/2023
<b>Due Date</b>	09/04/2023	<b>Closure Date</b>	06/04/2023
<b>Indicator &amp; Category (Critical / Minor)</b>	6.2.1 (Major)		
<b>Statement of Nonconformity:</b>	Workers has yet been briefed on the revise Employment Act 1955 (Amendment 2022).		
<b>Requirement Reference:</b>	<p>Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).</p> <p>Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand.</p>		
<b>Objective Evidence:</b>	<p>Based on document review on training plan for year 2022, found the latest revise Employment Act 1955 (Amendment 2022) not included as one of topic to be briefed to workers. And no evidence of training record was sighted to confirm the topic being brief to workers.</p> <p>Furthermore, the onsite interview with a sample of 7 Wa Ha POM workers informs they not aware on the latest revise Employment Act 1955 (Amendment 2022) which is applicable to them.</p>		
<b>Corrections:</b>	<ol style="list-style-type: none"> <li>1) To obtain circular regarding New Employment Act from HR</li> <li>2) To conduct training regarding New Employment Act to all workers</li> </ol>		
<b>Root Cause Analysis:</b>	Estate management not conducted training on new Employment Act due to no formal circular regarding new Employment Act yet from HR.		
<b>Corrective Actions:</b>	<ol style="list-style-type: none"> <li>1) To appoint person in charge to follow up new circular from HQ</li> <li>2) To discuss regarding new circular related new act at management meeting.</li> </ol>		
<b>Assessment Conclusion:</b>	<p>On-site Major NC Close-out verification:</p> <ol style="list-style-type: none"> <li>1) Records of briefing conducted on 12/1/2023 on Penerangan Berkaitan (Akta Kerja) – Pindaan – Total workers: 94</li> <li>2) Records of training effectiveness form; Form # FPI/L4/QOHSE – 5.4 Rev. 0</li> <li>3) Records of PIC appointment letter dated 28/2/2023</li> </ol> <p>Based on the evidence verified, the CAP was effectively addressing the issue, hence, Major NC was closed on 06/04/2023.</p>		
<b>Verification / Follow-up actions:</b>	<p>Collective agreement for FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill sighted in document number COG.No 119/2022 registered on 12/05/2023 between FGV Palm Industries Sdn Bhd and Kesatuan Pekerja -pekerja FGV Palm Industries Sdn Bhd which valid from 01/01/202 and 31/12/2024.</p> <p>While for estates Collective agreement between FGV Plantation (Malaysia) Sdn Bhd and Kesatuan Pekerja Pekerja FGV Plantations (Malaysia) Sdn Bhd for period 01/01/2019 until 31/12/2021 document number COG. No: 025/2020 was available for verification. The collective Agreement had detailed the pay and conditions for local workers. The latest collective agreement still under discussion between both parties. While, for foreign workers, pay and conditions has been detailed in the</p>		

	<p>employment contract which has been signed by both parties in the language of the origin countries of the workers.</p> <p>There is evidence that workers has been explained on collective agreement and can be sighted base on training records dated 06/02/2023. It has been further confirmed through interview where workers can demonstrate their understanding on the collective agreement and employment contract.</p> <p>Training assessment has been conducted on the same date which documented in the document "Rumusan Keberkesanan Kursus" ang sighted all workers achieved minimum 80% of understanding. Thus, Major NC was remained closed.</p>
--	---

Non-conformity			
<b>NCR Ref #</b>	2296157-202301-N1	<b>Issued Date</b>	09/01/2023
<b>Due Date</b>	10/11/2023	<b>Closure Date</b>	10/11/2023
<b>Indicator &amp; Category (Critical / Minor)</b>	2.1.2 (Minor)		
<b>Statement of Nonconformity:</b>	System for ensuring legal compliance in place was insufficient.		
<b>Requirement Reference:</b>	A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.		
<b>Objective Evidence:</b>	<p>Compliance of the requirements as following was not fully ensured in Wa Ha POM:</p> <ul style="list-style-type: none"> <li>• One (1) unit of Fume Hood in Laboratory found not having Written Approval or Notified to DOE under Regulation 5 of Clean Air Regulation 2014 as required.</li> <li>• The mill has consumed of the total of 254,535.00 m3 of water for the time between January 2022 to November 2022. The average water pumped was 764.37 m3 per day, which is above the allowable limit of 600 m3 per day set in the license (BAKAJ – Lesen Abstraktasi Air Untuk Industri, No Fail: BAKAJ/334/300/05/08/08/06)</li> </ul>		
<b>Corrections:</b>	<ol style="list-style-type: none"> <li>1) Mill Management to conduct awareness regarding Jadual Pematuhan and DOE requirement by Eksekutif Alam Sekitar (EKAS) Zon.</li> <li>2) Evidence on submission on notification to DOE</li> <li>3) Mill to request to BAKAJ to up limitation water usage from 600 to 1000 m3 perday.</li> </ol>		
<b>Root Cause Analysis:</b>	Management do not notify DOE on Canopy Hood in Laboratory and not monitor requirement of legal due to lack of awareness for person in charge.		
<b>Corrective Actions:</b>	Mill Management to discuss regarding requirement Jadual Pematuhan Alam Sekitar in Environment Performance Management Committee (EPMC) meeting.		
<b>Assessment Conclusion:</b>	CAP accepted. Evidence of CAP to be verified during next assessment prior to Minor NC close.		
<b>Verification / Follow-up actions:</b>	Requirements on Jadual Pematuhan Alam Sekitar has been discussed in the Environment meeting dated May 2023. Sighted evidence of Minutes Of meeting. Monitoring has been made the management in order to ensure all compliance towards Jadual Pematuhan. Awareness Training has been conducted by HQ Level		



**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

	to the Mill Management dated May 2023. Base on interview person in charge have good awareness thus Minor NC was effectively closed on 10/11/2023.
--	---

Opportunity for Improvement	
OFI#	Description
<b>OFI 1</b>	<p><b>OFI Statement: 2296157-202301-I1</b></p> <p><u>Indicator 7.10.3</u></p> <p>Pollution prevention and impact control implementation in Wa Ha POM could be improve further for the following:</p> <ul style="list-style-type: none"> <li>- Diesel skid tank containment and oil trap</li> <li>- Lubricant store oil trap</li> <li>- Water pump-house containment and oil trap.</li> </ul> <p><b>Verification / Follow-up actions:</b></p> <p>Based on site visit at Workshop, Lubricant Store and Water pump house confirmed the availability of oil trap. Maintenance on oil trap has been conducted latest record on October 2023. Based on interview found person in charge have good awareness on Pollution prevention and impact control implementation in Wa Ha POM.</p>

Opportunity for Improvement	
OFI#	Description
<b>OFI 2</b>	<p><b>OFI Statement: 2296157-202301-I2</b></p> <p><u>Indicator 3.2.1</u></p> <p>The estate and mill have established the main social and environment improvement plans as stated in the Continuous Improvement Plans. The Continues Improvement Action plan have been developed based on the areas and issues of concern that have been raised.</p> <p>One of the issues of concern been identified issued is on medical cost subsidies provided to foreign workers which is only MYR200.00 a year which is not sufficient to cover their outpatient treatment cost. However, management could further improve on the action taken to resolve the issues concern identified in action plan to ensure the foreign workers' medical cost not a burden to them.</p> <p><b>Verification / Follow-up actions:</b></p> <p>Based on document verification, all medical cost for workers has been beared by the management. Verification through interview with sample foreign workers, they have no issue on the medical cost related.</p>

## RSPO P&C Public Summary Report

### Revision 14 (Aug 2022)

### 3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2296157-202301-M1	Major	6.6.1	09/01/2023	Closed on 06/04/2023
2296157-202301-M2	Major	6.2.1	09/01/2023	Closed on 06/04/2023
2296157-202301-N1	Minor	2.1.2	09/01/2023	Closed on 10/11/2023
2418696-202311-N1	Minor	7.3.1	10/11/2023	Open

### 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 FGV Palm Industries Sdn Bhd - Wa Ha Palm Oil Mill Certification Unit's environmental and social performance, legal and any known dispute issues.

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

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

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Government agencies	Puan Hasliza, Perkeso Segamat	Phone call
Government agencies	Mr Azamuddin Kassan, Pejabat Perhutanan Johor Bharu	Face to face
Government agencies	Muhammad Takiyuddin, Jabatan Alam Sekitar Pengerang	Face to face
FFB supplier	Lim Meng Chein, Setia Bendahara	Face to face
Local communities	Ketua Kampung Felda Simpang Wa Ha	Face to face
Contractor	Kaizen Cemerlang Sdn Bhd	Face to face
FFB supplier	Koperasi Mawai	Face to face

Stakeholders comment	
	<b>Feedbacks:</b> Puan Hasliza, Perkeso Segamat

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

<p><b>1</b></p>	<p>Puan Hasliza has been contacted by auditor to get information about FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill and FGVP M Aping Selatan Estate. As per interview, there is no issues on contribution by both operating units. She mentioned that error in calculation of contribution now is very low since it has been calculated directly from the system once the total amount of salary keyed in.</p>
<p><b>Audit Team verification and response:</b> No further verification required</p>	
<p><b>2</b></p>	<p><b>Feedbacks:</b> Mr Azamuddin Kassan, Pejabat Perhutanan Johor Bharu          Mr Azamuddin is the head of Pejabat Perhutanan Johor Bharu and has been served since past 5 years. He said that good relationships have been maintained by both parties since FGVP M Bukit Aping Selatan Estate is located at the boundary of reserve forest. Consultation and communication of fire prevention has been discussed during the stakeholder meetings. He also mentioned that there is no illegal hunting/ logging that has been done by staff/workers from both operating units. The management of both operating units supported Pejabat Perhutanan in order to preserve to reserve forest.</p>
<p><b>Audit Team verification and response:</b> No further verification required</p>	
<p><b>3</b></p>	<p><b>Feedbacks:</b> Muhammad Takiyuddin, Jabatan Alam Sekitar Pengerang          Mr Takiyuddin said that there is no issues of environment has been raised for both operating units. There is visit has been conducted by Jabatan Alam Sekitar but only minor issues has been raised and has been closed by the management. Good relationship has been maintained and he aware about the consultation and communication procedure that has been established.</p>
<p><b>Audit Team verification and response:</b> No further verification required</p>	
<p><b>4</b></p>	<p><b>Feedbacks:</b> Lim Meng Chein, Setia Bendahara and Koperasi Mawai (FFB supplier)          Lim Meng Chein and Koperasi Mawai supplied FFB to FGVPI Wa Ha since last years and as per interview he can demonstrate their understanding on the FFB pricing, FFB grading and he also mentioned that there is no issues in term of payment. He also mentioned that it is compulsory for him to comply with legal requirement, and not to recruit force or child labor as per agreement that has been signed.</p>
<p><b>Audit Team verification and response:</b> No further verification required</p>	
<p><b>5</b></p>	<p><b>Feedbacks:</b> Ketua Kampung Felda Simpang Wa Ha          As per interview, he mentioned the history of the land of FGVPI Wa Ha and FGVP M Bukit Aping Selatan which has been leased from FELDA. There is an agreement that has been signed by both parties and there is no issues of land dispute. He also mentioned that good relationship has been maintained and contribution has been provided by both operating units upon request.</p>
<p><b>Audit Team verification and response:</b> No further verification required</p>	
<p><b>6</b></p>	<p><b>Feedbacks:</b> Kaizen Cemerlang Sdn Bhd          Kaizen Cemerlang is a construction contractor in FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill. He mentioned that there is tendering process which has been announced by procurement department and they has been selected base on quotation that has been provided. In term of payment, there is no issues which payment has followed the payment term as per stated in the invoices.</p>
<p><b>Audit Team verification and response:</b> No further verification required</p>	

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

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
Not applicable as the estates have undergone 2 <sup>nd</sup> cycle of replanting.					

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

**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 FGV Palm Industries Sdn Bhd - Wa Ha Palm Oil Mill has complied with the Malaysia National Interpretation 2019 of the RSPO P&amp;C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that FGV Palm Industries Sdn Bhd - Wa Ha Palm Oil Mill is remain certified.</p>	
Report prepared by	Acceptance of Assessment Conclusion
<b>Name:</b> NOR HALIS ABU ZAR	<b>Name:</b> NOROLSAIFUL HAZRI BIN HAMID
<b>Company Name:</b> BSI SERVICES MALAYSIA SDN BHD	<b>Company Name:</b> FGV HOLDINGS BERHAD
<b>Title:</b> CLIENT MANAGER	<b>Title:</b> SUSTAINABILITY MANAGER
<b>Signature:</b> 	<b>Signature:</b> <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
<b>Date: 01/12/2023</b>	<b>Date: 04 DEC. 2023</b>

**Appendix A: Summary of Findings**

Criterion / Indicator		Assessment Findings	Compliance
<b>Principle 1: Behave ethically and transparently</b>			
<b>Criterion 1.1:</b> The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	<p><b>(C)</b> Documents that are specified in the RSPO P&amp;C are made available to the public.</p> <p>- Critical (Major) compliance -</p>	Sighted memo for both operating units which has been updated on 08/08/2023 for FGVPI Wa Ha POM and 17/01/2023 for FGVPM Aping Selatan Estate and has been posted at the notice board for reference. It also has been communicated stakeholders during the stakeholders consultations. In the memo has list out all the document that can be requested by the stakeholders not limited to. For those that has not been listed, it need to go through the management decision.	Complied
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	There is evidence that all documents including procedure, records has been maintained in either English and Bahasa Malaysia and can be easily accessible where some the information has been posted at the notice both at both operating units (office, muster ground, entrance gate, housing compound)	Complied
1.1.3	<p><b>(C)</b> Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	All information requests received will be recorded in the logbook that has been called "Consultation and communication logbook. As for the day of audit, there is no information request has been received, only assistance request.	Complied
1.1.4	<p><b>(C)</b> Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.</p>	FGV has established SOP for consultation and communication from relevant stakeholders and documented in 'Komunikasi, Penglibatan dan Rundingan' with Doc. No.: FGV/ML-1A/L2-Pr12 dated	Complied

	- Critical (Major) compliance -	<p>01/06/2016. The objective of the SOP is to establish an effective system for communication between company and stakeholder.</p> <p>The procedure has been explained to related stakeholders for both operating units during the stakeholders' consultations dated 27/09/2023 with attendance of various stakeholders such as local communities, government agencies. Other than that, the management has disseminated policy and procedure to all stakeholders that unable to attend the stakeholder's consultations. Communication also has been done to FFB supplier, vendor, supplier and contractors on 17/10/2023</p> <p>As per site visit, there is evidence that the policy and procedure has been posted at the notice board at the entrance gate, office and housing</p>	
1.1.5	<p>There is a current list of contact and details of stakeholders and their nominated representatives.</p> <p>- Minor compliance -</p>	<p>Stakeholders was identified and updated in the stakeholder list (Senarai Pihak yang Berkepentingan (Stakeholder) yang terlibat). For both operating units, stakeholder list was reviewed and updated on annual basis latest updated in September 2023 has included suppliers, contractors, service providers, school, mosque, local communities, clinics, foreign workers representatives, workers union representative, government agencies/authorities, embassy and etc.</p>	Complied
<b>Criterion 1.2:</b> The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	<p>A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.</p> <p>- Minor compliance -</p>	<p>FGV Group Sustainability Policy (GSP) (Policy No.: FGV/SED/POL/001 dated 17/11/2020) was established. The purpose of the policy is to establish the objectives and guideline for FGV Holdings Berhad and its Group of Compliance for the fulfilment of FGV's commitment regarding sustainability matter.</p> <p>Besides, Code of Business Conduct and Ethics (CoBCE) for Employees (Policy No.: FGV/GHR/POL/039, Rev. 4 dated</p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p>01/01/2020) was established which incorporated various aspect of committing to a code of ethical conduct and integrity.</p> <p>Supplier Code of Conduct was available in the company’s website (Doc. Version: 01/05/2020) which outlined the business ethics &amp; integrity for all the suppliers with FGV Holdings Berhad. The policies are accessible by the stakeholders via <a href="http://www.fgvholdings.com/sustainability/">www.fgvholdings.com/sustainability/</a>.</p> <p>Sample such as the tendering process from domestic waste collection in 18/03/2023. Sighted approval of application tendering invitation and invitation to submit quotation has been submitted and approved by regional controller. There is evidence that invitation has been submitted to 2967 contractor that has been registered under vendor and total 1 quotation received based “Borang temurunding sebutharga” dated 25/05/2023. It has been approved at regional office by regional controller and sighted surat perintah kerja which is instruction letter to start works.</p>	
<p>1.2.2</p>	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <p>- Minor compliance -</p>	<p>FGV Holdings Berhad has established Whistleblowing Policy (Policy No.: FGV/ GGD/ POL/ 001 dated 17/11/2020) to establish the rules and principles for the process of complaint management, investigation and protection for whistleblowing for FGV Holdings Berhad and its Group of Companies. The Code of Business Conduct and Ethics ( COBCE) policy will be used as reference for this policy. An appointed member will be in-charge for investigation on matters related to corruption/ abuse of power/ fraud and misconduct.</p> <p>FGV Holdings Berhad has established system to monitor compliance to the policy through internal audit which is conducted at least annually. Internal audit for FGVPI Wa Ha POM conducted on 09-10/08/2023 with total 11 non-conformities has been raised.</p>	<p>Complied</p>

		However, there is no nonconformities has been raised related to policy for ethical conduct.	
<b>Principle 2: Operate legally and respect rights</b>			
<b>Criterion 2.1:</b> There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	<p><b>(C)</b> The Unit of Certification complies with legal requirements</p> <p>- Critical (Major) compliance -</p>	<p>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill Certification Unit continues to comply with all verified legal requirements. Compliance to each applicable law and regulation is monitored by the operating units and HQ. The sampled mill and estates had obtained and renewed license and permits as required by the law. Among others the licenses/permit verified were:</p> <p><u>FGVPM Bukit Aping Selatan Estate</u></p> <ol style="list-style-type: none"> <li>1. MPOB Licence #616064002000 valid from 01/01/2023 until 31/12/2023</li> <li>2. Diesel Licence 100 Liter/day #PK/2023/B/J-000489 valid from 19/04/2023 until 18/04/2024</li> <li>3. Petrol Licence 200 Liter/day # PK/2023/B/J-000489 valid from 19/04/2023 until 18/04/2024</li> <li>4. Weighbridge calibration #DE08028569 inspected by De Metrology dated 12/06/2023</li> <li>5. Wages deduction permit for Advance #PP2/34/0099 dated 01/07/2006</li> </ol> <p><u>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill</u></p> <ol style="list-style-type: none"> <li>1. MPOB Licence #500171704000 valid from 01/04/2023 until 31/03/2024</li> </ol>	Complied



**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<ol style="list-style-type: none"> <li>2. Jadual Pematuhan #004743 valid from 01/07/2023 until 30/06/2024</li> <li>3. Diesel Licence #PBKB/2023/P/J-000103 valid from 26/05/2023 until 25/05/2024</li> <li>4. Energy Commission #50804 valid from 31/12/2022 until 30/12/2023</li> <li>5. Water Abstraction Licence #BAKAJ/334/300/05/08/08/06 valid until 31/12/2023</li> <li>6. Weighbridge calibration #DE18005122 inspected by De Metrology dated 13/02/2023</li> <li>7. Weighbridge calibration #DE18005142 inspected by De Metrology dated 29/05/2023</li> <li>8. Boiler #PMD4561 valid until 10/09/2024</li> <li>9. Air receiver tank #JH PMT 12782 valid until 04/03/2024</li> <li>10. Competence person #CePSWaM/05608 to Assistant Mill Manager NRIC 9612XX-XX-XXXX dated 14/09/2023</li> <li>11. Competence person #CePPOME/2320147 to Chemist NRIC 8512XX-XX-XXXX dated 01/08/2023</li> </ol>	
2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.</p> <p>- Minor compliance -</p>	<p>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill Certification Units has ensured legal compliance is in place. Refer "Senarai Rujukan Akta Dan Daftar Perundangan" updated on 28/02/2023. Refer Appointment letter to person in charge dated April 2023 to Assistant Manager Mill and Estate, that stated on monitor LORR and legal requirements. The purpose of system is to track changes on the laws and regulations. Among the latest updated laws were:</p>	Complied

		<ul style="list-style-type: none"> <li>• Minimum wages order 2022</li> <li>• Employees’ Social Security (Amendment) Act 2022</li> <li>• Employment Insurance System (EIS) (Amendment) Act 2022</li> <li>• Employment (Amendment) Act 2022</li> <li>• Emergency (Employee’s Minimum Standards of Housing, Accommodations and Amenities) Ordinance 2021</li> </ul> <p>FGV has established SOP on track changes, monitoring, implementation and compliances of legal and other requirement. Refer doc. no ML-1A/L2-PR6 (0) dated 01/06/2016.</p> <p>Identification and documentation of applicable legal requirements is guided by Manual Procedure, Legislation, Other Requirements and Compliance Assessment.</p> <p>Tracking system to identify changes in the relevant regulations were available through the head office, website information and is communicated from the Group Head Office.</p>	
2.1.3	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p> <p>- Minor compliance -</p>	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained as per verification during site visit. Whenever the land boundaries are adjacent with third party (smallholders, villages, other oil palm companies, etc.) the normal practice of sample estate to indicate the legal boundaries are through construction of trenches and parameter road. This was confirmed through the field visit at FGVPM Bukit Aping Selatan Estate found practiced was clearly visible. Boundary and monthly patrolling record was verified.</p> <p>FGVPM Bukit Aping Selatan Estate</p> <p>Sighted boundary at PM04J and PM07K neighbouring with Reserve Forest Hutan Simpan Panti and at PM10P neighbouring with Hutan</p>	Complied

		Sedeli and Sungai Bahan. Verified that there is no planting beyond these legal or authorised boundaries.	
<b>Criterion 2.2:</b> All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	A list of contracted parties is maintained. - Minor compliance -	List of contracted parties has been maintained in the stakeholder list (Senarai Pihak yang Berkepentingan (Stakeholder) yang terlibat). Stakeholder list was reviewed and updated on annual basis latest updated in September 2023	Complied
2.2.2	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.  Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available. - Minor compliance -	Contracts agreement sighted for all contractors and has verification where statement meeting applicable legal requirement and clauses disallowing child, forced and trafficked labour has been stipulated in supplier code of conduct, FGV Holdings Berhads document version 001.05.2020  For FGVPM Bukit Aping Selatan, sample has been taken as per below.  a. Safei A. Rahman, Hiring machineries. b. Perniagaan Zawiyah, Domestic waste collection c. Vasan Construction Enterprise, Road repair and maintenance.  For FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill  a. Perniagaan MRK Padu, grass cutting b. Jax Max (M) Sdn Bhd, grass cutting c. Perniagaan Zawiyah, Domestic waste collection  Due diligence for all contractors has been conducted on monthly basis by the estate management in order to verified compliance the agreement that has been stipulated in supplier code of conduct.	Complied

		<p>While for recruiting agent, sample has been taken 2 agents from Indonesia and 2 agents from India.</p> <p><u>Indonesia</u></p> <ul style="list-style-type: none"> <li>a. PT Cahaya Lombok dated 31/05/2023.</li> <li>b. PT Pamor Sapta Dharmna dated 27/05/2022.</li> </ul> <p><u>India</u></p> <ul style="list-style-type: none"> <li>a. RS International dated 21/04/2022.</li> <li>b. Agensi Pekerja Samint Sdn Bhd dated 22/04/2022</li> </ul>	
<p>2.2.3</p>	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <p>- Minor compliance -</p>	<p>Contracts agreement sighted for all contractors and has verification where statement meeting applicable legal requirement and clauses disallowing child, forced and trafficked labour has been stipulated in supplier code of conduct, FGV Holdings Berhads document version 001.05.2020</p> <p>For FGVPB Bukit Aping Selatan, sample has been taken as per below.</p> <ul style="list-style-type: none"> <li>d. Safei A. Rahman, Hiring machineries.</li> <li>e. Perniagaan Zawiyah, Domestic waste collection</li> <li>f. Vasan Construction Enterprise, Road repair and maintenance.</li> </ul> <p>For FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill</p> <ul style="list-style-type: none"> <li>d. Perniagaan MRK Padu, grass cutting</li> <li>e. Jax Max (M) Sdn Bhd, grass cutting</li> <li>f. Perniagaan Zawiyah, Domestic waste collection</li> </ul>	<p>Complied</p>

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p>Due diligence for all contractors has been conducted on monthly basis by the estate management in order to verified compliance the agreement that has been stipulated in supplier code of conduct.</p> <p>While for recruiting agent, sample has been taken 2 agents from Indonesia and 2 agents from India.</p> <p><u>Indonesia</u></p> <p>c. PT Cahaya Lombok dated 31/05/2023.</p> <p>d. PT Pamor Sapta Dharmna dated 27/05/2022.</p> <p><u>India</u></p> <p>c. RS International dated 21/04/2022.</p> <p>Agensi Pekerja Samint Sdn Bhd dated 22/04/2022</p>	
<p><b>Criterion 2.3:</b> All FFB supplies from outside the unit of certification are from legal sources.</p>			
<p>2.3.1</p>	<p><b>(C)</b> For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> <li>• Information on geo-location of FFB origins</li> <li>• Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder</li> <li>• One or more supporting documents for claims</li> <li>• Valid MPOB license</li> </ul> <p>- Critical (Major) compliance -</p>	<p>Information available for direct FFB Supplier samples as following:</p> <ul style="list-style-type: none"> <li>- FGV Plantations (Malaysia) Sdn. Bhd. (Bukit Aping Selatan Estate); MPOB License # 616064002000; Validity period: 1/1/2023 – 31/12/2023; MPOB area: 1,142.65 ha; GPS: 1.755848E; 1° 45' 21.1" N</li> <li>- Felda Bukit Easter; MPOB License # 500855002000; Validity Period: 1/4/2023 – 31/3/2024; MPOB area: 1,698.48 ha; GPS: 1° 45' 03.5" N; 104° 05' 26.6"</li> <li>- Riduan Bin A Hamid (Smallholder); MPOB License # 414700401000; Validity Period: 1/1/2023 – 31/12/2027; Land title # 161 (Lot # 2433; Area: 0.8751 ha) &amp; Land title # 3071 (Lot # 8048; Area: 4.003 ha); FFB Purchase Agreement (FFB</li> </ul>	<p>Complied</p>

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		Supplier Offer Letter # 4058-0623); Date: 26/10/2023; GPS: 1.5535410N; 104.2298280E	
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.</p> <p>- Minor compliance -</p>	<p>Information available for indirect FFB Supplier samples as following:</p> <p>Santex Enterprise Sdn. Bhd.; MPOB License # 589184015000; Validity period: 1/10/2023 – 30/9/2024; Ownership doc. # SSM Reg. # 1101544-V FFB Purchase Agreement (FFB Supplier Offer Letter # 4058-0623); Date: 26/10/2023; GPS: 1.770100 N; 103.929700 with samples FFB suppliers as following:</p> <ul style="list-style-type: none"> <li>- Rinting Emas Sdn. Bhd.; MPOB License # 618771002000; Validity period: 1/10/2021 – 30/9/2022; Ownership doc. # (MPOB area 129.01 ha); GPS: N 1.86199498; E 104.032116</li> <li>- Koperasi Pembangunan Kg. Tersusun Mawai Baru Sdn. Bhd.; MPOB License # 502443102000; Validity Period: 1/9/2023 – 31/8/2024; Land title # 7592; Lot # PTD 813; Area: 136.1769 ha;(MPOB area: 136.13 ha); GPS: 1o 51’ 04.1”N; 103o 58’ 23.3”E</li> </ul>	Complied
<b>Principle 3: Optimise productivity, efficiency, positive impacts and resilience</b>			
<b>Criterion 3.1:</b> There is an implemented management plan that aims to achieve long-term economic and financial viability.			
3.1.1	<p><b>(C)</b> A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>The business plan for the mill and estate is reflected in the form of an annual budget and the projection for 5 years prepared as guidance for future planning. The business plan contains production CPO, OER, and KER, utilization rate and CAPEX.</p> <p>The annual business plan is available. The document is in the form of annual budget and the projection for 5 years prepared as guidance for future planning. Reviewed 5 years business plan FY 2023 – 2027.</p>	Complied

		<p>For mill, the business plan contains FFB processed, production of CPO, PK and processing cost. The Component of operating expenditure among others includes;</p> <ol style="list-style-type: none"> <li>1. Process labor,</li> <li>2. Maintenance external, maintenance parts,</li> <li>3. Consumable, EVIT,</li> <li>4. Admin cost,</li> <li>5. Labor overhead.</li> </ol> <p>For estate the budget contains palm year of planting, age categories, and FFB production.</p> <p>Component of operating expenditure includes:</p> <ol style="list-style-type: none"> <li>1. Maintenance and supervision             <ol style="list-style-type: none"> <li>a. Weeding</li> <li>b. Manuring</li> <li>c. Drain</li> <li>d. Road and bridges</li> <li>e. Water and soil conservation</li> <li>f. Pruning</li> <li>g. Palm sanitation</li> <li>h. boundaries</li> <li>i. Supply</li> <li>j. General supervision</li> </ol> </li> </ol>	
--	--	--	--

		<p>2. FFB Collection</p> <ul style="list-style-type: none"> <li>a. Labour</li> <li>b. Transportation/Evacuation</li> <li>c. Supervision</li> <li>d. Tools</li> </ul> <p>Inclusive in the business plan is also Capital Expenditure (CAPEX) among others showing expenditure on replacement and purchase of machinery/equipment.</p> <p>The profit and loss statement were made available prepared by the Regional office.</p>	
3.1.2	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>FGVPM Bukit Aping Selatan Estate has established a long-range replanting program until FY 2028. Replanting is planned for the fields older than 25 years, non-performance fields (yield) and Ganoderma infected palms. Based on the verification through interview with management and palm age profile, there is no replanting program for upcoming 5 years.</p>	Complied
3.1.3	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake.</p> <p>- Minor compliance -</p>	<p>Operating Unit held management reviews at their respective sites on a yearly basis. Among the matters discussed during the management review are as follows: -</p> <ul style="list-style-type: none"> <li>1. Introduction</li> <li>2. Results of Internal and external Audit</li> <li>3. Environment</li> <li>4. Customer Feedback</li> </ul>	Complied



**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p>5. Status of preventive and corrective action plans</p> <p>6. Follow Up actions for management reviews</p> <p>7. Changes that could affect the management system</p> <p>8. Recommendations for improvement</p> <p>The minutes of the meeting indicated that Internal audit findings were each thoroughly examined, and the corrective action plan were discussed. The management review was conducted at the respective operating units as follows:</p> <p>FGVPM Bukit Aping Selatan Estate: 09/08/2023</p> <p>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill: 01/09/2023</p>								
<p><b>Criterion 3.2:</b> The unit of Certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable Continuous improvement in key operations.</p>										
<p>3.2.1</p>	<p><b>(C)</b> The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>In consideration to of environmental and social impact, the operating units has established continuous improvement plan. Reviewed the sampled established FY 2023 as follows:</p> <p>FGVPM Bukit Aping Selatan Estate</p> <table border="1" data-bbox="1153 1061 1926 1348"> <thead> <tr> <th>Improvement Issue</th> <th>Action plan</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Reduce wastage from Mill</td> <td>Use EFB as mulching in the field</td> </tr> <tr> <td>Re use empty chemical container for pre mixing</td> </tr> <tr> <td></td> <td>Minimise usage of diesel</td> </tr> </tbody> </table>	Improvement Issue	Action plan	Reduce wastage from Mill	Use EFB as mulching in the field	Re use empty chemical container for pre mixing		Minimise usage of diesel	<p>Complied</p>
Improvement Issue	Action plan									
Reduce wastage from Mill	Use EFB as mulching in the field									
	Re use empty chemical container for pre mixing									
	Minimise usage of diesel									

**RSPO P&C Public Summary Report  
Revision 14 (Aug 2022)**

				Control reduction GHG	Utilize and apply organic fertilizer
					Reduce pesticide usage
				Improve yield performance	Monitor harvesting round
					Control pest damage in the field
				Optimum Yield	Ensure that ratio harvester was achieved 1:18
					Canopy management
				Welfare meeting with workers	Quarterly meeting with workers to ensure workers welfare issue has been solved
					Increase infrastructure accommodation
				Use bin system	Ensure the bin system is fully utilised to make sure increasing of harvester productivity.
				FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill	
Improvement Issue	Action plan				
Steriliser Door	Modification and improvement from manual to automatic steriliser door				
Cages	Additional 9 cages RMXX,XXX				
Crusher	Purchase of new Bunch Crusher RMXXX,XXX				

		Labour quarters	Quarters upgrading and New development RMXX,XXX,XXX	
		Natural Disaster	Maintenance of monsoon drain at labour quarters RMX,XXX,XXX	
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the [RSPO metrics template].</p> <p><b>PROCEDURAL NOTE:</b></p> <p>The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed.</p> <p>Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>	<p>The Certification Unit has completely its RSPO metrics template version 2.1 and submitted to the CB prior to this assessment. The input data was found to be accurate based on the following records verification:</p> <ul style="list-style-type: none"> <li>• SAP Accounting system</li> <li>• Land titles</li> <li>• Complaints &amp; grievance records</li> <li>• Dept. of Safety &amp; Health’s JKPP8 form</li> </ul>		Complied
<p><b>Criterion 3.3:</b> Operating procedures are Appropriately documented, consistently implemented and monitored.</p>				
3.3.1	<p><b>(C)</b> Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>The SOP for estates operations established for whole FGVP with levels of the documentation identified as following:</p> <ul style="list-style-type: none"> <li>- Manual Ladang Sawit LESTARI Rev. # 3; Date: 01/09/2017</li> <li>- Occupational Safety and Health Guideline dated 01/02/2020 and addition issue dated 12/06/2020</li> </ul> <p>The SOP for mill established as the Sustainable Palm Oil Manual Procedure, Safety working procedure and Quality, Occupational Health, Safety and Environmental Procedure.</p>		Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p>FGVPISB has established mechanism to monitor the implementation of their procedure by Mill/Plantation Advisor Visit, Agronomist Visit, Mill Quality Control Unit and Audit on compliance to SOP (P&amp;D). The visit conducted on annually basis.</p> <p>The mill processing system is documented as following:</p> <ul style="list-style-type: none"> <li>- Manual Operasi Kilang Sawit (Palm Oil Mill Operation Manual) first introduced on 02/01/2001 &amp; revised dated 23/10/2017</li> <li>- Prosedur Kerja Selamat (Safe Working Procedures)</li> <li>- Manual Alam Sekitar EMS (Environmental Management System Manual)</li> </ul> <p>These documents provide guidelines and standards in the mill operations. The Standard Operating procedure (SOP) described details from the reception, sterilization, threshing, pressing, clarification, depericarping (nut polishing) station, effluent, laboratory, workshop, dispatches etc. In addition, there are also manuals available within the industry and MPOB that are used as guidelines.</p>	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor Compliance -</p>	<p>A system was established to verify compliance with both Mill Advisory and Planting Advisory through annual inspections and reporting on operations. Additionally, Group internal audit and CDD conducted audits to ensure adherence to company policies and procedures concerning operations, finance, and safety, health, and welfare requirements.</p>	Complied
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor Compliance -</p>	<p>The estates and mill effectively maintained records of monitoring, including the daily grading report, internal audit report, agronomist report, and mill &amp; plantation advisor report. The reports were thoroughly reviewed, and based on the findings, appropriate</p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		actions were recommended and duly followed by the respective units. The sampled visit reports and actions taken by the operating units were Regional Controller Report for the visit conducted on 24/07/2023 and Agronomist report for the visit conducted on 28/07/2023.	
<b>Criterion 3.4:</b> A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.			
3.4.1	<p><b>(C)</b> In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented.</p> <p>- Critical (Major) compliance -</p>	<p>Social impact assessment has been conducted for both FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill and FGVPB Bukit Aping Selatan in January 2021 by Mr Azwan bin Muhammad and Mr Muhammad Akram Abd Jalal. Both assessors have attended social impact assessment assessor training done by Puan Sabarinah Marzuky.</p> <p>The assessment has been done through consultation with stakeholders for both operating units which include internal stakeholders (foreign and local worker, sundry shops and canteen, contractor workers, gender committee, workers representative contractor). While for external stakeholders, stakeholders that has been consulted included local communities, neighbouring estate, government agencies.</p> <p>Information collection also has been collected based on the previous meeting that has been conducted such Workers representative meeting, OSH meetings and gender committee meetings.</p> <p>Several issues (positive and negative) have been raised during the assessment as per below.</p> <p>a. Unclear grievance procedure on sexual harassment and gender committee where workers has been interviewed unable</p>	Complied

**RSPO P&C Public Summary Report  
Revision 14 (Aug 2022)**

		<p>to demonstrate their understanding on procedure and channel for grievance that has been established</p> <ul style="list-style-type: none"> <li>b. Respond from school regards to usage of roads by the FFB lorries in front of the school during peak hours 7.00am to 7.30am and 12.00pm to 0100pm</li> <li>c. High medical cost for foreign workers here RM200/year that has been provided by the management is not sufficient to cover the medical. Salary of the workers has been deducted for the over usage of medical allowance.</li> <li>d. Delayed of 12 doors of staff and workers quarters due to contractor has been appointed failed to proceed with works and approval for land usage by FELDA.</li> <li>e. Budget for gender committee has not been approved even the paper works has been submitted to the management.</li> </ul> <p>Workers raised issues on old electrical wiring at the workers housing.</p> <p>Operation conducted in the FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill and FGVPB Bukit Aping Selatan. The aspect and impact from the operation was undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme through Stakeholder meeting and internal meeting.</p> <p>FGVPB Bukit Aping Selatan Estate established as per Report on Environmental Aspect Impact of Estate Activities, Waste and Pollution. Refer to Identification aspect and evaluation of impact; Form # FGV/FGVPB/IV/IMS/15/1.6; Rev. 1; Date: 06/03/2023 and Register of significant impact; Form # FGV/FGVPB/IV/IMS/15/1.7; Rev. 0; Date: 06/03/2023. Among the activities discussed were:</p>	
--	--	---	--

**RSPO P&C Public Summary Report  
Revision 14 (Aug 2022)**

		<ol style="list-style-type: none"> <li>1. Spraying</li> <li>2. Manuring</li> <li>3. Harvesting</li> <li>4. Road maintenance</li> <li>5. Office and labour quarters</li> </ol> <p>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill established based on Procedure of Identification of Environmental Aspect, Evaluation of Impact and Determination of Control; Doc. # FGV/ML-1A/L2-Pr1; Rev. 0; Effective date: 1/6/2016. Refer Identification of Environmental Aspects and Evaluation of Significance Form; Form # FPI/QOHSE-1.7; Rev. 0; Update: 15/05/2023 and Significant Environmental Aspects and Impacts Register; Form # FPI/L4/QOHSE-1.8; Rev. 0; Update: 15/5/2023. Among the activities discussed were:</p> <ol style="list-style-type: none"> <li>1. Ramp</li> <li>2. Steriliser</li> <li>3. Boiler</li> <li>4. Laboratory</li> <li>5. Office and Labour quarters</li> </ol> <p>The management plan reviewed at respective individual sites with presence of the Headquarters representatives, Regional SHO, estates and mill personnel.</p>	
--	--	--	--

<p>3.4.2</p>	<p>For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.</p> <p>- Minor Compliance -</p>	<p>Management plan for the issues that has been highlighted has been documented in the same document "Pelan Mitigasi Syor Penambahbaikan Impak Sosial (Negatif). Details of management plan has been highlighted as per below.</p> <p>a. Unclear grievance procedure on sexual harassment and gender committee where workers has been interviewed unable to demonstrate their understanding on procedure and channel for grievance that has been established.</p> <p><u>Management plan:</u></p> <ol style="list-style-type: none"> <li>1. Communication of sexual harassment, female rights policy to all female staff and workers</li> <li>2. To establish channel for any grievance related gender and communicate to all staff and workers.</li> <li>3. To establish Grievance gender channel at Headquarters level and to communicate to staff and workers.</li> </ol> <p>b. Respond from school regards to usage of roads by the FFB lorries in front of the school during peak hours 7.00am to 7.30am and 12.00pm to 0100pm</p> <p><u>Management plan:</u></p> <ol style="list-style-type: none"> <li>1. To provide memo to all FFB transporter and stakeholders neighbouring FFB supplier such as FELDA and FTP</li> <li>2. To escalate the issues during the JPPK meeting and to find actions for the issues.</li> </ol> <p>c. High medical cost for foreign workers here RM200/year that has been provided by the management is not sufficient to</p>	<p>Complied</p>
--------------	---	---	-----------------



		<p>cover the medical. Salary of the workers has been deducted for the over usage of medical allowance.</p> <p><u>Management plan:</u></p> <ol style="list-style-type: none"> <li>1. The management will come out with plan to reduce the cost of medical for foreign workers.</li> <li>2. To recommunicate to all regards to medical benefits provided to all workers.</li> </ol> <p>d. Delayed of 12 doors of staff and workers quarters due to contractor has been appointed failed to proceed with works and approval for land usage by FELDA.</p> <p><u>Management plan:</u></p> <ol style="list-style-type: none"> <li>1. Retender for workers housing contract that pending since 2021</li> <li>2. To resolve the land issues with FELDA that still pending</li> </ol> <p>e. Budget for gender committee has not been approved even the paper works has been submitted to the management.</p> <p><u>Management plan:</u></p> <ol style="list-style-type: none"> <li>1. To confirm with the regional office on method for application for budget</li> <li>2. The management need to support any activities that has been planned by the gender committee.</li> </ol> <p>f. Workers raised issues on old electrical wiring at the workers housing.</p> <p><u>Management plan:</u></p>	
--	--	---	--

**RSPO P&C Public Summary Report  
Revision 14 (Aug 2022)**

		<p>1. The management will send person in charge to do assessment to identify degrees of the damages and submitted to Technical advisory department for further action.</p> <p>2. To provide other houses for severe damage on electrical wiring.</p> <p>The aspect and impact analysis for all operations in mill and estate are documented revised annually with latest review on 2023. Among the management plan were:</p> <p>FGVPM Bukit Aping Selatan</p> <table border="1" data-bbox="1151 751 1928 1347"> <thead> <tr> <th data-bbox="1151 751 1541 810">Activities</th> <th data-bbox="1541 751 1928 810">Action Plan</th> </tr> </thead> <tbody> <tr> <td data-bbox="1151 810 1541 1082" rowspan="3">Spraying</td> <td data-bbox="1541 810 1928 869">Follow SOP FGVPM3GPK-010</td> </tr> <tr> <td data-bbox="1541 869 1928 959">Use of appropriate PPE as per SOP FGVPM3GPK-002</td> </tr> <tr> <td data-bbox="1541 959 1928 1082">Storage and handling of chemical as per SOP FGVPM3GPK-007</td> </tr> <tr> <td data-bbox="1151 1082 1541 1171">Harvesting</td> <td data-bbox="1541 1082 1928 1171">Harvesting guideline as per SOP FGVPM3GPK-014)</td> </tr> <tr> <td data-bbox="1151 1171 1541 1260">Rat Baiting</td> <td data-bbox="1541 1171 1928 1260">Rat Baiting application as per SOP FGVPM3GPK-010</td> </tr> <tr> <td data-bbox="1151 1260 1541 1347">Tractor Driver</td> <td data-bbox="1541 1260 1928 1347">Implement SOP FGVPM3GPK-016</td> </tr> </tbody> </table>	Activities	Action Plan	Spraying	Follow SOP FGVPM3GPK-010	Use of appropriate PPE as per SOP FGVPM3GPK-002	Storage and handling of chemical as per SOP FGVPM3GPK-007	Harvesting	Harvesting guideline as per SOP FGVPM3GPK-014)	Rat Baiting	Rat Baiting application as per SOP FGVPM3GPK-010	Tractor Driver	Implement SOP FGVPM3GPK-016	
Activities	Action Plan														
Spraying	Follow SOP FGVPM3GPK-010														
	Use of appropriate PPE as per SOP FGVPM3GPK-002														
	Storage and handling of chemical as per SOP FGVPM3GPK-007														
Harvesting	Harvesting guideline as per SOP FGVPM3GPK-014)														
Rat Baiting	Rat Baiting application as per SOP FGVPM3GPK-010														
Tractor Driver	Implement SOP FGVPM3GPK-016														

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill</p> <table border="1"> <thead> <tr> <th data-bbox="1151 419 1541 475">Activities</th> <th data-bbox="1541 419 1926 475">Action Plan</th> </tr> </thead> <tbody> <tr> <td data-bbox="1151 475 1541 600">Diesel</td> <td data-bbox="1541 475 1926 600">Control operation and contingency plan if any spillage occur</td> </tr> <tr> <td data-bbox="1151 600 1541 724">Schedule waste store</td> <td data-bbox="1541 600 1926 724">Control operation and compliance towards legal requirement</td> </tr> <tr> <td data-bbox="1151 724 1541 849">Boiler</td> <td data-bbox="1541 724 1926 849">Control operation, use of PPE and compliance towards legal requirement</td> </tr> <tr> <td data-bbox="1151 849 1541 967">Chemical store</td> <td data-bbox="1541 849 1926 967">Control operation and compliance towards legal requirement</td> </tr> </tbody> </table> <p>Sighted environment management plan has been established based on the impact. Among the plan were:</p> <table border="1"> <thead> <tr> <th data-bbox="1151 1058 1541 1114">Issue</th> <th data-bbox="1541 1058 1926 1114">Action Plan</th> </tr> </thead> <tbody> <tr> <td data-bbox="1151 1114 1541 1206">Dark smoke</td> <td data-bbox="1541 1114 1926 1206">Install CEMS and monitoring of the data</td> </tr> <tr> <td data-bbox="1151 1206 1541 1299">Leakage at diesel tank</td> <td data-bbox="1541 1206 1926 1299">Awareness training, report and ERP activities</td> </tr> <tr> <td data-bbox="1151 1299 1541 1345">Overflow from pond</td> <td data-bbox="1541 1299 1926 1345">Effluent report and desludging</td> </tr> </tbody> </table>	Activities	Action Plan	Diesel	Control operation and contingency plan if any spillage occur	Schedule waste store	Control operation and compliance towards legal requirement	Boiler	Control operation, use of PPE and compliance towards legal requirement	Chemical store	Control operation and compliance towards legal requirement	Issue	Action Plan	Dark smoke	Install CEMS and monitoring of the data	Leakage at diesel tank	Awareness training, report and ERP activities	Overflow from pond	Effluent report and desludging	
Activities	Action Plan																				
Diesel	Control operation and contingency plan if any spillage occur																				
Schedule waste store	Control operation and compliance towards legal requirement																				
Boiler	Control operation, use of PPE and compliance towards legal requirement																				
Chemical store	Control operation and compliance towards legal requirement																				
Issue	Action Plan																				
Dark smoke	Install CEMS and monitoring of the data																				
Leakage at diesel tank	Awareness training, report and ERP activities																				
Overflow from pond	Effluent report and desludging																				

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		Excessive BOD	Effluent report and checking report	
		Chemical spillage	Awareness training, spill kit and disposal to SW store	
3.4.3	<p><b>(C)</b> The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>Verification on implementation of the issues has been done by the auditor and details as per below</p> <p>a. Unclear grievance procedure on sexual harassment and gender committee where workers has been interviewed unable to demonstrate their understanding on procedure and channel for grievance that has been established.</p> <p><u>Management plan:</u></p> <ol style="list-style-type: none"> <li>1. Communication of sexual harassment, female rights policy to all female staff and workers</li> <li>2. To establish channel for any grievance related gender and communicate to all staff and workers.</li> <li>3. To establish Grievance gender channel at Headquarters level and to communicate to staff and workers.</li> </ol> <p><u>Implementation</u></p> <p>Communication of the procedure and policy has been conducted on 20/10/2023 for all female workers. It has been further confirmed during interview that all female workers can demonstrate their understanding on the policy and procedure.</p>		Complied

		<p>b. Respond from school regards to usage of roads by the FFB lorries in front of the school during peak hours 7.00am to 7.30am and 12.00pm to 0100pm</p> <p><u>Management plan:</u></p> <ol style="list-style-type: none"> <li>1. To provide memo to all FFB transporter and stakeholders neighbouring FFB supplier such as FELDA and FTP</li> <li>2. To escalate the issues during the JPPK meeting and to find actions for the issues.</li> </ol> <p><u>Implementation</u></p> <ol style="list-style-type: none"> <li>1. Memo to neighbouring estate sighted base on memo reference number (3)3368/1-1/Arahan pengurus dated 01/01/2023 to ensure all lorries driver to complied with speed limit</li> <li>2. The issues has been discuss during the JJPK meeting dated 02/10/2023 and to remind all the lorries driver to slow down the lorries.</li> </ol> <p>c. High medical cost for foreign workers here RM200/year that has been provided by the management is not sufficient to cover the medical. Salary of the workers has been deducted for the over usage of medical allowance.</p> <p><u>Management plan:</u></p> <ol style="list-style-type: none"> <li>1. The management will come out with plan to reduce the cost of medical for foreign workers.</li> <li>2. To recommunicate to all regards to medical benefits provided to all workers.</li> </ol> <p><u>Implementation</u></p>	
--	--	--	--

		<p>1. Memo dated 24/10/2023 has been issued to all operating units to provide unlimited medical benefits to all workers signed by Mr Roslizam Shaari, Head of human resources for FGV Holdings Berhad.</p> <p>d. Delayed of 12 doors of staff and workers quarters due to contractor has been appointed failed to proceed with works and approval for land usage by FELDA.</p> <p><u>Management plan:</u></p> <ol style="list-style-type: none"> <li>1. Retender for workers housing contract that pending since 2021</li> <li>2. To resolve the land issues with FELDA that still pending</li> </ol> <p><u>Implementation</u></p> <p>Construction of workers housing completed on 19/10/2022 and sighted key handing over base memo reference SRSSB/FGV/CLUSTER2/JHR/HOUSING/006 from contractor Smart Road Systems Sdn Bhd.</p> <p>e. Budget for gender committee has not been approved even the paper works has been submitted to the management.</p> <p><u>Management plan:</u></p> <ol style="list-style-type: none"> <li>1. To confirm with the regional office on method for application for budget</li> <li>2. The management need to support any activities that has been planned by the gender committee.</li> </ol> <p><u>Implementation</u></p> <p>There is evidence that budget for has been approved in December 2022 for FGVPM Bukit Aping Selatan total</p>	
--	--	---	--

**RSPO P&C Public Summary Report  
Revision 14 (Aug 2022)**

		<p>MYR920.00 for Maulidur Rasul Celebration and Recitation of Yaasin. While for FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill, there is budget application has been submitted for year 2023. As per interview, gender committee has planned. While for 2022, total MYR3,000 has been approved for activities such as Al-Quran class for workers kids, and sport activities.</p> <p>f. Workers raised issues on old electrical wiring at the workers housing.</p> <p><u>Management plan:</u></p> <ol style="list-style-type: none"> <li>1. The management will send person in charge to do assessment to identify degrees of the damages and submitted to Technical advisory department for further action.</li> <li>2. To provide other houses for severe damage on electrical wiring.</li> </ol> <p><u>Implementation</u></p> <p>The management of FGVPI Waha has conducted assessment to identify degree of damage for electrical wiring and total 16 houses has been identified as need repair. Total 8 house has been repaired with replacement of electrical box with total cost of RM3000/houses</p> <p>Based on environmental management plan, among the plan for environment as below:</p> <ol style="list-style-type: none"> <li>1. Continuous monitoring water quality at identified points of river for detection of quality/pollution</li> <li>2. Analysis made at certified laboratory</li> </ol>	
--	--	---	--

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<ol style="list-style-type: none"> <li>3. Adherence to the legislative requirement on boiler emission</li> <li>4. Prohibition of open burning</li> <li>5. Fibre and shell are used as fuel in the boiler furnace</li> <li>6. Monitoring of CEMS system</li> </ol> <p>Social and Environmental management plan for FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill and FGVP M Bukit Aping Selatan Estate was implemented, reviewed, and updated. Reviewing has been made annually. Monitoring was conducted as per section "Action By" in the aspect and impact analysis.</p> <p>The input are gathered from the meeting minutes among others;</p> <ol style="list-style-type: none"> <li>1. Gender Committee, union</li> <li>2. Safety Meeting,</li> <li>3. Complaint &amp; Request from internal &amp; external stakeholders</li> <li>4. Management meeting at estates/mill and regional level.</li> <li>5. Dialogue during the morning muster.</li> <li>6. Interview approach with employees.</li> </ol>	
<p><b>Criterion 3.5:</b> A system for managing human resources is in place.</p>			
<p>3.5.1</p>	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.</p> <p>- Minor Compliance -</p>	<p>Employment procedures documented as Senarai Utama Manual Pengurusan Tenaga Kerja Sektor Perladangan; Ref. # FGV/JTK/MAN/001; Rev. # 3.0; Effective date: 17/4/2023 for both local and foreign workers recruitment. There's also a specific policy of foreign workers recruitment i.e. FGV Group Guidelines and Procedures for Responsible Recruitment of Foreign Workers; Ref. # FGV/FGVPM-JTK/POL/001; Rev. # 0; Effective Date: 27/5/2022.</p>	<p>Complied</p>



		<p>Besides, FGV Group established Guidelines and Procedures for Responsible Recruitment of Foreign Workers which available in FGV website link as following:  <a href="https://www.fgvholdings.com/wp-content/uploads/2022/07/FGV-Guidelines-Procedures-for-Responsible-Recruitment-and-Employment-MWs.pdf">https://www.fgvholdings.com/wp-content/uploads/2022/07/FGV-Guidelines-Procedures-for-Responsible-Recruitment-and-Employment-MWs.pdf</a></p> <p>The procedure describes as guideline and incorporating with the principles in Group Sustainability Policy including non-discrimination, respect for human rights and labour rights. The procedure has outlined the whole process starting from recruitment, hiring, employment and post-employment.</p>	
3.5.2	<p>Employment procedures are implemented, and records are maintained.</p> <p>- Minor Compliance -</p>	<p><u>FGVPM Bukit Aping Selatan</u></p> <p>Sample of workers which has been recruited from December'22 until June' 23 from different origin countries (Malaysia, Indonesia, India) . As per interview, there is evidence that the procedure has been implemented and records has been maintained in each personal file. Verified induction records, interview records, induction records.</p> <p>While for promotion, there is 2 sample of promotion has been taken which take part on July'22 which promoted from Mandore to Supervisor. Sighted recommendation by the estate manager to human resource executive, east zone peninsular base on the KIPI rating and academic qualification. Interview has been conducted by human resources department. Offer letter sighted issued by Human Resources Business Partner.</p> <p>There is no cases for terminations has been identified for FGVPM Bukit Aping Selatan Estate and FGVPI Wa Ha POM.</p> <p><u>FGVPI Wa Ha POM</u></p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p>Sample of 3 local workers that has been recruited in year 2023 as daily rated workers and verified medical check-up records, assessment records and offer letter for the workers.</p> <p>There is promotion has been done on annual basis and sighted document template talent which clear define the workers qualification and KPI and has been submitted to regional office, interviewed has been done approved by regional office. 3 sample of workers has been taken by auditor and verified which promoted from Grad 07 to Grade 06 and Grade 05 to Grade 04</p>	
<p><b>Criterion 3.6:</b> An occupational health and safety (H&amp;S) plan is documented, effectively communicated and implemented.</p>			
<p>3.6.1</p>	<p><b>(C)</b> All operations are risk assessed to identify H&amp;S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>HIRADC has been documented. Refer "Perancangan Kualiti, Mengenalpasti Hazad, Penilaian Risiko, Penentuan Kawalan dan Aspek Alam Sekitar; Doc. # FGV/FGFVPM/II/IMS/15/001; Ver. # 2.0; Effective date: 01/11/2021. All operation were discussed in the HIRADC. As per documented HIRADC (1.1) FGVPM Bukit Aping Selatan Estate (001) FGVPM OSH: HIRADC Form # FGV/FGVPM/F(IMS)/ 1.3; Rev. 1; for sample # 26 Merumput (Spraying); Review date: 20/1/2022 – Semburan masuk mata/sakit mata – pakai pelindung mata. Site visit confirmed the implementation of control accordingly.</p> <p>As per Hextar Safety Data Sheet; SDS # HB-014; Rev. date: 31/1/2020; Product: Glufosinate-ammonium; Trade name: Hallmark 15; Manufacturer Hextar Chemicals Sdn. Bhd.; Section 8: Exposure Control/PPE – Eye Protection: Wear chemical protective goggles or a face shield. Site visit confirmed the implementation of control accordingly.</p> <p>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill:</p> <p>As per Wa Ha POM Occupational Safety and Health Objectives:</p>	<p>OFI</p>

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<ul style="list-style-type: none"> <li>- Zero accident</li> <li>- To conduct monthly NEMSO (Near Miss Safety Observation)</li> </ul> <p>Mitigation plans implemented for identified risks and H&amp;S issues for manual weeding operations at FGVPM Bukit Aping Selatan and in FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill kernel storage could be further improved. The self-assessment implementation by FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill including monitoring of the effectiveness of the H&amp;S plan to address health and safety risks to people could be further improved. Thus, OFI was raised.</p>	
<p>3.6.2</p>	<p><b>(C)</b> The effectiveness of the H&amp;S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>Effectiveness of H&amp;S plan monitored as per sample records as following for FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill:</p> <ul style="list-style-type: none"> <li>- Review of Chemical Health Risk Assessment (CHRA) for FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill; DOSH Reg. # JK4100; By MZ Enviro Testing &amp; Consulting Assessor: Nor Khairunnisa Liyana Binti Ahmid; DOSH Reg. # HQ/15/ASS/00/363; Assessment Date: 25/6/2019</li> <li>- To conduct monthly NEMSO (Near Miss Safety Observation)</li> </ul> <p>FGVPM Bukit Aping Selatatan Estate:</p> <p>As per Baseline Noise Risk Assessment Report for FGVPM Bukit Aping Selatan Estate; By: Noise Risk Assessor: Haniff Bin Jamaluddin; DOSH Reg. # HQ/08/PEB/00/87 of Handstech Solution Services Sdn. Bhd.; Assessment Date: 3/10/2021 for operation/activity as following:</p> <ul style="list-style-type: none"> <li>- Tractor driving; LEX,8h: 88.3 dB; Max level: 103.5 dB; Peak level: 126.0 dB</li> </ul>	<p>Complied</p>

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<ul style="list-style-type: none"> <li>- Lorry driving; LEX,8h: 75.0 dB; Max level: 102.1 dB; Peak level: 138.6 dB</li> <li>- Grass cutting machine; LEX,8h: 87.1 dB; Max level: 95.9 dB; Peak level: 123.3 dB</li> <li>- Mist blowing; LEX,8h: 85.8 dB; Max level: 102.4 dB; Peak level: 130.7 dB</li> </ul> <p>As per Repetition Noise Risk Assessment Report for FGVPM Bukit Aping Selatan Estate; By: Noise Risk Assessor: Haniff Bin Jamaluddin; DOSH Reg. # HQ/08/PEB/00/87 of Handstech Solution Services Sdn. Bhd.; Assessment Date: 7/12/2022 for operation/activity as following:</p> <ul style="list-style-type: none"> <li>- Badang driving; LEX,8h: 84.0 dB; Max level: 108.9 dB; Peak level: 142.4 dB</li> </ul> <p>As per Additional Noise Risk Assessment Report for FGVPM Bukit Aping Selatan Estate; By: Noise Risk Assessor: Noordin Bin Saian; DOSH Reg. # HQ/18/PEB/00/00018 of PAC Testing &amp; Consulting Sdn. Bhd.; Assessment Date: 4-5/5/2023 for operation/activity as following:</p> <ul style="list-style-type: none"> <li>- Power House; LEX,8h: 69.9 dB; Max level: 93.7 dB; Peak level: 225.1 dB</li> </ul> <p>As per latest Hearing Assessment Report 2023 for FGVPM Bukit Aping Selatan Estate; By: Dr. Hussain Bin Moiz of Klinik Moiz Kota Tinggi; DOSH Reg. # HQ/17/DOC/00/00005; Assessment Date: 31/1/2023</p> <p>Training Penerangan NRA Report Bagi Genset; By Estate Manager; Date: 13/6/2023</p>	
--	--	--	--

<b>Criterion 3.7:</b> All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.			
3.7.1	<p><b>(C)</b> A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out-growers, taking into account gender-specific needs, and which covers applicable aspects of the RSPOP&amp;C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>No scheme smallholders within certification unit. All operating units within the certification unit has established and documented a training plan base on training need analysis conducted on annual basis. Reviewed the training need analysis and training plan FY 2023 which covers all job designation including the contractors and stakeholders.</p>	Complied
3.7.2	<p>Records of training are maintained.</p> <p>- Minor Compliance -</p>	<p>Records of training are maintained as per sample for FGVPM Bukit Aping Selatan Estate Training as following:</p> <ul style="list-style-type: none"> <li>- Sachet Fertilizer Training; Date: 8/6/2023; Based on SOP 9.0 Sachet Fertilizer; Doc. # MLSL (Ed. 4) – Sec. 5 (9.0); Rev. date: 1/9/2022</li> <li>- FFB Harvesting and Long-Stalk Cutting Training; Date: 10/7/2023; Based on SOP FFB Harvesting; SOP # FGVPM/L3/GPK-014; Rev. 0; Effective date: 1/2/2020</li> <li>- Fire Fighting, Emergency Fire Evacuation Drill &amp; Emergency Response Plan Training; Date: 19/1/2023; As per Training Report Form # FGV/FGVPM/IV/IMS/15/13.1; Rev. # 1</li> </ul> <p>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill Training records sample as following:</p> <ul style="list-style-type: none"> <li>- Basic Occupational First Aid, CPR &amp; AED by MMTC Asia; Start date: 9/11/2021; Expiry date; 8/11/2024</li> <li>- Audiometric Diagnose Result Briefing; Date: 1/1/2023</li> </ul>	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	<p>Training conducted from time to time to all personnel critical in SCCS effective implementation. Latest training was conducted by En Yusof Salbani (Sustainability Compliance &amp; Certification Department (SCCD) Group Sustainability Division (GSD)), attended FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill Manager, Assistant Mill Manager, Lab Supervisor, Lab Despatch Operator, Weighbridge Clerk and Auxiliary Police. Refer Training record dated 10/01/2023.</p>	Complied
<p><b>Criterion 3.8:</b> Supply chain requirement for mills (note: All supply chain requirements are considered as <b>Critical (C)</b>. However, it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&amp;C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	<p>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill receives, and processes certified and uncertified FFB from its supply base and third parties. Therefore, the mill has opted for the Mass Balance module. Hence this indicator is not applicable.</p>	Complied
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim</p>	<p>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill receives and processes certified FFB from its own supply base and third parties. The FFB received from outside the certification unit are all uncertified FFB. Therefore, the mill has opted for Mass Balance module. Only the FFB received from FGVPM Bukit Aping Selatan</p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

	only the volume of oil palm products produced from processing of the certified FFB as MB.	Estate is claimed form processing MB-Certified CPO and PK in the mill.	
3.8.3	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in this public summary report. (Table 10).	Complied
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	The registration of PalmTrace will be carried out by the Logistic Department in HQ. All transaction will be registered in the PalmTrace. The mill registered license available in PalmTrace as following: <ul style="list-style-type: none"> <li>• Member ID: RSPO_PO1000000234</li> <li>• Member category: Oil Mill</li> <li>• RSPO Membership No.: 1-0225-16-000-00</li> <li>• License Status: Expires on 21/02/24</li> </ul>	Complied
3.8.5	Documented procedures The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following: a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements.	Documented procedures available as following: a. FGV Holdings Berhad has established RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021) for FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill. The procedure has covered the general chain of custody, RSPO SCC Committee, RSPO SCC Supply Chain Verification, claim, RSPO Supply Chain Model, training, complaints, handling of non-conformance and record	Complied

	<ul style="list-style-type: none"> <li>b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records).</li> <li>c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill’s procedures for the implementation of this standard.</li> <li>d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBS including ensuring no contamination in the IP mill.</li> </ul>	<p>retention. Manager as the responsible person to ensure the compliance of RSPO SCCS in the mill.</p> <ul style="list-style-type: none"> <li>b. Complete and UpToDate SCCS records and reports were maintained and available for verification such as SCCS training records, RSPO SCCS Internal Audit Reports, Incoming FFB Weighbridge Tickets, Outgoing CPO and PK Weighbridge Ticket among others.</li> <li>c. The Mill manager has appointed a SCC Committee which consist of 9 personals (Assistant Manager, Weighbridge Clerk, Operation Supervisor, Laboratory Assistant, FFB Grader and Auxiliary Police) as stated in the appointment letter dated 09/12/2021.</li> <li>d. The procedures for receiving and processing certified and non-certified FFBS are documented in the RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021).</li> </ul>	
<p>3.8.6</p>	<p>Internal Audit</p> <ul style="list-style-type: none"> <li>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill: <ul style="list-style-type: none"> <li>a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</li> <li>b. Effectively implements and maintains the standard requirements within its organisation.</li> </ul> </li> <li>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management</li> </ul>	<p>Internal Audit for Sustainability Certification Procedure (SOP No.: FGV/GSD-SCCD/SOP/04 dated 03/09/2020) has been established. The procedure covers the internal audit for RSPO SCCS as well and states that the internal audit is to be conducted annually and before the management Review.</p> <p>The latest RSPO SCCS Internal Audit was done on 09-10/10/2023 which have raised 1 Critical Non-Conformities. All the non-conformities were closed accordingly with root cause, correction and corrective action identified and available for verification.</p> <p>Management review meeting was conducted on 17/10/2023 which was chaired by the Mill Manager. The outcome of the RSPO SCCS</p>	<p>Complied</p>



**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

	<p>review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>Internal Audit was discussed during the Management Review Meeting.</p>	
<p>3.8.7</p>	<p><b>Purchasing and Goods In</b></p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill maintain the daily records of all certified and uncertified FFB received and documented in daily processing records. The records include the FFB suppliers, weight, and vehicle transportation details. The mill has maintained records of FFB received such as Delivery Notes and Weighbridge operator. Sample of FFB delivery records:</p> <p>Incoming FFB</p> <p>Certified Supply Base</p> <p>Company: FGVPM Bukit Aping Selatan Estate</p> <ul style="list-style-type: none"> <li>• Estate: FGVPM Bukit Aping Selatan Estate</li> <li>• Certified No: RSPO 693243</li> <li>• Date: 09/11/2023</li> <li>• Ticket Number: 045XXXX</li> <li>• Vehicle Number: VGM78XX</li> <li>• Field / Block: Block 17 Pkt 016</li> <li>• FFB Weight: 4.79 MT</li> </ul> <p>Non-Certified 3<sup>rd</sup> Party FFB</p> <ul style="list-style-type: none"> <li>• Company: Bingan JXXX (Collection Centre)</li> <li>• Estate: Bingan JXXX (Collection Centre)</li> <li>• Date: 09/11/2023</li> <li>• Ticket Number: 219XXX</li> </ul>	<p>Complied</p>

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<ul style="list-style-type: none"> <li>• Vehicle Number: JSD83XX</li> <li>• FFB Weight: 4.78 MT</li> </ul> <p>Non-Certified 3<sup>rd</sup> Party FFB (Smallholder)</p> <ul style="list-style-type: none"> <li>• Company: RidXXXX HXXXXX</li> <li>• Estate: -</li> <li>• Date: 29/10/2023</li> <li>• Ticket Number: 28XX</li> <li>• Vehicle Number: JUCXXXX</li> <li>• FFB Weight: 1.38 MT</li> </ul> <p>Mechanism to handle non-conforming FFB and documents has been detailed up in the SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021 Section 6.1.5.</p>	
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ol style="list-style-type: none"> <li>a) The name and address of the buyer;</li> <li>b) The name and address of the seller;</li> <li>c) The loading or shipment / delivery date;</li> <li>d) The date on which the documents were issued;</li> </ol>	<p>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill ensured the required information is available in document form. Outgoing records of CPO and PK were verified as below:</p> <p>CPO – Conventional (There is no CPO MB Certified sold in the audit period)</p> <ol style="list-style-type: none"> <li>a) The name and address of the buyer; BUYERXXXXXX</li> <li>b) The name and address of the seller; FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill</li> <li>c) The loading or shipment / delivery date; 09/11/2023</li> <li>d) The date on which the documents were issued; 09/11/2023</li> <li>e) RSPO Certificate Number: -</li> </ol>	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

	<ul style="list-style-type: none"> <li>e) RSPO certificate number;</li> <li>f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations);</li> <li>g) The quantity of the products delivered;</li> <li>h) Any related transport documentation;</li> <li>i) A unique identification number.</li> </ul>	<ul style="list-style-type: none"> <li>f) A description of the product: CPO</li> <li>g) The quantity of the products delivered; 42.55 Mt</li> <li>h) Any related transport documentation; WBXXXXE</li> <li>i) A unique identification number: 0302XXXXX</li> <li>PK - MB</li> <li>a) The name and address of the buyer; BUYERXXXXXX</li> <li>b) The name and address of the seller; FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill</li> <li>c) The loading or shipment / delivery date; 09/10/2023</li> <li>d) The date on which the documents were issued; 09/10/2023</li> <li>e) RSPO Certificate Number: RSPO 693243</li> <li>f) A description of the product: PK MB</li> <li>g) The quantity of the products delivered; 44.04 Mt</li> <li>h) Any related transport documentation; VDKXXX</li> <li>i) A unique identification number: L00000232/XXXX</li> </ul>	
3.8.9	<p>Outsourcing Activities</p> <ul style="list-style-type: none"> <li>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification</li> <li>ii) The mill shall ensure the following:</li> </ul>	<p>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill has established Standard Operating Procedure related Outsourcing Activities. Refer SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021 Section 6.8.</p> <ul style="list-style-type: none"> <li>i. Stated in the SOP, CPO mill cannot outsource processing activities like refining or crushing. Outsourcing activities for FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill was for CPO and PK transportation.</li> </ul>	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

	<ul style="list-style-type: none"> <li>a) The mill has legal ownership of all input material to be included in outsourced processes</li> <li>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</li> <li>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</li> <li>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</li> </ul>	<ul style="list-style-type: none"> <li>ii. Sighted the contract agreement between FGV Trading sdn Bhd with FGV Transport Services Sdn Bhd;</li> <li>a) FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill has legal ownership of all input material to be included in the outsourced process. Refer listing of FFB Supplier Certified. The contract agreement and details like MPOB licence were kept in the file.</li> <li>b) Refer Contract Agreement between FGV Trading sdn Bhd with FGV Transport Services Sdn Bhd. Agreement on the Transportation of CPO and PK (Refer appendix A &amp; B); Initial term: 3 years commencing from 01/11/2021 and expiring on 31/10/2024.</li> <li>c) The mill trades CSPO and CSPK with its buyers among refineries and/or oleo-chemical plants. Based on agreements, transporter has no ownership of transported products and owned by buyer.</li> <li>d) The contract agreements specified that all transporters are required to fulfil and comply with applicable legal requirements. Refer Section 6.8.4.1 stated on "mill shall furthermore ensure through contractual arrangements that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance" and "the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary".</li> </ul>	
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	Names and contact details of transporters used for the physical handling of RSPO certified oil palm products were recorded and registered in the mill supplier database system. The independent	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		third parties involve in Mill operation is only transportation services for CPO and PK.	
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	There is no new contractors used for the handling of certified CPO and PK. As per stated in the procedure Section 6.8 "6.8.3 – Mill will informed its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products".	Complied
3.8.12	<p>Record keeping</p> <ul style="list-style-type: none"> <li>• The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</li> <li>• Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</li> <li>• For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</li> <li>• For Mass Balance Module, the mill:               <ol style="list-style-type: none"> <li>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</li> <li>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</li> <li>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three</li> </ol> </li> </ul>	<p>Record Keeping</p> <ol style="list-style-type: none"> <li>i) All the sampled records related to the movements of RSPO certified materials and products were found to be accurate, complete, up-to-date, and accessible.</li> <li>ii) The retention period for maintaining the traceability records is 2 years as stated in the Refer SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021 Section 6.9.</li> <li>iii) NA as the mill is using MB model.</li> <li>iv) For Mass Balance Module:           <ol style="list-style-type: none"> <li>a) All RSPO certified FFB and deliveries of RSPO certified CPO and PK on real time basis. Refer Mill Performance Report (Continues Accounting System).</li> <li>b) Verified from Mill Performance Report (Continues Accounting System), confirmed that all volumes of certified CPO and PK that area delivered are deducted from the material accounting system. For the period assessment, only certified PK was sold.</li> <li>c) Based on Mill Performance Report (Continues Accounting System), no negative stock recorded.</li> </ol> </li> </ol>	Complied

	(3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock.								
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>Conversion factor of CPO and PK production is depending on the actual OER and KER. Verified OER and KER as below.</p> <table border="1"> <thead> <tr> <th>Month</th> <th>OER</th> <th>KER</th> </tr> </thead> <tbody> <tr> <td>Jan 2023 – Oct 2023</td> <td>21.28</td> <td>5.36</td> </tr> </tbody> </table>	Month	OER	KER	Jan 2023 – Oct 2023	21.28	5.36	Complied
Month	OER	KER							
Jan 2023 – Oct 2023	21.28	5.36							
3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill derives the extraction rates based on the actual extraction rate produced in the mill. Therefore, the accuracy is continuously maintained.	Complied						
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	NA as the mill is using MB module.	Not Applicable						
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>Registration of transactions</p> <p>i) The registration of PalmTrace is carried out by the FGV Trading Department, HQ. All transaction will be registered in the PalmTrace. Verified the registration of CPO and PK Sale For the period of Jan 2023 to Oct 2023, there were 0 announcements for CPO and 12 announcements for PK made. All dispatches announcement was made within 3 months after shipment.</p> <p>ii) RSPO Certified Volumes Sold under as different scheme or conventional was not able to be confirmed its shipping announcement by the buyer. Sighted evidence of removal of</p>	Complied						

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		CPO and PK sold as conventional based on Stock Transactions in Palm Trace.	
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	RSPO trademark was not use. Nonetheless, the facility is aware with the requirements of the RSPO Rules on Market Communications and Claims.	Complied
<b>General corporate communications</b>			
4.1	A corporate communication is one made by any RSPO member that highlights its RSPO membership and/or its commitment to the objectives and principles of RSPO. Corporate communication is a "non-product related" claim.	The FGV Holdings Berhad website was reviewed and confirm that the communication made did not explicitly highlight its RSPO membership but had communicated its commitments towards production of sustainable palm oil. The communication did not imply any such that being an RSPO member means had certified to RSPO related certifications.	Complied
4.2	<p>In corporate communications, a member is allowed to:</p> <ul style="list-style-type: none"> <li>A. display its RSPO membership status</li> <li>B. display the RSPO web address (www.rspo.org)</li> <li>C. state that the member supports the work of RSPO</li> <li>D. state the member's history with regard to RSPOE. use the RSPO Trademark (as shown below) with a valid trademark licence number to promote its RSPO membership</li> </ul>	<p>The FGV Holdings Berhad website was reviewed and confirm that the communication made did not explicitly highlight its RSPO membership but had communicated its commitments towards production of sustainable palm oil.</p> <p>The website had not displayed the RSPO website and had not display any RSPO Trademark.</p>	Complied
4.3	Members are <b>not allowed</b> to use the RSPO corporate logo as shown below. This is for the sole use of the RSPO Secretariat.	The FGV Holdings Berhad website was reviewed and confirm the communications are mainly on the efforts and commitments towards production of sustainable palm oil. The website has published reports, statements, policies, procedures and	Complied

		performances of such implementation. The website did not specifically publish its product as RSPO certified product.	
4.4	In corporate communications, RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO certified palm oil products.	The communication did not imply any such that being an RSPO member means had certified to RSPO related certifications and selling of its oils are considered RSPO certified.	Complied
4.5	<p>Additionally, RSPO certified members are allowed to make statements that highlight their RSPO certification status and product-related claims in their corporate communication tools. Some permitted examples include:</p> <ul style="list-style-type: none"> <li>• “We have been sourcing RSPO certified palm oil since (YEAR).”</li> <li>• “We have used (X) tonnes of RSPO certified palm oil for our products manufactured in the last year.”</li> <li>• “We have been RSPO certified since (YEAR).”</li> <li>• “We have (X NUMBER OF PRODUCTS) produced using RSPO certified MB/SG palm oil.”</li> <li>• “In (YEAR), our company sourced (X%) of palm oil derivative volumes that was used across our products manufactured as MB certified.”</li> <li>• “Our company covered (X%) of palm oil derivative volumes used across all our products manufactured in (YEAR) with smallholder credits.”</li> <li>• “We are RSPO certified. Ask us for our RSPO certified products.”</li> </ul>	There is no statement that highlight their RSPO certification and product-related claims in their corporate communication tools as verification through website FGV Holding Berhad.	Complied
4.6	<p>RSPO non-certified members are allowed to make product-related claims in their corporate communication tools by doing the following:</p> <p>A. Use the RSPO Trademark with a valid trademark licence number to promote its membership of RSPO. It is sufficient for non-certified members to indicate this only once in their communication.</p>	This UoC has been certified with RSPO P&C since 22/02/2019 with certificate number RSPO 693243 (valid until 21/02/2024). Therefore, this indicator is not applicable. Not applicable as FGV Holdings Berhad is a certified member.	Not Applicable



	<p>B. Claim statements are limited to the following examples:</p> <p>i. "The rate of RSPO-certified palm oil procurement was (X%). We aim to achieve (X%) sustainable procurement by fiscal year (YEAR)."</p> <p>ii. X% of palm oil sourced by our organisation are certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book and Claim.</p> <p>C. In cases wherein an organisation/member would like to indicate their commitment to sourcing RSPO certified volumes, the statement shall be accompanied with a disclaimer: "This reported figure is not audited through RSPO Certification".</p>		
<b>Product-specific communications</b>			
<b>5.1 General</b>			
5.1.1	Product-specific communications refer to any public statement about an individual product that contains RSPO certified sustainable palm oil. These product-specific communications can be made on pack and/or off pack such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews.	No packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Complied
5.1.2	Product-specific communications are voluntary.	No Product-specific communications are being made by the UoC.	Complied
5.1.3	Wherever the RSPO Label is displayed for product-specific communications, the applicable trademark licence number must be shown immediately under or next to the RSPO Label or the statement itself.	There is no RSPO Label is displayed for product specific communication from FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill.	Complied

5.1.4	Use of any other trademark or label to highlight the presence of RSPO certified sustainable palm oil products is an unauthorised product-specific communication.	The website had not displayed the RSPO website and had not display any RSPO Trademark.	Complied
5.1.5	<p>If any organisation, which does not further modify end products or does not need to undergo Supply Chain Certification such as retailers, traders or distributors, enters into any agreement whereby the RSPO certified supplier labels products with the retailers/traders/distributors RSPO Trademark licence number, the following conditions shall be met as shown below</p> <ul style="list-style-type: none"> <li>• RSPO members should be registered on the RSPO IT Platform and complete the information under 'description of products' field.</li> <li>• Both parties shall inform their certification body in writing about the agreement.</li> <li>• The RSPO certified supplier is responsible for ensuring that the buyer's RSPO Trademark licence number is used only on products that are supplied to that buyer.</li> </ul>	Not applicable since FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill is not under retailers, traders or distributor category.	Not Applicable
5.1.6	Organisations that do not further modify end products or that do not need to undergo Supply Chain Certification such as retailers, traders, or distributors who intend to use the RSPO Label with their own RSPO Trademark licence number in any of their product-specific communications, can do so by undergoing a remote audit. A remote audit shall be conducted by an RSPO-accredited certification body (CB) prior to the use of the RSPO Label whereby the organisation will need to demonstrate that the use is in compliance with the rules contained within this document and that the claim itself can be supported through a certified supply chain	Not applicable since FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill is not under retailers, traders or distributor category.	Not Applicable

5.2 Off pack claims		
5.2.1	<p>Off pack claims are product-specific communications regarding the certified sustainable palm oil contained within the product(s) made on any communication materials such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews. The RSPO Label should be used together with the valid trademark licence number wherever an off pack claim is made.</p>	<p>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill ensured the required information is available in document form. Outgoing records of CPO and PK were verified as below:</p> <p>CPO – Conventional (There is no CPO MB Certified sold in the audit period)</p> <ul style="list-style-type: none"> <li>a) The name and address of the buyer; BUYERXXXXXX</li> <li>b) The name and address of the seller; FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill</li> <li>c) The loading or shipment / delivery date; 09/11/2023</li> <li>d) The date on which the documents were issued; 09/11/2023</li> <li>e) RSPO Certificate Number: -</li> <li>f) A description of the product: CPO</li> <li>g) The quantity of the products delivered; 42.55 Mt</li> <li>h) Any related transport documentation; WBXXXXE</li> <li>i) A unique identification number: 0302XXXXX</li> </ul> <p>PK - MB</p> <ul style="list-style-type: none"> <li>a) The name and address of the buyer; BUYERXXXXXX</li> <li>b) The name and address of the seller; FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill</li> <li>c) The loading or shipment / delivery date; 09/10/2023</li> </ul>

Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<ul style="list-style-type: none"> <li>d) The date on which the documents were issued; 09/10/2023</li> <li>e) RSPO Certificate Number: RSPO 693243</li> <li>f) A description of the product: PK MB</li> <li>g) The quantity of the products delivered; 44.04 Mt</li> <li>h) Any related transport documentation; VDKXXX</li> <li>i) A unique identification number: L00000232/XXXX.</li> </ul>	
5.2.2	<p>When confirming the sale of certified palm oil products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.</p>	<p>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill ensured the required information is available in document form. Outgoing records of CPO and PK were verified as below:</p> <p>CPO – Conventional (There is no CPO MB Certified sold in the audit period)</p> <ul style="list-style-type: none"> <li>a) The name and address of the buyer; BUYERXXXXXX</li> <li>b) The name and address of the seller; FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill</li> <li>c) The loading or shipment / delivery date; 09/11/2023</li> <li>d) The date on which the documents were issued; 09/11/2023</li> <li>e) RSPO Certificate Number: -</li> <li>f) A description of the product: CPO</li> <li>g) The quantity of the products delivered; 42.55 Mt</li> <li>h) Any related transport documentation; WBXXXXE</li> <li>i) A unique identification number: 0302XXXXX</li> </ul>	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p>PK - MB</p> <p>a) The name and address of the buyer; BUYERXXXXXX</p> <p>b) The name and address of the seller; FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill</p> <p>c) The loading or shipment / delivery date; 09/10/2023</p> <p>d) The date on which the documents were issued; 09/10/2023</p> <p>e) RSPO Certificate Number: RSPO 693243</p> <p>f) A description of the product: PK MB</p> <p>g) The quantity of the products delivered; 44.04 Mt</p> <p>h) Any related transport documentation; VDKXXX</p> <p>i) A unique identification number: L00000232/XXXX</p>	
5.2.3	<p>Where a distributor or wholesaler takes title to products containing certified sustainable palm oil products, the requirements of the RSPO SCCS can follow either one of these two options:</p> <ul style="list-style-type: none"> <li>• If the distributor or wholesaler holds only a distributor licence, it may only communicate RSPO certified palm oil products by linking the product to the manufacturer using the manufacturer's SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products, it is essential that customers are aware that the products have been made on behalf of the distributor or wholesaler, with specific evidence either through on pack claims or documentation.</li> </ul>	<p>Not applicable since FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill is not under distributor or wholesaler category.</p>	<p>Not Applicable</p>

	<ul style="list-style-type: none"> <li>If the distributor or wholesaler is supply chain certified, they should follow the requirements outlined in section 5.2.2.</li> </ul>		
<b>5.3 On pack claims</b>			
5.3.1	<p>Only RSPO members who have supply chain certification and members who have undergone remote audit as per 5.1.6 are allowed to make on pack claims about the certified sustainable palm oil contained within the product(s) as per Module A, B, C and E. RSPO members who have purchased RSPO Credits are entitled to claim their support for the production of certified sustainable palm oil as per Module D.</p>	<p>There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. Not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.</p>	Not Applicable
5.3.2	<p>In case of limited space, RSPO allows flexibility to use a one-line arrangement claim together with a valid trademark licence number for on pack communications as below without having to use any RSPO Label. The licence number has to measure at least 4pt (1.4mm) in size and the font must be Calibri. The following options shall be considered:</p> <p>A) For Identity Preserved (IP)/ Segregated (SG) Certified Products:</p> <ul style="list-style-type: none"> <li>RSPO IP/SG CERTIFIED*</li> <li>Contains RSPO IP/SG palm oil*</li> <li>Contains RSPO certified palm oil (IP/SG)*</li> </ul> <p>*Add RSPO TM Licence Number below or next to the claim.</p>	<p>There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. Not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.</p>	Not Applicable
	<p>B) or Mass Balance (MB) Certified Products:</p> <ul style="list-style-type: none"> <li>RSPO MIXED*</li> <li>Contributes to the production of RSPO certified palm oil*</li> <li>Contains RSPO certified palm oil (MB)*</li> </ul> <p>*Add RSPO TM Licence Number below or next to the claim.</p>	<p>There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. Not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.</p>	Not Applicable

	<p>C) For Partially Certified Products:</p> <ul style="list-style-type: none"> <li>• RSPO 50% MIXED*</li> <li>• Contains at least 50% RSPO certified palm oil*</li> </ul> <p>*Add RSPO TM Licence Number below or next to the claim.</p>	<p>There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. Not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.</p>	<p>Not Applicable</p>
	<p>D) For Products covered with Book and Claim (B&amp;C):</p> <ul style="list-style-type: none"> <li>• RSPO CREDITS*</li> <li>• Supports the production of RSPO certified palm oil*</li> <li>• Contains palm oil covered by the purchase of RSPO Credits*</li> </ul> <p>*Add RSPO TM Licence Number below or next to the claim.</p>	<p>There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. Not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.</p>	<p>Not Applicable</p>
5.3.3	<p>On pack claims shall not include information about the claimant's RSPO membership status.</p>	<p>There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. Not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.</p>	<p>Not Applicable</p>
5.3.4	<p>Members shall not communicate to consumers information about their suppliers' RSPO membership status.</p>	<p>There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. Not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.</p>	<p>Not Applicable</p>
5.3.5	<p>Use of the RSPO Label is restricted to claims about RSPO certified sustainable palm oil contained in products and is not authorised for use in relation to any other ingredient.</p>	<p>There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. Not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.</p>	<p>Not Applicable</p>

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

5.3.6	All members making on pack claims are encouraged to submit the information and images of their end products that carry the RSPO Label via the MyRSPO portal.	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. Not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
<b>MODULE B – MASS BALANCE SPECIFIC RULES</b>			
<b>Minimum Mass Balance content</b>			
	95% of the palm oil content must be RSPO MB-certified.	Oil palm content for CPO and PK is 100% RSPO MB certified. Non-certified FFB is come from external crop and since FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill is using Mass Balance module, the non-certified volume is covered in the Mill Performance Report (Continues Accounting System).	Complied
	If 100% of RSPO MB certified palm oil content cannot be sourced, a maximum of 5% volume from other non-certified sources is allowed and the reason for this must be fully justified. The volume of the non-certified palm oil content shall be covered by the purchase of RSPO Credits of equivalent volume.	FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill only applies MB model and the conventional CPO are downgraded from MB whenever demanded. Non-certified FFB is come from external crop and since FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill is using Mass Balance module, the non-certified volume is covered in the Mill Performance Report (Continues Accounting System).	Complied
<b>Messaging</b>			
	<p>Messaging ALLOWED in storytelling in product-specific communications includes:</p> <ul style="list-style-type: none"> <li>• [Palm oil products]/[palm oil]/[palm kernel oil] from RSPO certified mills and plantations were mixed with non-certified palm oil products in the supply chain.</li> </ul>	No messaging involved since FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill is producing crude palm product and does not involve in any labelling of end product.	Not Applicable



	The volume of [palm oil products]/[palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations.		
<b>Product-Specific Communications Labelling</b>			
	<p>Members are allowed to use the RSPO Label in one of the following ways:</p> <ul style="list-style-type: none"> <li>• The RSPO Label MUST contain the tag "MIXED". The tag "MIXED" designates palm oil products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag "MIXED" on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim.</li> <li>• The RSPO Label can also include the statement: "[The palm oil contained in this product] contributes to the production of certified sustainable palm oil".</li> </ul>	No RSPO label and storytelling in product-related communications used as CPO and PK is semi-finished product. No label been used for the mill products. Hence, this requirement is not applicable.	Not Applicable
<b>Principle 4: Respect community and human rights and deliver benefits</b>			
<b>Criterion 4.1:</b> The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p><b>(C)</b> A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Holdings Berhad has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where the company committed to respecting human rights by upholding international human rights principles and standards as encapsulated in the Universal Declaration of Human Rights (UDHR), and other applicable international human rights treaties, subject to the laws and regulations of the countries and territories in which FGV Group operates. In fulfilling its responsibility to respect human rights, FGV Group is guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs).</p>	Complied

		<p>The policy has been explained to related stakeholders for both operating units during the stakeholders' consultations dated 27/09/2023 with attendance of various stakeholders such as local communities, government agencies. Other than that, the management has disseminated policy and procedure to all stakeholders that unable to attend the stakeholders consultations. Communication also has been done to FFB supplier, vendor, supplier and contractors on 17/10/2023</p> <p>Communication of the policy has been done and verified as per training records.</p> <p><u>FGVPM Bukit Aping Selatan Estate</u>  27/09/2023, 02/11/2023, 06/03/2023, 08/03/2023</p> <p><u>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill</u>  09/06/2023</p> <p>As per interview, there is evidence that all workers has been communicated with policy and they can demonstrate their understanding on the policy</p>	
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment in their operations.</p> <p>- Minor compliance -</p>	<p>FGV Holdings Berhad prohibits any form of harassment in their operation as per policy that has been established. Interview with the workers and stakeholders confirmed that they are aware of prohibition for any harassment by the management and action will be taken for any cases of harassment that happen. As verified during the audit, there was no harassment cases that has happen in both operating units that been confirmed through interview with both workers and stakeholders</p>	Complied
<p><b>Criterion 4.2:</b> There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties</p>			

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

<p>4.2.1</p>	<p><b>(C)</b> The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Holdings Berhad has established SOP for “Menangani Aduan dan Rugutan” with Doc. No.: FGV/ML-1A/L2-Pr13 dated 01/04/2019. The procedure is established to provide a system for the internal and external stakeholders to lodge complaints and grievances to the management. Stated under clause 7.0 of the SOP, that information obtained from the complainants will be keep secret and remain anonymous throughout the processes. Timeline to resolve the complaints and grievances are as per below.</p> <table border="1" data-bbox="1137 646 1930 941"> <thead> <tr> <th>Stage</th> <th>Complaint Projected to</th> <th>Timeline of Response</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Operating Unit</td> <td>14</td> </tr> <tr> <td>2</td> <td>Regional Office</td> <td>14</td> </tr> <tr> <td>3</td> <td>FGV Holdings Berhad, Human Resources Department</td> <td>60</td> </tr> </tbody> </table> <p>In summary, complaints and grievances that are brought forward to the operating unit and those that are brought forward or escalated to regional office are to be responded within 14 days, while those that are brought forward or escalated to the Human Resource Department of FGV Holdings Berhad will be responded within 60 days.</p>	Stage	Complaint Projected to	Timeline of Response	1	Operating Unit	14	2	Regional Office	14	3	FGV Holdings Berhad, Human Resources Department	60	<p>Complied</p>
Stage	Complaint Projected to	Timeline of Response													
1	Operating Unit	14													
2	Regional Office	14													
3	FGV Holdings Berhad, Human Resources Department	60													
<p>4.2.2</p>	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p>Doc. No.: FGV/ML-1A/L2-Pr13 dated 01/04/2019. The procedure is to provide a system for the internal and external stakeholders to lodge complaint and grievances to the management.</p> <p>Besides, grievance reporting channels were published in the company’s website, <a href="https://www.fgvholdings.com/whistleblowing/">https://www.fgvholdings.com/whistleblowing/</a>. The channels of reporting such as through letter, email, in person</p>	<p>Complied</p>												

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p>or Hotline Toll Free call. The whistleblowing e-form was available in <a href="https://www.fgvholdings.com/sustainability/grievance/#">https://www.fgvholdings.com/sustainability/grievance/#</a> for the stakeholders to report a grievance.</p> <p>Communication of the SOPs has been done to all the workers at each operating units during morning muster call and during the stakeholder's consultation for all stakeholders. It has been confirmed that all workers aware with the process on how to lodge any complaint.</p> <p>There is no illiterate parties has been identified for both operating units which has been verified through interview with sample workers, and asking them to write the attendance.</p> <p>As per interview, all the interviewed workers can demonstrate understanding on the procedure.</p> <p>As per stakeholder consultation conducted, they have given awareness training on the procedure and have good understanding on that.</p>	
4.2.3	<p>The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>Records of complaint have been maintained in logbook title "Buku Aduan dan rungutan" and has been maintained since 2021 for each operating unit. For FGVPM Bukit Aping Selatan, most of the complaint received is on housing/facilities repair.</p> <p>Sample has been taken for complaint received on 09/05/2023 on damages fan at surau which has been resolves on 16/05/2023</p> <p>There is also on complaint received 23/10/2023 on damage walkways and has been repaired on 30/10/2023.</p> <p>While for FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill, there is 1 sample of complaint has been received on 20/09/2023 from lorry driver of FGV Trading related to unavailability of CPO stock</p>	Complied

		<p>which affect the CPO dispatch time. The management has take note issues and has responded on 25/09/2023.</p> <p>Further verification has been done by auditor to verify the implementation of the procedure and effectiveness of respond to all complaint through site visits and interview and there is evidence that all complaint has been responded according to the time line state which is 14 days from the date of complaint received for internal matter.</p>	
4.2.4	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p> <p>- Minor compliance -</p>	<p>As per SOP for Complaint &amp; Grievance (Doc no: FGV/ML-1A/L2-Pr13 issue 01, revision 02 dated 01/04/2019, under clause 7.1.4 (4th stages) 7.1.4.1 if there is no agreement after complaint lodges to the headquarters, the complaint can be escalated to Jabatan Perhubungan Perusahaan, Kementerian Sumber Manusia (Industrial Relations Department, Ministry of Human Resources) or Panel Aduan Persijilan Kelestarian - RSPO or MSPO (RSPO or MSPO Sustainability Certification Complaints Panel) as a solution. Other than that, workers union has been established for both POM and estates which complainant can select to represent them for any complaint. Stated in the procedure under clause 6.1.2.2, that the complainant can choose representatives such as Workers Union to represent them.</p>	Complied
<p><b>Criterion 4.3:</b> The unit of Certification contributes to local sustainable development as agreed by local communities.</p>			
4.3.1	<p>Contributions to community development that are based on the results of consultation with local communities are demonstrated.</p> <p>- Minor compliance -</p>	<p>FGVPM Bukit Aping Selatan</p> <ol style="list-style-type: none"> <li>1. Contribution for Nasyid competition for Islamic carnival Kota Tinggi district to PIBG, FELDA Bukit Easter dated 13/06/2023.</li> <li>2. Repairing FFB collection road at FELDA Bukit Easter at 26/07/2023</li> </ol>	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<ol style="list-style-type: none"> <li>3. Contribution laterite rocks to FELDA Bukit Easter dated 01/06/2023.</li> <li>4. Contribution to worker`s kids that excel in examination with total 11A`s in SPM.</li> </ol> <p><u>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill</u></p> <ol style="list-style-type: none"> <li>1. Contribution of organic humus to SK Felda Easter</li> <li>2. Joint activities with FELDA Simpang Wa Ha for Maulidul Rasul celebration dated 15/10/23</li> <li>3. Medical check-up program for all FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill staff and workers conducted by Klinik Zahran on 07/10/2023</li> <li>4. Collaboration with MPOB Wilayah Selatan to conduct FFB grading training to all oil palm grower including companies, small grower and out grower on 13/09/2023</li> </ol>	
<b>Criterion 4.4:</b> Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1	<p><b>(C)</b> Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>There is agreement between Federal Development Authority and FGV Holdings Berhad dated 01/11/2011 for FGV Holdings Berhad to lease land for oil palm cultivation or for raising of animals for the purpose of selling and also to conduct processing. Revision of the agreement sighted dated 06/01/2012 to include FELDA Global Ventures Plantations (Malaysia) Sdn Bhd.</p> <p>Total 34 land titles for FGVPM Bukit Aping Selatan, and 12 copies is available in the estate office for review. As per conversation, for the balance, it has been kept by Jabatan Tanah Negeri Johor and sighted "Warta Kerajaan Negeri Johor" dated 26/09/1974 under Land (Group settlement areas) Act 1960 which clearly stated total</p>	Complied

		<p>land area, 4,946acres which located under Mukim Sedili Kecil has been allocated for FELDA settler area.</p> <p>Sample of land title verified.</p> <ol style="list-style-type: none"> <li>1. H.S.(D) 19965, 53/77Ha</li> <li>2. H.S.(D) 20825,29.04Ha</li> <li>3. H.S.(D) 19664; 189.01Ha</li> <li>4. H.S.(D) 19663; 291.60Ha</li> </ol> <p>For FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill, land has been leased from Federal Development Authority for land total 30.76Ha starting dated 25/11/1995 for mill processiong and such related purposes on yhe terms and conditions set out therein. The agreement starting from January 1996 until December 2024.</p>	
4.4.2	<p>Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:</p>	<p>There is agreement between Federal Global Development Authority and FGV Holdings Berhad dated 01/11/2011 for FGV Holdings Berhad to lease land for oil palm cultivation or for raising of animals for the purpose of selling and also to conduct processing.Revision of the agreement sighted dated 06/01/2012 to include FELDA Global Ventures Plantations (Malaysia) Sdn Bhd.</p> <p>Total 34 land titles for FGVPM Bukit Aping Selatan, and 12 copies is available in the estate office for review. As per conversation, for the balance, it has been kept by Jabatan Tanah Negeri Johor and sighted "Warta Kerajaan Negeri Johor" dated 26/09/1974 under Land (Group settlement areas) Act 1960 which clearly stated total land area, 4,946acres which located under Mukin Sedili Kecil has been allocated for FELDA settler area.</p> <p>For FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill, land has been leased from Federal Development Authority for land total</p>	Not Applicable

		<p>30.76Ha starting dated 25/11/1995 for mill processing and such related purposes on the terms and conditions set out therein. The agreement starting from January 1996 until December 2024.</p> <p>Since there is no FPIC process, therefore, this indicator is not applicable.</p>	
4.4.2a	<p>Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making.</p> <p>- Minor compliance -</p>	<p>There is no evidence of any local community land that requires discussions or with affected community groups. Details of the land historical ownership are as per Indicator 4.4.1 above. Therefore, this indicator is not applicable.</p>	Not Applicable
4.4.2b	<p>Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken.</p> <p>- Minor compliance -</p>	<p>There is no evidence of any local community land that requires discussions or with affected community groups. Details of the land historical ownership are as per Indicator 4.4.1 above. Therefore, this indicator is not applicable.</p>	Not Applicable
4.4.2c	<p>Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.</p> <p>- Minor compliance -</p>	<p>There is no evidence of any local community land that requires discussions or with affected community groups. Details of the land historical ownership are as per Indicator 4.4.1 above. Therefore, this indicator is not applicable.</p>	Not Applicable
4.4.3	<p><b>(C)</b> Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p>	<p>Based on the map and agreement verification, there is no evidence of any local community land involved. Therefore, this indicator is not applicable.</p>	Not Applicable



**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

	- Critical (Major) compliance -		
4.4.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. - Minor compliance -	All available relevant documents are as per details in Indicator 4.4.1 which show legal ownerships of each operating units above. There is no land conflict involved and no proposed benefit sharing nor legal arrangements. All palms that have been planted has entered 2 <sup>nd</sup> cycle of planting. Therefore, this indicator is not applicable.	Not Applicable
4.4.5	<b>(C)</b> Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose. - Critical (Major) compliance -	There is no evidence of any local community land involved and so this indicator is not applicable.	Not Applicable
4.4.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties. - Minor compliance -	There is no evidence of any local community land involved and so this indicator is not applicable.	Not Applicable
<b>Criterion 4.5:</b> No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.			
4.5.1	<b>(C)</b> Documents showing identification and assessment of demonstrable legal, customary and user rights are available. - Critical (Major) compliance -	There is no new planting in FGVPM Bukit Aping Selatan through verification from site visit, interview and document evidence. There is agreement between Federal Global Development Authority and FGV Holdings Berhad dated 01/11/2011 for FGV Holdings Berhad to lease land for oil cultivation or for raising of animals for the purpose of selling and also to conduct processing. Revision of the agreement sighted dated 06/01/2012 to include FELDA Global Ventures Plantations (Malaysia) Sdn Bhd.  Total 34 land titles for FGVPM Bukit Aping Selatan, and 12 copies is available in the estate office for review. As per conversation, for the balance, it has been kept by Jabatan Tanah Negeri Johor and	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p>sighted "Warta Kerajaan Negeri Johor" dated 26/09/1974 under Land (Group settlement areas) Act 1960 which clearly stated total land area, 4,946acres which located under Mukin Sedili Kecil has been allocated for FELDA settler area.</p> <p>For FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill, land has been leased from Federal Development Authority for land total 30.76Ha starting dated 25/11/1995 for mill processing and such related purposes on the terms and conditions set out therein. The agreement starting from January 1996 until December 2024.</p>	
4.5.2	<p><b>(C)</b> FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	<p>No new planting and issues of customary land occurred in FGVPM Bukit Aping Selatan a that requires FPIC process since the last audit.</p> <p>It was verified via Global Risk Assessment Services System (GRASS), a system that monitors new development and changes on changes of landscape via satellite images, that there was no new development at FGVPM Bukit Aping Selatan in the past recent years.</p> <p>The estate's land statement was verified to have no additional changes to the planted area. This was cross checked against the previous year's land statements and MPOB License.</p>	Complied
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>- Minor compliance -</p>	<p>There is no new planting for both operating units FGVPM Bukit Aping Selatan. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.</p>	Complied

4.5.4	<p>To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.</p> <p>- Minor compliance -</p>	<p>There is no new planting for both operating units FGVPM Bukit Aping Selatan. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.</p>	Complied
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	<p>There is no new planting for both operating units FGVPM Bukit Aping Selatan. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.</p>	Complied
4.5.6	<p>Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.</p> <p>- Minor compliance -</p>	<p>There is no new planting for both operating units FGVPM Bukit Aping Selatan. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.</p>	Complied
4.5.7	<p>New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations.</p> <p>- Minor compliance -</p>	<p>There is no new planting for both operating units FGVPM Bukit Aping Selatan. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.</p>	Complied
4.5.8	<p><b>(C)</b> New lands are not acquired in areas inhabited by communities in voluntary isolation.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting for both operating units FGVPM Bukit Aping Selatan. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.</p>	Complied

<b>Criterion 4.6:</b> Any negotiations Concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	<p><b>(C)</b> A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes compared to last year where previous procedure is still applicable in the document "Pengenalpastian dan penyelesaian pertikaian tanah" with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price. Consultation with local communities, which are mainly scheme smallholders is done on annual basis. Verified the latest Stakeholder Consultation done on 14/03/2023 with records available which the management consult if there is any land issuesAs per respond, there is no land issues has been highlighted by local communities base on the minutes meetings. It has been further confirmed by auditor through interview with local communities.</p>	Complied
4.6.2	<p><b>(C)</b> A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes compared to last year where previous procedure is still applicable in the document "Pengenalpastian dan penyelesaian pertikaian tanah" with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.</p>	Complied
4.6.3	<p>Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings.</p>	<p>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill does not have scheme smallholders within its certification unit. Though FELDA</p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

	- Minor compliance -	supplies FFB to the mill, they do not fall under the same certification unit therefore the certificate holder does not influence the land title ownership of the scheme smallholders. Thus, this indicator is not applicable.	
4.6.4	<p>The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them.</p> <p>- Minor compliance -</p>	<p>There is agreement between Federal Global Development Authority and FGV Holdings Berhad dated 01/11/2011 for FGV Holdings Berhad to lease land for oil palm cultivation or for raising of animals for the purpose of selling and also to conduct processing. Revision of the agreement sighted dated 06/01/2012 to include FELDA Global Ventures Plantations (Malaysia) Sdn Bhd.</p> <p>Total 34 land titles for FGVPM Bukit Aping Selatan, and 12 copies is available in the estate office for review. As per conversation, for the balance, it has been kept by Jabatan Tanah Negeri Johor and sighted "Warta Kerajaan Negeri Johor" dated 26/09/1974 under Land (Group settlement areas) Act 1960 which clearly stated total land area, 4,946 acres which located under Mukim Sedili Kecil has been allocated for FELDA settler area.</p> <p>For FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill, land has been leased from Federal Development Authority for land total 30.76Ha starting dated 25/11/1995 for mill processing and such related purposes on the terms and conditions set out therein. The agreement starting from January 1996 until December 2024.</p>	Complied
<p><b>Criterion 4.7:</b> Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.</p>			
4.7.1	<p><b>(C)</b> A mutually agreed procedure for identifying people entitled to compensation is in place.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has established the procedure "Pengenalpastian Dan Penyelesaian Pertikaian Tanah" with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user</p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p>rights, its identification, and solutions to land disputes. Procedures on the compensation to the people entitled and monitoring of boundary stone was detailed in the document. The procedure states that compensation will be paid according to basic cost/acre and market land price.</p> <p>FGV Wa Ha Complex has been leased from Lembaga Kemajuan Tanah Persekutuan (FELDA). There were no customary right lands within the FGV Wa Ha Complex as this was conformed during the stakeholder consultation with the neighbouring communities. It was also confirmed that there were no land acquisition which relinquished the customary or user rights of the surrounding communities.</p>	
4.7.2	<p><b>(C)</b> A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has established the procedure “Pengenalpastian Dan Penyelesaian Pertikaian Tanah” with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights, its identification, and solutions to land disputes. Procedures on the compensation to the people entitled and monitoring of boundary stone was detailed in the document. The procedure states that compensation will be paid according to basic cost/acre and market land price.</p>	Complied
4.7.3	<p>Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development.</p> <p>- Minor compliance -</p>	<p>There are no customary right lands both operating units under FGV Wa Ha Certification Units. It has been confirmed through interview with local communities and neighbouring estate</p>	Not Applicable
<p><b>Criterion 4.8:</b> The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.</p>			

4.8.1	<p>Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.</p> <p>- Minor compliance -</p>	<p>There are no customary right lands at all operating units under FGVPI Wa Ha Certification Units. It has been confirmed through interview with local communities and neighbouring estates during the stakeholder consultation</p>	Complied
4.8.2	<p><b>(C)</b> Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p> <p>- Critical (Major) compliance -</p>	<p>There are no customary right lands at all operating units under FGVPI Wa Ha Certification Units. It has been confirmed through interview with local communities and neighbouring estates during the stakeholder consultation</p>	Complied
4.8.3	<p>Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4)</p> <p>- Minor compliance -</p>	<p>There are no customary right lands at all operating units under FGVPI Wa Ha Certification Units. It has been confirmed through interview with local communities and neighbouring estates during the stakeholder consultation</p>	Complied
4.8.4	<p>For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).</p> <p>- Minor compliance -</p>	<p>There are no customary right lands at all operating units under FGVPI Wa Ha Certification Units. It has been confirmed through interview with local communities and neighbouring estates during the stakeholder consultation</p>	Complied
<p><b>Principle 5: Support smallholder inclusion</b></p>			
<p><b>Criterion 5.1:</b> The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.</p>			

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

5.1.1	<p>Current and previous period prices paid for FFB are publicly available and accessible by smallholders.</p> <p>- Minor compliance -</p>	<p>Current and previous period prices paid for FFB are publicly available and accessible by smallholders as per FFB Price Records for Set A &amp; Set B as per sample:</p> <ul style="list-style-type: none"> <li>- Date: 1/11/2023; FFB Price Set A: RM 37.00; Set B: RM 36.50</li> <li>- Date: 1/10/2023; FFB Price Set A: RM 38.00; Set B: RM 37.50</li> </ul> <p>The pricing of FFB is based on MPOB pricing and list of the previous pricing was available upon request. The FGV Trading derived the FFB price from MPOB and uploaded to the database for mill to review on daily basis. FFB price also displayed at the weighbridge counter. FFB pricing mechanism was spelled out in the contract agreement between FFB suppliers and FGV Trading Sdn. Bhd. reviewed the sampled FFB purchasing agreement as following:</p> <ul style="list-style-type: none"> <li>- FGV Trading Sdn. Bhd. FFB Purchase Offer Letter; Supplier: Koperasi Pembangunan Kg. Tersusun Mawai Baru Sdn. Bhd; Date: 01/01/2023</li> <li>- FGV Trading Sdn. Bhd. FFB Purchase Offer Letter; Supplier: Riduan Bin A Hamid; Date: 01/01/2023</li> </ul>	Complied
5.1.2	<p><b>(C)</b> Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request).</p> <p>- Critical (Major) compliance -</p>	<p>The mill explains in the FFB pricing to the FFB suppliers through meetings/visits with the smallholders and FFB suppliers. Reviewed the meeting minutes and visits reports as follows:</p> <ul style="list-style-type: none"> <li>- Visit and FFB quality monitoring visit at Kg. Tersusun Mawai Baru Sdn. Bhd; Dated 01/01/2023</li> <li>- Minutes meeting "Jawatankuasa Permuafaktan Productivity dan Kualiti" dated 26/06/2023.</li> </ul>	Complied
5.1.3	<p><b>(C)</b> Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented.</p>	<p>FFB pricing mechanism was spelled out in the contract agreement between FFB suppliers and FGV Trading Sdn. Bhd. the FFB price</p>	Complied



**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

	- Critical (Major) compliance -	were determined by the daily CPO price by MPOB and daily graded extraction rate.  The pricing mechanism calculation stated as follows:  "Harga muktamad BTS/mt = Harga Asas Harian BTS untuk 1% x Peratus Kadar Perahan Digred (%KPG). %KPG = KPA MSM Pengredan - Penalti Kualiti"	
5.1.4	<p><b>(C)</b> Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable.</p> <p>- Critical (Major) compliance -</p>	<p>Suppliers in general has been briefed and provided with FGV Supplier Code of Conduct (SCOC); April 2019 prior to contractual engagement. The SCOC also available via FGV company's website link as following:</p> <p><a href="https://www.fgvholdings.com/wp-content/uploads/2020/08/Supplier-Code-of-Conduct-SCOC.pdf">https://www.fgvholdings.com/wp-content/uploads/2020/08/Supplier-Code-of-Conduct-SCOC.pdf</a></p> <p>The SCOC already specified relevant terms of Labour Standards as well as legality to be complied with by suppliers.</p> <p>For FFB suppliers, valid MPOB license copies were kept by the mill as evidence of legal due diligence prior to being approved to supply FFB. Additionally, each FFB supplier issued with agreement to purchase FFB which was signed by both party. Sighted the contract for FFB suppliers as follows:</p> <ul style="list-style-type: none"> <li>- FGV Trading Sdn. Bhd. FFB Purchase Offer Letter; Supplier: Koperasi Pembangunan Kg. Tersusun Mawai Baru Sdn. Bhd; Date: 01/01/2023</li> <li>- FGV Trading Sdn. Bhd. FFB Purchase Offer Letter; Supplier: Riduan Bin A Hamid; Date: 01/01/2023</li> </ul>	Complied
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe.	Contract agreement verification, payment records examination, and interviews with contractors all indicated that the contracts were fair,	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

	- Minor compliance -	legal, and transparent. Furthermore, the agreed-upon payments were made in a timely manner. Sample verification of payment record month of August and September 2023.	
5.1.6	<p><b>(C)</b> Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given as per sample for FGVPB Bukit Aping Selatan Estate:</p> <ul style="list-style-type: none"> <li>- Machine Rental (Backhoe) Agreement with Perniagaan Safei &amp; Sahron; Period: 15/7/2023 – 14/7/2024</li> <li>- Jak Max (M) Sdn. Bhd. Invoice # FGV11/05/2023; Date: 19/9/2023; Contract # Contract # WH3076/2023; SPK # 3301611672; Payment advised # 5006286214; Payment Date: 5/10/2023</li> </ul> <p>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill:</p> <p>As per sample Wa Ha POM Housing Grass Cutting &amp; Spraying Agreement with Jak Max (M) Sdn. Bhd.; Contract # WH3076/2023; SPK # 3301611672; Period: 18/4/2023 – 17/4/2024</p>	Complied
5.1.7	<p>Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government).</p> <p>- Minor compliance -</p>	<p>Weighbridges used in FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill for determining payment are verified by an independent third party on a regular basis as following:</p> <ul style="list-style-type: none"> <li>- Weighbridge Calibration (Perakuan Penentuan Timbang dan Sukat) Form D # D104502; Serial # 0021514-6134; Date: 13/2/2023 by De Metrology Sdn. Bhd.</li> <li>- Weighbridge Calibration (Perakuan Penentuan Timbang dan Sukat) Form D # D104550; Serial # B 246524790; Date: 29/5/2023 by De Metrology Sdn. Bhd.</li> </ul>	Complied

5.1.8	<p>The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.</p> <p>- Minor compliance -</p>	<p>The certification unit does not deal with the independent smallholders directly but rather with the management agencies mainly Felda. FFB suppliers other than the management of Felda are free whether to sell their crop to FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill or not. Thus, no contract agreement necessary.</p>	Complied
5.1.9	<p><b>(C)</b> The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	<p>The same grievance mechanism as described in Indicator 4.2.2 is used. There was no grievance received from smallholders since last audit.</p>	Complied
<p><b>Criterion 5.2:</b> The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.</p>			
5.2.1	<p>The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>	<p>FGV Holdings Berhad have conducted consultations with independent smallholders and FFB suppliers on 22 – 24/11/2022 as per invitation letters no. (45) FGVHB/GSD/2022 dated 09/11/2022. Reviewed the participant conformation form by smallholders. Among the agenda in the consultation programs as follows:</p> <p>Seminar 1: FGV's commitment to palm oil sustainability</p> <p>Seminar 2: Oil Palm Certification</p> <p>Seminar 3: Women's empowerment in the industry</p>	Complied
5.2.2	<p>The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS).</p> <p>- Minor compliance -</p>	<p>As per agenda in the consultations with independent smallholders and FFB suppliers on 22 – 24/11/2022. The objective of the consultation was as the company initiative to share the company vision and to share information on the new industry development and feedbacks from participating smallholders and suppliers as inputs to improve the company operations and to share and promote the service provided by the company.</p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		FGV also have conducted survey for the smallholders FFB suppliers on the service required from the company during contract renewal. Reviewed the sampled "Borang Deklarasi dan Kaji Selidik Pembekal BTS" by participating smallholders.	
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	All smallholders directly supply FFB to the mill were legal. The mill have acquired the information on legality of FFB production as per established register of FFB supplier. In the register stated the supplier name, manager/owner, contact no., MPOB license no. and validity period, planted area, farm/estate coordinate, land ownership, and RSPO/MSPO certified. The mill has kept copy of relevant document for references.	Complied
5.2.4	<b>(C)</b> Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	The scheme smallholders for FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill were manage by FELDA. Training will be provided by the scheme smallholder's management.	Complied
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	Since the program mentioned in Indicator 5.2.2 was just developed, the implementation progress has yet to be seen. Nonetheless, the management of the certification unit shall regularly review the progress.	Complied
<b>Principle 6: Respect workers' rights and conditions</b>			
<b>Criterion 6.1:</b> Any form of discrimination is prohibited.			
6.1.1	<b>(C)</b> A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. - Critical (Major) compliance -	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where no person shall be subjected to any discrimination in employment, including hiring, compensation, advancement, training, disciplinary action, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnic origin, reproductive rights or	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p>other forms of discrimination. The policy was available for verification and has been publicly posted at the workers quarters/hostel, office and muster ground.</p> <p>As per interview, it has been confirmed that all workers can demonstrate their understanding on the policy.</p>	
6.1.2	<p><b>(C)</b> Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers.</p> <p>- Critical (Major) compliance -</p>	<p>Interviewed and verified through salary slips shows that there is no discrimination in terms of salary payment especially for similar work scope. FGV has committed that no recruitment fee should be imposed on foreign workers.</p> <p>As per interview with foreign workers, he mentioned that has been recruited in January 2023, he need to pay RM1,200 per person to be recruited. He mentioned that he already reported to FGV management on the issues during the probation at one stop center. Further verification done, the complaint has been taking note by the management and bring up to the meeting for board director. In the meeting, board director has been decided to reimbursement the cost paid and approved the amount.</p> <p>Based on the document verification and interview, it has been confirmed that the reimbursement has been made to the worker by the management. Further interview was conducted to the management and FGV has committed to zero recruitment fee and implemented the mechanism established to ensure that there is no issue on recruitment fee to the workers in future.</p>	Complied
6.1.3	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>As per verification there is evidence the units of certification demonstrate recruitment selection, hiring, access to training and promotion.</p> <p><u>FGVPM Bukit Aping Selatan</u></p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p>Sample of newly recruitment recruited from December'22 until June' 23 from different origin countries (Malaysia, Indonesia and India) has been sampled. As per interview, there is evidence that the procedure has been implemented and records has been maintained in each personal file. Verified induction records, interview records, induction records.</p> <p>While for promotion, there is 2 sample of workers have been promoted from Mandore to Supervisor on July'22 has been sampled. Sighted recommendation by the estate manager to human resource executive, east zone peninsular base on the KIPi rating and academic qualification. Interview has been conducted by human resources department. Offer letter sighted issued by Human Resources Business Partner.</p> <p>There is no cases for terminations has been identified for FGVPM Bukit Aping Selatan Estate and FGVPI Wa Ha POM.</p> <p><u>FGVPI Wa Ha POM</u></p> <p>Sample of 3 local workers that has been recruited in year 2023 as daily rated workers and verified medical check-up records, assessment records and offer letter for the workers.</p> <p>There is promotion has been done on annual basis and sighted document template talent which clear define the workers qualification and KPI and has been submitted to regional office, interviewed has been done approved by regional office. 3 sample of workers has been taken by auditor and verified which promoted from Grad 07 to Grade 06 and Grade 05 to Grade 04</p>	
6.1.4	Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.	There is no pregnancy test has been practices for both operating units. There are no female workers that working in the operations or at field which most of the female workers working at admin in	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

	- Minor compliance -	the office or as cleaner. It has been confirmed through interview with female workers that has been sample at both operating units.	
6.1.5	<p><b>(C)</b> A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>- Critical (Major) compliance -</p>	<p>Gender committee has been established for both operating units under Keluarga Dayabudi and the objective of the committee is to communicate the policy related to female workers, improvement in qualities through activities conducted and as one of the mechanism /channels to lodge any complaint related to gender issues. Latest meeting has been conducted For FGVPK Bukit Aping Selatan on 11/02/2023, 24/05/2023 and 26/09/2023. While for FGVPK Wa Ha, meeting has been conducted on 28/09/2023, 15/09/2023.</p> <p>Activities that have been conducted is Maulidur rasul celebration and recitation Yaasin between female workers. FELDA settler days celebrations.</p>	Complied
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	As per verification by auditor through interview, verification of pay slips , punch cards, there is evidence that all workers has been according to Minimum Wages Order 2022 which is RM57.69/day and RM1500.00/month. Comparison has been between workers from different category which are local/foreign, gender, and races.	Complied
<b>Criterion 6.2:</b> Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	<p><b>(C)</b> Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand.</p> <p>- Critical (Major) compliance -</p>	<p>Collective agreement for FGVPK Wa Ha POM sighted in document number COG.No 119/2022 registered on 12/05/2023 between FGV Palm Industries Sdn Bhd and Kesatuan Pekerja -pekerja FGV Palm Industries Sdn Bhd which valid from 01/01/2019 and 31/12/2024.</p> <p>While for estates, Collective agreement between FGV Plantation (Malaysia) Sdn Bhd and Kesatuan Pekerja Pekerja FGV Plantations (Malaysia) Sdn Bhd for period 01/01/2019 until 31/12/2021 document number COG. No: 025/2020 was available for verification.</p>	Complied

		<p>The collective Agreement had detailed the pay and conditions for local workers. The latest collective agreement still under discussion between both parties which still waiting from industrial court. While, for foreign workers, pay and conditions has been detailed in the employment contract which has been signed by both parties in the language of the origin countries of the workers.</p> <p>There is evidence that workers has been explained on collective agreement (previous and latest draft version) and can be sighted base on training records dated 06/02/2023. It has been further confirmed through interview where workers can demonstrate their understanding on the collective agreement and employment contract.</p>	
6.2.2	<p><b>(C)</b> Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.</p> <p>- Critical (Major) compliance -</p>	<p>Sample of 22 workers has been taken for both operating units based on different workers category which is gender, types of works, origin of countries and length of services. For FGVPM Bukit Aping Selatan, there were workers from Indonesia, India and Bangladesh and latest recruitment have been done in January 2023. While for FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill, there was no foreign workers. Sighted employment contract for all workers that has been established from origin (Indonesia, Bangladesh and India) which has been documented in the document number FGV/FGVPM-JTK/Contract. Pays and benefits has been clearly outlined in the collective agreement and employment contract which includes terms on regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice. As per interview with the management for estates, workers salary will be monitored through pocket checkroll and "kad kong" which clearly stated types of works, productivity and total amount of salary achieved. Sample has been taken payslips, checkroll and kad kong for month March'23, June'23 and</p>	Complied



**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		September'23 which base on low crop, peak crop and medium crop season. While for FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill, workers salary has been monitored through thumb print, overtime monitoring records.	
6.2.3	<p><b>(C)</b> There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>As per verification, there is evidence that both operating units comply with regular working hours as per stated in Employment Act 1955 revision 2023 which stated that working hours is 7 and half hours per day. For FGVPM Bukit Aping Selatan, working hours start at 6.30 and end at 2pm while for FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill, there are 2 shift which is from 8am-4pm,4pm until 12pm and 12pm to 8am.</p> <p>In term of overtime, there is evidence that overtime has been paid according where it has been paid at 1.5 rate for normal day and 2.0 for rest day. For FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill, overtime has been paid on the next month of overtime done. There is evidence no workers done overtime more than 104 hours.</p> <p>All workers entitled for annual leave, sick leave, public holiday. For annual leave, for those works not more than 2 years, workers entitle for 10 days annual leave, 2- 5 years, 12 days and more than 5 year, 16 days</p> <p>For maternity leave, female workers entitled 98 days of maternity leave after the childbirth and while for husband total 7 days will be awarded.</p>	Complied
6.2.4	<p><b>(C)</b> The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the</p>	<p>FGVPI Wa Ha POM and FGVPM Bukit Aping Selatan bases is located in the area of FELDA settlement which is Felda Easter and Felda Simpang Wa Ha. Sanitation facilities is sufficient where each housing has one toilet for 4 workers while for hostel, there are 10 toilets for 1 dormitory with 20 persons. For medical, there is</p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

	<p>upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>government clinic which is Klinik Kesihatan Simpang Wa Ha which has been paid the management of each operating units.</p> <p>Waters are supplied by Syarikat Air Johor (SAJ) and while for electric, through Tenaga Nasional Berhad (TNB) with subsidized RM10.00 (RM6.00 for electric and RM4.00 for water) to each worker. There is government school located nearby and FELDA settler.. Public hall for sport activities and playground were available at the FELDA residential area. Mosque is located nearby the quarters.</p> <p>It has been verified by the auditor through interview with the sample workers and site visit to workers housing.</p>	
<p>6.2.5</p>	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>Location of mill and estate was inside the vicinity of FGV Settlers village and access to town is available by public transport. Groceries shops and restaurants are sighted to be close by, and the workers can easily access to adequate, sufficient and affordable food. Interview with the workers confirmed that they have no issue with access to food or raw materials.</p>	<p>Complied</p>
<p>6.2.6</p>	<p>A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p><b>PROCEDURAL NOTE:</b></p> <p>STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE</p> <p>With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing,</p>	<p>Assessment of decent living wages has been done for FGV Waha Complex and calculation has been established the prevailing wage calculation to include all the in-kind benefits provided to the workers. Stated in the report, the assessment/calculation was completed following the Household Expenditure Survey Report 2019, published by Department of Statistics Malaysia and RSPO Decent Living Wages Guidance. The net living wages is calculated at RM1,637.26 and the gross DLW (after adding SOCSO, income tax, Employee Insurance Scheme payments), is calculated at RM1,850.00.</p> <p>The minimum wage for the workers is RM1,500 per month, and total average workers received is RM3,730 for local workers and RM2,671</p>	<p>Complied</p>

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

<p>seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p> <p><i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i></p> <p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation with relevant stakeholders such as palm oil industry members, workers’ union, authorities and/or relevant organisations.</p> <p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage (RSPO Guidance for Implementing a Decent Living Wage. The RSPO will also develop further guidance and tools to calculate DLW in line with the RSPO endorsed methodology which may include independent studies by local experts in their respective region or country).</i></p> <p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> <li>• Updated assessment on prevailing wages and in-kind benefits</li> <li>• There is annual progress on the implementation of living wages</li> <li>• Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment</li> </ul>	<p>for foreign workers which is higher than living wages and minimum wages. Verification has been done base on payslips that has been sample for March’23, June’23 and September’23 and confirmed all the information stated.</p>	
---	---	--

	<ul style="list-style-type: none"> <li>The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation.</li> </ul> <p>- Minor compliance -</p>		
6.2.7	<p>Permanent, full-time employment including contractors' workers and contracted workers is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal</p> <p>- Minor compliance -</p>	<p>There are no casual or temporary workers has been recruited by both operating units which all workers has been recruited as permanent workers. Contractors has been used for hiring JCB, road repairs and domestic waste collection. It has been confirmed that all machineries owned by the contractor has been operated by the owner itself. Verification has been done through master list of workers, payment document, site visit to operations and interview with sample workers.</p>	Complied
<p><b>Criterion 6.3:</b> The unit of Certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p><b>(C)</b> A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Holdings Berhad has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV Group recognizes and respects employees' right to freedom of association and to collective bargaining and has been documented in both Bahasa and English. The policy has been posted at the notice board at the morning muster ground, office and the line site. Communication with the employees was done in various methods such as briefing during morning muster, display on notice boards at workers' hostel and training.</p> <p>Communication of the policy has been done and verified as per training records.</p> <p>FGVPM Bukit Aping Selatan Estate</p>	Complied

		<p>27/09/2023, 02/11/2023, 06/03/2023, 08/03/2023</p> <p>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill</p> <p>11/02/2023</p> <p>It has been further confirmed through interview with workers from different categories (foreign/local, male/female, different country of origin, types of workers), there is evidence that they can demonstrate their understanding on the policy that has been established.</p>	
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.</p> <p>- Minor compliance -</p>	<p>Minutes meeting at FGVPM Bukit Aping Selatan sighted between management and workers representative that has been conducted on 29/05/2023 and 26/10/2023 with attendance by workers representative that has been elected. Documentation of election has been verified by auditor and has been further confirmed that there is no interference by the management through interview. The minutes meeting has been document in Bahasa Malaysia and has been classified publicly available document which can be requested by any stakeholder.</p> <p>While for for FGVPI Wa Ha POM, meeting has been conducted on 07/08/2023 and 29/10/2023. There is no negative issues has been highlighted during both meetings. The minutes meetings has been made available in Bahasa Malaysia and English. As per interview, there is evidence that all workers representative is freely elected and evidence sighted from the election of workers representative</p>	Complied
6.3.3	<p>Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers.</p>	<p>Minutes meeting at FGVPM Bukit Aping Selatan sighted between management and workers representative that has been conducted on 29/05/2023 and 26/10/2023 with attendance by workers representative that has been elected. Documentation of election has been verified by auditor and has been further confirmed that there</p>	Complied

	<p>- Minor compliance -</p>	<p>is no interference by the management through interview. The minutes meeting has been document in Bahasa Malaysia and has been classified publicly available document which can be requested by any stakeholder.</p> <p>While for for FGVPI Wa Ha POM, meeting has been conducted on 07/08/2023 and 29/10/2023. There is no negative issues has been highlighted during both meetings. The minutes meetings has been made available in Bahasa Malaysia and English. As per interview, there is evidence that all workers representative is freely elected and evidence sighted from the election of workers representative</p>	
<p><b>Criterion 6.4:</b> Children are not employed or exploited.</p>			
<p>6.4.1</p>	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>There is no changes compare to last year where FGV adopted the same policy can be sighted in Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV is committed to employing only persons of the age of 18 and above, FGV recognises that Malaysian laws allow for young persons to be engaged in certain forms of employment. Therefore, no person shall be employed under the age of 15, and any employment of young persons shall not be in a manner that is likely to be hazardous, or to interfere with such person’s education, or to be harmful to the person’s health or physical, mental, spiritual, moral, or social development at any stage of the employment.</p> <p>On top of that, FGV Holdings Berhad has established another policy which is in “Pernyataan polisi bagi menghormati dan melindungi hak kanak-kanak” that has been signed by Dato` Mohd Nazrul Izam Mansor, Group chief executive officer on 1/03/2023 document number FGV/GSD/POL/02</p> <p>Contracts agreement sighted for all contractors and has verification where statement meeting applicable legal requirement and clauses</p>	<p>Complied</p>

		disallowing child, forced and trafficked labour has been stipulated in supplier code of conduct, FGV Holdings Berhads document version 001.05.2020	
6.4.2	<p><b>(C)</b> There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	As per the company policy (refer to SCOC dated 01/05/2020), the minimum age for employment of workers is above 18 years old. For recruitment of foreign workers, the main criteria must be within 18 – 45 years old. Before interview for local worker, they are required to submit copy of certificate of education and identification card for age verification and declaration of age is required during the application. Reviewed the master list of employees found that no child labour was employed.	Complied
6.4.3	<p><b>(C)</b> Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	Review from the master list of workers for both estate and POM and interview with the workers, it was confirmed that there are no young workers recruited by the managements of each operating units. .	Complied
6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	The policy has been explained to related stakeholders for both operating units during the stakeholders' consultations dated 27/09/2023 with attendance of various stakeholders such as local communities, government agencies. Other than that, the management has disseminated policy and procedure to all stakeholders that unable to attend the stakeholders consultations. Communication also has been done to FFB supplier, vendor, supplier and contractors on 17/10/2023	Complied
<p><b>Criterion 6.5:</b> There is no harassment or abuse in the workplace, and reproductive rights are protected.</p>			
6.5.1	<p><b>(C)</b> A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 revision 4.0 where the company does not tolerate any form of sexual harassment violence and abuse as per mentioned in the clause 5.2.5.1	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p>The Group Sustainability Policy was signed by the CEO on 17/11/2020. Refer doc. no FGV/SED/POL/001 rev. 4(BI).</p> <p>Communication of the policy has been done and verified as per training records.</p> <p><u>FGVPM Bukit Aping Selatan Estate</u>                  27/09/2023, 02/11/2023, 06/03/2023, 08/03/2023</p> <p><u>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill</u>                  09/06/2023</p> <p>As per interview, there is evidence that all workers has been communicated with policy and they can demonstrate their understanding on the policy</p>	
<p>6.5.2</p>	<p><b>(C)</b> A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 revision 4.0 as per stated in clause 5.2.1.1 and mentioned that no person shall be subjected to any discrimination in employment including hiring, compensation, advancement, training, disciplinary action including reproductive rights.</p> <p>Communication of the policy has been done and verified as per training records.</p> <p><u>FGVPM Bukit Aping Selatan Estate</u>                  27/09/2023, 02/11/2023, 06/03/2023, 08/03/2023</p> <p><u>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill</u>                  09/06/2023</p>	<p>Complied</p>



**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		As per interview, there is evidence that all workers has been communicated with policy and they can demonstrate their understanding on the policy	
6.5.3	<p>Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified.</p> <p>- Minor compliance -</p>	New mother assessment has been conducted FGVPK Bukit Aping Selatan for one female worker that works as admin staff. There is 1 request from the new mother for time off for medical check-up. While for FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill, total 1 new mother has been identified which deliver in June 2022, there is 1 request for her to go back from work before 8pm and has been approved by the management. It has been further confirmed through interview with the new mothers.	Complied
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	FGV Holdings Berhad has established internal procedure that outline grievance mechanism in the document title "Prosedur Menangani Aduan Melalui Jawatankuasa Wanita" (Procedures for Handling Complaints Through the Gender Committee) which stated in clause 7.0, Perlindungan dan Kerahsiaan (Protection and Confidentiality), and in the procedure title "Menangani Aduan dan Rungutan (Handling of Complaints and Grievances) document number FGV/ML-1A/L2-Pr13 dated 01/04/2019 that complainant that would like to maintain anonymous are eligible to do so.	Complied
<b>Criterion 6.6:</b> No forms of forced or trafficked labour are used.			
6.6.1	<p><b>(C)</b> All workers have entered into employment voluntarily and the following are prohibited:</p> <ul style="list-style-type: none"> <li>• Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes)</li> <li>• Charging the workers for recruitment fees.</li> <li>• Contract substitution</li> </ul>	<p>Based on interviews with the workers, and observations made, the following were verified:</p> <p>a. Retention of documents: All workers are free to keep their own passports. There is no retention of identity documents or passports unless these are needed for passport/work permit renewal. Some Indonesian and Indian workers has been interviewed and confirmed that all the identification document</p>	Complied

**RSPO P&C Public Summary Report  
Revision 14 (Aug 2022)**

<ul style="list-style-type: none"> <li>• Involuntary overtime</li> <li>• Lack of freedom of workers to resign</li> <li>• Penalty for termination of employment</li> <li>• Debt bondage</li> <li>• Withholding of wages</li> </ul> <p>- Critical (Major) compliance -</p>	<p>has been kept by the workers itself. It has been confirmed during site visit to line site where verification passport has been kept at their house.</p> <p>b. Charging of recruitment fee: This is clearly stated in the contracts between FGV Plantation Berhad (FGVPM) with the recruitment agents from Indonesia. The management of FGV Holdings Berhad has established for zero recruitment fees and also clearly mentioned in the contract agreement with the recruitment agent. The systems has been established is through the due diligence conduct at the origin countries, interview with workers at the one stop centre, and also at the operating units that has been allocated. Sample interview with foreign workers was conducted and got 1 case which he mentioned that has been recruited in January 2023 and need to pay RM1,200 per person to be recruited. He mentioned that he already reported to FGV management on the issues during the probation at one stop centre. Further verification done, the complaint has been taking note by the management and bring up to the meeting for board director. In the meeting, board director has been decided to reimbursement the cost paid and approved the amount. Based on the document verification and interview, it has been confirmed that the reimbursement has been made to the worker by the management. Further interview was conducted to the management and FGV has committed to zero recruitment fee and implemented the mechanism established to ensure that there is no issue on recruitment fee to the workers in future.</p> <p>c. Involuntary overtime: Based on interviews conducted with the workers, all overtime work was carried out on a voluntary basis. Workers are free to decline any offers for overtime work.</p>	
--	--	--

		<p>Sighted written consent from workers to work overtime for FGVPI Waha POM and estates.</p> <p>d. Lack of freedom to resign: Workers are free to resign as per stated in their employment contracts. This was confirmed during interviews with workers. There are no terms and condition for any resignation and the flight tickets will bear by the operating units.</p> <p>e. Debt bondage: There is no evidence of any incidence of debt bondage. It has been verified based on sample of pay slips where there is no deduction of salary for debt. Further verification has been done through interview that confirmed that there is no loan/borrowing money given by the management to the workers. From the workers respond, they only used money which is for their own goods. Other cost has been paid by the management.</p> <p>f. Withholding of wages: There is no evidence of withholding of wages. Workers' wages have been paid by the management via Merchantrade System and can be withdrawn at the nearest agent or ATM and sighted evidence of payment that has been signed by the workers. There is evidence that there were no workers' wages being withheld by the management. It has been further confirmed through interview with the workers.</p>	
6.6.2	<p><b>(C)</b> Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>There are migrant workers has been recruited from India, Indonesia and Bangladesh to work in FGV Holdings Berhad oil palm plantation. As a commitment to manage migrant workers in a good manner and compliance to the requirement FGV Holding Berhad has established specific procedure that has been documented in Guidelines and Procedures for Responsible Recruitment of Foreign Workers dated 27/06/2019. Stated in the procedure clause for non-</p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p>discrimination, respect for human rights and labour rights as well as health and safety.</p> <p>As per verification, there is evidence that the procedure has been implemented where each process of recruitment has been done such as signing employment contract, interview and consultation with migrant workers at origin countries and at One Stop Centre. As per interview, it has been confirmed that all facilities and benefits has been provided equally for all foreign workers. Passport has been kept by the workers itself. There is no evidence of contract substitution where all migrant workers have been explained the content of the employment contract at the origin countries. It has been confirmed through interview with the workers itself.</p>	
<p><b>Criterion 6.7:</b> The unit of certification ensures that the working environment under its control is safe and without undue risk to health.</p>			
<p>6.7.1</p>	<p><b>(C)</b> The responsible person(s) for H&amp;S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>FGVPM Bukit Aping Selatan Estate (011) FGVPM OSH: OSH Committee – 11.2 OSH Committee Members Appointment Letters; Ref. # (1-14) 3668/1-4/2023; Date: 1/1/2023 -23/2/2023</p> <p>FGVPM Bukit Aping Selatan Estate Safety Committee Meetings (OSHCM):</p> <ul style="list-style-type: none"> <li>- OSHM # 03/2023; Date: 21/08/2023</li> <li>- Workers JCCM @ 01/2023; Date: 14/3/2023</li> <li>- OSHM # 02/2023; Date: 23/05/2023</li> <li>- OSHM # 01/2023; Date: 28/02/2023</li> <li>- OSHM # 04/2022; Date: 15/12/2022</li> </ul> <p>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill: OSH Committee – Appointment as OSH Committee Chairman; Letter Ref. #</p>	<p>Complied</p>

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p>(44)4110/PZ2/8408/1; Date: 1/6/2023; Mill Manager: Ainizam Bin Mutalib</p> <p>Letter of appointment as OSJ Committee Members:</p> <ul style="list-style-type: none"> <li>- OSH Coordinator: Mohd. Noor Bin Bahari (Electrical Chargeman); Ref. # (02) 4058/WH/840A/19/2023; Date: 22/6/2023</li> <li>- OSH Committee Members: (1-21) 4058/MSPO/Surat Lantikan; Date: 1/10/2023</li> </ul> <p>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill Safety Committee Meetings (OSHCM):</p> <ul style="list-style-type: none"> <li>- OSHM # 03/2023; Date: 04/09/2023</li> <li>- OSHM # 02/2023; Date: 01/06/2023</li> <li>- OSHM # 01/2023; Date: 01/03/2023</li> <li>- OSHM # 04/2022; Date: 01/12/2022</li> </ul>	
6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>FGVPM Bukit Aping Selatan Estate continues to maintain documented procedure of Emergency Preparedness; Ref. # FGV/FGVPM/II/IMS/15/013; Ver. # 2.0; Date: 01/11/2021. The procedure covered responsible person, potential emergency (fire, chemical spillage, accident / dangerous incident, natural disaster, terrorist attack, pandemic and others), emergency preparedness, emergency response plan, emergency incident investigation, impact evaluation, corrective action, emergency reports, and communication.</p> <p>Latest submission of JKKP 8 Year: 2022; DOSH Ref. # JKKP 8/139745/2022; Industry Classification: 01117; Industry Size: S; Company Name: FGV Plantations (M) Sdn. Bhd.; Address: Ladang Felda Bukit Aping Selatan, Kota Tinggi, 81907 Kota Tinggi; Accident</p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p># 0; Total manhours 2022: 284,544.00; Average workers # 114; Date submitted: 27/1/2023</p> <p>Latest JKPP 6 submission date: 3/11/2023 for accident date: 31/10/2023; Total MC: 8 days (31/10/2023 – 7/11/2023) – Accident Investigation Report date: 31/10/2023</p> <p>Latest JKPP 7 submission date: 21/3/2023 for occupational disease</p> <p>First Aid Training; Date: 13/2/2023</p> <p>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill:</p> <ul style="list-style-type: none"> <li>- Procedure as per Complaints, Nonconformity, Incidents Investigation and Corrective Action; Doc. # FPI/L2/QOHSE-22.0; Rev. date: 23/9/2016</li> <li>- Emergency Preparedness and Response; Doc. # FPI/L2/QOHSE-14.0; Rev. date: 23/9/2016</li> </ul> <p>Latest submission of JKPP 8 Year: 2022; DOSH Ref. # JKPP 8/136850/2022; Industry Classification: 15142; Industry Size: S; Company Name: FGV Plantations Industries Sdn. Bhd.; Address: Wa Ha Palm Oil Mill, PO Box 524, 81907 Kota Tinggi; Accident # 0; Total manhours 2022: 284,544.00; Average workers # 114; Date submitted: 26/1/2023</p> <p>Last JKPP 6 submission date: 20/7/2022 for accident date: 18/7/2022; Total MC: 127 days (18/7/2022 – 28/11/2022) – Accident Investigation Report date: 20/7/2022</p> <p>Noise Risk Assessment Report (OSHA Noise Exposure Regulation 2019) for FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill; Monitoring date: 16/7/2020 by Allion HSE Sdn. Bhd. Assessor:</p>	
--	--	--	--

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p>Zulhazam Haji Mohamed; DOSH Reg. # HQ/08/PEB/00/84; Report # AH/20/08/18; Date: 25/8/2020</p> <ul style="list-style-type: none"> <li>- Audiometric Testing Report (Above NEL – Incomplete Report) by PAC Testing &amp; Consulting Sdn. Bhd. Assessor: Pauzer Bin Ahmad; DOSH Reg. # HQ/09/PEB/00/67; Report Ref. # PAC/AMT/230801; Audiometric Test date: 1/8/2023</li> <li>- Audiometric Testing Report (Below NEL) by PAC Testing &amp; Consulting Sdn. Bhd. Assessor: Pauzer Bin Ahmad; DOSH Reg. # HQ/09/PEB/00/67; Report Ref. # PAC/AMT/230801-B; Audiometric Test date: 2/8/2023</li> <li>- Hearing Conservation &amp; Chemical Handling Training; By: Mohd. Izul Aslam Bin Mohd. Khalit, SHO; Date: 5/9/2023</li> </ul> <p>Briefing on Audiometric Diagnose Results; Date: 1/1/2023</p>	
6.7.3	<p><b>(C)</b> Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>PPE implementation based on SDS and CHRA recommendation for FGVPM Bukit Aping Selatan Estate:</p> <p>As per Chemical Health Risk Assessment Report; Ref. # HQ/10/ASS/00/8 2023/019; By: Occumed Consultancy and Services Sdn. Bhd. Assessor: Dr. Yasriza Bin Yahaya; DOSH Reg. # HQ/10/ASS/00/8; Assessment date: 22/3/2023; Submission date: 12/4/2023</p> <p>As per Medical Surveillance Report; Date: 25/10/2023; By: Klinik Pengerang; Total Employees Checked: 21</p> <p>As per sample PPE issuance of following:</p> <ul style="list-style-type: none"> <li>- Manurer: Yellow rubber boot, Safety helmet, Vest, Nitrile glove, N95 Mask, Apron, Respirator; Latest issuance: 30/10/2023</li> </ul>	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<ul style="list-style-type: none"> <li>- Sprayer: Safety boot, Safety helmet, Vest, Goggle, Respirator, Nitrile Glove, Apron, Ear Plug; Latest Issuance: 3/8/2023</li> </ul> <p>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill:</p> <p>As per Waha POM Report on Medical Surveillance December 2022; By Klinik Mediviron The Mall Southkey OHD: Dr. Logeswary Thangarajah; DOSH Reg. # HQ/22/DOC/00/00884</p>	
6.7.4	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law.</p> <p>- Minor compliance -</p>	<p>Medical care is provided to all the employees. Reviewed on workers profile records found that all workers are covered by the accident insurances.</p> <p>Local and foreign workers covered by SOCSO or Perkeso (Pertubuhan Keselamatan Sosial). Reviewed the form 8A, "Jadual Caruman" for the month of July 2023 and August 2023.</p>	Complied
6.7.5	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>The Occupational injuries are recorded using Lost Time Accident (LTA) metrics as per JKKP 8 2022:</p> <ul style="list-style-type: none"> <li>- Accident # 1</li> <li>- Lost days: 127</li> <li>- Occurrence rate (LTA): 10.75</li> <li>- Occupational disease # 20 (Audiometric test result)</li> <li>- Occurrence rate (OD): 215.05</li> <li>- Total manhours: 214,272.00</li> <li>- Average # of workers: 93</li> </ul> <p>Based on the JKKP 8, the LTA calculated as following:</p>	Complied



		Kadar kejadian = Bil kemalangan x 1000 /(purata pekerja setahun)	
<b>Principle 7: Protect, conserve and enhance ecosystems and the environment</b>			
<b>Criterion 7.1:</b> Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.			
7.1.1	<p><b>(C)</b> IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>FGVPM Bukit Aping Selatan Estate has established IPM plans. Refer "Pelan Pengurusan Kawalan Serangga Makhhluk Perosak Tanaman Bersepadu (IPM)". Among the of IPM Plan objectives as following:</p> <ul style="list-style-type: none"> <li>To control pest population below 5% yield damage from attack</li> <li>To plan action and control of pest</li> <li>To prioritize biological control and reduce chemical use.</li> <li>Census to identify target area to increase effectiveness.</li> <li>To provide training on proper and accurate method to control pest.</li> </ul> <p>Monitoring on IPM was conducted on Monthly Basis. Among the activity conducted by the estate was:</p> <ul style="list-style-type: none"> <li>Rat Damage Census</li> <li>Rat Baiting monitoring</li> <li>Barn Owl Census and monitoring</li> <li>Beneficial plant (Turnera, Cassia and Antigonon)</li> <li>Bag worm census and monitoring</li> <li>Ganoderma census and monitoring</li> </ul> <p>IPM training conducted on 23/01/2023 by FGVPM Bukit Aping Selatan Estate</p>	Complied

7.1.2	Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented. - Minor compliance -	Species referenced in the Global Invasive Species Database and CABI.org are not used in the estate.	Complied														
7.1.3	There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities. - Minor compliance -	Field visit found that there is no use of fire for pest control in the estate.	Complied														
<b>Criterion 7.2:</b> Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.																	
7.2.1	<b>(C)</b> Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised. - Critical (Major) compliance -	Justification for all pesticide available under Manual Lestari 1A, under Document: MLSL (Ed.3)-Sec 4 (2.0) dated 01/09/2017. In this Justification all chemical such as pesticide, Herbicide and Fungicide is available for each chemical.	Complied														
7.2.2	<b>(C)</b> Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided. - Critical (Major) compliance -	Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) summarized FY 2022 and todate 2023 as per below: <table border="1" data-bbox="1137 1086 1921 1366"> <thead> <tr> <th rowspan="2">Chemicals (Active Ingredient)</th> <th colspan="2">a.i./Ha</th> </tr> <tr> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Glyphosate isopropylamine</td> <td>0.712</td> <td>0.703</td> </tr> <tr> <td>Metsulfuron methyl</td> <td>0.066</td> <td>0.215</td> </tr> <tr> <td>Triclopyr Butoxy Ethyl Ester</td> <td>0.681</td> <td>0.226</td> </tr> </tbody> </table>	Chemicals (Active Ingredient)	a.i./Ha		2022	2023	Glyphosate isopropylamine	0.712	0.703	Metsulfuron methyl	0.066	0.215	Triclopyr Butoxy Ethyl Ester	0.681	0.226	Complied
Chemicals (Active Ingredient)	a.i./Ha																
	2022	2023															
Glyphosate isopropylamine	0.712	0.703															
Metsulfuron methyl	0.066	0.215															
Triclopyr Butoxy Ethyl Ester	0.681	0.226															

7.2.3	<p><b>(C)</b> Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>The quantity of agrochemicals required for various field conditions are documented and justified in Manual Lestari 1A. The implementation in the field is consistent with the manual. It is the policy to minimize the use of pesticides in accordance with IPM plan. The pesticide reduction program is monitored on usage per hectare basis.</p>	Complied
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p> <p>- Minor compliance -</p>	<p>No record of prophylactic use of pesticide in estate.</p>	Complied
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to:</p> <ul style="list-style-type: none"> <li>a) Judgment of the threat and verify why this is a major threat</li> <li>b) Why there is no other alternative which can be used</li> <li>c) Which process was applied to verify why there is no other less hazardous alternative</li> <li>d) What is the process to limit the negative impacts of the application</li> <li>e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.</li> </ul> <p>- Minor compliance -</p>	<p>As stated in the Group Sustainability Policy under section 5.3.5 Limitations on the Use of Hazardous Chemicals and Agrochemicals stated as follows:</p> <p>5.3.5.1 - FGV Group shall not use any hazardous chemical or any agrochemical that are categorized as World Health Organization Class 1A or 1B or that are listed by the Stockholm or Rotterdam Conventions, and paraquat except in specific situations. In such situation, FGV Group shall ensure that the usage does not endanger the health of employees, communities, environment and that action(s) must be taken eventually eliminate the use of the pesticides in the time bound manner.</p> <p>Reviewed the Chemical Registers showed that only class II, III &amp; IV pesticides were used at the estate. During the site visit to the chemical stores, it was justified that there were only class II, III and IV chemicals being used. Paraquat was eliminated. In its place, alternatives such as Glyphosate was used instead.</p>	Complied
7.2.6	<p><b>(C)</b> Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance</p>	<p>The pesticides operators has been given training regarding the usage safety and health issue and proper way for chemical</p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

	<p>with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <p>- Critical (Major) compliance -</p>	<p>application. The training was conducted by the personnel with knowledge on pesticide application such as Estate Manager, Asst. Manager and pesticide supplier. Reviewed the training records as per criteria 3.7.2.</p>	
7.2.7	<p><b>(C)</b> Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticides were found stored in the mill and estate’s Chemical Store in accordance with the Occupational Safety and Health Act 1994 (Act 514) and Pesticides Act 1974 (Act 149) and their Regulations. The stores were at all times locked and at the time of visit the store clerk was seen to unlock the pad-lock to open entrance door for auditor to inspect the store. At the entrance door, signage requiring donning of PPE were visibly posted. The Chemical Store signage with required Hazard Symbols were available at the entrance. The facility ventilation fan was found working with adequate ventilation available, up-to-date chemical register, trade and generic names, and their Safety data Sheet were available.</p>	Complied
7.2.8	<p>All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes.</p> <p>- Minor compliance -</p>	<p>Pesticide containers were found to be recycled and used as premix containers for field spraying operations. The access containers were all triple rinsed and punctured and stored at the designated store before they are disposed to the licensed recycle waste collector. Reviewed the empty disposal records as per cash sales receipt no. 3786 dated 31/10/2023.</p>	Complied
7.2.9	<p><b>(C)</b> Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticide application by aerial spraying is not practiced by the estates in Certification Unit.</p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

7.2.10	<p><b>(C)</b> Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>As per recommendation in CHRA report, the estate conducted Medical Surveillance on annually basis. For FGVP M Bulit Aping Selatan Estate, latest surveillance as per Medical Surveillance Report; Date: 25/10/2023; By: Klinik Pengerang; Total Employees Checked: 21.</p> <p>For FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill, latest as per Wa Ha POM Report on Medical Surveillance December 2022; By Klinik Mediviron The Mall Southkey OHD: Dr. Logeswary Thangarajah; DOSH Reg. # HQ/22/DOC/00/00884.</p> <p>Based on the verification through master list of workers, personal file, sample interview and site verification, there is no under age of 18 workers and workers that have medical restriction.</p>	Complied						
7.2.11	<p><b>(C)</b> No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p> <p>- Critical (Major) compliance -</p>	<p>The estate has issued internal memo to all woman workers on prohibitions of pregnant or breastfeeding women to work as chemical handlers. Refer memo no. (05)RSPO/P1, P6 dated 06/04/2022. The memo was received, read and understand by all woman workers.</p> <p>Noted during interview with storekeeper, the understanding is satisfactory.</p>	Complied						
<b>Criterion 7.3:</b> Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.									
7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>The Waste Management Plan covering both mill and estate operations to mitigate and control the identified wastes and source of pollution has been established.</p> <p>FGVPM Bukit Aping Selatan</p> <table border="1" data-bbox="1137 1305 1924 1359"> <thead> <tr> <th data-bbox="1137 1305 1294 1359">Source</th> <th data-bbox="1294 1305 1563 1359">Type Of Waste</th> <th data-bbox="1563 1305 1924 1359">Action Plan</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Source	Type Of Waste	Action Plan				Non-compliance
Source	Type Of Waste	Action Plan							

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		Operation	Fertilizer Bag	Record use of empty fertilizer bag		
				Training on waste disposal		
			Tyre	Dispose through licence contractor		
			Scrap Iron	Dispose through licence contractor		
			Office & Line site	Pape, Plastic, Aluminium	Segregation use 3R and Dispose through licence contractor	
				Electronic waste	Dispose through licence contractor	
		Domestic Waste		Rubbish collection and disposed through Municipal Bin		
		FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill				
		Source	Type Of Waste	Action Plan		
		Operation	Contaminated PPE	Record used PPE		
Dispose through licence contractor						
	Lubricant and paint container	Dispose through licence contractor				

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<table border="1"> <tr> <td data-bbox="1137 363 1294 450"></td> <td data-bbox="1294 363 1563 450">Oil filter, Spent lubricating oil</td> <td data-bbox="1563 363 1930 450">Dispose through licence contractor</td> </tr> <tr> <td data-bbox="1137 450 1294 536">Office &amp; Line site</td> <td data-bbox="1294 450 1563 536">Electronic waste</td> <td data-bbox="1563 450 1930 536">Dispose through licence contractor</td> </tr> <tr> <td data-bbox="1137 536 1294 622">Mill vehicle</td> <td data-bbox="1294 536 1563 622">Old batteries</td> <td data-bbox="1563 536 1930 622">Dispose through licence contractor</td> </tr> <tr> <td data-bbox="1137 622 1294 718" rowspan="2">Mill waste</td> <td data-bbox="1294 622 1563 718">EFB</td> <td data-bbox="1563 622 1930 718">Transport to estate for mulching</td> </tr> <tr> <td data-bbox="1294 718 1563 782">POME/Effluent</td> <td data-bbox="1563 718 1930 782">Discharge to river</td> </tr> </table>		Oil filter, Spent lubricating oil	Dispose through licence contractor	Office & Line site	Electronic waste	Dispose through licence contractor	Mill vehicle	Old batteries	Dispose through licence contractor	Mill waste	EFB	Transport to estate for mulching	POME/Effluent	Discharge to river	
	Oil filter, Spent lubricating oil	Dispose through licence contractor															
Office & Line site	Electronic waste	Dispose through licence contractor															
Mill vehicle	Old batteries	Dispose through licence contractor															
Mill waste	EFB	Transport to estate for mulching															
	POME/Effluent	Discharge to river															
7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.	<p>Waste management plan was not fully documented and implemented.</p> <p>During site visit at Schedule waste store FGVPB Bukit Aping Selatan Estate, it was observed the availability of SW 410 (Inner fertilizer bag) 3 jumbo bags. However the labelling was not accordance with Waste Management Plan FY2023, For identification and warning purposes, containers of scheduled wastes shall be clearly labelled in accordance with the Third Schedule of the Environmental Quality (Scheduled Wastes) Regulations 2005 and marked with the scheduled wastes code as specified in the First Schedule of the Environmental Quality (Scheduled Wastes) Regulations 2005. The characteristics labels as in the Third Schedule of the Environmental Quality (Scheduled Wastes) Regulations 2005. Thus, Minor NC was raised.</p>	Complied														

	<p>- Minor compliance -</p>	<p>Pengumpul Berpusat” dated 13/03/2023 V1 with reference number FGV/FGVPM/SOP/PAS-08.</p> <p>Procedure of Schedule waste management has been established. Refer Waste Management Procedure dated 02/01/2008 with reference number FPI/L2/QOSHSE-0.9. Other reference made was Guidelines for Packaging, Labelling and Storage of Scheduled Wastes In Malaysia.</p> <p>Awareness training on Schedule waste has been conducted as per date below:</p> <ul style="list-style-type: none"> <li>• FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill: 02/01/2023</li> <li>• FGVPM Bukit Aping Selatan: 16/03/2023</li> </ul> <p>Generally, the workers have demonstrated good understanding in proper disposal of wastes.</p> <p>Record of Inventory of Schedule Waste and Disposal Record as per details below:</p> <p><u>FGVPM Bukit Aping Selatan</u></p> <p><u>Inventory</u></p> <ul style="list-style-type: none"> <li>• File reference Number: Ladang Bukit Aping Selatan</li> <li>• Date Reporting: October 2023</li> <li>• Waste Generated: SW201, SW305, SW409.</li> </ul> <p><u>Disposal (Sent To Collection Centre)</u></p> <p>Sample 1</p> <ul style="list-style-type: none"> <li>• Disposal consignment note: FGVPM/L4/F(PAS-08)/1.1</li> <li>• Date Disposal: 30/10/2023</li> </ul>	
--	-----------------------------	--	--



**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<ul style="list-style-type: none"> <li>• SW 409 = 0.005 MT and SW410 = SW 0.047 MT</li> </ul> <p>Refer approval from DOE on letter titled "Kelulusan Permohonan Pengumpulan Bahan Buangan Terjadual Secara Berpusat Di Sektor Perladangan FGV" dated 30/10/2019 with reference number JAS.600-3/5/26Jld.3(32).</p> <p><u>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill</u></p> <p><u>Inventory</u></p> <ul style="list-style-type: none"> <li>• File reference Number: JAS.JPG.600-3/1/7</li> <li>• Date Reporting: 01/11/2023</li> <li>• Waste Generated: SW305, SW410.</li> </ul> <p><u>Disposal</u></p> <p>Sample 1</p> <ul style="list-style-type: none"> <li>• Disposal consignment note: 20230521171UV5PZ</li> <li>• Date Disposal: 16/05/2023</li> <li>• SW 410 – Rags, Plastic, papers or filters contaminated with SW, 0.1000 MT disposed by Kualiti Alam Sdn Bhd</li> </ul> <p>Sample 2</p> <ul style="list-style-type: none"> <li>• Disposal consignment note: 2023052117K6W8U5</li> <li>• Date Disposal: 16/05/2023</li> <li>• SW 305 – Spent Lubricating Oil, 0.2100 MT disposed by Kualiti Alam Sdn Bhd</li> </ul>	
7.3.3	The unit of certification does not use open fire for waste disposal.	Not sighted any open burning as per visit to the estates field and housing compound in FGV Palm Industries Sdn Bhd - Waha Palm	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

	<p>- Minor compliance -</p>	<p>Oil Mill and supply base for waste disposal. FGV practices of “Zero open burning” is enforced and elaborated in the Group Sustainability Policy dated 17/11/2020 and also included in the operational guidelines as following:</p> <ul style="list-style-type: none"> <li>• Sustainable Oil Palm Estate Manual: Safe Work Procedure</li> <li>• Sustainability Manual: Safe Work Procedure, Premix Procedure, Chemical Handling &amp; Land Preparation for Replanting</li> </ul> <p>If the replanting programme was commenced in the Estate, all palms will be felled, shredded, windrowed and left to decompose. There was no evidence that fire had been used to prepare land for replanting in the estate No fire was used for waste disposal.</p> <p>There was no evidence of fire used for waste disposal estate visited. Domestic waste was collected and disposed at Municipal Council bin.</p> <p>Awareness training to workers on No Open Burning was conducted on 13/06/2023.</p>	
<p><b>Criterion 7.4:</b> Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>			
<p>7.4.1</p>	<p>Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts.</p> <p>- Minor compliance -</p>	<p>Management of soil fertility is guided by FGV’s “Manual Ladang Sawit Lestari” (Oil Palm Plantation Sustainability Manual), Third Edition (2017), Section V: Manuring. It covers the applications of fertilizer for various stages of palm age and techniques. Recommendation of type of fertilizers and dosage are given by the agronomy unit through analysis of foliar and soils from the estates.</p>	<p>Complied</p>
<p>7.4.2</p>	<p>Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health.</p> <p>- Minor compliance -</p>	<p>The most recent periodic foliar sampling analysis for the sampled estate was conducted in 2022 to track changes in nutrient status. The agronomist utilized the results of this analysis to make recommendations for the programmed application of fertilizers. For detailed information, please refer to the Report on Leaf and Soil</p>	<p>Complied</p>

		Nutrient Levels dated 18/02/2022, with reference number FRS20230067. Foliar analysis for 2023 has been done on September 2023 and the result were in progress.																					
7.4.3	A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.  - Minor compliance -	<p>The mill recycles the EFB where the EFB are sent to the supply bases or other growers to be used as mulch in the estates. Reviewed the sampled EFB disposal records for Bukit Aping Selatan Estate FY 2023</p> <table border="1"> <thead> <tr> <th>Field</th> <th>Tonnage</th> </tr> </thead> <tbody> <tr> <td>PM10P</td> <td>4.85 MT (14/08/2023)</td> </tr> <tr> <td>PM08N</td> <td>3.87 MT (10/01/2023)</td> </tr> </tbody> </table>	Field	Tonnage	PM10P	4.85 MT (14/08/2023)	PM08N	3.87 MT (10/01/2023)	Complied														
Field	Tonnage																						
PM10P	4.85 MT (14/08/2023)																						
PM08N	3.87 MT (10/01/2023)																						
7.4.4	Records of fertiliser inputs are maintained.  - Minor compliance -	<p>The fertiliser application was conducted as per recommendation by agronomist base on foliar sampling conducted. The fertiliser application records were available at the estate visited for review. Refer 2023/2024 Fertiliser Programme and Application Record. Sample of fertilizer programme and application record as table below:</p> <table border="1"> <thead> <tr> <th>Field</th> <th>Fertilizer</th> <th>Amount, MT</th> <th>Program</th> <th>Status</th> </tr> </thead> <tbody> <tr> <td>PM00H</td> <td>NK MIX 11.6/27</td> <td>2.00 kg/palm</td> <td>June 2023</td> <td>Completed</td> </tr> <tr> <td>PM04J</td> <td>Felda 12 (Sachet)</td> <td>3.00 kg/palm</td> <td>July 2023</td> <td>Completed</td> </tr> <tr> <td>PM08N</td> <td>Felda 12 (NPK Mg Granular)</td> <td>3.00 kg/palm</td> <td>August 2023</td> <td>Completed</td> </tr> </tbody> </table>	Field	Fertilizer	Amount, MT	Program	Status	PM00H	NK MIX 11.6/27	2.00 kg/palm	June 2023	Completed	PM04J	Felda 12 (Sachet)	3.00 kg/palm	July 2023	Completed	PM08N	Felda 12 (NPK Mg Granular)	3.00 kg/palm	August 2023	Completed	Complied
Field	Fertilizer	Amount, MT	Program	Status																			
PM00H	NK MIX 11.6/27	2.00 kg/palm	June 2023	Completed																			
PM04J	Felda 12 (Sachet)	3.00 kg/palm	July 2023	Completed																			
PM08N	Felda 12 (NPK Mg Granular)	3.00 kg/palm	August 2023	Completed																			

Criterion 7.5: Practices minimise and control erosion and degradation of soils.													
7.5.1	<p><b>(C)</b> Maps identifying marginal and fragile soils, including steep terrain, are available.</p> <p>- Critical (Major) compliance -</p>	<p>Maps identifying marginal and fragile soil, including steep terrain were available for verification. The operating units has identified the soil series and established soil series maps prepared by Unit Komputer (GPS/GIS) from FELDA Agricultural Services Sdn. Bhd. Soil series identified in the estates as follows:</p> <p>FGVPM Bukit Aping Selatan Estate</p> <table border="1" data-bbox="1137 654 1926 909"> <thead> <tr> <th>Soil Type</th> <th>Hectarage, ha</th> </tr> </thead> <tbody> <tr> <td>Pohoi -, Durian Tavy</td> <td>219.58</td> </tr> <tr> <td>Renggam, Masai</td> <td>574.94</td> </tr> <tr> <td>Renggam, Masai, Local Alluvium</td> <td>302.29</td> </tr> </tbody> </table>	Soil Type	Hectarage, ha	Pohoi -, Durian Tavy	219.58	Renggam, Masai	574.94	Renggam, Masai, Local Alluvium	302.29	Complied		
Soil Type	Hectarage, ha												
Pohoi -, Durian Tavy	219.58												
Renggam, Masai	574.94												
Renggam, Masai, Local Alluvium	302.29												
7.5.2	<p>No replanting on steep slopes (above 25 degrees) unless approved by state governments. In case of replanting is permitted, no replanting in contiguous area of steep terrain (greater than 25 degrees) larger than 25 Ha within the Unit of Certification.</p> <p>- Minor compliance -</p>	<p>There is no planting and replanting on steep slopes. Addressed in the 'Pengenalpastian Kawasan Cerun dan Rezab Sungai' under section 3.0 "Tanggungjawab". Refer doc. No FGV/ML-1A/L2-Pr-8, issue 1 dated 01/06/2016. In the section 3.0 "Tanggungjawab" stated as follows: To ensure river reserves and buffer zones and steep areas &gt;25° are not disturbed during development programs and new planting. Record verification as per below:</p> <table border="1" data-bbox="1137 1173 1926 1388"> <thead> <tr> <th>Estate</th> <th>Degree</th> <th>Hectarage</th> </tr> </thead> <tbody> <tr> <td rowspan="3">FGVPM Bukit Aping Selatan Estate</td> <td>0°-2°</td> <td>50%</td> </tr> <tr> <td>2°-6°</td> <td>0%</td> </tr> <tr> <td>6°-12°</td> <td>20%</td> </tr> </tbody> </table>	Estate	Degree	Hectarage	FGVPM Bukit Aping Selatan Estate	0°-2°	50%	2°-6°	0%	6°-12°	20%	Complied
Estate	Degree	Hectarage											
FGVPM Bukit Aping Selatan Estate	0°-2°	50%											
	2°-6°	0%											
	6°-12°	20%											

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

			12°-20°	30%	
			<25°	0%	
7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	Based on field visit at FGVPM Bukit Aping Selatan Estate, it was verified that there was no new planting of oil palm sighted on steep terrain.			Complied
<b>Criterion 7.6:</b> Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.					
7.6.1	<b>(C)</b> To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations. - Critical (Major) compliance -	There is no establishment of new planting in FGVPM Bukit Aping Selatan Estate. For Replanting, Soil series and topography maps were available for the estate. No marginal or fragile soil categorized in the estate as per soil map issued by R&D Unit.			Complied
7.6.2	Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices. - Minor compliance -	There is no establishment of new planting in FGVPM Bukit Aping Selatan Estate. For Replanting, Soil series and topography maps were available for the estate. No marginal or fragile soil categorized in the estate as per soil map issued by R&D Unit.			Complied
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	The Unit Komputer (GPS/GIS) from FELDA Agricultural Services Sdn. Bhd. conducted assessment and provided the estates with topography maps. There is no establishment of new planting in FGVPM Bukit Aping Selatan Estate. The estate have taken into account the land terrain, drainage and road systems in planning replanting.			Complied
<b>Criterion 7.7:</b> No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.					
7.7.1	<b>(C)</b> There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas.	There is no peat soil or soil categorized as marginal or fragile soil at the FGVPM Bukit Aping Selatan Estate. The entire estate had no			Not Applicable

	- Critical (Major) compliance -	new planting program during the audit period and forthcoming as recorded. This was verified as per soil analysis report and as per indicator 7.5.1.	
7.7.2	<p>Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat.</p> <p><b>PROCEDURAL NOTE:</b></p> <p>Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).</p> <p>- Minor compliance -</p>	There is no peat soil or soil categorized as marginal or fragile soil in estate visited. There was also no new planting in the estate as well. Hence, this indicator is not applicable.	Not Applicable
7.7.3	<p><b>(C)</b> Subsidence of peat is monitored, documented and minimised.</p> <p>- Critical (Major) compliance -</p>	There is no peat soil or soil categorized as marginal or fragile soil in estate visited. There was also no new planting in the estate as well. Hence, this indicator is not applicable.	Not Applicable
7.7.4	<p><b>(C)</b> A documented water and ground cover management programme is in place.</p> <p>- Critical (Major) compliance -</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in estate visited. There was also no new planting in the estate as well. Hence, this indicator is not applicable. The water and ground cover management programme documented in the FGV Agricultural Manual (Water Management in Inland, Coastal and Peat lands); Issue date: 1/7/2011 which include the following:</p> <ul style="list-style-type: none"> <li>• Bulk of the supply in view of the location are from PAIP for both mill and estate.</li> <li>• Monitor the quality of main water inlet/outlet for pollutants from estate's operations.</li> <li>• Contingency during water shortage.</li> <li>• Monitor the usage of fresh water on monthly basis</li> </ul>	Complied

		<ul style="list-style-type: none"> <li>Reuse/recycle wastewater</li> </ul>	
7.7.5	<p><b>(C)</b> For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.</p> <p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p> <p>- Critical (Major) compliance -</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in estate visited. There was also no new planting in the estate as well. Hence, this indicator is not applicable.</p>	Not Applicable
7.7.6	<p><b>(C)</b> All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in estate visited. There was also no new planting in the estate as well. Hence, this indicator is not applicable.</p>	Not Applicable
7.7.7	<p><b>(C)</b> All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat', version 2 (2019) and associated audit guidance.</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in estate visited. There was also no new planting in the estate as well. Hence, this indicator is not applicable.</p>	Not Applicable

	- Critical (Major) compliance -																	
<b>Criterion 7.8:</b> Practices maintain the quality and availability of surface and groundwater.																		
7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>b) Workers have adequate access to clean water.</p> <p>- Minor compliance -</p>	<p>A water management plan has been established refer to "Pelan Pengurusan Air Tahun 2023/2024". Water Management Plan for year 2023/2024 which was developed to maintain the quality and availability of natural water resources. FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill and FGVPM Bukit Aping Selatan Estate does not restrict access to clean water to workers. Verified through interview with sample workers, workers have adequate access to clean water.</p> <p>Among the plan tabulated in the table below:            FGVPM Bukit Aping Selatan Estate</p> <table border="1"> <thead> <tr> <th>Source</th> <th>Issue</th> <th>Action Plan</th> </tr> </thead> <tbody> <tr> <td rowspan="4">River</td> <td>Flash Flood</td> <td>Desilting Drain</td> </tr> <tr> <td rowspan="2">Contamination</td> <td>Placing buffer zone area</td> </tr> <tr> <td>Provide signage</td> </tr> <tr> <td>Awareness training to workers</td> </tr> <tr> <td>Water quality</td> <td>Water sampling once a year</td> </tr> <tr> <td>Rain</td> <td>Soil moisture</td> <td>Use EFB application</td> </tr> </tbody> </table>	Source	Issue	Action Plan	River	Flash Flood	Desilting Drain	Contamination	Placing buffer zone area	Provide signage	Awareness training to workers	Water quality	Water sampling once a year	Rain	Soil moisture	Use EFB application	Complied
Source	Issue	Action Plan																
River	Flash Flood	Desilting Drain																
	Contamination	Placing buffer zone area																
		Provide signage																
	Awareness training to workers																	
Water quality	Water sampling once a year																	
Rain	Soil moisture	Use EFB application																



**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		Government treated water	Leakage/ dry season	Inform SAJ to sent backup/ assist.						
			Poor water quality	Inform / Report to SAJ.						
		FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill								
		Source	Issue	Action Plan						
		Operation Mill	Abstraction water from river	BAKAJ License, Monitoring water level						
		Pond	Overflow during rain season	Desludging						
		Rainy	Flash flood	Depth the pond						
		Canteen / Line site	Shortage of water	Report to SAJ, call for water assistance						
7.8.2	<p><b>(C)</b> Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental deterioration having occurred during the previous cycle.</p> <p>- Critical (Major) compliance -</p>	<p>From the verification was done through site visit, interview and document review, it was confirmed that water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017). Monitoring was done by water sampling conducted by the certification units.</p> <p>FGVPM Bukit Aping Selatan Estate</p> <ul style="list-style-type: none"> <li>River water analysis was conducted on 20/09/2023. Refer report with refence number WFP2300304. Sample taken for Sungai Bahan.</li> </ul>				Complied				

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill</p> <ul style="list-style-type: none"> <li>Final discharge analysis was conducted on 09/10/2023. Refer report with reference number MABB2146/23. Sample taken for Final Point X.</li> <li>Hulu/Hilir Sungai analysis was conducted on 18/10/2023. Refer report with reference number MABB2235/23. Sample taken for Sungai Bahan.</li> </ul>																									
<p>7.8.3</p>	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.</p> <p>- Minor compliance -</p>	<p>Mill effluent is treated through biological anaerobic treatment. Regular monitoring was conducted as per requirement. Monthly and quarterly reports were submitted to DOE accordingly. Reviewed the Quarterly Return Form to DOE as follows:</p> <table border="1" data-bbox="1137 791 1919 1367"> <thead> <tr> <th>Report Date</th> <th>Quarter/Week</th> <th>BOD (Limit=20 mg/L)</th> </tr> </thead> <tbody> <tr> <td rowspan="3">02/04/2023</td> <td>1<sup>st</sup>week/1<sup>st</sup>month</td> <td>22.00</td> </tr> <tr> <td>5<sup>th</sup>week/2<sup>nd</sup>Month</td> <td>20.00</td> </tr> <tr> <td>9<sup>th</sup>week/3<sup>rd</sup>Month</td> <td>20.00</td> </tr> <tr> <td rowspan="3">02/07/2023</td> <td>1<sup>st</sup>week/1<sup>st</sup>month</td> <td>18.00</td> </tr> <tr> <td>5<sup>th</sup>week/2<sup>nd</sup>Month</td> <td>9.00</td> </tr> <tr> <td>9<sup>th</sup>week/3<sup>rd</sup>Month</td> <td>23.00</td> </tr> <tr> <td rowspan="3">02/10/2023</td> <td>1<sup>st</sup>week/1<sup>st</sup>month</td> <td>28.00</td> </tr> <tr> <td>5<sup>th</sup>week/2<sup>nd</sup>Month</td> <td>15.00</td> </tr> <tr> <td>9<sup>th</sup>week/3<sup>rd</sup>Month</td> <td>22.00</td> </tr> </tbody> </table>	Report Date	Quarter/Week	BOD (Limit=20 mg/L)	02/04/2023	1 <sup>st</sup> week/1 <sup>st</sup> month	22.00	5 <sup>th</sup> week/2 <sup>nd</sup> Month	20.00	9 <sup>th</sup> week/3 <sup>rd</sup> Month	20.00	02/07/2023	1 <sup>st</sup> week/1 <sup>st</sup> month	18.00	5 <sup>th</sup> week/2 <sup>nd</sup> Month	9.00	9 <sup>th</sup> week/3 <sup>rd</sup> Month	23.00	02/10/2023	1 <sup>st</sup> week/1 <sup>st</sup> month	28.00	5 <sup>th</sup> week/2 <sup>nd</sup> Month	15.00	9 <sup>th</sup> week/3 <sup>rd</sup> Month	22.00	<p>Complied</p>
Report Date	Quarter/Week	BOD (Limit=20 mg/L)																									
02/04/2023	1 <sup>st</sup> week/1 <sup>st</sup> month	22.00																									
	5 <sup>th</sup> week/2 <sup>nd</sup> Month	20.00																									
	9 <sup>th</sup> week/3 <sup>rd</sup> Month	20.00																									
02/07/2023	1 <sup>st</sup> week/1 <sup>st</sup> month	18.00																									
	5 <sup>th</sup> week/2 <sup>nd</sup> Month	9.00																									
	9 <sup>th</sup> week/3 <sup>rd</sup> Month	23.00																									
02/10/2023	1 <sup>st</sup> week/1 <sup>st</sup> month	28.00																									
	5 <sup>th</sup> week/2 <sup>nd</sup> Month	15.00																									
	9 <sup>th</sup> week/3 <sup>rd</sup> Month	22.00																									

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p>Refer "Lesen Pelanggaran" with reference JAS.JHQ.600-3/1/7(2) dated 09/07/2023. Payment has been made to DOE dated 01/08/2023 with voucher reference 352305664.</p> <p>FGVPM Bukit Aping Selatan POM discharge POME through "Alur Air" Sungai Bahan after treated as per "Jadual Pematuhan" No:004743. Signage on "Takat Pelepasan" was maintained at Mill has conducted water sampling at final discharge. Refer Report Final discharge analysis was conducted on 09/10/2023. Refer report with refence number MABB2146/23. Sample taken for Final Point X.</p>													
7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <p>- Minor compliance -</p>	<p>Mill has maintained monitoring of water usage for processing FFB which are recorded monthly. Water for processing is abstracted from water catchment by using pump. The trend of water usage is tandem with volume of FFB process. Refer Water Usage Record FGVPM Bukit Aping Selatan POM. Average data as below:</p> <table border="1" data-bbox="1137 880 1921 1088"> <thead> <tr> <th>Year</th> <th>FFB Processed, MT</th> <th>Water/L</th> <th>Water/FFB</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>261,020.00</td> <td>301,230.00</td> <td>1.15</td> </tr> <tr> <td>2023</td> <td>206,650.00</td> <td>237,717.00</td> <td>1.15</td> </tr> </tbody> </table> <p>The mill processing water are obtained from the water catchment adjacent to the mill complex. The water usage monitored on monthly basis with the baseline at 1.2 m<sup>3</sup>/FFB processed.</p>	Year	FFB Processed, MT	Water/L	Water/FFB	2022	261,020.00	301,230.00	1.15	2023	206,650.00	237,717.00	1.15	Complied
Year	FFB Processed, MT	Water/L	Water/FFB												
2022	261,020.00	301,230.00	1.15												
2023	206,650.00	237,717.00	1.15												
<p><b>Criterion 7.9:</b> Efficiency of fossil fuel use and the use of renewable energy is optimised</p>															

<p>7.9.1</p>	<p>A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented.</p> <p>- Minor compliance -</p>	<p>A plan for improving the efficiency of the use of fossil fuels is in place and has been incorporated into the Environmental Management Plan 2023. The document was reviewed/updated on January 2023. Among the Energy Management Plan were:</p> <p>FGVPM Bukit Aping Selatan</p> <ol style="list-style-type: none"> <li>1. Monitored, and reduce the usage of diesel for transportation of FFB from estate to mill</li> <li>2. Periodically checking for FFB Transportation and monitored the emission from the tractor</li> <li>3. Ensure engine condition was good from the maintenance of transport and checking</li> <li>4. Awareness training to all FFB transport driver.</li> </ol> <p>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill</p> <ol style="list-style-type: none"> <li>1. Monitored, and reduce the usage of diesel for FFB Process</li> <li>2. Awareness Training to all Mill Driver (Shovel)</li> <li>3. Periodically of machinery in the mill</li> </ol> <p>There is no opportunity for the estates to capitalize the utilisation of fibre produced from the mill as part of their energy production in replacement of fossil fuel with the current technology limitation. Excessive of shredded fibre and shell were sold to 3<sup>rd</sup> party. Refer record below transportation with reference number 3014843 and 3016000.</p> <p>The mill and estate monitored the diesel usage per ton FFB process/production on monthly basis. Reviewed the data To date 2022 as follows:</p>	<p>Complied</p>
--------------	--	---	-----------------

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p>FGVPM Bukit Aping Selatan</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Diesel, (MT)</th> <th>FFB / CPO, (MT)</th> <th>Diesel / FFB / CPO (MT)</th> <th>Baseline</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>40,840.631</td> <td>15,404.060</td> <td>2.65</td> <td>2.76</td> </tr> <tr> <td>2023</td> <td>34,752.03</td> <td>11,357.24</td> <td>3.06</td> <td>3.62</td> </tr> </tbody> </table> <p>FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Diesel, (MT)</th> <th>FFB / CPO, (MT)</th> <th>Diesel / FFB / CPO (MT)</th> <th>Baseline</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>226,900</td> <td>238,690</td> <td>0.95</td> <td>0.90</td> </tr> <tr> <td>2023</td> <td>177,627</td> <td>205,040</td> <td>0.87</td> <td>0.90</td> </tr> </tbody> </table> <p>High utilisation of diesel/FFB due to high crop pattern and crop diversion from sister estate (uncertified FFB).</p>	Year	Diesel, (MT)	FFB / CPO, (MT)	Diesel / FFB / CPO (MT)	Baseline	2022	40,840.631	15,404.060	2.65	2.76	2023	34,752.03	11,357.24	3.06	3.62	Year	Diesel, (MT)	FFB / CPO, (MT)	Diesel / FFB / CPO (MT)	Baseline	2022	226,900	238,690	0.95	0.90	2023	177,627	205,040	0.87	0.90	
Year	Diesel, (MT)	FFB / CPO, (MT)	Diesel / FFB / CPO (MT)	Baseline																													
2022	40,840.631	15,404.060	2.65	2.76																													
2023	34,752.03	11,357.24	3.06	3.62																													
Year	Diesel, (MT)	FFB / CPO, (MT)	Diesel / FFB / CPO (MT)	Baseline																													
2022	226,900	238,690	0.95	0.90																													
2023	177,627	205,040	0.87	0.90																													
<p><b>Criterion 7.10:</b> Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.</p>																																	
<p>7.10.1</p>	<p><b>(C)</b> GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>Both the mill and the estates had identified emission of greenhouse gas (GHG) from their operations such as emission from their farm tractor and gen set operation. The management from both estate and mill had planned to reduce emission by daily inspection and monitoring for their farm tractor and gen set to prevent any leakage and problem that could adversely impact the environment.</p>	<p>Complied</p>																														

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p>Fuel Consumption, POME and reported in the Palm GHG Summary Report. The consumption of fertilisers and diesel were verified through Estates:</p> <ul style="list-style-type: none"> <li>• FFB record book</li> <li>• Stock book</li> <li>• Monthly stock issue</li> <li>• Stock requisition note Mill</li> <li>• Mill Month End Production Report</li> <li>• Monthly production report</li> <li>• Flowmeter &amp; running hours record book</li> </ul>					
7.10.2	<p><b>(C)</b> Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	Not applicable since no new development by the certification unit.	Not Applicable				
7.10.3	<p><b>(C)</b> Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>Assessment of all polluting activities was conducted under Environmental Risk Assessment for identifying activities that contributes significant impact to environment including gaseous emission. Among the plan for pollution preventive action Plan FY 2023 were:</p> <table border="1"> <thead> <tr> <th>Environmental issue</th> <th>Action Plan</th> </tr> </thead> <tbody> <tr> <td></td> <td>To recollect water used and recycled during next premixing</td> </tr> </tbody> </table>	Environmental issue	Action Plan		To recollect water used and recycled during next premixing	Complied
Environmental issue	Action Plan						
	To recollect water used and recycled during next premixing						

**RSPO P&C Public Summary Report  
Revision 14 (Aug 2022)**

		<p>Leaking of pesticides during chemical mixing and washing into outside land</p>	<p>Water pump repaired</p>	
		<p>Leaking of lubricant, oil from servicing, parking tractor</p>	<p>To used oil tray to prevent leakage of used oil</p>	
		<p>Smoke from vehicle exhaust i.e. tractor</p>	<p>Regular engine maintenance</p>	
		<p>Erosion during replanting work</p>	<p>Riparian reserve 20m to established</p>	
		<p>As prescribed under DOE's Compliance Schedule, the mill is obliged to conduct stack sampling minimum once a year. Below are the verified reports (Isokinetic Stack &amp; Air Emission Monitoring Report):</p> <p><u>1<sup>st</sup> Half 2023</u></p> <ul style="list-style-type: none"> <li>• Report no.: RT003/2023/002</li> <li>• Report date: 16/01/2023</li> <li>• Result: Dust: 104.80 mg/m<sup>3</sup> (B5) vs limit 150, CO: 245 mg/m<sup>3</sup> vs limit 1000 @ 12% CO<sub>2</sub></li> </ul> <p>For Air Pollution Control System, management use Electrostatic Precipitator (ESP) for monitoring. Continuous Emissions Monitoring System (CEMS) which link to the DOE on real time base were monitored.</p> <p>Sighted Online Environmental Reporting (OER) has been submitted to DOE on quarterly basis. The result within parameter as per Jadual Pematuhan AS(B)XX/XXX/000/XXX Licence No: 003562.</p>		

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p>Environmental audit by 3<sup>rd</sup> party has been conducted annually by Assessor MZ Enviro Testing &amp; Consulting with reference number JAS.JHQ.600-3/1/7(18) dated 10/07/2023.</p> <p>Report on Ambient Air Monitoring; Date of monitoring; 13-14/04/2023 by MZ Enviro Testing &amp; Consulting. Refer section 5 Summary Resul confirmed that all result complied with the limit(&lt;23.1)</p> <p>Latest DOE visit was sighted on 30/10/2023. Sighted reports details and no issue has been raised.</p>	
<b>Criterion 7.11:</b> Fire is not used for preparing land and is prevented in the managed area			
7.11.1	<p><b>(C)</b> Land for new planting or replanting is not prepared by burning.</p> <p>- Critical (Major) compliance -</p>	<p>Visit to the areas in FGVPM Bukit Aping Selatan Estate confirmed that there is no land preparation by burning. Interview with the workers and management indicated that they do not prepare land for replating (When there is an programme) by burning. Refer Zero open burning policy as per SOP Section B2 - Felling/Land Clearing &amp; Land Preparation dated November 2008. Management complying with the Malaysian environmental law – EQA and Regulations 1974. No open burning noted based on the records on the land clearing and felling for the replanting at visited estates. Method of land clearing and preparation was used such as felling &amp; chipping, cambering/land forming and path construction. Refer related SOP as below:</p> <ol style="list-style-type: none"> <li>1. Manual Ladang Sawit LESTARI on reviewed 01/06/2012</li> <li>2. Sawit pra matang edisi II seksyen 3</li> <li>3. Manual Ladang Sawit LESTARI reviewed on 01/06/2012</li> <li>4. Sawit matang edisi II seksyen 4</li> </ol>	Complied



		<p>5. Manual Ladang Sawit LESTARI 01/06/2012</p> <p>6. Pembajaan sawit edisi II seksyen 5</p> <p>7. Prosedur Kerja Selamat</p> <p>8. Manual Kelestarian (Sustainability)</p>	
7.11.2	<p>The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	<p>Fire prevention measure has been established. Refer ERP Procedures. Refer document no. FGV/ML-1A/L2-Pr15 dated 01/06/2016. At the estates level, there are fire prevention team established. Among the mechanisms to prevent fire are training on firefighting for the ERT, preparing the fire-fighting facilities such as tractor mounted with water bowser and submersible water pump.</p>	Complied
7.11.3	<p>The unit of certification engages with adjacent stakeholders on fire prevention and control measures.</p> <p>- Minor compliance -</p>	<p>There is evidence that management has engaged with stakeholders regarding on fire prevention and control measures. Refer Stakeholder meeting dated 03/08/2023. Refer Section 5.0 item 5.1. stated details on Fire Prevention.</p> <p>Refer "Makluman Mengenai Pelan Kawalan Dan Mencegah Kebakaran Kepada Stakeholder" dated 15/10/2023 with letter reference (01)668/FailRSPO(1.4.2). Acknowledgment by stakeholder has been recorded from the evidence "Rekod Penerimaan Surat Stakeholders". Sample stakeholder verified from Jabatan Hutan Felda Bukit Wa ha, Felda Simpang Wa Ha and FPMSB Bukit Easter. Other than that, Communication on fire prevention has been made during stakeholder meeting dated 27/09/2023.</p>	Complied
<p><b>Criterion 7.12:</b> Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.</p>			

7.12.1	<p><b>(C)</b> Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests.</p> <p>A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.</p> <p>- Critical (Major) compliance -</p>	<p>There is neither any presence of HCV and primary forest nor land clearing activities made nor had damaged any forest to protect or enhance the HCV.</p>	Complied
7.12.2	<p><b>(C)</b> HCVs, HCS forests and other conservation areas are identified as follows:</p> <p>a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.</p> <p>b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p> <p><b>PROCEDURAL NOTE:</b></p> <p>Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019).</p> <p>- Critical (Major) compliance -</p>	<p>HCV Assessment has been conducted. Refer High Conservation Value (HCV) Report for FGVPM Bukit Aping Selatan Estate dated 20/12/2018 prepared by Sustainability Officer FGVH. Based on the assessment there is no HCV in the estate. However, there is conservation area found in the estate. Details conservation as below:</p> <ul style="list-style-type: none"> <li>• Boundary with Hutan Simpan Pant</li> <li>• Boundary with Hutan Sedeli</li> <li>• Vacant Area</li> <li>• Sungai Bahan</li> <li>• Rubber Planted Area</li> </ul> <p>There is no land clearing activities made nor had damaged any forest to protect or enhance the HCV.</p>	Complied
7.12.3	<p><i>Indicator is not applicable in Malaysia context</i></p>	<p>Not applicable</p>	Not Applicable
7.12.4	<p><b>(C)</b> Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed,</p>	<p>No new planting after 15 November 2018 within FGVPM Bukit Aping Selatan Estate. Based on the HCV identified in the report, the estate has established management plan for the year 2023. Review on HCV Management Plan Bukit Aping Selatan Estate has been done on</p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

	<p>implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	<p>03/01/2023. Reviewed the implementation of the management plan as follows:</p> <p><u>FGVPM Bukit Aping Selatan Estate</u></p> <table border="1"> <thead> <tr> <th data-bbox="1137 491 1532 549">Issue / Area</th> <th data-bbox="1532 491 1928 549">Action Plan</th> </tr> </thead> <tbody> <tr> <td data-bbox="1137 549 1532 788" rowspan="3">Boundary With Hutan Simpan Panti</td> <td data-bbox="1532 549 1928 606">Monitoring on boundary Area</td> </tr> <tr> <td data-bbox="1532 606 1928 695">Inform PERHILITAN for any encroachment of wild animal</td> </tr> <tr> <td data-bbox="1532 695 1928 788">Monitoring inspection record routinely</td> </tr> <tr> <td data-bbox="1137 788 1532 1027" rowspan="3">Boundary with Hutan Simpan Sedeli</td> <td data-bbox="1532 788 1928 845">Monitoring on boundary Area</td> </tr> <tr> <td data-bbox="1532 845 1928 935">Inform PERHILITAN for any encroachment of wild animal</td> </tr> <tr> <td data-bbox="1532 935 1928 1027">Monitoring inspection record routinely</td> </tr> <tr> <td data-bbox="1137 1027 1532 1149">Vacant Area</td> <td data-bbox="1532 1027 1928 1149">Informed to FGVPM Operation sector if any development was planned</td> </tr> <tr> <td data-bbox="1137 1149 1532 1270">Sungai Bahan</td> <td data-bbox="1532 1149 1928 1270">Ensure there is no encroachment of the buffer zone area</td> </tr> <tr> <td data-bbox="1137 1270 1532 1391">Rubber Planted Area</td> <td data-bbox="1532 1270 1928 1391">Inform to the Operation sector if any programme to replanting with Oil Palm</td> </tr> </tbody> </table>	Issue / Area	Action Plan	Boundary With Hutan Simpan Panti	Monitoring on boundary Area	Inform PERHILITAN for any encroachment of wild animal	Monitoring inspection record routinely	Boundary with Hutan Simpan Sedeli	Monitoring on boundary Area	Inform PERHILITAN for any encroachment of wild animal	Monitoring inspection record routinely	Vacant Area	Informed to FGVPM Operation sector if any development was planned	Sungai Bahan	Ensure there is no encroachment of the buffer zone area	Rubber Planted Area	Inform to the Operation sector if any programme to replanting with Oil Palm	
Issue / Area	Action Plan																		
Boundary With Hutan Simpan Panti	Monitoring on boundary Area																		
	Inform PERHILITAN for any encroachment of wild animal																		
	Monitoring inspection record routinely																		
Boundary with Hutan Simpan Sedeli	Monitoring on boundary Area																		
	Inform PERHILITAN for any encroachment of wild animal																		
	Monitoring inspection record routinely																		
Vacant Area	Informed to FGVPM Operation sector if any development was planned																		
Sungai Bahan	Ensure there is no encroachment of the buffer zone area																		
Rubber Planted Area	Inform to the Operation sector if any programme to replanting with Oil Palm																		

**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p>Monitoring for wildlife (Animal sighting) and Boundary was done. Refer records dated November 2023. Refer record "Rekod Pemantauan Hidupan Liar &amp; Kawasan Sensitif" and "Rekod Pemantauan Sempadan Hutan" respectively.</p> <p>Awareness training on HCV and buffer zone was conduct on 18/07/2023. Refer Training Material "Taklimat Pemeliharaan Liar RTE, CABI and HCV".</p> <p>There is neither any presence of HCV and primary forest nor land clearing activities made nor had damaged any forest to protect or enhance the HCV.</p>	
7.12.5	<p>Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	<p>There is no areas in the FGVPM Bukit Aping Selatan Estate that involved right of local communities in the HCV or HCS area. HCV Assessment has been conducted. Refer High Conservation Value (HCV) Report for FGVPM Bukit Aping Selatan Estate dated 20/12/2018 prepared by Sustainability Officer FGVH. Based on the assessment there is no HCV in the estate. The report details the findings of a rapid appraisal of the biodiversity in the estates and addresses the RSPO P&amp;C relevant to biodiversity conservation and HCV related to areas as following:</p> <ul style="list-style-type: none"> <li>- General biodiversity issues</li> <li>- Watercourses and drainage</li> <li>- Habitats natural and man-made</li> <li>- Wildlife</li> <li>- Ponds and reservoirs</li> <li>- Wetlands /watercourses</li> <li>- Legal aspects</li> </ul>	Complied

		- Immediate and long-term effect	
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<p>Monitoring for wildlife (Animal sighting) and Boundary was done. Records dated November 2023 and record "Rekod Pemantauan Hidupan Liar &amp; Kawasan Sensitif" and "Rekod Pemantauan Sempadan Hutan" were referred respectively.</p> <p>Awareness training on HCV and buffer zone was conduct on 18/07/2023. Refer Training Material "Taklimat Pemeliharaan Liar RTE, CABI and HCV".</p>	Complied
7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>Monitoring for wildlife (Animal sighting) and Boundary was done. Records dated November 2023 and record "Rekod Pemantauan Hidupan Liar &amp; Kawasan Sensitif" and "Rekod Pemantauan Sempadan Hutan" referred respectively.</p> <p>Awareness training on HCV and buffer zone was conduct on 18/07/2023. Refer Training Material "Taklimat Pemeliharaan Liar RTE, CABI and HCV".</p> <p>There is neither any presence of HCV and primary forest nor land clearing activities made nor had damaged any forest to protect or enhance the HCV.</p>	Complied
7.12.8	<p><b>(C)</b> Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>There is no land clearing since 2005 at Bukit Aping Selatan Estate. HCV Assessment has been conducted. Refer High Conservation Value (HCV) Report for FGVP M Bukit Aping Selatan Estate dated 20/12/2018 prepared by Sustainability Officer FGVH. Based on the assessment there is no HCV in the estate. The report details the findings of a rapid appraisal of the biodiversity in the estates and addresses the RSPO P&amp;C relevant to biodiversity conservation and HCV related to areas as following:</p>	Complied

		<ul style="list-style-type: none"><li>- General biodiversity issues</li><li>- Watercourses and drainage</li><li>- Habitats natural and man-made</li><li>- Wildlife</li><li>- Ponds and reservoirs</li><li>- Wetlands /watercourses</li><li>- Legal aspects</li><li>- Immediate and long-term effect</li></ul>	
--	--	---	--

**Appendix B: GHG Reporting Executive Summary**

The GHG emissions that were produced in 2022 for FGV PALM INDUSTRIES SDN BHD - WAHA PALM OIL MILL and supply base was calculated using the PalmGHG Calculator version 4.0. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

- i. Estates area planted data
- ii. Fuel consumed
- iii. Mill 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 2022 for FGV PALM INDUSTRIES SDN BHD - WAHA PALM OIL MILL and supply base are as following:

Emission per product	tCO <sub>2</sub> e/tProduct
CPO	0.90
PKO	0.00

Extraction	%
OER	21.44
KER	5.24

Production	t/yr
FFB Process	213,357.00
CPO Produced	54,970.23
PKO Produced	13,843.45

Land Use	Ha
OP Planted Area	851.96
OP Planted on peat	0.00
Conservation (forested)	0.00
Conservation (non-forested)	0.00
<b>Total</b>	<b>851.96</b>

**Summary of Field Emission and Sink**

	Own Crop*		Group		3 <sup>rd</sup> Party		Total	
	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB
<b>Emission</b>								
Land Conversion	8,414.49	0.61	0.00	0.00	0.00	0.00	8,414.49	0.61
CO <sub>2</sub> Emission from fertilizer	593.71	0.04	0.00	0.00	0.00	0.00	593.71	0.04
NO <sub>2</sub> Emission	504.40	0.04	0.00	0.00	0.00	0.00	504.40	0.04
Fuel Consumption	127.42	0.01	0.00	0.00	0.00	0.00	127.42	0.01
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Sink</b>								
Crop Sequestration	-7975.82	-9.36	0.00	0.00	0.00	0.00	-7975.82	-9.36
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total</b>	<b>1664.20</b>	<b>1.95</b>	0.00	0.00	0.00	0.00	<b>1664.20</b>	<b>1.95</b>

*\*Note: Includes both estates and smallholders*

**Summary of Mill Emission and Credit**

	tCO <sub>2</sub> e	tCO <sub>2</sub> e/tFFB
<b>Emission</b>		
POME	0.00	0.00
Fuel Consumption	0.76	0.00
Grid Electricity Utilization	0.00	0.00
<b>Credit</b>		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
<b>Total</b>	<b>0.76</b>	<b>0.00</b>

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

Emissions	tCO <sub>2</sub> e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
<b>Total Crusher emissions</b>	<b>0.00</b>

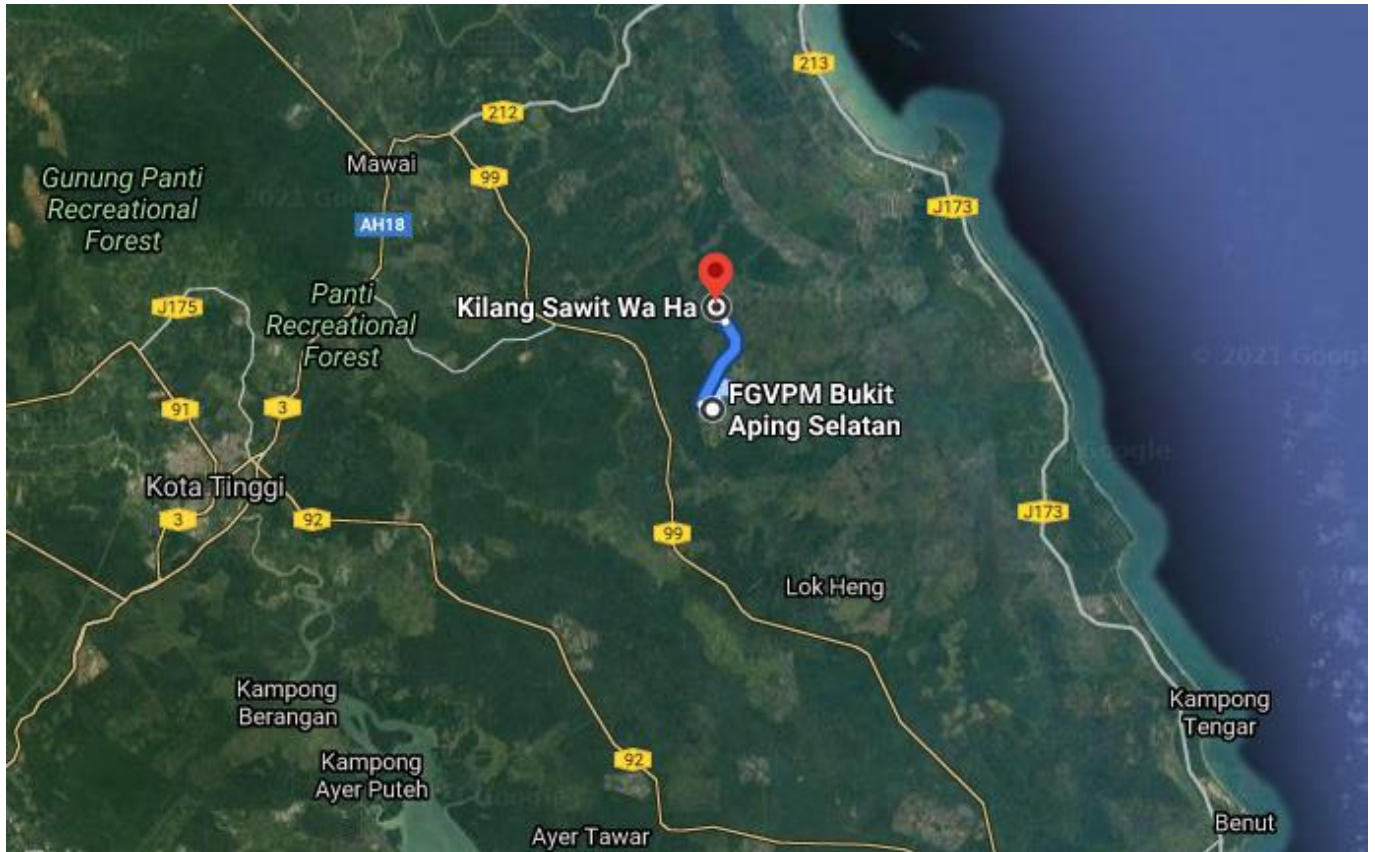
\*This mill has no kernel crusher operation.

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

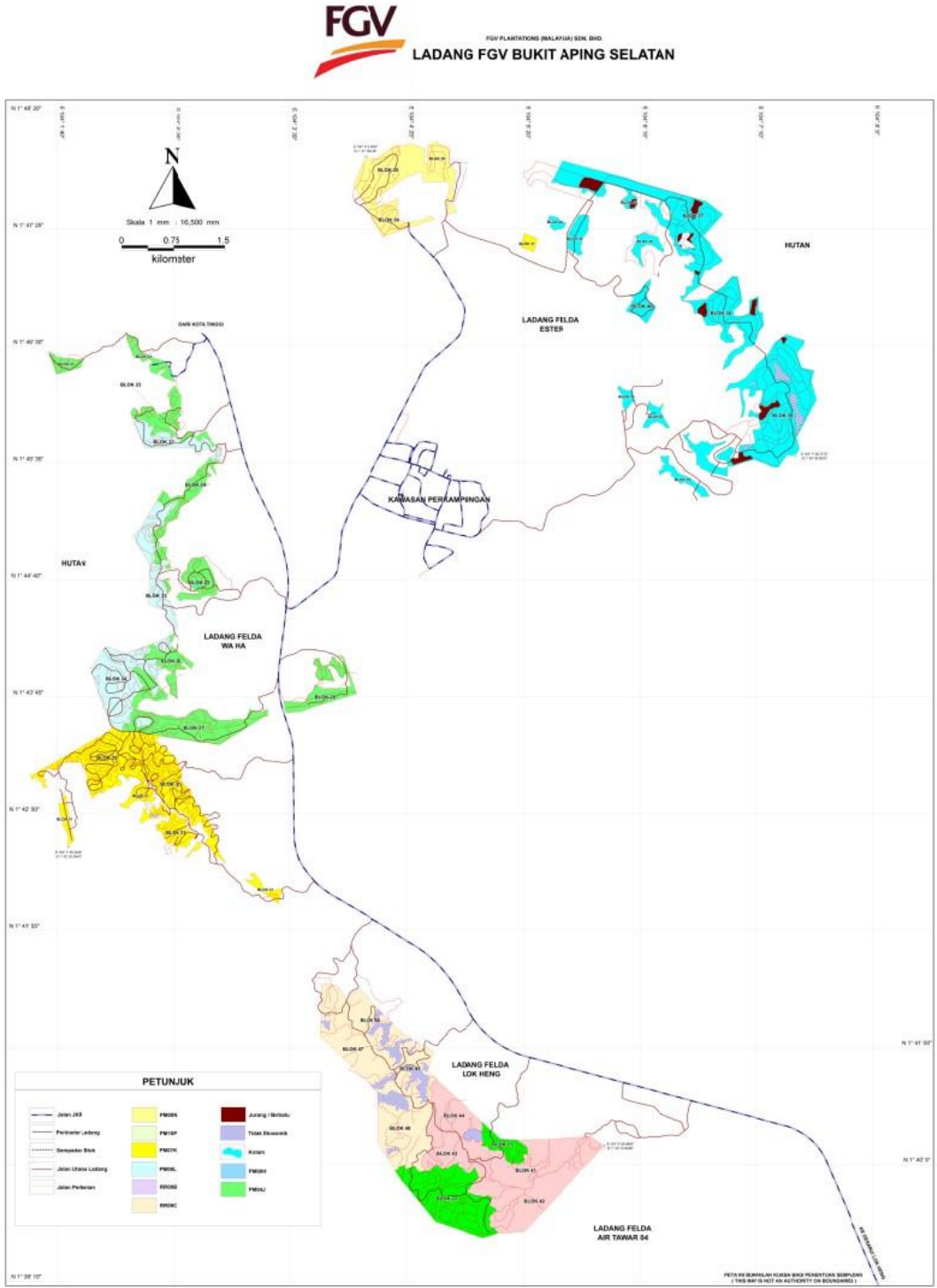
<b>POME Diverted to Anaerobic Digestion:</b>	
Divert to anaerobic pond (%)	100
Divert to methane captured (flaring) (%)	0
Divert to methane captured (energy generation) (%)	0



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



**Appendix D: Estate Field Map**



**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

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

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total Certified Area	Planted Area			
Not Applicable									
<b>Total</b>									
Note: * are smallholders sampled in this audit.									

## Appendix F: List of Abbreviations

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