

**RSPO PRINCIPLE AND CRITERIA  
PUBLIC SUMMARY REPORT**

- Initial Assessment**
- Annual Surveillance Assessment** (Choose an item.)
- Recertification Assessment (RA 3)**
- Extension of Scope**

<b>Client Company Name / Parent Company:</b> <b>Johor Corporation</b>
Client company Address: Level 16, Menara Komtar, Johor Bahru City Centre, 80000 Johor Bahru, Johor Darul Takzim, Malaysia
Certification Unit: <b>Johor Plantations Berhad - Tereh Palm Oil Mill</b> Location of Certification Unit: Batu 26, Road Committee, Jalan Kampung Peta, Jalan Mersing, 86000 Kluang, Johor, Malaysia
Date of Final Report: 11/01/2024

<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 .....	5
1. Plantings & Cycle.....	5
6. Summary of Certified Tonnage of FFB (Own Certified Scope) .....	6
7. Summary of Certified Tonnage of FFB (from other certified unit(s)) .....	6
8. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate).....	7
9. Summary of Certified Tonnage (MT) (not applicable for ISS) .....	7
10. Summary of Actual Volume sold .....	8
11. Independent Smallholders Certified Tonnage (MT) / Volume .....	9
12. Independent Smallholders Actual Sold Tonnage / Volume .....	10
Section 2: Assessment Process.....	11
2.1 Assessment Methodology, Programme, Site Visits.....	11
2.2 BSI Assessment Team.....	12
2.3 Assessment Plan .....	15
Section 3: Assessment Findings.....	19
3.1 Multiple Management Units and Time Bound Plan.....	19
3.2 Progress of scheme smallholders and/or outgrowers.....	21
3.3 Details of Nonconformities.....	25
3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement .....	26
3.3.2 Summary of the Nonconformities and Status .....	29
3.4 Stakeholders and previous land owner / user consultation.....	29
3.5 Impartiality and conflict of interest.....	31
Formal Signing-off of Assessment Conclusion and Recommendation.....	32
Appendix B: GHG Reporting Executive Summary.....	159
Appendix C: Location Map of Certification Unit and Supply bases .....	161
Appendix D: Estate Field Map .....	162
Appendix E: List of Smallholder Registered and/or sampled.....	170
Appendix F: List of Abbreviations.....	171

## Section 1: Scope of the Assessment

1. Company Details			
<b>Parent Company</b>	Johor Corporation		
<b>RSPO Membership Number</b>	1-0080-09-000-00	<b>Membership Approval Date</b>	15/06/2009
<b>Address</b>	Level 16, Menara Komtar, Johor Bahru City Centre, 80000 Johor Bahru, Johor Darul Takzim, Malaysia		
<b>Palm Oil Mill / Group Manager / Estate (Certification Unit)</b>	Johor Plantations Berhad - Tereh Palm Oil Mill		
<b>Location / Address</b>	Batu 26, Road Committee, Jalan Kampung Peta, Jalan Mersing, 86000 Kluang, Johor, Malaysia		
<b>Website</b>	<a href="http://www.johorplantations.com">www.johorplantations.com</a>		
<b>Management Representative</b>	Wan Adlin Wan Mahmood	<b>E-mail</b>	<a href="mailto:wanadlin@johorplantations.com">wanadlin@johorplantations.com</a>
<b>Telephone</b>	07-8611611	<b>Facsimile</b>	07-8631084

2. Certification Information			
<b>Certificate Number</b>	RSPO 613086	<b>Certificate Start Date</b>	23/01/2024
<b>Date of First Certification</b>	23/01/2009	<b>Certificate Expiry Date</b>	22/01/2029
<b>Scope of Certification</b>	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
<b>Visit Objectives</b>	To conduct a Recertification assessment and look for positive evidence to ensure that elements of the scope of certification and the requirements of the management standard are effectively addressed by the organisation's management system and that the system is demonstrating the ability to support the achievement of statutory, regulatory and contractual requirements and the organisation's specified objectives, as applicable with regard to the scope of the management standard, and to confirm the on-going achievement and applicability of the forward strategic plan and where applicable to identify potential areas for improvement of the management system.		
<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 3) <input type="checkbox"/> Scope Extension		
<b>Applicable Standards / Normative Reference</b>	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 of the RSPO P&C 2018		
<b>Supply Chain Module</b>	<input checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	<b>Mill Capacity</b>	60 mt/Hour
<b>ISH certification Phase</b>	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

<b>Is this a remote audit or on-site audit</b>	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)
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<b>3. Other Certifications</b>			
<b>Certificate Number</b>	<b>Standard(s)</b>	<b>Certificate Issued by</b>	<b>Expiry Date</b>
EU-ISCC-Cert-DE119-60232024	ISCC EU	ASG Cert	10/08/2024
ISCC-PLUS-Cert-DE119-60232024	ISCC PLUS	ASG Cert	10/08/2024
A158823	HALAL MS 1500:2019	JAKIM	31/08/2025
MSPO 698004	MS 2530-4:2013	BSI Services (M) Sdn. Bhd.	01/04/2024
MSPO 698005	MS 2530-3:2013	BSI Services (M) Sdn. Bhd.	01/04/2024
BVC-MSPO/SC-0029	MSPO SCCS	Bureau Veritas	10/03/2025

<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>
Tereh Palm Oil Mill	Batu 26, Road Committee, Jalan Kampung Peta, Jalan Mersing, 86000 Kluang, Johor Darul Takzim.	2° 13' 03.06" N	103° 21' 05.00" E
Tereh Utara Estate	Batu 26, Road Committee, Jalan Kampung Peta, Jalan Mersing, 86000 Kluang, Johor Darul Takzim.	2° 15' 05.20" N	103° 20' 36.04" E
Tereh Selatan Estate	Ptd 3326, Hsd 6766, Mukim Niyor, Daerah Kluang, Johor Darul Takzim	2° 11' 38.37" N	103° 21' 8.37" E
Selai Estate	GRN 562233, Lot 8848, Mukim Paloh, Daerah Kluang, Johor Darul Takzim	2° 06' 14.41" N	103° 23' 14.81" E
Mutiara Estate	PN 74877, Lot 3918, Mukim Kahang, Daerah Kluang, Johor Darul Takzim	2° 17' 16.61" N	103° 28' 52.13" E
Sg Tawing Estate	PTD 2137, Hsd 6060, Mukim Paloh, Daerah Kluang, Johor Darul Takzim	2°17' 46.75" N	103° 21' 11.58" E
Wawasan Estate	YPJ Plantations Sdn Bhd, 510, 81900 Kota Tinggi, Johor Darul Takzim	2° 14' 15.10" N	103° 22' 45.12" E
Felda Paloh Estate	FGV Plantations (M) Sdn Bhd, 111, 86007 Kluang, Johor Darul Takzim	2° 14' 51.07" N	103° 22' 07.50" E
Rengam Estate	Lot 1912, Grn 84384, Mukim Rengam, Daerah Kluang, Johor Darul Takzim	1° 53' 21.97" N	103° 24' 49.02" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No			<input type="checkbox"/> Yes	
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Tereh Utara Estate	*2,821.82	78.73	*186.82	3,087.37	91.40
Tereh Selatan Estate	2,534.13	54.76	118.33	2,707.22	93.61
Sungai Tawing Estate	2,084.29	28.38	113.1	2,225.77	93.64
Mutiara Estate	3,496.86	32.74	165.46	3,695.06	94.64
Selai Estate	**3334.15	48.29	**152.63	3,535.07	94.32
Rengam Estate	2,333.99	14.11	70.14	2,418.24	96.52
Felda Paloh Estate	1,187.98	0.00	143.82	1,331.8	89.20
Wawasan Estate	361.91	0.39	0.00	362.3	99.89
<b>Total</b>	<b>18,155.13</b>	<b>257.40</b>	<b>950.30</b>	<b>19,362.83</b>	<b>93.76</b>

Note:  
 \*Adjustment for Tereh Utara Estate resulting on decrease the area planted due to resurvey area for P22 on 23.5.2023  
 \*\*Adjustment for Selai Estate resulting increase the planted area due to resurvey area on 26.1.2023. there is no new planting was verified at that said area.

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Tereh Utara Estate	616.47	0	2,205.35	0	2,205.35	616.47
Tereh Selatan Estate	433.57	272.19	1,828.37	0	2,100.56	433.57
Sungai Tawing Estate	231.82	625.09	1,227.38	0	1,852.47	231.82
Mutiara Estate	584.96	1,442.03	1,450.86	19.01	2,911.90	584.96
Selai Estate	55.81	2,257.9	1,020.44	0	3,278.34	55.81
Rengam Estate	169.44	1,172.46	992.09	0	2,164.55	169.44
Felda Paloh Estate	0	623.33	0	564.65	1,187.98	0
Wawasan Estate	0	0	140.76	221.15	361.91	0
<b>Total (ha)</b>	<b>2,092.07</b>	<b>6,393.00</b>	<b>8,865.25</b>	<b>804.81</b>	<b>16,063.06</b>	<b>2,092.07</b>

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

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

<b>7. Summary of Certified Tonnage of FFB (Own Certified Scope)</b>				
<b>Estate / Smallholders</b>	<b>Tonnage (MT) / year</b>			
	<b>Estimated last year (Jan 2023 – Dec 2023)</b>	<b>Actual (Oct 2022 – Sept 2023)</b>		<b>Forecast (Jan 2024 – Dec 2024)</b>
		<i>Previous license period (Oct 2022 – Dec 2022)</i>	<i>Current license period (Jan 2023 – Sept 2023)</i>	
Tereh Utara Estate	51,553.00	14,063.20	27,660.21	47,630.00
Tereh Selatan Estate	44,690.00	13,472.63	30,017.48	44,728.00
Selai Estate	88,636.00	25,003.91	47,763.09	86,608.00
Mutiara Estate	61,888.00	16,251.56	36,443.21	62,643.00
Sg Tawing Estate	36,340.00	10,116.46	21,559.24	34,942.00
Wawasan Estate	2,484.00	1,440.46	2,397.40	4,853.00
Felda Paloh	6,484.00	1,225.20	4,502.430	13,030.00
Rengam Estate	52,925.00	11,889.20	25,307.34	50,566.00
<b>Total</b>	<b>345,000.00</b>	<b>289,113.02</b>		<b>345,000.00</b>

<b>8. Summary of Certified Tonnage of FFB (from other certified unit(s))</b>				
<b>Estate / Smallholders</b>	<b>Tonnage (MT) / year</b>			
	<b>Estimated last year (Jan 2023 – Dec 2023)</b>	<b>Actual (Oct 2022 – Sept 2023)</b>		<b>Forecast (Jan 2024 – Dec 2024)</b>
		<i>Previous license period (Oct 2022 – Dec 2022)</i>	<i>Current license period (Jan 2023 – Sept 2023)</i>	
Sungai Papan Estate		464.14	4,322.76	
Siang Estate		938.58	1,336.37	
Basir Ismail Estate		1,179.02	2,383.02	
Labis Bahru Estate		1,202.30	-	
Sindora Estate		-	923.72	
REM Estate		-	985.46	
Pasir Logok Estate		-	425.50	
Tunjuk Laut Estate		-	1,266.92	
Eng Lee Heng			7,214.890	
<b>Total</b>		<b>22,642.68</b>		<b>18858.64</b>

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

<b>9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)</b>				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Jan 2023 – Dec 2023)	Actual (Oct 2022 – Sept 2023)		Forecast (Jan 2024 – Dec 2024)
		Previous license period (Oct 2022 – Dec 2022)	Current license period (Jan 2023 – Sept 2023)	
NA	-	-	-	-
<b>Total</b>				

<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	Oct 2022	33,427.33	0	33,427.33
2	Nov 2022	33,083.84	0	33,083.84
3	Dec 2022	30,735.49	0	30,735.49
4	Jan 2023	19,928.01	0	19,928.01
5	Feb 2023	15,987.74	0	15,987.74
6	Mar 2023	15,062.56	0	15,062.56
7	Apr 2023	17,445.32	0	17,445.32
8	May 2023	23,208.22	0	23,208.22
9	June 2023	26,612.18	0	26,612.18
10	July 2023	29,615.81	0	29,615.81
11	Aug 2023	33,569.68	0	33,569.68
12	Sept 2023	33,079.52	0	33,079.52
	<b>TOTAL</b>	<b>311,755.70</b>	<b>0</b>	<b>311,755.70</b>

<b>10. Summary of Certified Tonnage (MT) (not applicable for ISS)</b>			
Estimated last year (Jan 2023 – Dec 2023)	Actual (Oct 2022 – Sept 2023)		Forecast (Jan 2024 – Dec 2024)
	Previous license period (Oct 2022 – Dec 2022)	Current license period (Jan 2023 – Sept 2023)	
<b>FFB</b>	<b>FFB</b>		<b>FFB</b>
389,556.00 mt	97,246.66 mt	214,509.04 mt	345,000.00 mt
	<b>TOTAL</b>	311,755.70 mt	
<b>CPO (OER: 21.50%)</b>	<b>CPO (OER: 20.25%)</b>		<b>CPO (OER: 21.20%)</b>
81,464.00 mt	19,781.31 mt	43,359.11 mt	73,140.00 mt

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

	<b>TOTAL</b>	63,140.42 mt		
<b>PK (KER: 5.43%)</b>	<b>PK (KER: 6.49%)</b>		<b>PK (KER: 5.41%)</b>	
20,334.00 mt	5,769.72 mt	14,454.33 mt	18,665.00 mt	
	<b>TOTAL</b>	20,224.05 mt		

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	Oct 2022	6,858.22	2,010.83
2	Nov 2022	6,622.04	1,963.67
3	Dec 2022	6,301.05	1,795.22
4	Jan 2023	4,067.29	1,188.47
5	Feb 2023	3,099.79	858.63
6	Mar 2023	2,997.74	839.10
7	Apr 2023	3,634.47	2,886.20
8	May 2023	4,810.35	990.99
9	June 2023	5,420.82	1,221.63
10	July 2023	6,133.35	1,317.76
11	Aug 2023	6,485.86	3,530.38
12	Sept 2023	6,709.44	1,621.17
<b>TOTAL</b>		<b>63,140.42</b>	<b>20,224.05</b>

11. Summary of Actual Volume sold					
Current License period (Jan 2023 – Sept 2023)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
<b>CPO (MT)</b>	43,618.77	0	0	0	43,618.77
<b>PK (MT)</b>	11,698.81	0	0	0	11,698.81
<b>Credits</b>	0	0	0	0	0
Previous License period (Oct 2022 – Dec 2022)					
<b>CPO (MT)</b>	19,120.31	0	0	0	19,120.31
<b>PK (MT)</b>	5,479.04	0	0	0	5,479.04
<b>Credits</b>	0	0	0	0	0
Note.					



**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	Buyer A to F	TR-XXXXXXXX-XXXX	62,739.08	-
2	Buyer G to K	TR-XXXXXXXX-XXXX	-	17,177.85
<b>TOTAL</b>			<b>62,739.08</b>	<b>17,177.85</b>

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

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

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

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

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year (Jan 2023 – Dec 2023)			Actual (Oct 2022 – Sept 2023)			Forecast (Jan 2024 – Dec 2024)		
	Eligibility	MS A	MS B	Eligibility	MS A	MS B	Eligibility	MS A	MS B
	40%	70%	100%	40%	70%	100%	40%	70%	100%
FFB	-	-	-	-	-	-	-	-	-
IS-CSPO	-	-	-	-	-	-	-	-	-
IS-CSPKO	-	-	-	-	-	-	-	-	-
IS-CSPKE	-	-	-	-	-	-	-	-	-
CSPK	-	-	-	-	-	-	-	-	-

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

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)
-	-	-	-	-	-	-
<b>TOTAL</b>		-	-	-	-	-

**Note:** 1 mt = 1 credit

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSP0	CSPK	IS-CSPKO	IS-CSPKE
<b>Current License period</b>							
<b>Credits</b>				-	-	-	-
<b>Physical</b>	-	-	-				
<b>Previous License period (-)</b>							
<b>Credits</b>				-	-	-	-
<b>Physical</b>	-	-	-				

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)
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
<b>TOTAL</b>			-	-	-	-	-

**Note:**

## 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 **29/10/2023 – 02/11/2023**. The audit programme is included as Section 2.3. Where applicable, prior to the initial certification and recertification audit, 30 days Public Notification was made through the RSPO and BSI website on **20/09/2023**. [https://rspo.org/wp-content/uploads/RSPO-Public-Notification\\_Recertification\\_Johor-Plantations-Berhad-Tereh-Palm-Oil-Mill\\_English\\_rev.pdf](https://rspo.org/wp-content/uploads/RSPO-Public-Notification_Recertification_Johor-Plantations-Berhad-Tereh-Palm-Oil-Mill_English_rev.pdf)

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

The Critical NC close out on-site assessment was conducted on **18/12/2023**. The audit programs are included in Section 2.3.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. RSPO P&C 2018 for Production of Sustainable Palm Oil 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 Johor Plantations Berhad - Tereh Palm Oil Mill and Supply Bases 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.

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

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

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

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

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

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

<b>Assessment Program</b>					
<b>Name (Mill / Supply Base)</b>	<b>Year 1 (Recertification 3)</b>	<b>Year 2 (ASA3_1)</b>	<b>Year 3 (ASA3_2)</b>	<b>Year 4 (ASA3_3)</b>	<b>Year 5 (ASA3_4)</b>
Tereh Palm Oil Mill	✓	✓	✓	✓	✓
Tereh Utara Estate	-	✓	-	✓	-
Tereh Selatan Estate	✓		✓		✓
Selai Estate	✓	-	✓	-	✓
Mutiara Estate	-	✓	-	✓	-
Sg Tawing Estate	✓	-	✓	-	✓
Wawasan Estate	-	✓	-	✓	-
Felda Paloh Estate	-	✓	-	✓	-
Rengam Estate	✓	-	✓	-	✓

**Tentative Date of Next Visit: October 28, 2024 - November 1, 2024**

**Total Number of Mandays: 15 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 has 6 years' experience in Oil Palm Estate Management with Johor Plantations Berhad Sdn. Bhd. The last position held was Assistant Manager. His experience includes the day-to-day estate operations and ensured the implementation of RSPO, ISCC and MSPO certification. He is a qualified Lead Auditor for MSPO and has accumulated more than 400 audit days throughout his current career as the auditor for multiple disciplines covering Malaysia.</p>

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<p><b>Training attended:</b> He has completed ISO IMS 9001 and 14001 Lead Auditor Course, MSPO 2530:2013 Lead Auditor Course, Endorsed RSPO Lead Auditor Course (P&amp;C and SCC), Refresher RSPO P&amp;C Lead Auditor Course, ISO 45001 Lead Auditor Course, ISO 9001:2015 Lead Auditor Course, MSPO SCCS Auditor Course and SMETA Requirement Training.</p> <p><b>Language proficiency:</b> Bahasa Malaysia and English.</p> <p><b>Aspect covered in this audit:</b>  <input checked="" type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input checked="" type="checkbox"/> Supply chain requirements  <input type="checkbox"/> Social <input type="checkbox"/> Environmental <input checked="" type="checkbox"/> Market Communication and daim requirements  <input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
<p>Mohd Razaleigh 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 and Endorsed RSPO P&amp;C and SCCS Refresher Training.</p> <p><b>Language proficiency:</b> Bahasa Malaysia and English.</p> <p><b>Aspect covered in this audit:</b>  <input checked="" type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements  <input checked="" type="checkbox"/> Social <input type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and daim requirements  <input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
<p>Ahmad Ruffi Bin Abu Talib Khan (ARK)</p>	<p>Team Member</p>	<p><b>Education:</b> Bachelor Degree In Mechanical Engineering from Universiti Teknologi MARA Shah Alam, graduated in 2015</p> <p><b>Work Experience:</b> He started his career as Assistant Mill Manager, managing the day-to-day mill operations. In his five years' experience, he has experience handling the certification of ISO 9001, OHSAS 18001, ISO 14001 as well as Malaysia Sustainable Palm Oil (MSPO). He is a qualified Lead Auditor for MS 2530:2013</p>

		<p>and has accumulated more than 300 audit days throughout his current career as the auditor for multiple disciplines covering all over Malaysia</p> <p><b>Training attended:</b>          He has completed CQI – IRCA approved ISO 9001, ISO 14001 and ISO 45001 Lead Auditor Course, MSPO 2530:2013 Lead Auditor Course, Endorsed RSPO Lead Auditor and RSPO SCC Auditor course.</p> <p><b>Language proficiency:</b>          Bahasa Malaysia and English.</p> <p><b>Aspect covered in this audit:</b></p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p> <p><input type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and daim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</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>          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 : Global GAP, Euro GAP</li> </ol>

**Accompanying Persons:**

Name	Role
-	-

**2.3 Assessment Plan**

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

Date	Time	Subjects	NHA	MRM	ARK
Saturday 28/10/2023	-	Audit Team Travel from Kuala Lumpur to Kluang	√	√	√
Sunday, 29/10/2023  Tereh Selatan Estate	08.30 – 09.00	Opening Meeting: <ul style="list-style-type: none"> <li>• Opening Presentation by Audit team leader.</li> <li>• Confirmation of assessment scope and finalize Audit plan</li> </ul>	√	√	√
	09.00 – 12.30	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	√	√	√
	12.30 – 13.30	Lunch/ 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.	√	√	√

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

Date	Time	Subjects	NHA	MRM	ARK
Monday, 30/10/2023  Rengam 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.	√	√	√
	10.00 – 12.00	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor 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.	√	√	√
Tuesday 31/10/2023  Tereh 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.  RSPO SCC general requirements, internal audit, management review, sales and purchasing documents, mass balance accounting and other relevant documents and records.	√	√	√
	12.30 – 13.30	Lunch/ Break	√	√	√
	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 15 (Nov 2023)**

Date	Time	Subjects	NHA	MRM	ARK
Wednesday 01/11/2023 Selai 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.	√	√	√
Thursday 02/11/2023 Sungai Tawing 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 - 16.00	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.)	√	√	√
	16.00 - 17.00	Audit Team Discussion and Closing Meeting	√	√	√
Friday 03/11/2023	-	Audit Team Travel back to Kuala Lumpur	√	√	√

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

Major NC Close Out

Date	Time	Subjects	NHA
Sunday 17/12/2023	-	Auditor Travelling	√
Monday 18/12/2023  09.00 – 12.00  Tereh Selatan Estate	09.00 – 09.15	Opening Meeting: Opening Presentation by Audit team leader. Confirmation of assessment scope and finalize Audit plan	√
	09.15 – 12.00	<ul style="list-style-type: none"> <li>• Verification on previous Major NC: 2413044-202310-M1</li> <li>• Site observation, workers interview (individual and group session) if necessary</li> <li>• Document review – implemented evidence</li> </ul>	√
	12.00 – 12.30	Closing Meeting	√
	12.30	Auditor travelling	√

### Section 3: Assessment Findings

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

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	Yes, the plan includes all current subsidiaries, estates and mills that is under management control.	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	Yes, all the estates and mills certified within 5 years after obtaining RSPO membership. However the Indonesian units, PT RAJ & PT TPR had disposed on 06/07/2023. Completed on August 2023. Refer <a href="https://kulim.com.my/media-release/announcement/disposal-of-kulims-oil-palm-plantation-business-in-indonesia/">https://kulim.com.my/media-release/announcement/disposal-of-kulims-oil-palm-plantation-business-in-indonesia/</a>	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.	No. There have not been any new acquisitions.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	No. There have not been any deviations from the maximum periods requires approval by the RSPO Secretariat. Indonesian units, PT RAJ & PT TPR had disposed on 06/07/2023. Completed on August 2023. Refer <a href="https://kulim.com.my/media-release/announcement/disposal-of-kulims-oil-palm-plantation-business-in-indonesia/">https://kulim.com.my/media-release/announcement/disposal-of-kulims-oil-palm-plantation-business-in-indonesia/</a>	Complied
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	No. There has no any changes to the time-bound plan since the last audit.	Complied
Have there been any isolated lapses in implementation of the plan? If yes a <b>Minor</b> non-compliance shall be raised	No. There is no isolated lapse in Time Bound Plan.	Complied
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a <b>Major</b> non-compliance shall be raised	There is no any fundamental failure to proceed with implementation of the plan.	Complied
<b>Un-Certified Units or Holdings</b>		
No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance	Indonesian units, PT RAJ & PT TPR had disposed on 06/07/2023. Completed on August 2023. Refer	Not Applicable

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

with RSPO P&C criterion 7.12.	<a href="https://kulim.com.my/media-release/announcement/disposal-of-kulims-oil-palm-plantation-business-in-indonesia/">https://kulim.com.my/media-release/announcement/disposal-of-kulims-oil-palm-plantation-business-in-indonesia/</a> Therefore this indicator was not applicable.	
Any new plantings since January 1 <sup>st</sup> 2010 shall comply with the RSPO New Plantings Procedure.	Indonesian units, PT RAJ & PT TPR had disposed on 06/07/2023. Completed on August 2023. Therefore, this requirement was not applicable.	Not Applicable
Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8. <i>Note:</i> <i>The RSPO RaCP tracker shall be checked to confirm for any land conflicts/Liabilities <a href="https://www.rspo.org/certification/remediation-and-compensation/racp-tracker">https://www.rspo.org/certification/remediation-and-compensation/racp-tracker</a>. The progress on the Liabilities shall be verified and reported.</i> <i>Please refer to BSI-RSPO Secretariat approval.</i>	Indonesian units, PT RAJ & PT TPR had disposed on 06/07/2023. Completed on August 2023. Refer Agreement between both parties dated 06/07/2023. Therefore, this requirement was not applicable.	Not Applicable
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	Indonesian units, PT RAJ & PT TPR had disposed on 06/07/2023. Completed on August 2023. Refer Agreement between both parties dated 06/07/2023. Therefore, this requirement was not applicable.	Not Applicable
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	Indonesian units, PT RAJ & PT TPR had disposed on 06/07/2023. Completed on August 2023. Therefore, this requirement was not applicable.	Not Applicable
Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.	Indonesian units, PT RAJ & PT TPR had disposed on 06/07/2023. Completed on August 2023. Therefore, this requirement was not applicable.	Not Applicable
Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?	Indonesian units, PT RAJ & PT TPR had disposed on 06/07/2023. Completed on August 2023. Therefore, this requirement was not applicable.	Not Applicable
Have there been any stakeholder (including NGO) consultation conducted?	Indonesian units, PT RAJ & PT TPR had disposed on 06/07/2023. Completed on August 2023. Therefore, this requirement was not applicable.	Not Applicable

**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>
<p>Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification?</p> <p>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.</p>	<p>Not applicable as there are no scheme smallholders or scheme outgrowers under the certification unit.</p>	<p>Not Applicable</p>

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

**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>Sedenak Palm Oil Mill</i>	<i>Malaysia</i>	<i>Sedenak Estate</i>	2808	Certified	Nil	2009	20-Apr-22	Yes	Nil	We completed the disposal of our Indonesia operation in August 2023	Nil
		<i>Kuala Kabong Estate</i>	1718	Certified	Nil	2009	20-Apr-22	Yes	Nil	We completed the disposal of our Indonesia operation in August 2023	Nil
<i>Sindora Palm Oil Mill</i>	<i>Malaysia</i>	<i>Sindora Estate</i>	3,919.06	Certified	Nil	2009	20-Apr-22	Yes	Nil	We completed the disposal of our Indonesia operation in August 2023	Nil
		<i>Basir Ismail Estate</i>	3594.4	Certified	Nil	2009	20-Apr-22	Yes	Nil	We completed the disposal of our Indonesia operation in August 2023	Nil
		<i>REM Estate</i>	2898.9	Certified	Nil	2009	20-Apr-22	Yes	Nil	We completed the disposal of our Indonesia operation in August 2023	Nil
		<i>Sungai Papan Estate</i>	2,995.85	Certified	Nil	2009	20-Apr-22	Yes	Nil	We completed the disposal of our Indonesia operation in August 2023	Nil
<i>Tereh Palm Oil Mill</i>	<i>Malaysia</i>	<i>Tereh Utara Estate</i>	3087.4	Certified	Nil	2009	20-Apr-22	Yes	Nil	We completed the disposal of our Indonesia operation in August 2023	Nil
		<i>Tereh Selatan Estate</i>	2707.2	Certified	Nil	2009	20-Apr-22	Yes	Nil	We completed the disposal of our Indonesia operation in August 2023	Nil

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<i>Selai Estate</i>	3535.1	Certified	Nil	2009	20-Apr-22	Yes	Nil	We completed the disposal of our Indonesia operation in August 2023	Nil
		<i>Mutiara Estate</i>	3695.1	Certified	Nil	2009	20-Apr-22	Yes	Nil	We completed the disposal of our Indonesia operation in August 2023	Nil
		<i>Sungai Tawing Estate</i>	2225.8	Certified	Nil	2009	20-Apr-22	Yes	Nil	We completed the disposal of our Indonesia operation in August 2023	Nil
		<i>Wawasan Estate</i>	362.30	Certified	Nil	2009	20-Apr-22	Yes	Nil	We completed the disposal of our Indonesia operation in August 2023	Nil
		<i>Felda Paloh Estate</i>	1331.8	Certified	Nil	2009	20-Apr-22	Yes	Nil	We completed the disposal of our Indonesia operation in August 2023	Nil
		<i>Rengam Estate</i>	2418.2	Certified	Nil	2009	20-Apr-22	Yes	Nil	We completed the disposal of our Indonesia operation in August 2023	Nil
<i>Palong Palm Oil Mill</i>	<i>Malaysia</i>	<i>Palong Estate</i>	3701.9	Certified	Nil	2009	20-Apr-22	Yes	Nil	We completed the disposal of our Indonesia operation in August 2023	Nil
		<i>Mungka Estate</i>	2898.3	Certified	Nil	2009	20-Apr-22	Yes	Nil	We completed the disposal of our Indonesia operation in August 2023	Nil
		<i>UMAC Estate</i>	1616.3	Certified	Nil	2009	20-Apr-22	Yes	Nil	We completed the disposal of our Indonesia operation in August 2023	Nil
		<i>Labis Bahru Estate</i>	2108.2	Certified	Nil	2009	20-Apr-22	Yes	Nil	We completed the disposal of our Indonesia operation in August 2023	Nil
<i>Pasir Panjang Palm Oil Mill</i>	<i>Malaysia</i>	<i>Pasir Panjang Estate</i>	4013.6	Certified	Nil	2009	20-Apr-22	Yes	Nil	We completed the disposal of our Indonesia operation in August 2023	Nil
		<i>Tunjuk Laut Estate</i>	2867.8	Certified	Nil	2009	20-Apr-22	Yes	Nil	We completed the disposal of our Indonesia operation in August 2023	Nil
		<i>Siang Estate</i>	3443.1	Certified	Nil	2009	20-Apr-22	Yes	Nil	We completed the disposal of our Indonesia operation in August 2023	Nil

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		Bukit Kelompok Estate	2613.8	Certified	Nil	2009	20-Apr-22	Yes	Nil	We completed the disposal of our Indonesia operation in August 2023	Nil
		Pasir Logok Estate	2097.7	Certified	Nil	2009	20-Apr-22	Yes	Nil	We completed the disposal of our Indonesia operation in August 2023	Nil
Bukit Layang Estate	Malaysia	Bukit Layang Estate	397.76	Certified	Nil	12-Jul	20-Apr-22	Yes	Nil	We completed the disposal of our Indonesia operation in August 2023	Nil



**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 One (1) Critical; Zero (0) Minor nonconformities and One of OFI Opportunity For Improvement raised. The Johor Plantations Berhad Tereh Palm Oil Mill 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 Actions for the Critical Nonconformity(ies) has been verified for its effectiveness and closed accordingly. The below is the summary of the non-conformity raised during this assessment.

<b>Non-conformity</b>			
<b>NCR Ref #</b>	2413044-202310-M1	<b>Issued Date</b>	02/11/2023
<b>Due Date</b>	18/12/2023	<b>Closure Date</b>	18/12/2023
<b>Indicator &amp; Category (Critical / Minor)</b>	6.7.3 Major		
<b>Statement of Nonconformity:</b>	PPE usage for Manuring Activity was not effectively implemented.		
<b>Requirement Reference:</b>	(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.		
<b>Objective Evidence:</b>	During site visit at Tereh Selatan Estate, Field P17/3, Manuring operation (Mix 1) it was found that all 4 workers was not wearing Mask as their PPE. It was not in line with Procedure Manuring and HIRARC that was referred to SDS Section 8.3 Personal Protective Equipment (PPE) , safety glass / goggles, Gloves, wear body covering clothing, rubber shoes and use approved respiratory protective equipment.		
<b>Corrections:</b>	Estate management conducted the briefing on the importance of wearing PPEs to the workers on 31st October 2023.		
<b>Root Cause Analysis:</b>	Inadequate monitoring by estate management on PPE usage during Manuring Activity in accordance with the established Standard Operating Procedure (SOP) and HIRARC.		
<b>Corrective Actions:</b>	<ol style="list-style-type: none"> <li>1. The mandor will monitor and ensure the workers use the PPE during manuring activity through PPE checklist</li> <li>2. The refresher training plan will be reviewed and conducted quarterly.</li> <li>3. Training Evaluation form for each participant to ensure the training objective has been delivered effectively.</li> </ol>		
<b>Assessment Conclusion:</b>	Major NC Close Out <ol style="list-style-type: none"> <li>1. Verification through site visit and interview with Mandore, and Manurer has been conducted at Field P17/4 found all of them was equipped with adequate PPE.</li> </ol>		

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

	<p>2. Monitoring on PPE has been conducted by Mandore as per record dated November 2023. Inspection on the checklist of each PPE required for Manurer and been done.</p> <p>3. Training on importance of PPE has been conducted on 31/10/2023. Sighted training programme title "Training Programme For Importance of Wearing PPE and manuring Application Using Spreader and Manual 2024" has been established. Training on manuring application has been conducted on 13/12/2023. Sighted evidence of training material, attendance and photos. Training evaluation to check trainee understanding has been recorded. Refer Training evaluation for with reference number SQD/SMS/3.14-F2 dated 31/10/2023 and 13/12/2023.</p> <p>4. Interview with estate management confirmed that correction and corrective action has been implemented.</p> <p>Based on the above evidence, the major non-Conformity is closed effectively on 18/12/2023. Continuous implementation will be further verified in the next assessment.</p>
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Opportunity for Improvements	
OFI #	Description
<b>OFI 1</b>	2413044-202310-I1, 3.6.1 The JKKP-approved assessor (HQ/16/ASS/00/35) conducted the latest Chemical Health Risk Assessment (CHRA) on May and June 2023 for Tereh Palm Oil Mill certification units. The final version of the report for this CHRA is still pending until the Recertification Assessment is conducted. This OFI was raised to track the status of the report during the next assessment.

Positive Findings	
PF #	Description
<b>PF 1</b>	Good Implementation of GAP across the estates.
<b>PF 2</b>	Good understanding by staffs and workers on GAP, H&S and Environment Protections.

**3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement**

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	N/A	Issued Date	N/A
Due Date	N/A	Closure Date	N/A
Indicator & Category (Critical / Minor)	N/A		
Statement of Nonconformity:	N/A		
Requirement Reference:	N/A		
Objective Evidence:	N/A		

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

<b>Corrections:</b>	<b>N/A</b>
<b>Root Cause Analysis:</b>	<b>N/A</b>
<b>Corrective Actions:</b>	<b>N/A</b>
<b>Assessment Conclusion:</b>	<b>N/A</b>
<b>Effectiveness Closure (for previous audit closed Critical NC):</b>	<b>N/A</b>

<b>Previous Audit Minor Non-conformity</b>			
<b>NCR Ref #</b>	2270752-202210-N1	<b>Issued Date</b>	03/11/2022
<b>Due Date</b>	02/11/2023	<b>Closure Date</b>	02/11/2023
<b>Indicator &amp; Category (Critical / Minor)</b>	7.3.1 Minor		
<b>Statement of Nonconformity:</b>	The established Waste Management Plan was not effectively 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>	<p><u>Tereh Selatan Estate</u></p> <p>The waste management plan stated that Scheduled Waste Management must be conducted as per Work Instruction, Scheduled Waste, Issue no. 1, rev. 0. Dated 01/10/2022. Refer document no. SPO/WI/06.</p> <p>In the SOP established, under section 6 Reference stated the storage of schedule waste were according:</p> <ul style="list-style-type: none"> <li>• 6.4 Waste Card as per 7<sup>th</sup> Scheduled of Environmental Quality (Scheduled Wastes) Regulations 2005</li> <li>• 6.5 Work Instructions on scheduled waste management (this document)</li> <li>• 6.6 SOP on packaging and labelling scheduled waste for disposal</li> <li>• 6.7 Standard label for scheduled waste</li> </ul> <p>Based on the Scheduled Waste Inventory document for contaminated soil (SW408) and 1L 2T Oil Container (SW409), noted date of generation was recorded at 16/07/2022 and 15/07/2022 respectively. During site visit at Scheduled Waste Store, it was noted that the SW 409 and SW 408 waste was stored without labelling as per Environmental Quality (Scheduled Wastes) Regulations 2005 and Guidelines for Packaging, Labelling and Storage of Scheduled Waste in Malaysia.</p> <p><u>Tereh Utara Estate</u></p> <p>During site visit at Scheduled Waste Store, it was noted that the SW 306 Storage Container was filled and the First-Generation Date at the container was recorded as 29/11/2021. Reviewed the Scheduled Waste Record Book, the first-generation date for SW 306 was also recorded as 29/11/2021 after latest disposal on 07/10/2021. Latest inventory was recorded at 80 L. The scheduled waste has not been disposed and was stored for more than 180 days without prior permission from DOE.</p>		

	As per waste management plan, the scheduled waste management must be conducted as per Work Instruction, Scheduled Waste, issue no. 1, rev. 0. Dated 01/101/2022. Refer document no. SPO/WI/06. As per WI established in section 2.6 Inspection of Scheduled Waste stated that "Scheduled Waste are not stored for more than 180 days from date of first generated and more than 20 MT.
<b>Corrections:</b>	<p><u>Tereh Selatan Estate</u></p> <ol style="list-style-type: none"> <li>The containers were immediately labelled as per Environmental Quality (Scheduled Wastes) Regulations 2005 and Guidelines for Packaging, Labelling and Storage of Scheduled Waste.</li> <li>Refresher Training had been conducted for store operator on 15/11/2022. During the training, the test was given to evaluate the operator's understanding on the training.</li> </ol> <p><u>Tereh Utara Estate</u></p> <p>Tereh Utara Estate had submitted Collection Transportation Instruction (CTI) to Kualiti Alam on 06/11/2022 and proposed to collect on 17/11/2022,</p>
<b>Root Cause Analysis:</b>	Inadequate monitoring over SW Management Plan by Estate Management.
<b>Corrective Actions:</b>	<p><u>Tereh Selatan Estate</u></p> <ol style="list-style-type: none"> <li>Monthly Monitoring by Estate Management to ensure all label was appropriately in place.</li> <li>A CEPswam course was arranged by HCMD on 20 – 24/11/2022 for Assistant Manager to become competent SW Personnel.</li> </ol> <p><u>Tereh Utara Estate</u></p> <ol style="list-style-type: none"> <li>Monthly Monitoring by Estate Management to ensure scheduled waste will be disposed within 180 days as per DOE requirements.</li> <li>A CEPswam course was arranged by HCMD on 20 – 24/11/2022 for Assistant Manager to become competent SW Personnel.</li> </ol> <p>Training on Scheduled Waste Management will be conducted to the staff in charge tentatively on 28/11/2022.</p>
<b>Assessment Conclusion:</b>	<p>During the site visit to all sampled estates, it was observed that the Schedule Waste was appropriately labeled in accordance with the EQA requirements. The inventory records of the schedule waste were found to be accurate on-site, and all estates successfully disposed of the Schedule Waste through licensed entities, with disposal records readily available for review.</p> <p>At Tereh Selatan Estate, Estate Management conducts monthly monitoring to ensure proper labeling. Training records dated 14/03/2023 were duly verified, and interviews with operators confirmed their proficiency in handling schedule waste. Furthermore, the Assistant Manager completed a CEPswam course from 20 – 24/11/2022, enhancing competence in Scheduled Waste (SW) management, as evidenced by the certificate dated 16/01/2023 with serial number CePSWaM/2320092.</p> <p>For Tereh Utara Estate, monthly monitoring is in place to ensure scheduled waste is disposed of within the mandated 180 days. The Assistant Manager completed a CEPswam course from 20 – 24/11/2022, obtaining a certificate issued on 16/01/2023 with serial number CePSWaM/2320091. Additionally, a training session for the staff in charge was conducted on 15/06/2023 to further enhance expertise in Scheduled Waste Management.</p>

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

	These corrective actions underscore the commitment to compliance and continual improvement in environmental management practices. Consequently, the minor non-conformance raised has been effectively addressed and closed.
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Previous Audit Opportunity for Improvement	
OFI#	Description
OFI 1	<b>OFI Statement:</b> N/A <b>Verification / Follow-up actions:</b> N/A

### 3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2270752-202210-N1	Minor	7.3.1	03/11/2022	Closed on 02/11/2023
2413044-202310-M1	Major	6.7.3	02/11/2023	Closed on 18/12/2023

### 3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss Johor Plantations Berhad - Tereh 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. 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	Stakeholder name / organization	Means of communication
Government agencies	Mohamad Fauzi bin Kamaruddin ,SMK Dato’ Haji Hasanah Yunos	Face to face
Contractor	Lai Ming Chin, Lee Kim Joo Enteprise	Face to face
Government agencies	Puan Hasliza, Perkeso Segamat	Face to face
Government agencies	Mr Azamuddin Kassan, Pejabat Perhutanan Johor Bharu	Face to face

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

Neighbouring estate	Assistant Manager, Kekayaan Estate, KLK.	Face to face
Local communities	Kampung Melayu Sedenak	Face to face

<b>Stakeholders comment</b>	
<b>1</b>	<p><b>Feedbacks:</b> Assistant Manager, Kekayaan Estate, KLK. Kekayaan Estate, KLK located nearby to Tereh Selatan Estate as per interview with Assistant Manager, there is no land dispute has been highlighted where both companies already identified their boundaries base on the boundary stone and trenches. Any communication between both parties will be through PIC for each estate and confirmed that communication of the procedure has been done during the stakeholder meeting.</p> <p><b>Audit Team verification and response:</b> No further verification required</p>
<b>2</b>	<p><b>Feedbacks:</b> Puan Hasliza, Perkeso Segamat Puan Hasliza has been contacted by auditor to get information about Tereh Palm Oil Mill and Supply Bases. As per interview, there is no issues on contribution by operating units. There is no issue on error in contribution.</p> <p><b>Audit Team verification and response:</b> No further verification required</p>
<b>3</b>	<p><b>Feedbacks:</b> SMK Dato’ Haji Hasanal Yunos located around 2km from Rengam Estate and Mr Mohamad Fauzi bin Kamaruddin is the deputy head master with total 500 students which come from nearby village and Rengam Estate. Contribution has been provided by the management of estate/POM in term of financially, technically, and human power to the school upon request and has been confirmed through interview and document review.</p> <p><b>Audit Team verification and response:</b> No further verification required</p>
<b>4</b>	<p><b>Feedbacks:</b> Lee Kim Joo Enterprise is a FFB transporter contractor in Rengam Estate. 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>
<b>5</b>	<p><b>Feedbacks:</b> Kampung Melayu Sedenak Having good relationship with company management. No disturbance or negative impact caused by the mill and estate operation. In fact, positive impact mainly job opportunity within Kulim’s mill and estate that benefits the villagers. No issue of land dispute between villagers and estate.</p> <p><b>Audit Team verification and response:</b> No further verification required</p>
<b>6</b>	<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. 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>

List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Tereh Palm Oil Mill Certification Unit has undergone 2 <sup>nd</sup> Cycle of Replanting. Hence, this is not applicable.					



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

### 3.5 Impartiality and conflict of interest

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

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

**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 Johor Plantations Berhad Tereh 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 Johor Plantations Berhad Tereh Palm Oil Mill is remain certified.</p>	
<b>Report prepared by</b>	<b>Acceptance of Assessment Conclusion</b>
<p><b>Name:</b>  <b>NOR HALIS ABU ZAR</b></p>	<p><b>Name:</b>  WAN ADLIN WAN MAHMOOD</p>
<p><b>Company Name:</b>  <b>BSI SERVICES MALAYSIA SDN BHD</b></p>	<p><b>Company Name:</b>  JOHOR PLANTATIONS GROUP BERHAD</p>
<p><b>Title:</b>  <b>CLIENT MANAGER</b></p>	<p><b>Title:</b>  GENERAL MANAGER</p>
<p><b>Signature:</b></p> 	<p><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></p> 
<p><b>Date: 18/12/2023</b></p>	<p><b>Date: 3/1/2023</b></p>



**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>	List of documents that has been specified in RSPO has been outline in the document title "Transparency" document number SQD/SMS/1.0 dated 01/08/2020 issuance 01 which listed total 14 documents but not limited to document that has been listed as long as did not impinge on confidentiality and will not cause detrimental sustainability or social outcomes. It also has been communicated with stakeholders during the stakeholders consultations.	Complied
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	As per verifications by the auditor, all documents and records has been established in either English or Bahasa Malaysia. As per interview with the management, explanations by social person in charge to the requester will be done if required. There is evidence that all documents is accessible to all stakeholders as per stipulated in the consultation and communication procedure document number SQD/SMS/1.1 dated 01/08/2020 issuance no.01.	Complied
1.1.3	<p><b>(C)</b> Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	There is no information request has been received for each operating units which sighted only request for assistance by nearby local communities and stakeholders. However, the management of each operating units has established logbook for any information request and will be responded as per consultation and communication procedure document number SQD/SMS/1.1 dated 01/08/2020 issuance no.01.	Complied

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

1.1.4	<p><b>(C)</b> Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.</p> <p>- Critical (Major) compliance -</p>	<p>Consultation and communication document number SQD/SMS/1.1 dated 01/08/2020 issuance no.01. Stated in the procedure mode for external and internal communication which include through phone call, email, internet, women representative meeting and stakeholders meeting. 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. It also has been communicated with stakeholders during the stakeholders consultations.</p>	Complied
1.1.5	<p>There is a current list of contact and details of stakeholders and their nominated representatives.</p> <p>- Minor compliance -</p>	<p>List of stakeholders has been maintained by each operating units which include information such as person in charge, address, contact numbers and email address. As per interview, auditor has been informed that the list of stakeholders will be updated on annual basis or if there is any changes of stakeholders such as new appointment of contractors or others. Refer latest stakeholders list updated on April 2023.</p>	Complied
<p><b>Criterion 1.2:</b> The unit of certification commits to ethical conduct in all business operations and transactions.</p>			
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>Code of ethical conduct policy has been established in the document "Polisi Etika" approved by Mr Mohd Faris Adli Shukeri dated 07/12/2021 where the company committed to maintain ethical conduct in all business operations including recruitments and contracts. As per verification, there is evidence that the policy has been implemented which all contract is based on tendering process and it has been monitored through the whistleblowing policy.</p>	Complied
1.2.2	<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>A system has been established which has been monitored through the internal audit that has been conducted for each operating and verified base on the internal audit report. There is no noncompliance of the policy has been identified through the internal audit.</p> <p>Other than that, the management has established whistleblowing policy which has been established which any issues of</p>	Complied

		<p>noncompliance of the policy can reported through the whistleblowing directly to Director In-charge or head of integrity.          As per interview, there is no issues for non-compliance of the policy has been identified.</p>	
<p><b>Principle 2: Operate legally and respect rights</b></p>			
<p><b>Criterion 2.1:</b> There is compliance with all applicable local, national and ratified international laws and regulations.</p>			
<p>2.1.1</p>	<p><b>(C)</b> The Unit of Certification complies with legal requirements          - Critical (Major) compliance -</p>	<p>The unit of certifications has complied with Legal Requirements. Tereh Palm Oil Mill Certification Unit continues to ensure compliance towards all applicable local, national and ratified international laws and regulations. The compliances is guided by the document Sustainable Management System; Compliance To Legal Requirement; Document Number: SQD/SMS/2.0; Document Date: 01/08/2020; Issue: 01. Among permit and license sampled were:</p> <p>Tereh Selatan Estate</p> <ol style="list-style-type: none"> <li>1. MPOB Licence #501674902000 valid from 01/05/2023 until 30/04/2024</li> <li>2. Diesel storage 18,000 liter #BPGK.JH (KLU) 0766 SK valid from 25/07/2023 until 24/07/2025</li> <li>3. SPAN Licence #LK/3/23/00493 valid from 16/05/2023 until 15/05/2026</li> <li>4. Energy Commission permit #2023/03104 valid from 24/10/2023 until 23/10/2024</li> <li>5. Abstraction Licence #BAKAJ/334/300/05/07/15 valid until 31/12/2023</li> <li>6. Air Receiver #JH PMT 20401 valid until 21/06/2024</li> </ol>	<p>Complied</p>

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<p>7. Genset Licence #AS(B):91/110/638/067 by DOE dated 19/01/2026</p> <p>8. Weighbridge inspection #B1809393 by De Metrology dated 09/09/2023</p> <p>Rengam Estate</p> <ol style="list-style-type: none"> <li>1. MPOB Licence #501225502000 valid from 11/05/2023 until 31/03/2024</li> <li>2. Diesel permit #0027SK valid from 11/07/2023 until 10/07/2025</li> <li>3. Air Compressor #JH PMT 24154 valid until 21/06/2024</li> <li>4. Windfall levy #J31-2008000000092 dated 15/07/2008</li> <li>5. Weighbridge inspection #3140578 by De Metrology dated 05/07/2023</li> <li>6. Fire Arm Permit #KLG/1742 valid until 17/10/2024.</li> </ol> <p>Tereh Palm Oil Mill</p> <ol style="list-style-type: none"> <li>1. MPOB Licence #500048604000 valid from 01/06/2023 until 31/05/2024</li> <li>2. Diesel storage #BPKB/2023/P/J-000293 valid from 15/10/2023 until 14/10/2025</li> <li>3. DOE Licence #004685 valid from 01/07/2023 until 30/06/2024</li> <li>4. Abstraction Licence #07/A/KLG/115 valid until 31/12/2023</li> <li>5. Air Compressor #JH PMT114303 valid until 12/09/2024</li> <li>6. Vertical Steriliser #JH PMT23917 valid until 12/09/2024</li> </ol>	
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**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<p>7. Weighbridge Inspection #013609 inspected by De Metrology dated 24/05/2023</p> <p>8. Competence Person #CePPOME/15006 to Mill Manager dated 23/01/2019</p> <p>9. Competence Person #CePSWaM/03279 to Assistant Mill Manager dated 09/12/2019</p> <p>10. Competence Person #JKKP/2022/JS01/150 to Mill Manager dated 23/08/2022</p> <p>Selai Estate</p> <p>1. MPOB Licence #621316002000 valid from 10/01/2023 until 30/09/2024</p> <p>2. Diesel permit #BPGK.JH(KLU)2407SK valid from 03/07/2023 until 02/07/2015</p> <p>3. Energy Commission #LS/HTC/UME/SLS/1:UM/HTC/LS/01 valid until 01/11/2023. Renewal has been submitted on 17/10/2023 with reference number ST(SJB)L/JHR/05600</p> <p>4. Water abstraction licence #BAKAJ/334/300/05/07/07/13 valid until 31/12/2023</p> <p>5. Air Compressor #JH PMT 18281 valid until 21/06/2024</p> <p>6. Air Receiver tank #JH PMT 21933 valid until 21/06/2024</p> <p>Sg Tawing Estate</p> <p>1. MPOB Licence #621320002000 valid from 01/10/2023 until 30/09/2024</p> <p>2. Water Abstraction Licence #BAKAJ/334/300/05/07/07/17 valid until 31/12/2023</p>	
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**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<p>3. Diesel permit #BPGKJH(KLU)2412SK valid from 12/06/2023 until 11/06/2025</p> <p>4. Air Tank #JHPMT90178 valid until 14/02/2024</p> <p>Weighbridge inspection #186058 by De Metrology dated 12/07/2022</p>	
<p>2.1.2</p>	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.</p> <p>- Minor compliance -</p>	<p>Certification unit continued to implement and maintain their established documented system for identifying, accessing, tracking updates and monitoring of compliance with the legal requirements that are applicable to their operation.</p> <p>Each office of the operating unit (estates) has its own legal requirements register (LRR) and were being evaluated individually from time to time for compliance mainly through internal audit. Among the applicable legal laws registered are EQA, OSHA, Factory &amp; Machinery Act, Employment Act, and Workers' Minimum Standard of Housing and Amenities Act.</p> <p>Latest updated has been done on 31/08/2023 with updating Of Minimum wages Order 2022, Employees Provident Fund (Amendment No. 2) Rules 2022, Employees Provident Fund (Amendment Of Eight Schedule) Order 2022 and Prevention And Control Of Infectious Disease (Measures Within Infected Local Areas) (National Recovery Plan) (Transition Phase To Endemic) 2022.</p> <p>The Executive Regional Controller of Central Region has been appointed as the person in-charged, Refer Appointment letter with reference number SID/SD/ADMIN/046/23 dated 08/09/2023 to be the person responsible to monitor compliance and to track and update the changes in regulatory requirements. The letter was from the Head of Sustainability &amp; Innovation Division. Tracking system to identify changes in the relevant regulations were available through</p>	<p>Complied</p>

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		the head office, website information and is communicated from the Group Head Office.	
2.1.3	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p> <p>- Minor compliance -</p>	<p>The management of each estate has established the Boundary Stone Maps showing the location of the boundary stone at estate. Site visit for verification on boundary stone was conducted at each estate with the details as followings:</p> <p><u>Tereh Selatan Estate</u> As sighted during site visit P07/01 (2°9'32" N, 103°21'14" E) adjacent with smallholder estate, the legal boundaries was clearly demarcated with red and white colour concrete pole.</p> <p><u>Rengam Estate</u> During site visit, sighted the demarcation of estate legal boundaries at field P17/05 (1°54'23" N, 103°24'37" E) adjacent with smallholder's farm was clearly demarcated with red and white colour concrete pole number LR10</p> <p><u>Selai Estate</u> Estate legal boundaries was clearly demarcated with red and white colour concrete pole as sighted at field P09/4.</p> <p><u>Sungai Tawing Estate</u> Estate legal boundaries was clearly demarcated with red and white colour concrete pole as sighted at field P03/4 adjacent with smallholders farms.</p> <p>There is no planting beyond the boundary markers for all estate visited.</p>	Complied
<b>Criterion 2.2:</b> All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>All operating units have recorded all contracted parties in a Stakeholder List. This list, which gets updated annually, comprises internal stakeholders like employees and workers' unions, as well as</p>	Complied

		external stakeholders such as suppliers, contractors, transporters, product buyers, heads of local communities, and other interested parties like government departments, hospitals, schools, etc. The list undergoes an annual review and update.	
2.2.2	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.</p> <p>Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.</p> <p>- Minor compliance -</p>	<p>All the contractors have signed an agreement prior to provide any services. There is an addendum to the contract agreement where specifically mentioned the contractor shall comply with applicable labour and employment laws. Sampled of the contract agreement as below:</p> <p><u>Tereh Selatan Estate</u></p> <p>Sample of contract has been taken for 2 contractors which is Pemborong Jaya and Chayono Contractor.</p> <p><u>Rengam Estate</u></p> <p>1 sample of FFB transport contractors has been taken and sighted agreement reference number MPSB/Rengam 7/169/2020 dated 27/01/2023 for contractor Lai Cheong San</p> <p><u>Selai Estate</u></p> <p>Perniagaan Sri Mahtai reference number ROC/SELAI 47/2023/01 for loading and transporting fresh fruits bunches (FFB) internal from Ladang Selai to Ladang Tereh Palm Oil Mill</p>	Complied
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <p>- Minor compliance -</p>	<p>Refer Addendum To The Contact Agreement Clause: Contractor Employees (2) The Contractor represent and warrant that the contractor shall comply with applicable labour and employment laws, regarding and prohibits any form of child labour, forced and trafficked labour. Any eligible young labour will be employed only in accordance with Children and Young Person (Employment) Act 1966. Other than that, for Letter Of Award (LOA) refer section 15.7 stipulated on the same commitment.</p>	Complied
<p><b>Criterion 2.3:</b> All FFB supplies from outside the unit of certification are from legal sources.</p>			



2.3.1	<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/daim 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>Tereh Palm Oil Mill exclusively receives crops from the Johor Plantation Berhad Estates and its internal supply sources, all of which fall within the certification scope. Any other sources, if utilized, are deviations caused by sister mills (RSPO Certified) due to mill breakdowns or annual maintenance.</p> <p>During the audit, it was confirmed that all estates within the same certification scope have the following information available and were observed and verified.</p> <p>The information such as geo-location of FFB origins can be referred to table 4 above.</p> <p>All fresh fruit bunches (FFB) from the supply base estates have corresponding delivery documents and weighbridge tickets and valid land title with ownership status.</p> <p>All sample estate visited found to have valid MPOB license and verified land titles that shows the legal ownership of the estates.</p>	Complied
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator2.3.1.</p> <p>- Minor compliance -</p>	<p>The examination and validation of delivery records confirmed that there are sourcing of RSPO Certified ISH Fresh Fruit Bunches (FFB) from indirect suppliers at Tereh Palm Oil Mill namely Eng Lee Heng (WAGS- West – Wild Asia Sdn Bhd – Certificate Number: RSPO 660787 – Expiry Date: 19/03/2025. The records of all the FFB suppliers are able to be verified with the availability of the details stipulated in the 2.3.1</p>	Complied
<p><b>Principle 3: Optimise productivity, efficiency, positive impacts and resilience</b></p>			
<p><b>Criterion 3.1:</b> There is an implemented management plan that aims to achieve long-term economic and financial viability.</p>			
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>Annual business plan in the form of annual budget and the projection for 5 years prepared as guidance for future planning. Sighted the annual budget FY 2022 and business plan FY 2023 – FY 2027. The business plan includes:</p>	Complied

		<p>Plantations</p> <ol style="list-style-type: none"> <li>1. Production – FFB tonnes</li> <li>2. General Charges             <ol style="list-style-type: none"> <li>a. Supervision</li> <li>b. Rent, rates and taxes</li> <li>c. Office expense</li> <li>d. Maintenance</li> <li>e. Water and lights</li> <li>f. Labour welfare</li> <li>g. Medical</li> </ol> </li> <li>3. Production</li> <li>4. Maintenance</li> <li>5. Harvesting</li> </ol> <p>Palm Oil Mill</p> <ol style="list-style-type: none"> <li>1. FFB yield,</li> <li>2. CPO,</li> <li>3. OER and KER,</li> <li>4. General Charges             <ol style="list-style-type: none"> <li>a. Supervision</li> <li>b. Rent, rates and taxes</li> <li>c. Office expense</li> <li>d. Maintenance</li> <li>e. Water and lights</li> <li>f. Labour welfare</li> <li>g. Medical</li> </ol> </li> <li>5. Production</li> <li><b>6.</b> Maintenance</li> </ol>	
3.1.2	An annual replanting programme projected for a minimum of five years with yearly review, is available.	The estates have long range replanting program. Replanting planned for the palm older than 25 years, non-performance field	Complied

	<p>- Minor compliance -</p>	<p>(yield) and Ganoderma infected palm. Observed the replanting program for the next 5 financial year as follows:</p> <table border="1" data-bbox="1144 443 1917 927"> <thead> <tr> <th>Estate</th> <th>2024</th> <th>2025</th> <th>2026</th> <th>2027</th> <th>2028</th> </tr> </thead> <tbody> <tr> <td>Tereh Selatan Estate</td> <td>0.00</td> <td>198.08</td> <td>239.93</td> <td>226.01</td> <td>0.00</td> </tr> <tr> <td>Rengam Estate</td> <td>221.96</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>256.07</td> </tr> <tr> <td>Sg Tawing Estate</td> <td>95.42</td> <td>48.10</td> <td>85.58</td> <td>307.22</td> <td>250.06</td> </tr> <tr> <td>Selai Estate</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> </tr> </tbody> </table>	Estate	2024	2025	2026	2027	2028	Tereh Selatan Estate	0.00	198.08	239.93	226.01	0.00	Rengam Estate	221.96	0.00	0.00	0.00	256.07	Sg Tawing Estate	95.42	48.10	85.58	307.22	250.06	Selai Estate	0.00	0.00	0.00	0.00	0.00	
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<p>3.1.3</p>	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake.          - Minor compliance -</p>	<p>Management review was conducted on annually basis by Operating Unit as per SOP established. The minutes of meeting was sighted. The details in the minutes were:</p> <ol style="list-style-type: none"> <li>1. Introduction</li> <li>2. Matters Arising</li> <li>3. Operation Performance and Product Compliance</li> <li>4. Customer feedback</li> <li>5. Changes in the operation</li> <li>6. Internal and External Audit report</li> <li>7. Complaint &amp; Grievances</li> </ol>	<p>Complied</p>																														

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<p>8. Continuous Improvement</p> <p>Review minutes of meeting of:</p> <p>Tereh Selatan Estate: 26/07/2023</p> <p>Rengam Estate: 28/08/2023</p> <p>Tereh Palm Oil Mill: 14/07/2023</p> <p>Sg Tawing Estate: 24/08/2023</p> <p>Selai Estate: 16/08/2023</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>The continuous improvement plan for the financial year 2023 was accessible for the mill and each of the sampled estates. This plan was developed with a foundation in the assessment of social and environmental impacts. Sample of the continuous improvement plan are following:</p> <p><u>Tereh Palm Oil Mill</u></p> <ol style="list-style-type: none"> <li>1. Social <ul style="list-style-type: none"> <li>- Steel wardrobe, steel bed and mattress</li> <li>- Probase road at linesite.</li> </ul> </li> <li>2. Environment <ul style="list-style-type: none"> <li>- Desludging of furrow</li> <li>- Maintenance of Bund at furrow and effluent</li> </ul> </li> <li>3. Safety <ul style="list-style-type: none"> <li>- Fire fighting system and hydrant</li> </ul> </li> <li>4. Productivity <ul style="list-style-type: none"> <li>- Repair of 30 mt vertical steriliser</li> <li>- Replace of 1 unit of EFB conveyor</li> </ul> </li> </ol>	<p>Complied</p>

		<p>The management has established the environment improvement plan 2023. Sample of the discussion is the dewatering screw press, polishing plan and upstream and downstream analysis for impact of effluent into land application over BOD limit.</p> <p><u>Tereh Selatan Estate</u></p> <ol style="list-style-type: none"> <li>1. OSHA             <ul style="list-style-type: none"> <li>- Purchase of new fire extinguisher</li> </ul> </li> <li>2. Social             <ul style="list-style-type: none"> <li>- Replace V drain</li> <li>- Repair of toilet bathroom</li> <li>- Repainting of workers housing</li> <li>- Fixing of clothing hangar</li> <li>- Ceiling fan at Creche</li> </ul> </li> <li>3. Environment             <ul style="list-style-type: none"> <li>- Beneficial Plant planting</li> <li>- Guatemala planting</li> </ul> </li> </ol> <p><u>Selai Estate</u></p> <ol style="list-style-type: none"> <li>1. OSHA             <ul style="list-style-type: none"> <li>- Install safety signages at workstation</li> </ul> </li> <li>2. Social             <ul style="list-style-type: none"> <li>- Add new furniture at staff house</li> <li>- Repainting labour quarters</li> <li>- Mattress and single bed for labour quarters</li> <li>- Upkeep of septic tank labour quarters</li> <li>- Hall replanting</li> <li>- Surau extension</li> <li>- Upgrading of volley ball court</li> </ul> </li> <li>3. Environment             <ul style="list-style-type: none"> <li>- Increase beneficial plant area</li> </ul> </li> </ol>	
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**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<p><u>Sg Tawing Estate</u></p> <ol style="list-style-type: none"> <li>1. OSHA <ul style="list-style-type: none"> <li>- Repair crack wall at fertilizer store</li> <li>- Repair rainwater gutter at fertilizer store</li> </ul> </li> <li>2. Social <ul style="list-style-type: none"> <li>- Replace parameter drain</li> <li>- Replace window naco</li> <li>- Replace toilet door</li> <li>- Painting of housing</li> </ul> </li> <li>3. Environment <ul style="list-style-type: none"> <li>- Planting of beneficial plant</li> <li>- Planting of Guatemala for erosion control</li> </ul> </li> </ol>	
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 reporting of metrics for Johor Plantation Berhad Tereh Certification Unit utilizes RSPO metric template version 2.1. The data reporting period covers January to December 2022 for social and environmental metrics, while economic metrics span from September 2022 to August 2023, counting back from the audit month.</p> <p>Following a verification process with input data, it has been confirmed that there are no discrepancies in the reported data for all metrics during the specified period.</p>	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>Johor Plantations Berhad has established Standard Operating Procedure as guidance for daily operation for the mills and estates.</p> <p>The mill and estates holds 3 SOPs as follows:</p> <ol style="list-style-type: none"> <li>1. Mill Quality Management updated 2018 (for Palm Oil mill)</li> </ol>	Complied

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<ol style="list-style-type: none"> <li>2. Agriculture Manual updated 2019 (for Plantations)</li> <li>3. Sustainable Management System dated 2020</li> <li>4. Safety Work Procedure dated 2009</li> </ol> <p>The management has established a system to monitor the mill and estates operation such as Internal Audit, Operational Checklist, Workplace Inspection, Management Review Meeting and Mill/Estates Inspection Visit.</p>	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.          - Minor Compliance -</p>	<p>The following mechanism is available and adopted as standard practices and procedures in the mill and estates operations.</p> <p><u>Tereh Palm Oil Mill</u></p> <ol style="list-style-type: none"> <li>1. Mill inspectorate Visit program 2x /year</li> <li>2. Internal audit by Sustainability Unit 2x /year</li> <li>3. Task Force visits</li> <li>4. Monthly and weekly ad hoc meetings</li> <li>5. Daily /monthly production &amp; financial report</li> <li>6. Daily and monthly lab analysis report.</li> <li>7. Daily supervision by the mill Supervisors/Executives</li> </ol> <p><u>Supply Base Estates</u></p> <ol style="list-style-type: none"> <li>1. Plantation Inspectorate Visit program 2x /year</li> <li>2. Internal audit by Sustainability Unit 2x /year</li> <li>3. Task Force visits</li> <li>4. Monthly and weekly ad hoc meeting</li> </ol>	Complied

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		5. Daily /monthly production & financial report Daily supervision by the field staff/Executives.	
3.3.3	Records of monitoring and any actions taken are maintained and available. - Minor Compliance -	<p>Johor Plantations Berhad established mechanism to check the effective implementation of the procedure. Among the mechanism such as Mill/Plantation Advisor Visit, Agronomist visit and Internal Audit. Reviewed the records as follows:</p> <p>Tereh Selatan Estate</p> <ol style="list-style-type: none"> <li>1. Plantation Inspectorate (PI) Visit 01/2023 dated 10/08/2023</li> <li>2. Agronomist Report 01/2023 dated 20&amp;21/03/2023</li> <li>3. Internal Audit Report dated 13/07/2023</li> </ol> <p>Rengam Estate</p> <ol style="list-style-type: none"> <li>1. Plantation Inspectorate (PI) Visit 01/2023 dated 19&amp;20/06/2023</li> <li>2. Agronomist Report 02/2023 dated 09/10/2023</li> <li>3. Internal Audit Report dated 17/08/2023</li> </ol> <p>Tereh Palm Oil Mill</p> <ol style="list-style-type: none"> <li>1. Plantation Inspectorate (PI) Visit 03/2023 dated 21&amp;24/08/2023</li> <li>2. Internal Audit report conducted on 11/07/023. No issue were raised during the audit.</li> <li>3. JKPP Visit dated 07/06/2023</li> </ol> <p>Selai Estate</p> <ol style="list-style-type: none"> <li>1. Plantation Inspectorate (PI) Visit 01/2023 dated 22/08/2023</li> </ol>	Complied



**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<p>2. Agronomist Report 01/2023 dated 09/05/2023</p> <p>3. Internal Audit Report dated 14/08/2023</p> <p>Sg Tawing Estate</p> <p>1. Plantation Inspectorate (PI) Visit 01/2023 dated 11/09/2023</p> <p>2. Agronomist Report 01/2023 dated 27&amp;28/08/2023</p> <p>Internal Audit Report dated 16/08/2023</p>	
<p><b>Criterion 3.4:</b> A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.</p>			
<p>3.4.1</p>	<p><b>(C)</b> In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new plantings and new operation in the estates and mill respectively. Sustainability &amp; Quality Department has carried out Social Impact Assessment on 15/9/21 for Tereh Palm Oil Mill certification unit. The assessment has involved participation of contractors and internal workers. Checklist Interview was utilized during interview with the stakeholders for SIA. The social impact register is developed based on the scoring of frequency, consequence and likelihood. Social Management Plan will be developed after the social impact register established. There is no new planting in the 3 estates. This is verified through the following document/facts:</p> <p>a) Hectare statement compared to the previous year.</p> <p>b) Interviews with the management</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>Complied</p>

**RSPO P&C Public Summary Report  
Revision 15 (Nov 2023)**

		<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>The operating units have conducted the aspects and impacts analysis and documented in the Environmental Risk Assessment Form. The analysis was reviewed on annually basis. The risk assessment register was conducted on activity in the estate such as clinic, compound, harvesting, manuring, office, schedule waste, storage. Latest review was conducted as follows.</p> <ol style="list-style-type: none"> <li>1. Tereh Palm Oil Mill <ul style="list-style-type: none"> <li>- Latest review was conducted on 28/08/2023 approved on 30/08/2023, conducted by the Asst. manager. Refer document no. EIA-LTM-2023</li> </ul> </li> <li>2. Tereh Selatan Estate <ul style="list-style-type: none"> <li>- Latest review was conducted on 15/08/2023 approved on 30/08/2023, conducted by the Asst. Manager. Refer document no. KULIM-LTS-2023.</li> </ul> </li> <li>3. Rengam Estate <ul style="list-style-type: none"> <li>- Latest review was conducted 22/08/2023, conducted by the Asst. Manager. Refer document no. KULIM-LR-2022.</li> </ul> </li> <li>4. Selai Estate <ul style="list-style-type: none"> <li>- Latest review was conducted on 31/01/2023 , conducted by the Asst. Manager. Refer document no. KULIM-LS-2023.</li> </ul> </li> <li>5. Sg Tawing Estate <ul style="list-style-type: none"> <li>- Latest review was conducted on 11/02/2023 by Asst. Manager. Document No: KULIM-LST-2023W</li> </ul> </li> </ol>	
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<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>Social management plan has been established for each operating unit which updated on "Daftar Impact Sosial Mengikuti Operasi 2023".</p> <p>There are issues that has been highlighted based on SUHAKAM visit which stated that the management need to look into on passport retention by the management. Management plan has been established to ensure all passport keep by the estate unless for passport renewal.</p> <p>Other than that, the management has established management plan for grievance/complaint procedure which need to be communicated to all workers, stakeholders including illiterate parties.</p> <p>For workers representative meeting which mainly NUPW members will be conducted every 3 months to ensure all issues related to workers can be highlighted during the meeting</p> <p>Awareness on minimum wages standard according to minimum wages standard need to be established which also has been included in the management.</p> <p>The Social &amp; Environment Management Plan for the year 2023 has been made available to the Certification Unit (CU). This comprehensive plan encompasses various elements, including objectives, categories, actions, frequencies, responsible individuals, and monitoring periods. Furthermore, any identified issues and their corresponding mitigation plans have been consolidated within the Social Management Plan and Environment Risk Assessment for the year 2023.</p>	<p>Complied</p>
<p>3.4.3</p>	<p><b>(C)</b> The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>Implementation of the management plan has been reviewed and verified which sighted that it has been effectively implemented.</p>	<p>Complied</p>

		<ul style="list-style-type: none"> <li>a. As per interview and records it has been verified that passport has been kept by the workers. During site visit to workers housing, auditors has been showed with passport.</li> <li>b. Communication of the grievance/complaint procedure has been done and verified by the auditor for each operating units during the morning muster call.</li> <li>c. Awareness on minimum wages has been conducted through NUPW workers representative and as per interview, workers can demonstrate their understanding on minimum wages</li> </ul> <p>Minutes meeting for NUPW workers representative has been verified which has been conducted every 3 months once.</p> <p>The operating units have established the Environmental Management Plan base on the Environmental Risk Assessment conducted. Reviewed the implementation of the management plan as follows:</p> <p>Tereh Palm Oil Mill</p> <ul style="list-style-type: none"> <li>1. The mill monitor the dewatering sludge screw press for continuous desludging. Reviewed the monitoring records for the month of September 2023 is available in the maintenance records</li> <li>2. Mill to conduct the periodically tank and machine inspection and conduct the ERP training on oil spillage. The records of training is available for ERP conducted at mill.</li> <li>3. To ensure effluent bund is in good conditions. Which mill conducted the monitoring of the furrow system and interview with the operator verified that the work are conducted. Site verification regarding the structure of bund, found that the area is well maintained.</li> </ul>	
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		<p>Tereh Selatan Estate</p> <ol style="list-style-type: none"> <li>1. To ensure the cleaning of PCD is conducted, the records of implementation is available for review. Site visit verification found the area is well maintain.</li> <li>2. Monitoring of buffer zone near the water sources. Records of monitoring is available until September 2023.</li> <li>3. Maintenance of vehicles, which was monthly conducted. The monitoring is available until September 2023.</li> </ol> <p>Rengam Estate</p> <ol style="list-style-type: none"> <li>1. To minimum pollution if any oil spillage occur, the estate continuously conducted ERP for oil spillage training to the workers. Reviewed the training attendance records and training material for training conducted on 02/10/2022.</li> <li>2. The estate continuously conducted awareness briefing on environmental impact and pollution from replanting to the contractors. Latest briefing was conducted on 27/10/2023 during stakeholders meeting. Reviewed the minutes meeting and meeting Power Point material.</li> </ol> <p>Selai Estate</p> <ol style="list-style-type: none"> <li>1. Monitoring of buffer zone near water sources, record of implementation conducted on July 2023</li> <li>2. Training on awareness of schedule waste management which was conducted in June 2023</li> <li>3. Cleaning on monitoring of PCD, maintenance and inspection of vehicles, and diesel genset engine. Records of implementation is conducted every months.</li> <li>4. Planting of cover crop and guetemala which was conducted on June 2023.</li> </ol>	
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**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<p>Sg Tawing Estate</p> <ol style="list-style-type: none"> <li>1. Monitoring of buffer zone near water sources, record of implementation conducted in every month</li> <li>2. Training on awareness of domestic waste management which was conducted in April 2023</li> <li>3. Cleaning on monitoring of PCD, maintenance and inspection of vehicles, and diesel genset engine. Records of implementation is conducted every months.</li> <li>4. Reusing the chemical container for spraying activity which was conducted for every month in 2023.</li> </ol>	
<b>Criterion 3.5:</b> A system for managing human resources is in place.			
3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.</p> <p>- Minor Compliance -</p>	<p>There are no changes compare to last year where all operating units adopted same as SOPs as per reviewed and verified during the audit were the following SOPs:</p> <ol style="list-style-type: none"> <li>1) Recruitment of New Foreign Workers Rev. No. 1 Issue No. 1 dated 1 Jan 2019 which included recruitment, selection, hiring, promotion, retirement and termination</li> <li>2) Recruitment of Local Workers for Operating Units Rev No. 00 Issue No. 01 dated 1 October 2020. This SOP contains procedures for recruitment, promotion, retirement, and termination.</li> </ol> <p>Both procedure has been classified as publicly available and can be requested by stakeholders through the consultation and communication procedure.</p>	Complied
3.5.2	<p>Employment procedures are implemented, and records are maintained.</p> <p>- Minor Compliance -</p>	<p>Sample of new workers has been taken for each operating units which has been recruited in year 2023 that has been selected from different origin countries. As per verification, there is evidence that the procedure has been effectively implemented. Reviewed of the document such as job application records, interview records and</p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<p>medical check-up records. It was confirmed that employment procedures as per 3.5.1 was effectively implemented and all record was maintained.</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.          - Critical (Major) compliance -</p>	<p>HIRARC was available for all operations within the mill and estates to identify the hazards, assess and recommended control measures to minimize the risks. Among the HIRARC sampled were Harvesting of FFB, P&amp;D Control, Landfill Activities, manuring and Spraying Activities. Risks were also assessed in accordance to legal requirements and its recommendations were implemented as below.</p> <p><u>Tereh Selatan Estate</u></p> <ol style="list-style-type: none"> <li>1. HIRARC has been review on 08/01/2023. Review HIRARC for Harvesting, Manuring and Spraying. All work conducted at field included their PPE and control was according to HIRARC.</li> <li>2. Chemical Health Risk Assessment was done in compliance with USECHH Regulation 2000. The assessment was conducted by TSM Training and Services Consultancy on 01/06/2023. The CHRA Report was in progress.</li> <li>3. Medical Surveillance for 2023 was conducted for 38 estate workers on 30/07/2023 for workers exposed to n-hexane, pesticides and hazardous fumes. The medical surveillance was conducted at Uni Klinik, Permas Jaya. The results indicated that all workers had no abnormal results that were occupational caused.</li> <li>4. Noise Risk Assessment was conducted in compliance with Occupational Safety and Health (Noise Exposure) Regulations 2019. The assessment was conducted by Kulim Safety Training</li> </ol>	<p>OFI</p>

**RSPO P&C Public Summary Report  
Revision 15 (Nov 2023)**

		<p>and Services Sdn Bhd on 22/12/2021. The NRA Report (Report Number: HQ/18/PEB/00/00014-2021/018 was available for verification.</p> <p>5. Audiometric test was conducted by Kulim Safety Training and Services Sdn. Bhd for 25 estate workers on 13/01/2023. The results indicated No workers were diagnosed with Standard Threshold Shift (STS) and required to undergo retest within 3 months.</p> <p><u>Rengam Estate</u></p> <p>1. HIRARC has been review on 21/09/2023. Review HIRARC for Mixed Chemicals, Census and Landfill . All work conducted at field included their PPE and control was according to HIRARC.</p> <p>2. Chemical Health Risk Assessment was done in compliance with USECHH Regulation 2000. The assessment was conducted by TSM Training and Services Consultancy on 22/06/2023. The CHRA Report was in progress.</p> <p>3. Medical Surveillance for 2023 was conducted for 10 estate workers on 02/08/2023 for workers exposed to n-hexane, pesticides and hazardous fumes. The medical surveillance was conducted at JPG Terrasolutions Sdn Bhd. The results indicated that all workers had no abnormal results that were occupational caused.</p> <p>4. Noise Risk Assessment was conducted in compliance with Occupational Safety and Health (Noise Exposure) Regulations 2019. The assessment was conducted by Kulim Safety Training and Services Sdn Bhd on 25/11/2021. The NRA Report (Report Number: HQ/18/PEB/00/00014-2021/031 was available for</p>	
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**RSPO P&C Public Summary Report  
Revision 15 (Nov 2023)**

		<p>verification. Review of assessment has been conducted on 25/06/2023 with report no HQ/18/PEB/00/00014-2023/009.</p> <p>5. Audiometric test was conducted by Kulim Safety Training and Services Sdn. Bhd for 8 estate workers on 24/09/2023. The results indicated No workers were diagnosed with Standard Threshold Shift (STS), 1 worker got Hearing Impairment and 1 worker have hearing loss and required to undergo retest within 3 months.</p> <p><u>Tereh Palm Oil Mill</u></p> <p>1. HIRARC has been review on 15/09/2023. Review HIRARC for FFB Ramp Conveyor, Boiler and Weighbridge. All work conducted at field included their PPE and control was according to HIRARC.</p> <p>2. Chemical Health Risk Assessment was done in compliance with USECHH Regulation 2000. The assessment was conducted by TSM Training and Services Consultancy on 01/06/2023. The CHRA Report was in progress.</p> <p>3. Medical Surveillance for 2023 was conducted for 46 mill workers (6 workers exposed by N-Hexane, 1 worker exposed on Pesticides and 39 workers for biological effect monitoring) and on 30/07/2023 for workers exposed to n-hexane, pesticides and hazardous fumes. The medical surveillance was conducted at JPG Terrasolutions Sdn Bhd. The results indicated that all workers had no abnormal results that were occupational caused.</p> <p>4. Noise Risk Assessment was conducted in compliance with Occupational Safety and Health (Noise Exposure) Regulations 2019. The assessment was conducted by Kulim Safety Training and Services Sdn Bhd on 25/11/2021. The NRA Report (Report</p>	
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**RSPO P&C Public Summary Report  
Revision 15 (Nov 2023)**

		<p>Number: HQ/18/PEB/00/00014-2021/031 was available for verification. Review of assessment has been conducted on 25/06/2023 with report no HQ/18/PEB/00/00014-2023/009.</p> <ol style="list-style-type: none"> <li>5. Audiometric test was conducted by JPG Terrasolution Sdn. Bhd and PAC Testing &amp; Consulting Sdn Bhd for 27 mill workers on 12/07/2023. The results indicated No workers were diagnosed with Standard Threshold Shift (STS), 1 worker got Hearing Impairment and 9 workers have NIHL and have hearing loss and required to undergo retest within 3 months. Retest has been conducted on 11/10/2023.</li> <li>6. LEV Monitoring has been conducted. Refer Periodic Local Exhaust Ventilation Examination Report dated 22/11/2022 by Kulim Safety Training and Services Sdn Bhd. Report reference HQ/16/JHII/00/210-2022/083.</li> </ol> <p><u>Sg Tawing Estate</u></p> <ol style="list-style-type: none"> <li>1. HIRARC has been review on 25/08/2023. Review HIRARC for Fogging, Rotoslashing and Clinic . All work conducted at field included their PPE and control was according to HIRARC.</li> <li>2. Chemical Health Risk Assessment was done in compliance with USECHH Regulation 2000. The assessment was conducted by TSM Training and Services Consultancy on 31/05/2023. The CHRA Report was in progress.</li> <li>3. Medical Surveillance for 2023 was conducted for 23 estate workers on 01/08/2023 for workers exposed to n-hexane, pesticides and hazardous fumes. The medical surveillance was conducted at JPG Terrasolutions Sdn Bhd. The results indicated that all workers had no abnormal results that were occupational caused.</li> </ol>	
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**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<p>4. Noise Risk Assessment was conducted in compliance with Occupational Safety and Health (Noise Exposure) Regulations 2019. The assessment was conducted by Kulim Safety Training and Services Sdn Bhd on 20/12/2021. The NRA Report (Report Number: HQ/18/PEB/00/00014-2021/016 was available for verification.</p> <p>5. Audiometric test was conducted by Kulim Safety Training and Services Sdn. Bhd for 2 estate workers on 13/01/2023. The results indicated all workers have normal hearing. There is no abnormal result for all tested workers.</p> <p><u>Selai Estate</u></p> <p>1. HIRARC has been review on 25/06/2023. Review HIRARC for Water Treatment, Manuring and Rat Baiting . All work conducted at field included their PPE and control was according to HIRARC.</p> <p>2. Chemical Health Risk Assessment was done in compliance with USECHH Regulation 2000. The assessment was conducted by TSM Training and Services Consultancy on 30/05/2023. The CHRA Report was in progress.</p> <p>3. Medical Surveillance for 2023 was conducted for 44 estate workers on 01/08/2023 for workers exposed to n-hexane, pesticides and hazardous fumes. The medical surveillance was conducted at Uniklinik Permas jaya. The results indicated that all workers had no abnormal results that were occupational caused.</p> <p>4. Noise Risk Assessment was conducted in compliance with Occupational Safety and Health (Noise Exposure) Regulations 2019. The assessment was conducted by Kulim Safety Training and Services Sdn Bhd on 21/12/2021. The NRA Report (Report</p>	
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**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<p>Number: HQ/18/PEB/00/00014-2021/017 was available for verification.</p> <p>5. Audiometric test was conducted by Kulim Safety Training and Services Sdn. Bhd for 8 estate workers on 13/01/2023. The results indicated all workers have normal hearing. There is no abnormal result for all tested workers.</p> <p>The JKPP-approved assessor (HQ/16/ASS/00/35) conducted the latest Chemical Health Risk Assessment (CHRA) on May and June 2023 for Tereh Palm Oil Mill certification units. The final version of the report for this CHRA is still pending until the Recertification Assessment is conducted. This OFI was raised to track the status of the report during the next assessment.</p>	
3.6.2	<p><b>(C)</b> The effectiveness of the H&amp;S plan to address health and safety risks to people is monitored.          - Critical (Major) compliance -</p>	<p>Annual H&amp;S plan established by each Operating Unit are mostly implemented through Annual Training Program 2020 to address the identified health and safety risks. The emphasis is on safe work by providing</p> <ul style="list-style-type: none"> <li>▪ Knowledge and skills needed to do their work safely and avoid creating hazards that could place themselves or others at risk.</li> <li>▪ Awareness and understanding of workplace hazards and how to identify, report, and control them.</li> <li>▪ Specialized training, when their work involves unique hazards.</li> </ul> <p>Besides formal classroom training other means include on-the-job training and worksite demonstrations to effectively convey safety concepts, ensuring understanding of hazards and their controls, and promoting good work practices.</p> <p>The safety performance of each Operating Unit is monitored via:</p>	Complied

		<ul style="list-style-type: none"> <li>• Internal Audit conducted by the Kulim Head office Sustainability Palm Oil Department;</li> <li>• Workplace inspection by site OSH Committee;</li> <li>• Direct involvement of supervisor and rounds by Asst Manager;</li> <li>• Safety occurrence reporting;</li> <li>• Health / medical surveillance;</li> <li>• Chemical exposure monitoring, and</li> </ul> <p>The results of monitoring are discussed at meetings and informed to employees, and where applicable, appropriate corrective actions are taken.</p>	
<p><b>Criterion 3.7:</b> All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.</p>			
<p>3.7.1</p>	<p><b>(C)</b> A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out-growers, taking into account gender-specific needs, and which covers applicable aspects of the RSPOP&amp;C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>The Annual Training Program 2023 was established that covers mainly Health and Safety but extends to include all aspects of RSPO P&amp;C and Supply Chain Certification Standard (SCCS).</p> <p>Means implemented by Johor Plantations Berhad to assess understanding of participants include:</p> <ul style="list-style-type: none"> <li>• Participants completing post-training evaluation/feedback form and give suggestions;</li> <li>• Learners engagement such as interactive quizzes;</li> <li>• Knowledge acquisition and behavioural application rated by immediate supervisor at workplace post training attended.</li> </ul> <p>Workers interviewed was conducted and demonstrated comprehension of the RSPO, various subsidiary policies, their job SOPs, consequences for deviation, the importance of wearing PPE, proficiency in donning and changing PPE, familiarity with fire</p>	<p>Complied</p>

		<p>extinguisher usage, understanding workplace hazards, recognizing risks, implementing necessary control measures, and adhering to Covid-19 Safe Practices, among other aspects.</p>																							
<p>3.7.2</p>	<p>Records of training are maintained.          - Minor Compliance -</p>	<p>Training records are maintained by each Operating Unit. Sample some records at each Operating as follows:</p> <p>Tereh Selatan Estate</p> <table border="1" data-bbox="1153 614 1928 1337"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Manuring Application</td> <td>10/06/2023</td> </tr> <tr> <td>Harvesting Training</td> <td>16/08/2023</td> </tr> <tr> <td>Spraying Calibration Training</td> <td>16/05/2023</td> </tr> <tr> <td>Schedule Waste Training</td> <td>14/03/2023</td> </tr> <tr> <td>Chemical Mixing</td> <td>29/09/2023</td> </tr> <tr> <td>ERP and Fire Fighting Training</td> <td>12/10/2023</td> </tr> <tr> <td>First Aid Training</td> <td>17/10/2023</td> </tr> <tr> <td>Triple Rinsing Training</td> <td>03/08/2023</td> </tr> <tr> <td>Rat Baiting Training</td> <td>08/09/2023</td> </tr> <tr> <td>IPM Training</td> <td>16/03/2023</td> </tr> </tbody> </table> <p>Rengam Estate</p>	Training	Date	Manuring Application	10/06/2023	Harvesting Training	16/08/2023	Spraying Calibration Training	16/05/2023	Schedule Waste Training	14/03/2023	Chemical Mixing	29/09/2023	ERP and Fire Fighting Training	12/10/2023	First Aid Training	17/10/2023	Triple Rinsing Training	03/08/2023	Rat Baiting Training	08/09/2023	IPM Training	16/03/2023	<p>Complied</p>
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**RSPO P&C Public Summary Report  
Revision 15 (Nov 2023)**

Training	Date
Spraying Technique Training	08/06/2023
Schedule waste management	02/02/2023
Fertilizer Handling and Spill containment	19/03/2023
Chemical Handling and Spill containment	18/05/2023
ERP and CPR Training	21/08/2023
First Aid Training	04/10/2023
Triple rinsing	12/05/2023
SDS Training	18/05/2023
Lubricant & Fuel Handling Training	18/04/2023
Safe Driving for MB & Tractor	18/05/2023
Tereh Palm Oil Mill	
Training	Date
Chemical handling	02/10/2023
ERP & CPR Training	05/03/2023

**RSPO P&C Public Summary Report  
Revision 15 (Nov 2023)**

		First Aid Training	01/10/2023	
		Tractor & Lorry safe training	12/10/2023	
		PPE Usage Training	09/10/2023	
		Working at Height	29/09/2023	
		Water Treatment training	16/07/2023	
		Effluent sampling training	21/05/2023	
		Grading Training	12/09/2023	
		LOTO Training	29/09/2023	
		Sg Tawing Estate		
		Training	Date	
		Manuring Application	03/03/2023	
		Harvesting	17/03/2023	
		Spraying & PPE Usage	10/04/2023	
		Spraying Calibration	10/04/2023	
		Chemical Handling	14/02/2023	



**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		ERP & CPR Training	02/04/2023	
		First Aid Training	18/05/2023	
		Tractor, Lorry & MB Safe Driving	02/02/2023	
		Triple Rinsing	08/01/2023	
		Safety Work Diesel tank	19/03/2023	
		Selai Estate		
		Training	Date	
		Manuring at buffer zone	19/05/2023	
		Harvesting training	17/08/2023	
		Spraying calibration	12/09/2023	
		Spill containment	12/05/2023	
		Fertilizer handling	13/02/2023	
		Chemical handling	10/04/2023	
		Fire Drill Training	27/10/2023	
		ERP & CPR Training	15/06/2023	

		Safety work at Chemical store	15/06/2023	
		Triple rinsing	10/04/2023	
3.7.3	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. - Minor Compliance -	Supply chain training carried out for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training conducted on 05/03/2023 attended by Mill representatives.		Complied
<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)				
3.8.1	<b>Identity Preserved Module</b> 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&C), or against the Group Certification scheme.  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.	Tereh Palm Oil Mill only receives certified FFB from its own certified supply base. Therefore, Tereh Palm Oil Mill uses the Identity Preserved supply chain system and module. During the P&C assessment, the audit team verified the volumes and sources of certified FFB entering the mill, the implementation of processing controls and volume sales of RSPO certified products.		Complied
3.8.2	<b>Mass Balance Module</b> A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.	Tereh Palm Oil Mill only receives certified FFB from own certified supply base. Therefore, qualifies for the Identity Preserved supply chain system and module. Hence this indicator is not applicable.		Not Applicable

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

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. Summary of CPO and PK production for the assessment period is available in table 10 of this summary report.	Complied
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	The mill has met all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organization, PalmTrace. The registration of PalmTrace will be carried out by the Marketing Department in HQ. Company has registered in PalmTrace system as follows:  Member Name: Johor Plantations Berhad Tereh Palm Oil Mill  Palm Trace ID: RSPO_AC10000001292  Members ID: RSPO_PO1000001263  Member category : Oil Mill  Licence status: 31/01/2023 – 22/01/2024	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. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records).	a) Tereh Palm Oil Mill shall have written procedures to ensure the implementation of all elements of the applicable supply chain model specified. The SCCS Operations are guided by 2 operating procedures which is Mahamurni Plantations Sdn Bhd; Procedure Title: CSPO & CSPK Supply Chain; Procedure No: MKTG 04; Document Date: January 2021; Revision; 02 and Sustainable Management system – Traceability; Document Number: SQD/SMS/2.1; Document Date: 17/02/2022; Issue No: 01; Rev Number; 06.	Complied

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

	<p>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.</p> <p>d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill.</p>	<p>b) Seen the records that included in the procedure are as below Weighbridge tickets, Training records, Internal audit report, Invoice and contracts, Delivery and storage records and Daily Production Report. Training records for RSPO Supply Chain &amp; Stamping was sighted where the training was conducted on 05/03/2023 for the critical control point responsible person such as Weighbridge Operators and Security Guards. Seen the attendance list and interviewed with the attendees confirmed that they are understand the procedure.</p> <p>c) Head of each operating unit appointed as person responsible for all certification inclusive of RSPO SCCS. Responsibility of the person-in-charge has clearly stated in the appointment letter, SID/SD/ADMIN/047/23 dated 08/09/2023.</p> <p>Tereh Palm Oil Mill has developed Sustainable Management system – Traceability; Document Number: SQD/SMS/2.1; Document Date: 17/02/2022; Issue No: 01; Rev Number; 06, which has covered the process of incoming of FFB and ensuring no contamination in the IP mill.</p>	
<p>3.8.6</p>	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill:</p> <p>a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b. Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management</p>	<p>Tereh Palm Oil Mill has a written procedure to conduct annual internal audit to determine whether the mill Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents and Effectively implements and maintains the standard requirements within its organisation. Refer Internal Audit Procedure (Doc. No.: SQD/SMS/3.2, Issue No.: 1, Rev. No.: 0 dated 01/08/2020) where the objective is to ensure that the implementation of company’s RSPO, ISCC and MSPO management system is in line with the policies, procedures and other requirements. The frequency of the internal audit to be carried out is at least once within 12 months (before expiry of the certificate).</p>	<p>Complied</p>

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

	<p>review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>The latest internal audit was carried out on 11/07/2023 by SQD team. There no non-conformance was raised based on Internal Audit Report. All the clauses in RSPO SCCS and RSPO Market Communications and Claims were covered during the audit.</p>	
<p>3.8.7</p>	<p>Purchasing and Goods In</p> <ul style="list-style-type: none"> <li>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</li> <li>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</li> <li>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</li> </ul>	<p>Tereh Palm Oil Mill maintain the daily records of all certified 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  Sample 1  Company: Johor Plantation Berhad</p> <ul style="list-style-type: none"> <li>• Estate: Selai Estate</li> <li>• Certified No: RSPO 613086</li> <li>• Date: 29/07/2023</li> <li>• Ticket Number: 183XXX</li> <li>• Vehicle Number: WEJ19XX</li> <li>• Field / Block: P13/2E</li> <li>• FFB Weight: 8.00 MT</li> </ul> <p>Sample 2  Company: Eng Lee Heng Trading Sdn Bhd</p> <ul style="list-style-type: none"> <li>• Estate: Eng Lee Heng Trading Sdn Bhd</li> <li>• Certified No: RSPO 660787</li> <li>• Date: 24/09/2023</li> <li>• Ticket Number: 189XXX</li> <li>• Vehicle Number: JPY39XX</li> <li>• Field / Block: P08</li> <li>• FFB Weight: 17.43 MT</li> </ul>	<p>Complied</p>

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<p>Sample 3 Company: FGV Platations (M) Sdn Bhd</p> <ul style="list-style-type: none"> <li>• Estate: Paloh Estate</li> <li>• Certified No: RSPO 613086</li> <li>• Date: 29/09/2023</li> <li>• Ticket Number: 189XXX</li> <li>• Vehicle Number: JFX9XX</li> <li>• Field / Block: P006</li> </ul> <p>FFB Weight: 3.46 MT</p>	
<p>3.8.8</p>	<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> <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> </ol>	<p>Tereh 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 - IP</p> <ol style="list-style-type: none"> <li>a) The name and address of the buyer; IXXXXXXXX SXXXXXX Fats Sdn Bhd</li> <li>b) The name and address of the seller; Tereh Palm Oil Mill</li> <li>c) The loading or shipment / delivery date; 26/09/2023</li> <li>d) The date on which the documents were issued; 26/09/2023</li> <li>e) RSPO Certificate Number: RSPO 613086</li> <li>f) A description of the product: CPO Identity Preserve</li> <li>g) The quantity of the products delivered; 44.14 Mt</li> <li>h) Any related transport documentation; JUP19XX</li> <li>i) A unique identification number: C094XX</li> </ol> <p>PK - IP</p> <ol style="list-style-type: none"> <li>a) The name and address of the buyer; PXXX OXX Mill Sdn Bhd</li> <li>b) The name and address of the seller; Tereh Palm Oil Mill</li> <li>c) The loading or shipment / delivery date; 05/10/2023</li> <li>d) The date on which the documents were issued; 05/10/2023</li> <li>e) RSPO Certificate Number: RSPO 613086</li> </ol>	<p>Complied</p>

		<ul style="list-style-type: none"> <li>f) A description of the product: PK Identity Preserve</li> <li>g) The quantity of the products delivered; 44.53 Mt</li> <li>h) Any related transport documentation; VEN32XX</li> <li>i) A unique identification number: K024XX</li> </ul>	
<p>3.8.9</p>	<p><b>Outsourcing Activities</b></p> <ul style="list-style-type: none"> <li>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification</li> <li>ii) The mill shall ensure the following: <ul style="list-style-type: none"> <li>a) The mill has legal ownership of all input material to be included in outsourced processes</li> <li>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</li> <li>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</li> <li>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</li> </ul> </li> </ul>	<p>Tereh Palm Oil Mill has established Standard Operating Procedure related Outsourcing Activities. Refer Traceability Procedure dated 17/02/2022 with reference number SQD/SMS/2.1 Section 6.9 Outsourced Activity.</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 Tereh Palm Oil Mill was for CPO and PK transportation.</li> <li>ii. Sighted the contract agreement between Johor Plantations Berhad and contractor; <ul style="list-style-type: none"> <li>a) Tereh Palm Oil Mill has legal ownership of all input material to be included in the outsourced process. Refer listing of FFB Supplier Certified and Non-Certified. The contract agreement and details like MPOB licence were kept in the file.</li> <li>b) There is 7 transporter assigned by Mill for CPO. PK transport will be assigned by buyer. Refer Sampel Contract Agreement between Johor Plantations Berhad and Transporter as below: <ul style="list-style-type: none"> <li>• TXX TXXX KXXX Sdn. Bhd. – Agreement on the Transportation of Crude Palm Oil (CPO) From Johor Plantations Berhad Group Mills To Various Refineries; Initial term: 13 months commencing from 01/06/2023 to 30/06/2024.</li> </ul> </li> </ul> </li> </ul>	<p>Complied</p>

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<ul style="list-style-type: none"> <li>• PXXXXXXXXX OXXXXXXXXX Sdn. Bhd. – Agreement on the Transportation of Crude Palm Oil (CPO) From Johor Plantations Berhad Group Mills To Various Refineries; Initial term: 13 months commencing from 01/06/2023 to 30/06/2024.</li> <li>• FXXX LXXXXXXXX Sdn. Bhd. – Agreement on the Transportation of Crude Palm Oil (CPO) From Johor Plantations Berhad Group Mills To Various Refineries; Initial term: 13 months commencing from 01/06/2023 to 30/06/2024.</li> <li>• SXXXX SXXXX Sdn. Bhd. – Agreement on the Transportation of Crude Palm Oil (CPO) From Johor Plantations Berhad Group Mills To Various Refineries; Initial term: 13 months commencing from 01/06/2023 to 30/06/2024.</li> </ul> <p>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.</p> <p>The contract agreements specified that all transporters are required to fulfil and comply with applicable legal requirements. Refer Section 16.4.</p>	
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	Tereh Palm Oil Mill mill has record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products. Refer Stakeholder List dated August 2023.	Complied
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	No change of names and contract details of transporter for the physical handling of RSPO certified oil palm products. The mill ae	Complied



**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		aware that the CB are to be informed if there are any changes of updates.	
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 (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</li> </ol> </li> </ul>	<ol style="list-style-type: none"> <li>1. The mill has maintained the accurate, complete, up-to-date and accessible records and reports covering all aspects of these Sustainability Management System as below:             <ol style="list-style-type: none"> <li>a. Dispatch of CPO/PK delivery order</li> <li>b. Daily Production Report</li> <li>c. FFB Dispatch Report from supplying estate</li> <li>d. Training records</li> <li>e. FFB Transaction records</li> </ol> </li> <li>2. Traceability Procedure (Doc. No.: SQD/SMS/1.2, Issue No. 1, Rev. No.: 05 dated 1/8/20, the records retention for all RSPO Supply Chain related records to be retained for a minimum of 5 years' period.</li> <li>3. Records and balance of all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK monitored on a real-time basis on daily/monthly production figure.</li> <li>4. N/A due to module of Tereh Palm Oil Mill was IP.</li> </ol>	Complied
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own</p>	Conversion factor of CPO and PK production is depending on the actual OER and KER. Extraction average as per Table 10.	Complied

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

	extraction rates based upon past experience, documented and applied it consistently.		
3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	The facility is using the actual extraction rate and therefore updating of rates is not necessary.	Complied
3.8.15	Processing For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.	No incoming of uncertified FFB and mill only process RSPO certified FFB from Kulim (M) Berhad group estates. Hence there are no uncertified products being produced, stored or transported for this certification unit.	Complied
3.8.16	Registration of Transactions i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date. ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.	Shipping announcement in the RSPO IT platform carried out by the mills when RSPO certified products are sold as certified to refineries. Details of transaction summarized under Table 11.	Complied
3.8.17	Claims The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.	Johor Plantations Berhad has obtained Trademark License from RSPO and seen the trademark license. The facility is aware with the requirements of the RSPO Rules on Market Communications and Claims.  Licence Number: 1-0080-09-100-00  Validity: 08/08/2023 until 07/08/2025	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	Johor Plantations Berhad has stated the member's awards/certification with regard to RSPO in the company's website	Complied

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

	and principles of RSPO. Corporate communication is a “non-product related” claim.	and annual report with the use of trademark logo. Johor Plantations Berhad has obtained Trademark License from RSPO and seen the trademark license# 1-0080-09-100-00 which valid from 08/08/2023 until 07/08/2025 for IP Model for Tereh Palm Oil Mill. The facility is aware with the requirements of the RSPO Rules on Market Communications and Claims.	
4.2	In corporate communications, a member is allowed to: A. display its RSPO membership status B. display the RSPO web address (www.rspo.org) C. state that the member supports the work of RSPO D. state the member’s history with regard to RSPO E. use the RSPO Trademark (as shown below) with a valid trademark licence number to promote its RSPO membership	Johor Plantations Berhad has stated the member’s history with regard to RSPO in the company’s website and annual report with the use of trademark logo. Johor Plantations Berhad has obtained Trademark License from RSPO and seen the trademark license# 1-0080-09-100-00 which valid from 08/08/2023 until 07/08/2025 for IP Model for Tereh Palm Oil Mill. The facility is aware with the requirements of the RSPO Rules on Market Communications and Claims. The use of trademark logo were in compliance with the RSPO Trademark License.	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.	Johor Plantations Berhad has stated the member’s history with regard to RSPO in the company’s website and annual report with the use of trademark logo. Johor Plantations Berhad has obtained Trademark License from RSPO and seen the trademark license# 1-0080-09-100-00 which valid from 08/08/2023 until 07/08/2025 for IP Model for Tereh Palm Oil Mill. The facility is aware with the requirements of the RSPO Rules on Market Communications and Claims. The use of trademark logo were in compliance with the RSPO Trademark License.	Complied
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 that made via website is consistent, clear and does not mislead the consumer and stakeholders as to the certified content of oil palm products in their own products.	Complied

<p>4.5</p>	<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>	<p>The company does not make any statement that may misleading to the consumers to believe that RSPO membership by itself implies that selling of RSPO-certified oil palm products by verified through the website.</p>	<p>Complied</p>
<p>4.6</p>	<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> <p>B. Claim statements are limited to the following examples:</p> <ol style="list-style-type: none"> <li>i. “The rate of RSPO-certified palm oil procurement was (X%). We aim to achieve (X%) sustainable procurement by fiscal year (YEAR).”</li> <li>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.</li> </ol> <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>	<p>Johor Plantations Berhad has stated the member’s history with regard to RSPO in the company’s website and annual report with the use of trademark logo. Johor Plantations Berhad has obtained Trademark License from RSPO and seen the trademark license# 1-0080-09-100-00 which valid from 08/08/2023 until 07/08/2025 for IP Model for Tereh Palm Oil Mill. The facility is aware with the requirements of the RSPO Rules on Market Communications and Claims. The use of trademark logo were in compliance with the RSPO Trademark License.</p>	<p>Complied</p>

Product-specific communications			
5.1 General			
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 IP and PK IP.	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 Johor Plantations Berhad.	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.	Shipping documentation verified and conformance with the requirements of RSPO SCCS. In the weighbridge ticket, it stated that the product is CSPO (IP) with RSPO certificate number.	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>	Tereh Palm Oil Mill is not under distributor or wholesaler category. Thus, this requirement is not applicable.	Not Applicable

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

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	Tereh Palm Oil Mill is not under distributor or wholesaler category. Thus, this requirement is not applicable.	Not Applicable
<b>5.2 Off pack claims</b>			
5.2.1	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>Tereh 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 - IP</p> <ul style="list-style-type: none"> <li>j) The name and address of the buyer; IXXXXXXXX SXXXXXX Fats Sdn Bhd</li> <li>k) The name and address of the seller; Tereh Palm Oil Mill</li> <li>l) The loading or shipment / delivery date; 26/09/2023</li> <li>m) The date on which the documents were issued; 26/09/2023</li> <li>n) RSPO Certificate Number: RSPO 613086</li> <li>o) A description of the product: CPO Identity Preserve</li> <li>p) The quantity of the products delivered; 44.14 Mt</li> <li>q) Any related transport documentation; JUP19XX</li> <li>r) A unique identification number: C094XX</li> </ul> <p>PK - IP</p> <ul style="list-style-type: none"> <li>j) The name and address of the buyer; PXXX OXX Mill Sdn Bhd</li> <li>k) The name and address of the seller; Tereh Palm Oil Mill</li> <li>l) The loading or shipment / delivery date; 05/10/2023</li> </ul>	Complied

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<p>m) The date on which the documents were issued; 05/10/2023  n) RSPO Certificate Number: RSPO 613086  o) A description of the product: PK Identity Preserve  p) The quantity of the products delivered; 44.53 Mt  q) Any related transport documentation; VEN32XX  A unique identification number: K024XX</p>	
<p>5.2.2</p>	<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>Tereh Palm Oil Mill ensured the required information is available in document form. Outgoing records of CPO and PK were verified as below:  CPO - IP  s) The name and address of the buyer; IXXXXXXXX SXXXXXX Fats Sdn Bhd  t) The name and address of the seller; Tereh Palm Oil Mill  u) The loading or shipment / delivery date; 26/09/2023  v) The date on which the documents were issued; 26/09/2023  w) RSPO Certificate Number: RSPO 613086  x) A description of the product: CPO Identity Preserve  y) The quantity of the products delivered; 44.14 Mt  z) Any related transport documentation; JUP19XX  aa) A unique identification number: C094XX  PK - IP  r) The name and address of the buyer; PXXX OXX Mill Sdn Bhd  s) The name and address of the seller; Tereh Palm Oil Mill  t) The loading or shipment / delivery date; 05/10/2023  u) The date on which the documents were issued; 05/10/2023  v) RSPO Certificate Number: RSPO 613086  w) A description of the product: PK Identity Preserve  x) The quantity of the products delivered; 44.53 Mt  y) Any related transport documentation; VEN32XX</p>	<p>Complied</p>

		A unique identification number: K024XX	
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> <li>• If the distributor or wholesaler is supply chain certified, they should follow the requirements outlined in section 5.2.2.</li> </ul>	Not applicable since Tereh Palm Oil Mill is not under distributor or wholesaler category.	Not Applicable
<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>	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 IP and PK IP.	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>	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 IP and PK IP.	Not Applicable



**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

	*Add RSPO TM Licence Number below or next to the claim.		
	<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>	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 IP and PK IP.	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>	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 IP and PK IP.	Not Applicable
	<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>	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 IP and PK IP.	Not Applicable
5.3.3	On pack claims shall not include information about the claimant's RSPO membership status.	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 IP and PK IP.	Not Applicable
5.3.4	Members shall not communicate to consumers information about their suppliers' RSPO membership status.	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 IP and PK IP.	Not Applicable

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

5.3.5	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.	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 IP and PK IP.	Not Applicable
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 IP and PK IP.	Not Applicable
<b>MODULE A – IDENTITY PRESERVED</b>			
	95% of the palm oil content must be RSPO IP certified.	Oil palm content is 100% CPO and claim as RSPO IP-certified.	Complied
	If 100% of RSPO IP 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.	Oil palm content is 100% CPO and claim as RSPO IP-certified. All infeced material (FFB) is RSPO certified.	Complied
<b>Messaging</b>			
	<p>Messaging ALLOWED for storytelling in product-specific communications may include any of the following elements:</p> <ul style="list-style-type: none"> <li>• The palm oil products contained in this product have been certified to come from RSPO sources. <a href="http://www.rspo.org">www.rspo.org</a></li> <li>• By choosing this product, you are sure that it contains RSPO certified palm oil. For more information: <a href="http://www.rspo.org">www.rspo.org</a></li> <li>• RSPO certified sustainable palm oil products were kept apart from other palm oil products throughout the supply chain. <a href="http://www.rspo.org">www.rspo.org</a></li> <li>• Certified sustainable palm oil products can be traced back to RSPO certified mills and plantations. <a href="http://www.rspo.org">www.rspo.org</a></li> </ul>	Tereh Palm Oil Mill is producing crude palm product and does not involved in any “messaging”. Therefore, this indicator was not applicable.	Not Applicable

	<ul style="list-style-type: none"> <li>The entire supply chain is monitored by independent, RSPO-accredited auditors. <a href="http://www.rspo.org">www.rspo.org</a></li> <li>RSPO certified sustainable palm oil has been produced according to stringent environmental and social criteria. <a href="http://www.rspo.org">www.rspo.org</a></li> </ul>		
<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>RSPO Trademark that includes the tag "CERTIFIED"; or</li> <li>RSPO Trademark that includes the tag "This product contains certified sustainable palm oil".</li> </ul>	<p>Tereh Palm Oil Mill is producing crude palm product and does not involved in any labelling of end-product. Therefore, this indicator was not applicable.</p>	<p>Not Applicable</p>
<b>Principle 4: Respect community and human rights and deliver benefits</b>			
<b>Criterion 4.1:</b> The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
<p>4.1.1</p>	<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>Kulim (Malaysia) Berhad has a Sustainability Policy which signed by the Managing Director on 1/10/2020. The policy which among others, states it commitment to respect, support and protect international human rights against violence, threats, all forms of retaliation, and effective elimination of all forms of violation of human rights which include against HRD, whistle-blowers, complainants and community spokespersons.</p> <p>The policy is provided in either English or Bahasa Malaysia, or both to relevant external stakeholders. Translated policy briefed to internal stakeholders among foreign workers by each countries workers' representatives. Briefing to all workers was conducted from time to time during daily morning muster assembly.</p> <p>While for stakeholders, communication of the policy has been done during the stakeholders meeting conducted on 21/09/2023 with attendance of all stakeholders from the central region. The meeting involved the management of all estates and mill within Tereh Complex and attended by external stakeholders among local</p>	<p>Complied</p>

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		community representatives, local school headmasters and teachers, vendors among contractors and suppliers and relevant government and authorities personnel	
4.1.2	The unit of certification does not instigate violence or use any form of harassment in their operations. - Minor compliance -	There is evidence that all operating units did not instigate any violence or harassment in the operations and align with the policy established in the document "sustainability policy". It has been confirmed with records and interview with the workers itself.	Complied
<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			
4.2.1	<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. - Critical (Major) compliance -	<p>There are systems that has been established by Johor Plantations Berhad which documented in SOPs title Grievance document number SQD/SMS/4.1 dated 01/08/2023 issuance #01. As per stated in procedure that the management of each operating units will allow for involvement of independent legal, technical advice and third parties mediator.</p> <p>In the SOPs has outline the process flow for any complaint/grievances which started from complaint received by immediate executive and supervisor as 1<sup>st</sup> steps. If the complaint unable to be resolved within 10 days, the complaint will be escalated to Department general manager/manager/ assistant or executive in-charge and step 3 within 7 days if the issues have not been resolved, the issues need to be escalated to Division/department director.</p> <p>Stated in clause 5.8, that the management will respect and protect anonymity of the complainant.</p> <p>As per sustainability policy stated commitment of Johor Plantation Berhad to respect, support and protect international human rights against violence, threats and all form of retaliation and contribute to the effective eliminations of all forms of violations of human rights and fundamental freedom of individuals and people including the</p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		human rights defenders. Whistle blower, complainants and community spokespersons.	
4.2.2	<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>There is evidence that the procedure is in place which has been communicated to all workers during morning muster call and posted at the notice board. It has been further confirmed during site visit and interview with the workers where they can demonstrate their understanding on the procedure.</p> <p>There is no illiterate parties that has been identified for the sample estates. While for stakeholders, communication of the procedure has been done during the stakeholders meeting conducted on 21/09/2023 with attendance of all stakeholders from the central region.</p>	Complied
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>Sample of 15 complaint has been taken and verified at all operating units which has been received in year 2022 and 2023 regards to the housing compound. There is evidence that both complaints has been responded on timely manner. There is no complaint has been received for other operating units. For housing repair, all operating units maintained logbook for housing repair book. There is evidence that all housing repair report has been responded and as per timeline has been mentioned in the SOPs.</p>	Complied
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>There are systems that has been established by Johor Plantations Berhad which documented in SOPs title Grievance document number SQD/SMS/4.1 dated 01/08/2023 issuance #01 which clearly stated that there is always options for involvement of independent legal, technical advice and third parties mediator.</p>	Complied
<b>Criterion 4.3:</b> The unit of Certification contributes to local sustainable development as agreed by local communities.			
4.3.1	<p>Contributions to community development that are based on the results of consultation with local communities are demonstrated.</p>	<p>There is evidence that contribution has been made by the management to stakeholder's base on consultation or request. As per interviewed with stakeholders, they are aware that any</p>	Complied

	<p>- Minor compliance -</p>	<p>contribution can be requested to the management for each operating unit. Sample of contribution that has been made.</p> <ol style="list-style-type: none"> <li>1. Contribution to SMK Seri Kota Paloh for sports event, and program Sekolah Penyayang dated 02/07/2023.</li> <li>2. Contribution in assisting SMK Seri Kota Paloh with vehicle for an event.</li> <li>3. Donation to SK Ladang Tereh on 06/02/2023 for appreciation ceremony and closing for national days ceremony, cricket tournament,</li> </ol>	
<p><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.</p>			
<p>4.4.1</p>	<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 evidence of land title for each operating units to show legal ownerships or lease. Details as per below</p> <p><u>Tereh Selatan Estate</u></p> <ul style="list-style-type: none"> <li>• Land title H.S. (D) 5655, PTD3504 total 1210.32 for agriculture</li> <li>• Land title H.S. (D) 5658, total 3.7332Ha leased 99 years until 27/08/2078.Land used for oil palms</li> <li>• Land title H.S. (D) 5657, total 130.4478Ha leased for 99 years until 27/08/2078 for oil palm plantation</li> <li>• Land title H.S.(D) 5660, PTD 4609 leased for 99 years until 27/08/2078.</li> <li>• Land title H.S.(D) 6061, PTD 3509, total 607.0275Ha</li> </ul> <p><u>Selai Estate</u></p> <p>There are 2 land titles has been verified which under the ownerships of Selai Sdn Bhd which is one of subsidiaries company under Johor Plantations Berhad.</p> <ul style="list-style-type: none"> <li>• Ownership reference#562233, Lot#2838 total hectarage 3179Ha registered November 2017</li> </ul>	<p>Complied</p>

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<ul style="list-style-type: none"> <li>Ownership reference#562232, Lot#3892 total hectarge 356.30Ha</li> </ul> <p><u>Sungai Tawing Estate</u></p> <p>There is only 1 land title for Sungai Tawing Estate, which is H.S.(D) 6060 PTD2137 total 2225.7675 owned by Sindora Berhad one of subsidiaries company for Johor Plantation Berhad.</p>	
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	<p>There is no land dispute in all estates and mill within Tereh complex since last audit. The land belongs to Kulim (M) Berhad as per land ownership documents verified. Interview conducted with the local community representatives also confirmed this.</p> <p>In case of any arising land dispute, the process will be handled based on the procedure for Land Encroachment; Doc. # PROP/MP/5; Date: 9/6/2020; Rev. # 4. Hence, this indicator is not applicable.</p>	Complied
4.4.2a	Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities’ and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making. - Minor compliance -	There is no land dispute in all estates and mill within Tereh complex since last audit. The land belongs to Kulim (M) Berhad as per land ownership documents verified. Interview conducted with the local community representatives also confirmed this.	Complied
4.4.2b	Evidence that the unit of certification has respected communities’ decisions to give or withhold their consent to the operation at the time that these decisions were taken. - Minor compliance -	In case of any arising land dispute, the process will be handled based on the procedure for Land Encroachment; Doc. # PROP/MP/5; Date: 9/6/2020; Rev. # 4.	Complied
4.4.2c	Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal	There is no land dispute in all estates and mill within Tereh complex since last audit. The land belongs to Kulim (M) Berhad as per land	Complied

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

	status of their land at the expiry of the unit of certification's title, concession or lease on the land. - Minor compliance -	ownership documents verified. Interview conducted with the local community representatives also confirmed this.	
4.4.3	<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). - Critical (Major) compliance -	In case of any arising land dispute, the process will be handled based on the procedure for Land Encroachment; Doc. # PROP/MP/5; Date: 9/6/2020; Rev. # 4. Based on the map and stakeholders consultation, there is no evidence of any local community land involved. Therefore, this indicator is not applicable.	Not Applicable
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 -	There is no land dispute in all estates and mill within Tereh complex since last audit. The land belongs to Kulim (M) Berhad as per land ownership documents verified. Interview conducted with the local community representatives also confirmed this.	Complied
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. In case of any arising land dispute, the process will be handled based on the procedure for Land Encroachment; Doc. # PROP/MP/5; Date: 9/6/2020; Rev. # 4. Hence, 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 land dispute in all estates and mill within Tereh complex since last audit. The land belongs to Kulim (M) Berhad as per land ownership documents verified. Interview conducted with the local community representatives also confirmed this.	Complied
<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 the Tereh Palm Oil Mill Supply bases. There is evidence of land title for each operating units to show legal ownerships or lease. Details as per below <u>Tereh Selatan Estate</u> <ul style="list-style-type: none"> <li>Land title H.S. (D) 5655, PTD3504 total 1210.32 for agriculture</li> </ul>	Complied



**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<ul style="list-style-type: none"> <li>• Land title H.S. (D) 5658, total 3.7332Ha leased 99 years until 27/08/2078.Land used for oil palms</li> <li>• Land title H.S. (D) 5657, total 130.4478Ha leased for 99 years until 27/08/2078 for oil palm plantations</li> <li>• Land title H.S.(D) 5660, PTD 4609 leased for 99 years until 27/08/2078.</li> <li>• Land title H.S.(D) 6061, PTD 3509, total 607.0275Ha</li> </ul> <p><u>Selai Estate</u>  There are 2 land titles has been verified which under the ownerships of Selai Sdn Bhd which is one of subsidiaries company under Johor Plantations Berhad.</p> <ul style="list-style-type: none"> <li>• Ownership reference#562233, Lot#2838 total hectarage 3179Ha registered November 2017</li> <li>• Ownership reference#562232, Lot#3892 total hectarage 356.30Ha</li> </ul> <p><u>Sungai Tawing Estate</u>  There is only 1 land title for Sungai Tawing Estate, which is H.S.(D) 6060 PTD2137 total 2225.7675 owned by Sindora Berhad one of subsidiaries company for Johor Plantation Berhad.</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 all operating units under Tereh Complex 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 in all operating units under Tereh Complex in the past recent years.</p>	Complied

		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	
4.5.3	Evidence is available that affected local peoples understand they have the right to say ‘no’ to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations. - Minor compliance -	No new planting and issues of customary land occurred in all operating units under Tereh Complex a that requires FPIC process since the last audit.	Complied
4.5.4	To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process. - Minor compliance -	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 and interview with local communities and neighbouring estate, that there was no new development in all operating units under Tereh Complex in the past recent years.	Complied
4.5.5	Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands. - Minor compliance -	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	Complied
4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator. - Minor compliance -	No new planting and issues of customary land occurred in all operating units under Tereh Complex a that requires FPIC process since the last audit.	Complied

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

4.5.7	New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations. - Minor compliance -	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 in all operating units under Tereh Complex in the past recent years.	Complied
4.5.8	<b>(C)</b> New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	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, MPOB License and interview with local communities and neighbouring estate.	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	<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. - Critical (Major) compliance -	Procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation is in place and is contained in the SPO Negotiations Concerning Compensation Program dated 4/9/2007. This procedure is to ensure any negotiation with regards to compensation for loss of local rights are dealt with fairly.	Complied
4.6.2	<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. - Critical (Major) compliance -	An SOP known as Negotiations Concerning Compensation Program dated 4/9/2007 was established by Kulim (Malaysia) Berhad to identify legal and customary rights as well as people entitled to compensation as per procedure in place and is contained in the SPO Negotiations Concerning Compensation Program dated 4/9/2007. The procedure is to ensure any negotiation with regards to compensation for loss of local rights are dealt with fairly.	Complied
4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings.	Tereh Complex does not have scheme smallholders within its certification unit.. Thus, this indicator is not applicable.	Not Applicable

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

	- Minor compliance -		
4.6.4	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.  - Minor compliance -	There was no dispute that involved compensation in Tereh Complex. Hence, this indicator is not applicable	Not Applicable
<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.			
4.7.1	<b>(C)</b> A mutually agreed procedure for identifying people entitled to compensation is in place.  - Critical (Major) compliance -	Kulim (M) Berhad has developed the procedure for Land Encroachment; Doc. # PROP/MP/5; Date: 9/6/2020; Rev. # 4. The objective is to establish and maintain the procedures on handling properties encroachment cases. Flow chart of handling the land encroachment by the company and local communities was developed. Besides, compensation calculation (based on situation and management approval) was described in the procedure as well	Complied
4.7.2	<b>(C)</b> A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.  - Critical (Major) compliance -	The same procedure for Land Encroachment; Doc. # PROP/MP/5; Date: 9/6/2020; Rev. # 4 will be used for calculating and distributing fair and gender-equal compensation.	Complied
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development.  - Minor compliance -	There are no customary right lands both operating units under Tereh Complex. It has been confirmed through interview with local communities and neighbouring estate	Complied
<b>Criterion 4.8:</b> The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.			

4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	There are no customary right lands both operating units under Tereh Complex. It has been confirmed through interview with local communities and neighbouring estate	Complied
4.8.2	<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. - Critical (Major) compliance -	There are no customary right lands both operating units under Tereh Complex. It has been confirmed through interview with local communities and neighbouring estate	Complied
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4) - Minor compliance -	There are no customary right lands both operating units under Tereh Complex. It has been confirmed through interview with local communities and neighbouring estate	Complied
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). - Minor compliance -	There are no customary right lands both operating units under Tereh Complex. It has been confirmed through interview with local communities and neighbouring estate	Complied
<b>Principle 5: Support smallholder inclusion</b>			
<b>Criterion 5.1:</b> The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders.	Current FFB prices was displayed at Weighbridge. FFB Prices was based on MPOB and it was publicly available and accessible by	Complied

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

	- Minor compliance -	smallholders. For certified FFB Supplier from ISH, the FFB Pricing was stated in the agreement and according to MPOB Price.	
5.1.2	<b>(C)</b> Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request). - Critical (Major) compliance -	The management has socialized the ISH programs during the stakeholder meeting dated 21/09/2023. The topics covered was Current and previous FFB Prices, FFB Pricing Mechanism, RSPO Certification and RSPO P&C.	Complied
5.1.3	<b>(C)</b> Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented. - Critical (Major) compliance -	The management has socialized the ISH programs during the stakeholder meeting dated 21/09/2023. The topics covered was Current and previous FFB Prices, FFB Pricing Mechanism, RSPO Certification and RSPO P&C.	Complied
5.1.4	<b>(C)</b> Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable. - Critical (Major) compliance -	The management has socialized the ISH programs during the stakeholder meeting dated 21/09/2023. The topics covered was Current and previous FFB Prices, FFB Pricing Mechanism, RSPO Certification and RSPO P&C.	Complied
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe. - Minor compliance -	For Eng Lee Heng (under WAGS-West), the agreement between both parties was available. Verified that agreement was fair, legal and transparent and have agreed time frame.	Complied
5.1.6	<b>(C)</b> Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given. - Critical (Major) compliance -	All payment record was verified and were in order. Refer sample payment voucher for the month of January 2023 and May 2023. Verification through interview with Eng Lee Heng found all payments was made accordingly.	Complied
5.1.7	Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government).	Records of weighing equipment stamping was maintained on annual basis at visited operating units even though there is no smallholder within Tereh Palm Oil Mill certification unit. Summary of stamping records as follows:	Complied

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

	- Minor compliance -	Weighing equipment	Model/Capacity	Date of stamping/cert. number	
		FLINTEC FT-11	M900110750, 80,000 kg	24/05/2023, A01360	
		GSE 350	986124, 60,000 kg	24/05/2023, A013609	
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 management has socialized the ISH programs during the stakeholder meeting dated 21/09/2023. The topics covered was Current and previous FFB Prices, FFB Pricing Mechanism, RSPO Certification and RSPO P&amp;C. At the moment of audit, only Eng Lee Heng under WAGS West with Certificate No: RSPO660787, Expiry Date: 19/03/2025. Mutual agreement between both parties was available for verification.</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 Company's grievance mechanism is available and documented in Grievance Mechanism Doc. No. SQD/SMS/4.1 Issue No. 1 dated 1 Aug 2020. The scope covers all those who deal with Kulim (Malaysia) Berhad and may have complaints or grievances. The aim of this mechanism is to have a documented system for dealing with complaints and grievances that is agreeable, accepted by all stakeholders and dealt within timely manner.</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>The management has socialized the ISH programs during the stakeholder meeting dated 21/09/2023. The topics covered consultation with interested smallholders and assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p>			Complied

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

5.2.2	The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS). - Minor compliance -	The management has socialized the ISH programs during the stakeholder meeting dated 21/09/2023. The topics covered was included on developed and implemented 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.	Complied
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	The management has socialized the ISH programs during the stakeholder meeting dated 21/09/2023. The topics covered was included on provides support to smallholders to promote legality of FFB production if required. The copy of relevant documents such as MPOB licence, RSPO Certificate were reviewed.	Complied
5.2.4	<b>(C)</b> Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	The management has socialized the ISH programs during the stakeholder meeting dated 21/09/2023. The topics covered was involved on Chemical / Pesticide Handling Procedure.	Complied
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	The management has socialized the ISH programs during the stakeholder meeting dated 21/09/2023. Website and Documentation verification confirmed that Johor Plantations Berhad regularly reviewed and publicly reports on the progress of the Smallholder support programme.	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.	The publicly available policies developed by the Company on non-discrimination and equal opportunities are available as follows: 1) Business Policy 2) Core Labour Standard 3) People Policy	Complied



**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

	- Critical (Major) compliance -	<p>These Policies emphasise on fairness and equal opportunities for relevant group such as all employees, including foreign and local are embedded. These Policies prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.</p> <p>Implementation of these Policies were evidenced from reviews of employment contracts of foreign and local workers, as well as interviews conducted with sampled workers. These workers confirmed the absence of any form of discrimination and that they were accorded equal opportunities.</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>Reviewed and sampled during the audit were employment contracts, monthly payslips, and manpower supply contract between Kulim (Malaysia) Berhad and PT Hamparan Karya Insani dated 13/01/2020. The agreement states among others that cost of workers' transportation to the respective estates/mill will be borne by Kulim. The Demand Letter issued by Indonesian consulate dated 17/02/2020 also specifies that levy and PLKS fees are to be borne by employer.</p> <p>Payslips of migrant workers that were sampled also showed no evidence of recruitment fees being paid. Interviews were also carried out with local and migrant workers from Indonesia and Bangladesh. Based on the above, there was no evidence of any form of discrimination or charging of recruitment fees for migrant workers.</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>Evidence was available that the process of recruitment, selection and hiring are based on skills, capabilities, qualities and medical fitness. It has been verified base on the employment contract, training records and program, recruitment records such as job interview and medical check up and also interview with sample workers.</p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

6.1.4	Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women. - Minor compliance -	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 the office or as cleaner. It has been confirmed through interview with female workers that has been sample at both operating	Complied
6.1.5	<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. - Critical (Major) compliance -	As per verification, there is evidence that gender committee has been established by each operating units which has been name as WOW (Women on words) committee. As per interview, the objective of the committee is on of method of communication of the policy/procedure, channel for grievance and to conduct activities between the female workers. Sighted records of activities that has been conducted such awareness on female health, Minutes meeting sighted for all operating units as per below 1. Tereh Selatan Estate- 14/06/2023, 24/08/2023, 16/02/2023 2. Tereh Palm Oil Mill-12/07/2023 3. Selai Estate-25/05/2023 4. Sungai Tawing Estate- 22/01/2023, 22/01/2022	Complied
6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	There is evidence indicating equal payment for all types of work performed by the workers. Harvesting, specifically, has been categorized into two systems: mechanical buffalo system and buffalo-assisted harvesting. In both systems, compensation is determined based on the calculation of average bunch wages. As for tasks related to spraying and fertilizer application, workers receive payment on a daily rate, set at RM57.69.	Complied
<b>Criterion 6.2:</b> Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	<b>(C)</b> Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in	Kulim (Malaysia) Berhad is a member of the Malaysian Agricultural Producers Association (MAPA) and is therefore subjected to the agreement between MAPA and the National Union of Plantation	Complied

	<p>national languages (English or Bahasa Malaysia) and explained to them in language they understand.</p> <p>- Critical (Major) compliance -</p>	<p>Workers (NUPW). The MAPA/NUPW agreement dated 2/04/2019 had expired on 31/12/2021. Based on the interview conducted with the NUPW officer, the terms and conditions of the previous MAPA/NUPW agreement remains binding. Pending on the signing of the new agreement still in the court process.</p> <p>The employment contracts signed with all workers contain applicable labour laws related to duration, hours of work, overtime, annual/medical leave, public holiday, mutual termination, salary deductions, maternity entitlement, etc are stipulated in the employment contracts. Clause 9 of all the employment contract states that unless otherwise stated, all terms and conditions of contract are subjected to the Employment Act 1955 and SOCSO Act 1969, and the current MAPA/NUPW agreement. These contracts were prepared in Bahasa Malaysia for Malaysian and Indonesian workers. For Bangladeshi workers, the contracts were also prepared in Bengali.</p> <p>In addition, the Company had also printed and distributed to all workers a booklet entitled Buku Panduan Anggota Pekerja Perladangan which contain applicable labour laws and contents of NUPW/MAPA agreement.</p> <p>Workers interviewed confirmed that the contents of their contracts were explained to them prior to signing and that they had understood the contents.</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>Employment contract has been verified by the auditor during the audit which has been signed by both parties in the document "Employment contract". In the document has detailed up payments and conditions of the employment.</p> <p>Stated in the contract, for salary payment, the management will pay base on minimum wages order 2022 which are RM57.69/day or RM1500/months. While for piece rate workers, rate for each works</p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

	<p>- Critical (Major) compliance -</p>	<p>will be following the MAPA NUPW agreement as per details in indicator 6.2.1.</p> <p>Stated also working hours will be from 6.30am to 1430pm with 30minutes rest the field from 1100am to 1130am. While for harvesters, working hours has been set base on task allocation which need to be completed for the day.</p> <p>Mentioned also that overtime will be paid base on 1.5 times for normal days, 2.0times for rest day and 3.0 for public holiday.</p> <p>Workers' payslips were also reviewed which showed accurate information for all work performed, such as daily rated work, piece rated work, overtime, and work on rest days. None of the workers' family members assisted in any of the work done by the workers.</p> <p>Workers who were sampled and their payslips reviewed were as per indicator 6.2.1 above. The payslips sighted for months March'23, June'23 and September'23.</p> <p>Statutory deductions by Malaysian workers were for contributions for EPF, EIS, SOCSO. Foreign workers had no statutory deductions made. Non-statutory deductions for both local and foreign workers were for monthly surau deductions, sports and recreational club membership, NUPW membership fee and payment for advances. Records of workers' applications to deduct their salaries for these non-statutory deductions were sighted and verified</p>	
<p>6.2.3</p>	<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>Based on review of workers' sampled punch cards, employment contracts and payslips, evidence was available that Tereh Palm Oil Mill and its supply base were able to demonstrate compliance with Employment Act 1955 related to regular working hours, overtime, sickness and holiday entitlement, maternity leave, etc. This includes statutory deductions (SOCSO, EPF, EIS) and non-statutory deductions (e.g. sports and recreation club, surau funds, electricity</p>	<p>Complied</p>

		bills, union membership, etc) in accordance with the relevant laws and Labour Office permits.	
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 upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>Based on visits made to the Tereh Palm Oil Mill and estate line site, adequate housing, sanitation facilities, water supplies, medical and welfare amenities are being provided to all employees and their family members residing within the premises. Houses have between 2 to 3 bedrooms with between 2 to 3 occupants per house. Electricity and water are available 24 hours a day, and electricity usage of up to 50kW per month is subsidised. Water is provided free of charge. The areas surrounding the housing area are generally clean and well maintained. The houses were generally in good state of repair and grass kept reasonable short. Domestic waste bins are emptied thrice per week. Perimeter drains are clear of any blockages.</p> <p>Other facilities that has been provided is football field, mosque, clinic and shops</p>	Complied
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>All operating units were able to demonstrate that efforts have been made to improve workers’ access to adequate, sufficient and affordable food. Based on visits made to the canteen/grocery shops and interviews conducted with the canteen and grocery shop operators showed that price lists were submitted regularly for price and supply monitoring. Sighted was grocery shop price monitoring and cleanliness inspection, and a price list of items sold.</p>	Complied
6.2.6	<p>A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p><b>PROCEDURAL NOTE:</b>          STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE          With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and</p>	<p>Based on pay slips sighted, all sampled workers who complete the number of days offered in a month receive at least minimum wages applicable, which is RM1,500 per month, or more.</p> <p>All operating units under Tereh Complex have calculated their own prevailing wages and in-kind benefits. The calculation took into account housing, electricity and water, education, creche facilities, healthcare, sports and recreation activities, transport, clothing and food.</p>	Complied

	<p>for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p> <p><i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i></p> <p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation with relevant stakeholders such as palm oil industry members, workers’ union, authorities and/or relevant organisations.</p> <p><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>		
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**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

	<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>As per verifications during the site visit, interview and document review, there is no casual, temporary and day labour has been hired by Johor Plantations Berhad- Tereh Palm Oil Mill certification units. All activities has been done by either permanent workers or contractors` workers. For contractors` workers, work that has been done mainly on harvesting and FFB transport.</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>Freedom of association and right for collective bargaining policy has established in Bahasa Malaysia and English which can be sighted in the "Core Labor standard policy" signed by the managing director dated 01/10/2021 which clearly stated the management commitment to respects the rights of employees to form and/or trade unions if their choice.</p> <p>There is evidence that the policy has been implemented which operating units has been established. Communication of the policy has been done during morning muster call and have been verified base on the training records. Interview with worker confirmed their understanding on the policy which they has right to join any union established.</p>	Complied
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.</p>	<p>Minutes meeting for each operating units is available during the audit and has been established in Bahasa Malaysia. It also has classified as publicly available and can be requested by stakeholders.</p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

	<p>- Minor compliance -</p>	<p><u>Tereh Selatan Estate</u>          Minutes meetings sighted for meeting conducted between management and union representative under NUPW and latest meeting has been conducted on 23/03/2023 with attendance representative from both (employer/employee). Representative from employee has been elected by the members and notification sighted from NUPW on 09/02/2022 reference number NUPW/ISB/E/121B/2022. Issues that have been discuss such as water supplied and housing compound. The minutes meeting was documented in Bahasa Malaysia.</p> <p><u>Rengam Estate</u>          Minutes meetings sighted for Rengam Estate dated 18/02/2023 with representative of workers from NUPW</p> <p><u>Selai Estate</u>          There is evidence that minute meeting of representative for NUPW in Selai Estate which latest meeting has been conducted on 04/09/2023 with attendance representative from both employer and employee. Issues that have been discussed is related to housing compound, safety and activities that will be conducted in year 2023.</p> <p><u>Tereh Palm Oil Mill</u>          Minutes meetings sighted 23/06/2023 for Tereh Palm Oil Mill where it has been attended by representative from employer and employees. There is evidence that all workers representative attended is freely elected during the NUPW meeting that has been conducted previously.</p>	
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>Based on audit interview held with NUPW representatives, review of minutes of meetings between NUPW representatives and management evidence was available that management does not interfere with the formation or operation of the NUPW. Workers'</p>	<p>Complied</p>



**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

	- Minor compliance -	representatives were chosen from among the workers as confirmed by the NUPW representatives. The meetings were attended by Malaysian workers as well as foreign workers from Indonesia and Bangladesh.	
<b>Criterion 6.4:</b> Children are not employed or exploited.			
6.4.1	A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements. - Minor compliance -	Kulim (Malaysia) Berhad has established Core Labour Standard Policy dated 1/10/2021 where they are not engaged in or support the use of Child Labour and will provide adequate support to enable children of its employees to attend and remain in school until no longer a child. This was verified during field observations and review of check roll list. The minimum age of workers to recruit is 18 years old. This requirement is also included in all agreements with its contractors via Addendum to the Agreement.	Complied
6.4.2	<b>(C)</b> There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure. - Critical (Major) compliance -	Documentary evidence is available that minimum age requirements are met. This is based on workers' check roll list and copies of their passport/NRIC details. Based on workers' NRIC and passports, all workers were at least 18 years old when employed.	Complied
6.4.3	<b>(C)</b> Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work. - Critical (Major) compliance -	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	The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live. - Minor compliance -	The policy has been explained to related stakeholders for both operating units during the stakeholders' consultations dated 21/09/2023 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	Complied

Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.		
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>	<p>Sexual harassment policy has been established and documented in the document title "Sexual harassment policy" dated 07/12/2021 signed by Mr Mohd Farus Adli Shukery. Stated in the policy that the management recognize that sexual harassment and violence exist both in the workplace and society. The management also committed to eradicate all forms of sexual harassment and violence in the workplace and commitment for zero tolerance against that. The policy has been establish in both English and Bahasa Malaysia..</p> <p>There is evidence that the policy has been implemented which operating units has been established. Communication of the policy has been done during morning muster call and have been verified base on the training records. Interview with worker confirmed their understanding on the policy which they has right to join any union established. Policies also being communicated during stakeholder consultation.</p>
6.5.2	<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>Sexual harassment policy has been established and documented in the document title "Sexual harassment policy" dated 07/12/2021 signed by Mr Mohd Farus Adli Shukery. Stated in the policy that the management recognize that sexual harassment and violence exist both in the workplace and society. The management also committed to eradicate all forms of sexual harassment and violence in the workplace and commitment for zero tolerance against that. The policy has been establish in both English and Bahasa Malaysia..</p> <p>There is evidence that the policy has been implemented which operating units has been established. Communication of the policy has been done during morning muster call and have been verified base on the training records. Interview with worker confirmed their understanding on the policy which they has right to join any union</p>

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		established. Policies also being communicated during stakeholder consultation.	
6.5.3	Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified. - Minor compliance -	A census form to assess the needs of new mothers is available. This form enables the assessment to be done of new mothers' needs for creche/childcare, antenatal, vaccination, maternity and paternity, postpartum care, prenatal check-up, breastfeeding facilities, awareness and counselling. However, there has been no new mother during the past one year. Nevertheless, female employees interviewed confirmed their awareness of this assessment form	Complied
6.5.4	A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce. - Minor compliance -	The Company's grievance mechanism is available and documented in Grievance Mechanism Doc. No. SQD/SMS/4.1 Issue No. 1 dated 1 Aug 2020. The scope covers all those who deal with Kulim (Malaysia) Berhad and may have complaints or grievances. The aim of this mechanism is to have a documented system for dealing with complaints and grievances that is agreeable and accepted by all stakeholders. Clause 5.8 states that anonymity of complainants will be respected and protected if requested. This mechanism was briefed during muster  The Company has established a complaint flowchart for WOW (Carta Alir Aduan WOW). This flowchart shows the different stages involved when WOW receives and handles grievances. The efficiency of handling the grievances can be further improved by incorporating specific timeframes for each stage.	Complied
<b>Criterion 6.6:</b> No forms of forced or trafficked labour are used.			
6.6.1	<b>(C)</b> 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> </ul>	As per verification, there is no forms or trafficked labour has been used for all operating units under Johor Plantations Berhad- Tereh Palm Oil Mill certification unit. It has been verified base on the interview and records. <ol style="list-style-type: none"> <li>Retention of passports/ identity document- As per interview at the workers quarters, there is evidence that workers kept</li> </ol>	Complied

	<ul style="list-style-type: none"> <li>• Contract substitution</li> <li>• Involuntary overtime</li> <li>• Lack of freedom of workers to resign</li> <li>• Penalty for termination of employment</li> <li>• Debt bondage</li> <li>• Withholding of wages</li> </ul> <p>- Critical (Major) compliance -</p>	<p>passport by their self at the housing which able to show after requested by the auditor. The workers also mentioned that workers need to submit passport 3 months before passport renewal.</p> <p>b. Charging of recruitment fees- As per interview with newly recruitment workers, there is evidence that there is no recruitment fees has been charged for all workers. All fees, transport cost has been beared by recruiting agent. It has been further confirmed based on payslips of newly recruited workers for 1<sup>st</sup> and 2<sup>nd</sup> months of works.</p> <p>c. Contract substitution- As per interview, there is no contract substitution has been practised where workers clearly mentioned that they has been explain on scope of jobs and locations of the workplace.</p> <p>d. Penalty for termination of employment- There is no termination has happen in all operating units under Tereh Complex.</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. There is also no recruitment fee charged to the workers, hence confirmed that there is no debt bondage implemented. As per interview, there is no cost borned by the workers during the recruitment process. 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</p>	
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**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		bank account and can be withdrawn at the nearest 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	
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>Special labour policy and procedures have been established under the Kulim (Malaysia) Berhad Core Labour Standard signed by Executive Director dated 1/10/2021. This Policy:</p> <ol style="list-style-type: none"> <li>1) prohibits the employment of children and young persons, forced and bonded labour</li> <li>2) provides for signing of written employment contracts in a language they understand with clear remuneration and description of duties.</li> <li>3) workers' entitlement to housing and basic amenities which are at par with statutory requirements.</li> <li>4) free of discrimination, coercion, or violence</li> <li>5) rights of employees to join trade unions.</li> <li>6) accessibility to grievance procedure</li> <li>7) entitled to one day off per week.</li> </ol> <p>Based on pay slips, employment contracts, punch cards reviewed, and interviews conducted with workers, were able to demonstrate the implementation of this Policy</p>	Complied
<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.			
6.7.1	<p><b>(C)</b> The responsible person(s) for H&amp;S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>The General Manager/ Senior Manager/ manager/ Deputy Manager/ Assistant In-Charge/ Acting manager of the respective Operating Units are appointed as the Chairman for Safety and Health Committee at the estate as stated in the appointment letter dated 01/02/2023 undersigned by the Chairman, ESG Committee Occupational Safety and Health Main Committee Kulim (M) Berhad.</p>	Complied

**RSPO P&C Public Summary Report  
Revision 15 (Nov 2023)**

		Records were available confirming that quarterly OSH meetings had been held by the estate which involved the employees and contractors. The date of last four meetings are as follows:																
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<p>6.7.2</p>	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>The handling of accident and emergency are addressed in "Prosedur Kemalangan" [KULIM/PKS/OSH-1, rev. 1, dated 01/03/2021] and "Prosedur Kecemasan". Among the emergency situations identified are fire breakout, and flood. Emergency Procedures and Safe Working Procedures were available at the office, workshops and chemical stores. Emergency Plans were available for identified incidences such as Fire, Accident, Chemical Spillage and Evacuation. Emergency Response Team was formed in the estate to counter any unwanted emergencies. Training record as below:</p> <table border="1" data-bbox="1137 667 1937 1066"> <thead> <tr> <th>Estate</th> <th>Training date</th> </tr> </thead> <tbody> <tr> <td>Tereh Selatan Estate</td> <td>12/10/2023</td> </tr> <tr> <td>Rengam Estate</td> <td>21/08/2023</td> </tr> <tr> <td>Tereh Palm Oil Mill</td> <td>05/03/2023</td> </tr> <tr> <td>Sg Tawing Estate</td> <td>02/04/2023</td> </tr> <tr> <td>Selai Estate</td> <td>16/06/2023</td> </tr> </tbody> </table> <p>First aiders were present in the operating units. They have been trained and obtained certificates as the PIC to address first aid in the operating units. Visit to the mill and estates indicated each station and gangs were equipped with first aid kits. Interview with the respective first aid holders indicated that they were well aware on the methods to use the items in the first aid boxes. The boxes are regularly monitored by the mill and estate Hospital Assistants to replenish the used items and replace expired items. Records of</p>	Estate	Training date	Tereh Selatan Estate	12/10/2023	Rengam Estate	21/08/2023	Tereh Palm Oil Mill	05/03/2023	Sg Tawing Estate	02/04/2023	Selai Estate	16/06/2023	<p>Complied</p>
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**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<p>items used were also maintained and available in the boxes. Latest inspection as follows:</p> <table border="1"> <thead> <tr> <th>Estate/ Mill</th> <th>First Aid Training date</th> <th>Latest First Aid Monitoring Record</th> </tr> </thead> <tbody> <tr> <td>Tereh Selatan Estate</td> <td>17/10/2023</td> <td>12/10/2023</td> </tr> <tr> <td>Rengam Estate</td> <td>04/10/2023</td> <td>04/10/2023</td> </tr> <tr> <td>Tereh Palm Oil Mill</td> <td>01/10/2023</td> <td>10/10/2023</td> </tr> <tr> <td>Sg Tawing Estate</td> <td>18/05/2023</td> <td>25/10/2023</td> </tr> <tr> <td>Selai Estate</td> <td>13/08/2023</td> <td>10/10/2023</td> </tr> </tbody> </table> <p>Accident Records were maintained in the operating units and verified as follows.</p> <p><u>Tereh Selatan Estate</u></p> <p>Accident records for 2022 were maintained and available for verification. The JKKP 8 Form (Reference Number: JKKP 8/128056/2022) for the year ending 2022 have been submitted to DOSH on 13/01/2023 and available for verification. There were 11 accidents reported for the year 2022 with 28 TLA. The JKKP 6 Forms have been submitted to DOSH and available for verification.</p> <p><u>Rengam Estate</u></p> <p>Accident records for 2022 were maintained and available for verification. The JKKP 8 Form (Reference Number: JKKP 8/138655/2023) for the year ending 2022 have been submitted to DOSH on 27/01/2023 and available for verification. There were 6</p>	Estate/ Mill	First Aid Training date	Latest First Aid Monitoring Record	Tereh Selatan Estate	17/10/2023	12/10/2023	Rengam Estate	04/10/2023	04/10/2023	Tereh Palm Oil Mill	01/10/2023	10/10/2023	Sg Tawing Estate	18/05/2023	25/10/2023	Selai Estate	13/08/2023	10/10/2023	
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**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<p>accidents reported for the year 2022 with 61 TLA. The JKKP 6 Forms have been submitted to DOSH and available for verification.</p> <p><u>Tereh Palm Oil Mill</u></p> <p>Accident records for 2022 were maintained and available for verification. The JKKP 8 Form (Reference Number: JKKP 8/135233/2022) for the year ending 2022 have been submitted to DOSH on 20/01/2023 and available for verification. There were no accidents reported.</p> <p><u>Selai Estate</u></p> <p>Accident records for 2022 were maintained and available for verification. The JKKP 8 Form (Reference Number: JKKP 8/132307/2022) for the year ending 2022 have been submitted to DOSH on 18/01/2023 and available for verification. There were 4 accidents reported for the year 2022 with 10 TLA. The JKKP 6 Forms have been submitted to DOSH and available for verification.</p> <p><u>Sg Tawing Estate</u></p> <p>Accident records for 2022 were maintained and available for verification. The JKKP 8 Form (Reference Number: JKKP 8/132217/2022) for the year ending 2022 have been submitted to DOSH on 18/01/2023 and available for verification. There were 20 accidents reported for the year 2022 with 281 TLA. The JKKP 6 Forms have been submitted to DOSH and available for verification.</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>Refer PPE Issuance record for the year 2023. Based on the HIRARC carried out at the estates/mill the PPE types for the various activities has been identified and implemented.</p> <table border="1" data-bbox="1137 1332 1928 1385"> <thead> <tr> <th data-bbox="1137 1332 1312 1385">Category</th> <th data-bbox="1312 1332 1928 1385">PPE provided</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> </tr> </tbody> </table>	Category	PPE provided			Non-compliance
Category	PPE provided						

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

<p>- Critical (Major) compliance -</p>		<table border="1"> <tr> <td>Tractor Driver</td> <td>Safety Helmet, Safety Shoes, Ear Plug, Safety Vest.</td> </tr> </table>	Tractor Driver	Safety Helmet, Safety Shoes, Ear Plug, Safety Vest.	<table border="1"> <tr> <td>Sprayers</td> <td>Respirator, nitrile glove, goggles, wellington boots, apron.</td> </tr> </table>	Sprayers	Respirator, nitrile glove, goggles, wellington boots, apron.		
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Manuring	Apron, wellington boots, dust mask, nitrile glove.								
Harvester	Safety helmet, Goggle, sickle cover, hand glove, wellington boots								
<p>Similarly, the mill issued PPE to its employees for their protection at the workplace. Records of PPE issued are maintained individually to all employees. PPE issued to the workers is safety helmets, safety shoes. Special PPE for workers assigned to height, confined space. Safety shoes issued on a 6 monthly basis and recorded.</p>									
<table border="1"> <thead> <tr> <th>Category</th> <th>PPE provided</th> </tr> </thead> <tbody> <tr> <td>Mill operator</td> <td>Safety boots, earmuff, safety vest, helmet, cotton glove</td> </tr> <tr> <td>Water treatment Plant Operator</td> <td>Safety boots, earmuff, safety vest, helmet, cotton glove, dust mask.</td> </tr> <tr> <td>Workshop</td> <td>Safety Helmets, Goggles, Leather Gloves, safety Shoes.</td> </tr> </tbody> </table>		Category	PPE provided	Mill operator	Safety boots, earmuff, safety vest, helmet, cotton glove	Water treatment Plant Operator	Safety boots, earmuff, safety vest, helmet, cotton glove, dust mask.	Workshop	Safety Helmets, Goggles, Leather Gloves, safety Shoes.
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Water treatment Plant Operator	Safety boots, earmuff, safety vest, helmet, cotton glove, dust mask.								
Workshop	Safety Helmets, Goggles, Leather Gloves, safety Shoes.								
<p>The mill and estates visited provided appropriate PPE to all workers according to the job type. The PPE given as per HIRARC and Personal Protective Equipment (PPE) Procedure.</p>									

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<p>All workers have been provided with appropriate personal protective equipment (PPE), which is provided by the management free of charge. During the field visit to the Spraying Gang and Manuring Gang and visit to the stores of the respective estates and mill, it was sighted that PPEs were worn by the personals.</p> <p>The estates have well maintained facilities for the workers to sanitise themselves prior to returning home from work. The showers were all in good working condition.</p> <p>PPE usage for Manuring Activity was not effectively implemented.</p> <p>During site visit at Tereh Selatan Estate, Field P17/3, Manuring operation (Mix 1) it was found that all 4 workers was not wearing Mask as their PPE. It was not in line with Procedure Manuring and HIRARC that was referred to SDS Section 8.3 Personal Protective Equipment (PPE) , safety glass / goggles, Gloves, wear body covering clothing, rubber shoes and use approved respiratory protective equipment. Thus, Major NC was raised.</p>												
6.7.4	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law.</p> <p>- Minor compliance -</p>	<p>All workers are provided with medical care which is borne by the operating units management. Each operating unit has its own dispensary managed by a certified Hospital Assistant. There are no restrictions for workers to obtain medical aid from the dispensary. In case of major injuries or health issues, workers are referred to private clinics or hospitals which is totally borne by the management as well.</p> <table border="1" data-bbox="1137 1189 1921 1388"> <thead> <tr> <th>Operating Unit</th> <th>Month</th> <th>Total Workers</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Tereh Selatan Estate</td> <td>May 2023</td> <td>220</td> <td>RM7,XXX.XX</td> </tr> <tr> <td>Aug 2023</td> <td>229</td> <td>RM8,XXX.XX</td> </tr> </tbody> </table>	Operating Unit	Month	Total Workers	Amount	Tereh Selatan Estate	May 2023	220	RM7,XXX.XX	Aug 2023	229	RM8,XXX.XX	Complied
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	Aug 2023	229	RM8,XXX.XX											

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

			Sept 2023	227	RM8,XXX.XX	
		Rengam Estate	May 2023	232	RM8,XXX.XX	
			Aug 2023	238	RM8,XXX.XX	
			Sept 2023	240	RM8,XXX.XX	
		Tereh Palm Oil Mill	May 2023	94	RM8,XXX.XX	
			Aug 2023	94	RM8,XXX.XX	
			Sept 2023	94	RM8,XXX.XX	
		Sungai Tawing Estate	May 2023	201	RM7,XXX.XX	
			Aug 2023	212	RM8,XXX.XX	
			Sept 2023	215	RM8,XXX.XX	
		Selai Estate	May 2023	268	RM9,XXX.XX	
			Aug 2023	271	RM9,XXX.XX	
			Sept 2023	265	RM9,XXX.XX	
6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics. - Minor compliance -	Records of all accidents are kept. Accident incidences are reviewed during the safety meetings. Records on Lost Time Accident (LTA) metrics was maintained. Accident records are found to be updated. JKKP 8 form were submitted to DOE through MyKKP systems. Occupational Injuries were recorded as below:				Complied
		Operating Unit	2022			

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

	Cases	Days	Average Hours	Average Day
Tereh Selatan Estate	11	28	445,800	187
Rengam Estate	6	61	379,464	163
Tereh Palm Oil Mill	0	0	338,000	130
Sg Tawing Estate	20	281	362,400	151
Selai Estate	4	10	180,408	76

\* Death case is categorized as loss of 6000 days.

**Principle 7: Protect, conserve and enhance ecosystems and the environment**

**Criterion 7.1:** Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.

7.1.1	<p><b>(C)</b> IPM plans are implemented and monitored to ensure effective pest control.          - Critical (Major) compliance -</p>	<p>The estates has established Integrated Pest Management focusing on controlling the pest infestation such as rat and bagworm. Among the plan established as follows:</p> <ol style="list-style-type: none"> <li>1. Ganoderma census</li> <li>2. Rat baiting program</li> <li>3. Barn owl census</li> <li>4. Maintenance of barn owl box</li> <li>5. Beneficial plant planting program</li> </ol> <p>Reviewed the implementation of the management plan as follows:</p>	Complied
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**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<ol style="list-style-type: none"> <li>1. The ganoderma census conducted for the year 2023 for Rengam Estate. The estate conducted the census on September 2023.</li> <li>2. Sample on Rat baiting programs for Rengam Estate was on Jan 2023 for field P00 and P03. Records of implementation is available for review.</li> <li>3. Barn Owl Box ratio in the Tereh Selatan Estate recorded at 1:15 ha. Reviewed the latest barn owl census FY 2023 with occupancy recorded at 65%.</li> <li>4. Rat damage census at Selai Estate which was conducted in the month of July until September 2023, and the programme was conducted on in the month of June until September 2023</li> <li>5. Rat baiting census program conducted on the month of February 2023, April 2023, June 2023, August 2023, and October 2023. Rat baiting program conducted for the month of January 2023 and May 2023.</li> <li>6. Planting of Turnera Subulata at Sg Tawing Estate conducted in the month of May 2023.</li> </ol>	
7.1.2	<p>Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented.</p> <p>- Minor compliance -</p>	<p>There were no species referenced in the Global invasive Species database and CABI.org sighted within the estate and POM premises.</p>	Complied
7.1.3	<p>There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities.</p> <p>- Minor compliance -</p>	<p>No evidence of fire use to control pest in the estates sampled. Verification at Sg Tawing Estate field P98/02 where replanting are conducted. There is no evident of fire being used as part of replanting process. The management adopt with the chipping of trunk for composting prior to planting new palm.</p>	Complied

<b>Criterion 7.2:</b> Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.																																	
7.2.1	<p><b>(C)</b> Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p> <p>- Critical (Major) compliance -</p>	<p>The written justification of all agrochemicals is available in the Kulim Malaysia Berhad Agricultural Manual; Justification of chemical use; Table H01-2 till Table H01-6. The table states the Weed Situation, Active Ingredient, Chemical Brand Name, Product Rate/Ha and CKS Dosage/18L</p>	Complied																														
7.2.2	<p><b>(C)</b> Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>Records of Pesticide/Agrochemicals used in the estate were recorded and monitored on a monthly basis and available for verification. Data were sampled as below:</p> <p>Tereh Selatan Estate</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%;">Chemicals</th> <th style="width: 25%;">Aug 2023</th> <th style="width: 25%;">Sept 2023</th> </tr> </thead> <tbody> <tr> <td>Kenlly/G Met</td> <td>0.00025</td> <td>0.00236</td> </tr> <tr> <td>Ken Glyphosate</td> <td>0.01487</td> <td>0.05140</td> </tr> <tr> <td>Miracle</td> <td>0.02417</td> <td>0.03022</td> </tr> </tbody> </table> <p>Rengam Estate</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%;">Chemicals</th> <th style="width: 25%;">Aug 2023</th> <th style="width: 25%;">Sept 2023</th> </tr> </thead> <tbody> <tr> <td>Foxil</td> <td>0.01</td> <td>0.01</td> </tr> <tr> <td>Ken Glyphosate</td> <td>0.04</td> <td>0.04</td> </tr> <tr> <td>Miracle</td> <td>0.0001</td> <td>0.0001</td> </tr> </tbody> </table> <p>Sungai Tawing Estate</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%;">Chemicals</th> <th style="width: 25%;">Aug 2023</th> <th style="width: 25%;">Sept 2023</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Chemicals	Aug 2023	Sept 2023	Kenlly/G Met	0.00025	0.00236	Ken Glyphosate	0.01487	0.05140	Miracle	0.02417	0.03022	Chemicals	Aug 2023	Sept 2023	Foxil	0.01	0.01	Ken Glyphosate	0.04	0.04	Miracle	0.0001	0.0001	Chemicals	Aug 2023	Sept 2023				Complied
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**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

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7.2.3	<p><b>(C)</b> Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>The estates have implemented a Continuous Improvement Plan where they have stated the intention to reduce the usage of chemical through implementation of Integrated Pest Management Plan.</p> <p>Sighted during the site visit at all the estates, the establishment of beneficial plants along the estate roads and immature areas as well as barn owl boxes placed at strategic areas. Paraquat was eliminated. In its place, alternatives such as Glyphosate is used instead.</p>	Complied																		
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p> <p>- Minor compliance -</p>	<p>There is no prophylactic use of pesticides in all estates visited.</p>	Complied																		
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to:</p>	<p>The Chemical Registers for the mill and sampled estates were available for verification and reviewed yearly and as and when there are introductions of new chemicals in the operations.</p> <p>The register showed that only class III &amp; IV pesticides were used at the mill and estates. Paraquat and Monocrotophos was eliminated.</p>	Complied																		



	<p>a) Judgment of the threat and verify why this is a major threat  b) Why there is no other alternative which can be used  c) Which process was applied to verify why there is no other less hazardous alternative  d) What is the process to limit the negative impacts of the application  e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.</p> <p>- Minor compliance -</p>	<p>In its place, less hazardous alternatives such as Glyphosate and Acephate was used instead.</p>													
<p>7.2.6</p>	<p><b>(C)</b> Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticide operators are given training on the safe handling and application of the pesticides. Suitable personal protective equipment's and application equipment provided to the operators based on the PPE issuance forms.</p> <p>Sampled the training conducted for pesticide handlers as below: -</p> <p>Tereh Selatan Estate</p> <table border="1" data-bbox="1137 927 1912 1193"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Spraying Calibration Training</td> <td>16/05/2023</td> </tr> <tr> <td>Chemical Mixing</td> <td>29/09/2023</td> </tr> <tr> <td>Triple Rinsing Training</td> <td>03/08/2023</td> </tr> </tbody> </table> <p>Rengam Estate</p> <table border="1" data-bbox="1137 1251 1912 1375"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Spraying Technique Training</td> <td>08/06/2023</td> </tr> </tbody> </table>	Training	Date	Spraying Calibration Training	16/05/2023	Chemical Mixing	29/09/2023	Triple Rinsing Training	03/08/2023	Training	Date	Spraying Technique Training	08/06/2023	<p>Complied</p>
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**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		Chemical Handling and Spill containment	18/05/2023	
		Triple rinsing	12/05/2023	
		SDS Training	18/05/2023	
		Tereh Palm Oil Mill		
		Training	Date	
		Chemical handling	02/10/2023	
		Sg Tawing Estate		
		Training	Date	
		Spraying Calibration	10/04/2023	
		Chemical Handling	14/02/2023	
		Triple Rinsing	08/01/2023	
		Selai Estate		
		Training	Date	
		Spraying calibration	12/09/2023	
		Chemical handling	10/04/2023	
		Safety work at Chemical store	15/06/2023	

		Triple rinsing	10/04/2023	
7.2.7	<p><b>(C)</b> Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticides were found stored in the mill and all estate’s Chemical Store in accordance with the Occupational Safety and Health Act 1994 (Act 514) and Pesticides Act 1974 (Act 149) and their Regulations. The stores were at all times locked and at the time of visit the store keeper 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>Excess chemical containers that were not used for premixing have been triple rinsed and punctured was categorized under scheduled waste and disposed through waste contractors.</p> <p>All estates has disposed the empty chemical container to the licensed 3<sup>rd</sup> party. Samples records for disposal as the following:</p> <ol style="list-style-type: none"> <li>1. Tereh Selatan Estate has disposed the Empty Chemical Container to Licensed 3<sup>rd</sup> party Contractor, SS Setia teknologi Enterprise. Cash Sale No: 2342 24/05/2023 was available for verification. A total of 130 pieces of empty chemical container and 494 rait bait plastic. Triple rinsing records are available for verification dated 22/10/2023.</li> <li>2. Selai Estate has disposed the Empty Chemical Container to Licensed 3<sup>rd</sup> party Contractor, Kualiti Alam Sdn Bhd. Consignment Note (C.N Number: 20231012102J83X7 dated 12/10/2023 was available for verification. A total of 0.0311 mt</li> </ol>		Complied

		of Empty Chemical Containers was disposed under code SW409.	
7.2.9	<p><b>(C)</b> Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	No aerial spraying for pesticide were done in all the estates	Complied
7.2.10	<p><b>(C)</b> Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>The CHRA of each operating units have recommended the necessity of annual medical surveillance for pesticide applicators exposed to pesticides that are classified as organophosphates. There were no use of organophosphate chemicals in all the estates audited. This was verified via the Chemical Register, visit to the Chemical Store of each operating units as well as interview with the respective estate’s pesticide applicators. Nevertheless, the estates conduct monthly health screening at the estate clinics by their own Medical Assistant and records were available for verification. Health surveillance are also done for the workers to identify general health conditions regularly. Records were available and verified as below:</p> <p>Tereh Selatan Estate - Medical Surveillance for 2023 was conducted for 38 estate workers on 30/07/2023 for workers exposed to n-hexane, pesticides and hazardous fumes. The medical surveillance was conducted at Uni Klinik, Permas Jaya. The results indicated that all workers had no abnormal results that were occupational caused.</p> <p>Rengam Estate - Medical Surveillance for 2023 was conducted for 10 estate workers on 02/08/2023 for workers exposed to n-hexane, pesticides and hazardous fumes. The medical surveillance was conducted at JPG Terrasolutions Sdn Bhd. The results indicated that all workers had no abnormal results that were occupational caused.</p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<p>Tereh Palm Oil Mill - Medical Surveillance for 2023 was conducted for 46 mill workers (6 workers exposed by N-Hexane, 1 worker exposed on Pesticides and 39 workers for biological effect monitoring) and on 30/07/2023 for workers exposed to n-hexane, pesticides and hazardous fumes. The medical surveillance was conducted at JPG Terrasolutions Sdn Bhd. The results indicated that all workers had no abnormal results that were occupational caused.</p> <p>Sg Tawing Estate - Medical Surveillance for 2023 was conducted for 23 estate workers on 01/08/2023 for workers exposed to n-hexane, pesticides and hazardous fumes. The medical surveillance was conducted at JPG Terrasolutions Sdn Bhd. The results indicated that all workers had no abnormal results that were occupational caused.</p> <p>Selai Estate - Medical Surveillance for 2023 was conducted for 44 estate workers on 01/08/2023 for workers exposed to n-hexane, pesticides and hazardous fumes. The medical surveillance was conducted at Uniklinik Permas jaya. The results indicated that all workers had no abnormal results that were occupational caused.</p>	
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>For Johor Plantations Berhad, the SOP for Agrochemical Management under Sustainable Management System; Doc Number: SQD/SMS/6.1; Doc Date: 01.08.2020 (Issue 01) states "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." All estates visited have prohibited woman workers who are confirmed pregnant or breast-feeding to handle chemicals as per Internal Memo verified in the estates.</p>	Complied
<p><b>Criterion 7.3:</b> Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.</p>			

<p>7.3.1</p>	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>The operating units have meticulously crafted a comprehensive Waste Management Plan that intricately delineates various waste products and their respective sources. This plan, a testament to the organization's commitment to environmental stewardship, undergoes a thorough annual review to ensure its continued relevance and efficacy.</p> <p>Within the category of Scheduled Waste, the plan identifies specific items such as empty chemical containers (SW409), empty hydrocarbon containers (SW409), batteries (SW102), spent oil (SW305), and more. These scheduled waste items are linked to particular sources, ranging from the process of chemical application at the laboratory and water treatment plant to the workshop and fertilizer store.</p> <p>The Non-Scheduled Waste category encompasses a diverse array of waste types, including domestic waste from linesite, recyclable materials like plastics and bottles, garden waste, and kitchen waste. Workshop-generated waste includes used welding rods and tools, broken metal equipment, and mill byproducts, such as POME (Process extraction of CPO), EFB, shredded fiber, shell, boiler ash, and liquid waste.</p> <p>The Waste Management Plan not only accounts for solid waste but also addresses liquid waste concerns. Effluent discharge (land) from furrows, septic tank overflow, and spillage from linesite are meticulously documented and managed. Rubber materials, office-related waste like used paper and spent printer cartridges, as well as emissions such as black smoke, dust, and air pollutants from mill stacks, are all systematically considered.</p> <p>This robust Waste Management Plan aligns seamlessly with waste identification practices, and its periodic review ensures that it</p>	<p>Complied</p>
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		<p>remains adaptive and responsive to the evolving needs of sustainable waste management within the operational units.</p> <p><b>Tereh Selatan Estate</b></p> <p>Reviewed the waste management plan established that stated scheduled management must be conducted as per Work Instruction, Scheduled Waste, issue no. 1, rev. 0. Dated 01/10/2022. Refer document no. SPO/WI/06. In the SOP established, under section 6 Reference stated the storage of schedule waste were according:</p> <ul style="list-style-type: none"> <li>• 6.4 Waste Card as per 7<sup>th</sup> Scheduled of Environmental Quality (Scheduled Wastes) Regulations 2005</li> <li>• 6.5 Work Instructions on scheduled waste management (this document)</li> <li>• 6.6 SOP on packaging and labelling scheduled waste for disposal</li> <li>• 6.7 Standard label for scheduled waste</li> </ul> <p>The training on schedule waste management was conducted on 16/10/2023 and 14/03/2023.</p> <p><b>Rengam Estate</b></p> <p>The waste management reviewed on 01/08/2023 details the waste type, souces, action plans, frequency, records and responsibility. Sample of waste taken is as following:</p> <table border="1" data-bbox="1137 1177 1926 1399"> <thead> <tr> <th>Type</th> <th>Source</th> <th>Action</th> <th>Freq</th> <th>Records</th> <th>Responsibility</th> </tr> </thead> <tbody> <tr> <td>Contaminated Soil</td> <td>Workshop</td> <td>Collect and place in the</td> <td>Within 180 days from</td> <td>SW Disposal Records,</td> <td>Manager, Asst Manager,</td> </tr> </tbody> </table>	Type	Source	Action	Freq	Records	Responsibility	Contaminated Soil	Workshop	Collect and place in the	Within 180 days from	SW Disposal Records,	Manager, Asst Manager,	
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**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

				Schedule Waste Store	day of generation		Storekeeper, Foreman													
		<p>Tereh Palm Oil Mill            Schedule waste training dated 16/07/2023            Selai Estate            The waste management reviewed on 01/09/2023 details the waste type, sources, action plans, frequency, records and responsibility.            Sample of waste taken is as following:</p> <table border="1" data-bbox="1137 743 1928 1102"> <thead> <tr> <th>Type</th> <th>Source</th> <th>Action</th> <th>Freq</th> <th>Records</th> <th>Responsibility</th> </tr> </thead> <tbody> <tr> <td>Contaminated rags / sacks</td> <td>Fertilizer store, chemical store</td> <td>Collect and place in the Schedule Waste Store</td> <td>Within 180 days from day of generation</td> <td>SW Disposal Records, PCD Claning records, Training</td> <td>Manager, Asst Manager, Storekeeper, Foreman</td> </tr> </tbody> </table>						Type	Source	Action	Freq	Records	Responsibility	Contaminated rags / sacks	Fertilizer store, chemical store	Collect and place in the Schedule Waste Store	Within 180 days from day of generation	SW Disposal Records, PCD Claning records, Training	Manager, Asst Manager, Storekeeper, Foreman	
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7.3.2	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.            - Minor compliance -</p>	<p>The operating units has established and documented Waste and Pollution Management Plan as per waste identification. The plan was reviewed on annually basis. The plan includes Waste Type, Source, Action, Frequency, Records, and Person Responsible.            Kulim (M) Berhad has established procedure to handle scheduled waste generated documented in Labelling, handling, storage and disposal of scheduled waste. Refer documents no LTM/WI/19, rev. no. 2 dated 01/10/2020.</p>						Complied												



**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<p>The estate demonstrated the proper disposal of waste material base on the waste management plan and SOP established. Review the implementation of the management plan established as follows:</p> <p>The mill maintain the records of inventory of scheduled waste generated by mill operation and notify to DOE through ESWISS. Reviewed the inventory records for the month June, July, August and September 2023.</p> <p>The mill and estate disposed the scheduled waste generated through licensed operator, Kualiti Alam Sdn. Bhd. Reviewed sample of the latest disposal records as follows:</p> <table border="1" data-bbox="1137 710 1910 1385"> <thead> <tr> <th>Estate</th> <th>Date</th> <th>SW</th> <th>Consignment Note no</th> </tr> </thead> <tbody> <tr> <td rowspan="5">Tereh Palm Oil mill</td> <td rowspan="5">29/08/2023</td> <td>410</td> <td>2023082913547XWU</td> </tr> <tr> <td>409</td> <td>2023082913T58NQW</td> </tr> <tr> <td>305</td> <td>20230829130KQXUE</td> </tr> <tr> <td>110</td> <td>202308291360SBUZ</td> </tr> <tr> <td>429</td> <td>20220905150YTHVO</td> </tr> <tr> <td rowspan="5">Tereh Selatan Estate</td> <td rowspan="5">13/07/2023</td> <td>404</td> <td>2023071316M0ETWZ</td> </tr> <tr> <td>408</td> <td>2023073109EOA0ZI</td> </tr> <tr> <td>409</td> <td>2023073109ECVNLQ</td> </tr> <tr> <td>110</td> <td>2023073109BH3R5G</td> </tr> <tr> <td>307</td> <td>20230731094XSI3O</td> </tr> <tr> <td rowspan="4">Rengam Estate</td> <td rowspan="4">31/07/2023</td> <td>409</td> <td>2023073110WR58KJ</td> </tr> <tr> <td>307</td> <td>2023073110OWRPGU</td> </tr> <tr> <td>410</td> <td>20230731101BE3S4</td> </tr> <tr> <td>408</td> <td>2023073110CBXP0J</td> </tr> </tbody> </table>	Estate	Date	SW	Consignment Note no	Tereh Palm Oil mill	29/08/2023	410	2023082913547XWU	409	2023082913T58NQW	305	20230829130KQXUE	110	202308291360SBUZ	429	20220905150YTHVO	Tereh Selatan Estate	13/07/2023	404	2023071316M0ETWZ	408	2023073109EOA0ZI	409	2023073109ECVNLQ	110	2023073109BH3R5G	307	20230731094XSI3O	Rengam Estate	31/07/2023	409	2023073110WR58KJ	307	2023073110OWRPGU	410	20230731101BE3S4	408	2023073110CBXP0J	
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**RSPO P&C Public Summary Report  
Revision 15 (Nov 2023)**

			306	2023073110YN3XMB
		Selai Estate	12/10/2023	109 305 306 307 409 410 306
		Sg Tawing Estate	29/08/2023	408 307 410 110 410 305 409
		<p>The management has submitted the Schedule Waste Inventory through E-Swiss System. Sample of the latest submission as follows:</p> <ol style="list-style-type: none"> <li>1. Tereh Selatan Estate – Ref No: JAS.JKL.600-3/4/79 dated 20/10/2023</li> <li>2. Rengam Estate - Ref No: JAS.JKL.600-3/2/44 dated 30/10/2023</li> <li>3. Tereh Palm Oil Mill – Ref No: JAS.JKL.600-3/1/12 dated 31/10/2023</li> </ol>		

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<p>4. Selai Estate – Ref No: AS(B)J11/123/000/171 dated 30/10/2023</p> <p>5. Sg Tawing Estate – Ref No: AS(B)J11/123/000/173 dated 31/10/2023</p> <p>Domestic Waste</p> <p>The estate disposed the domestic waste through landfill. Visitation at landfill area found that the area is well manage as per the SOP established. Only domestic waste were disposed in the landfill Details of location visited as the following:</p> <ol style="list-style-type: none"> <li>1. Tereh Selatan Estate – Block 04 - 2°11'14" N , 103°20'48" E.</li> <li>2. Rengam Estate – P03 Block 02 - 1°54'14" N , 103°25'4" E.</li> <li>3. Tereh Palm Oil Mill – P04 Block 1 - 2°13' 16" N 103°21' 35" E</li> <li>4. Selai Estate – P14 Block 1 - 2°15' 36" N 103°25' 52" E</li> </ol> <p>Verification during the interview with each PIC for domestic waste and schedule waste handling found that the understanding on waste handling is good. Sample of the training taken is as following: Selai Estate – Schedule Waste and PCD Cleaning training conducted on 14/06/2023.</p>	
7.3.3	<p>The unit of certification does not use open fire for waste disposal.</p> <p>- Minor compliance -</p>	<p>There is no indication of fire being used for waste disposal. Domestic waste was properly disposed of in a designated landfill area. There is also no sign of scheduled waste or recyclable waste in the landfill.</p>	Complied
<b>Criterion 7.4:</b> Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	<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>SOPs of good agricultural practices to manage soil fertility to optimise yield and minimise environmental impacts were</p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<p>documented in Kulim (Malaysia) Berhad – Agricultural Manual under section D: Manuring. The procedure includes:</p> <ul style="list-style-type: none"> <li>D01 – General Information</li> <li>D02 – Methods of Applications</li> <li>D03 – Precision Manuring</li> <li>D04 – Quality Check and Storage</li> <li>D05 – EFB Utilization</li> <li>D06 – POME Utilization</li> <li>D07 – MIWAMAS Composting System</li> <li>D08 – Bio-compost Application</li> <li>D09 – Bio-compost : Quality Check</li> </ul>	
7.4.2	<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>Foliar and soil sampling was carried out by Internal Agronomist from Agronomy Advisory and Services Department prior to the fertilizer recommendation for the next financial year. Leaf and soil nutrient analysis are commonly used in the diagnosis of fertilizer requirements in oil palms. The frequency for leaf sampling must be conduct for every year while for soil analysis, the frequency for soil sampling is conducted at 5 years intervals (Leaf and Soil Sampling Notes Procedure - Kulim (M) Bhd.</p> <p>Reviewed the sampling records as follows:</p> <ol style="list-style-type: none"> <li>1. <u>Tereh Selatan Estate</u>              Latest Soil Sampling was conducted in January 2023. Refer report no. LI/2023/01/06 dated 10/01/2023. Latest leaf sampling was conducted on February 2022. Refer report no. LI/2021/02/19 dated 09/02/2022.</li> <li>2. <u>Rengam Estate</u>              Latest leaf and soil Sampling was conducted in 28/03/2022 to 11/04/2022 with the test conducted on 13—17/04/2022. Lab</li> </ol>	Complied

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<p>report dated 24/02/2022 (Report No: LI/2022/04/24) is available for review.</p> <p>3. Selai Estate</p> <p>Latest Soil Sampling was conducted in August 2023. Refer report no. SI/2023/08/98 dated 08/08/2023. Latest leaf sampling was conducted on August 2023. Refer report no. LI/2023/08/228 dated 07/08/2023</p>															
7.4.3	<p>A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p> <p>- Minor compliance -</p>	<p>The estates implement several practices as part of their nutrient recycling strategy, which include:</p> <ol style="list-style-type: none"> <li>1. Applying Empty Fruit Bunches (EFB) in specific fields, with the dosage determined based on recommendations from Agronomists.</li> <li>2. Stacking cut fronds in between rows of palm trees, allowing them to decompose naturally.</li> <li>3. Applying bio compost in selected fields.</li> <li>4. Utilizing Palm Oil Mill Effluent (POME) through a furrow system for effective resource utilization.</li> </ol> <p>The estate has established EFB and Bio-Compost application program FY 2023. Reviewed the application records as to date October 2023 as follows:</p> <table border="1" data-bbox="1137 1091 1917 1364"> <thead> <tr> <th rowspan="2">Estate</th> <th colspan="2">Tonnage</th> </tr> <tr> <th>Bio compost</th> <th>EFB</th> </tr> </thead> <tbody> <tr> <td>Tereh Selatan Estate</td> <td>2,783.90</td> <td>3,519.00</td> </tr> <tr> <td>Rengam Estate</td> <td>5,674.07</td> <td>1,490.76</td> </tr> <tr> <td>Selai Estate</td> <td>6,808.06</td> <td>0.00</td> </tr> </tbody> </table>	Estate	Tonnage		Bio compost	EFB	Tereh Selatan Estate	2,783.90	3,519.00	Rengam Estate	5,674.07	1,490.76	Selai Estate	6,808.06	0.00	Complied
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		The mill has recorded the EFB produced for the year 2022 and until todate September 2023. Total of 67,609.23 mt of EFB produce in 2022 an 43,875.02 mt in 2023 equivalent to 20.34 % and 20.45 % to the FFB process respectively.					
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 was available at the estate visited for review. Sample taken as following:</p> <ol style="list-style-type: none"> <li>1. Tereh Selatan Estate – Report dated September 2023 showing all field manuring operation was completed</li> <li>2. Rengam Estate – Report dated 27/10/2023 showing the progress is complete until August programs at all field except the replanting area P00 and in progress at P06. The verification on fertilizer recommendation made by the Agronomy Advisory Department dated 10/01/2023.</li> <li>3. Selai Estate – Report of manuring application is available for review. The progress is complete as until October 2023 for all field.</li> <li>4. Sg Tawing Estate – Report of manuring application is available for review. The progress is complete as until August 2023 for all field as per recommendation by agronomist.</li> </ol>	Complied				
<b>Criterion 7.5:</b> Practices minimise and control erosion and degradation of soils.							
7.5.1	<b>(C)</b> Maps identifying marginal and fragile soils, including steep terrain, are available. - Critical (Major) compliance -	<p>The operating units has identified the soil series in the estates and established soil series maps. Soil series identified in the estates as follows:</p> <table border="1" data-bbox="1137 1273 1921 1319"> <thead> <tr> <th>Estate</th> <th>Soil Series</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> </tr> </tbody> </table>	Estate	Soil Series			Complied
Estate	Soil Series						

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<p>Tereh Selatan Estate</p>	<p>Batang Merbau (12.01%), Batu Lapan (1.37%), Bungor (7.79%), Chermin (1.64%), Jabil (1.2%), Lubok Sendong (3.52%), Rengam (17.79%), Setol (2.54%), Sogomana (3.90%), Tai Tak (19.72%), Siri Tawar (16.10%), Tebok (11.29%), Tepus (1.13%)</p>	
		<p>Rengam Estate</p>	<p>Baling (14.09%), Durian (0.57%), Pelepah (1.12%), Rengam (57.51%), Tai Tak (14.46%), Tepus (12.25%)</p>	
		<p>Selai Estate</p>	<p>Kesatuan Jabil – Tepus (0.37%), Kesatuan Tai Tak Rengam (19.69%), Kompleks Aluvium Setempat (4.81%), Organic Clay &amp; Muck (0.17%), Batang Merbau (3.11%), Batu Lapan (0.86%), Binjai (16.51%), Harimau (10.23%), Lating (0.19%), Medang (4.08%), Padang Besar (2.66%), Pelepah (3.74%), Tai Tak (10.43%), Tebok (16.59%), Tepus (6.13%), Tok Yong (0.43%).</p>	
		<p>Sg Tawing Estate</p>	<p>Kesatuan Jabil-Tepus (3.14%), Kompleks Aluvium-Setempat(2.74%), Batu Lapan (3.87%), Bungor (17.71%), Chat (3.29%), Gajah Mati (0.79%), Gong Chenak (1.83%), Harimau (1.94%), Kechor (1.51%), Kuala Brang (0.23%), Padang Besar (6.89%), Serdang (3.61%), Sitiawan (1.44%), Slime Tailings (0.58%), Tai Tak (13%), Tawar (7.62%), Tebok (23.6%), Tepus (4.64%), Terap (1.5%), Tanah Curam (0.07%)</p>	

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>Addressed in the Agricultural Manual under chapter as follows:</p> <ol style="list-style-type: none"> <li>1. A07 – Terrace and Platform Construction</li> <li>2. A07A – Palm Lining and Terrace</li> <li>3. A08 – Harvester Path Construction</li> <li>4. A17 – Protection of Natural Water Courses and</li> <li>5. A18 – Water Management Plan in Peat Area.</li> </ol> <p>No replanting was conducted on steep slopes more than 25 degree.</p>	Complied
7.5.3	<p>There is no new planting of oil palm on steep terrain.</p> <p>- Minor compliance -</p>	<p>No new planting conducted at all estates visited as verified and sighted during site visit.</p>	Complied
<p><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.</p>			
7.6.1	<p><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.</p> <p>- Critical (Major) compliance -</p>	<p>Soil series and topography map available for estate sampled. No fragile soil categorized in the estates sampled. Details is as per 7.5.1</p> <p>The estate have taken into account the land terrain, drainage and road systems in planning the 2023 replanting.</p>	Complied
7.6.2	<p>Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices.</p> <p>- Minor compliance -</p>	<p>There is no excessive planting on marginal soil. Site visit at Rengam Estate found that there is a forest reserve was conserve in the estate at P17/03.</p> <p>The management has addressed in the Agricultural Manual under chapter as follows:</p> <ol style="list-style-type: none"> <li>1. A07 – Terrace and Platform Construction</li> <li>2. A07A – Palm Lining and Terrace</li> <li>3. A08 – Harvester Path Construction</li> <li>4. A17 – Protection of Natural Water Courses and</li> <li>5. A18 – Water Management Plan in Peat Area.</li> </ol>	Complied



7.6.3	<p>Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.</p> <p>- Minor compliance -</p>	<p>The Agronomy Advisory and Services Department conducted assessment and provided the estates with topography maps. Sampled topography information at estates sited as follows:</p> <table border="1" data-bbox="1137 475 1935 948"> <thead> <tr> <th>Degree</th> <th>Tereh Selatan Estate</th> <th>Rengam</th> <th>Selai Estate</th> <th>Sg Tawing</th> </tr> </thead> <tbody> <tr> <td>0°-2°</td> <td>25.03</td> <td>12.25</td> <td>39.8</td> <td>22.66</td> </tr> <tr> <td>2°-6°</td> <td>53.95</td> <td>53.74</td> <td>48.13</td> <td>42.48</td> </tr> <tr> <td>6°-12°</td> <td>20.08</td> <td>31.89</td> <td>12.07</td> <td>26.65</td> </tr> <tr> <td>12°-20°</td> <td>0.94</td> <td>2.12</td> <td>0.61</td> <td>6.94</td> </tr> <tr> <td>20°-25°</td> <td>0.00</td> <td>0.00</td> <td>0.01</td> <td>1.00</td> </tr> <tr> <td>&gt;25°</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.27</td> </tr> </tbody> </table>	Degree	Tereh Selatan Estate	Rengam	Selai Estate	Sg Tawing	0°-2°	25.03	12.25	39.8	22.66	2°-6°	53.95	53.74	48.13	42.48	6°-12°	20.08	31.89	12.07	26.65	12°-20°	0.94	2.12	0.61	6.94	20°-25°	0.00	0.00	0.01	1.00	>25°	0.00	0.00	0.00	0.27	Complied
Degree	Tereh Selatan Estate	Rengam	Selai Estate	Sg Tawing																																		
0°-2°	25.03	12.25	39.8	22.66																																		
2°-6°	53.95	53.74	48.13	42.48																																		
6°-12°	20.08	31.89	12.07	26.65																																		
12°-20°	0.94	2.12	0.61	6.94																																		
20°-25°	0.00	0.00	0.01	1.00																																		
>25°	0.00	0.00	0.00	0.27																																		
<p><b>Criterion 7.7:</b> No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.</p>																																						
7.7.1	<p><b>(C)</b> There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas.</p> <p>- Critical (Major) compliance -</p>	<p>As confirmed through site visit, and through Global Forest Watch (GFW) – Malaysia peat lands (<a href="https://data.globalforestwatch.org/datasets/8d8462fca7b74b298598490b85d3bd44_9/explore">https://data.globalforestwatch.org/datasets/8d8462fca7b74b298598490b85d3bd44_9/explore</a>), there is no peat area is available at all estate visited. Thus this indicator is not applicable</p>	Not Applicable																																			
7.7.2	<p>Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat.</p> <p><b>PROCEDURAL NOTE:</b></p>	<p>As confirmed through site visit, and through Global Forest Watch (GFW) – Malaysia peat lands (<a href="https://data.globalforestwatch.org/datasets/8d8462fca7b74b298598490b85d3bd44_9/explore">https://data.globalforestwatch.org/datasets/8d8462fca7b74b298598490b85d3bd44_9/explore</a>), there is no peat area is available at all estate visited. Thus this indicator is not applicable</p>	Not Applicable																																			

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

	<p>Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).</p> <p>- Minor compliance -</p>		
7.7.3	<p><b>(C)</b> Subsidence of peat is monitored, documented and minimised.</p> <p>- Critical (Major) compliance -</p>	<p>As confirmed through site visit, and through Global Forest Watch (GFW) – Malaysia peat lands (<a href="https://data.globalforestwatch.org/datasets/8d8462fca7b74b298598490b85d3bd44_9/explore">https://data.globalforestwatch.org/datasets/8d8462fca7b74b298598490b85d3bd44_9/explore</a>), there is no peat area is available at all estate visited. Thus this indicator is not applicable</p>	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>As confirmed through site visit, and through Global Forest Watch (GFW) – Malaysia peat lands (<a href="https://data.globalforestwatch.org/datasets/8d8462fca7b74b298598490b85d3bd44_9/explore">https://data.globalforestwatch.org/datasets/8d8462fca7b74b298598490b85d3bd44_9/explore</a>), there is no peat area is available at all estate visited. Thus this indicator is not applicable</p>	Not Applicable
7.7.5	<p><b>(C)</b> For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with 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>As confirmed through site visit, and through Global Forest Watch (GFW) – Malaysia peat lands (<a href="https://data.globalforestwatch.org/datasets/8d8462fca7b74b298598490b85d3bd44_9/explore">https://data.globalforestwatch.org/datasets/8d8462fca7b74b298598490b85d3bd44_9/explore</a>), there is no peat area is available at all estate visited. Thus this indicator is not applicable</p>	Not Applicable

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

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>As confirmed through site visit, and through Global Forest Watch (GFW) – Malaysia peat lands (<a href="https://data.globalforestwatch.org/datasets/8d8462fca7b74b298598490b85d3bd44_9/explore">https://data.globalforestwatch.org/datasets/8d8462fca7b74b298598490b85d3bd44_9/explore</a>), there is no peat area is available at all estate visited. Thus 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>- Critical (Major) compliance -</p>	<p>As confirmed through site visit, and through Global Forest Watch (GFW) – Malaysia peat lands (<a href="https://data.globalforestwatch.org/datasets/8d8462fca7b74b298598490b85d3bd44_9/explore">https://data.globalforestwatch.org/datasets/8d8462fca7b74b298598490b85d3bd44_9/explore</a>), there is no peat area is available at all estate visited. Thus this indicator is not applicable</p>	Not Applicable
<b>Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.</b>			
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>The operating units has established a water management plan documented in Estates Water Management Plan dated 01/09/2023. In the management plan stated the source of water, mill activity, water use, possible threat, action plan, timeline, monitoring records and person responsible. The action plan focusing on possible threats such as water pollution, drought, and capacity of water reduce in reservoir, flood interruption/clogging of water flow at drainage system, wastage of water and stagnant water at replanting area.</p> <p>The mill monitors the water consumption/FFB on monthly basis. As to date September 2023, mill water usage/FFB processed was recorded at 1.21 mt/FFB processed.</p> <p>The estate monitor the water consumption per ton FFB on monthly basis. As todated September 2022, water consumption per ton FFB recorded at 1.93 L/ton FFB production, for Tereh Selatan Estate,</p>	Complied

3.93 L/ton FFB production, for Mutiara Estate and 0.21 L/ton FFB production for Tereh Utara Estate.

The workers were provided with adequate access of clean water through water treatment plan. The estate conducted the drinking water analysis by 3<sup>rd</sup> party lab once every 6 months. For river water sampling on monthly basis. Reviewed the water sampling records as follow:

Tereh Palm Oil Mill

1. Drinking Water Analysis

Latest drinking water analysis was conducted on 07/06/2023. Refer report no. LW/437(1-2)/23. The results of treated water analysis as the following:

Parameter	Result - Inlet	Result - Treated	Limit
pH	5.8	7.3	6.5 – 9.0
Turbidity	0.93	0.77	5
Aluminium	0.38	ND (<0.2)	0.2
Free Residue	0.00	1.4	0.2 -5
E-coli	ND (<10)	ND (<10)	Nil

2. The river water analysis was conducted on 04/09/2023 with the report dated 14/09/2023 with report no: EI/2023/09/538.

The sample taken is conducted at upstream and downstream at points agreed with DOE. Sample of the result is following –

Parameter	Upstream	Downstream
BOD	39	52
COD	26	46
AN	3.54	2.58
pH	4.4	6.8

Tereh Selatan Estate

1. Drinking Water Analysis

Refer report no. LW/438(1-2)/23 dated 06/06/2023. The results of treated water analysis was within permissible limit of Drinking Water Quality Standard, Ministry of Health Malaysia; Engineering Services Division, Year 2010.

2. River water analysis

- a. WI/2023/10/626 dated 10/10/2023
- b. WI/2023/07/466 dated 25/09/2023
- c. WI/2023/07/342 dated 21/08/2023

The results of river water analysis was within permissible limit of National Water Quality Standards for river class II/III

Rengam Estate

1. River water analysis

- a. WI/2023/09/583 dated 29/09/2023

b. WI/2023/08/503 dated 16/08/2023  
The results of river water analysis was within permissible limit of National Water Quality Standards for river class II/III

Selai Estate

1. Drinking Water Analysis

Latest drinking water analysis was conducted on 25/05/2023. Refer report no. LW/451(1-2)/23. The results of treated water analysis as the following:

Parameter	Result - Inlet	Result - Treated	Limit
pH	5.8	7.1	6.5 – 9.0
Turbidity	0.78	0.63	5
Aluminium	ND (<0.2)	ND (<0.2)	0.2
Free Residue	0.00	1.2	0.2 -5
E-coli	ND (<10)	ND (<10)	Nil

2. The river water analysis was conducted on 03/10/2023 with the report dated 09/10/2023 with report no: WI/2023/10/596. The sample taken is conducted at upstream and downstream at points agreed with DOE. Sample of the result is following –

Parameter	Upstream	Downstream	Limit
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**RSPO P&C Public Summary Report  
Revision 15 (Nov 2023)**

Nitrate Nitrogen	0.05	0.12	7
Phosphorus	0.05	0.08	0.2

Sg TawingEstate

1. Drinking Water Analysis

Latest drinking water analysis was conducted on 25/05/2023. Refer report no. LW/488(1-2)/23. The results of treated water analysis as the following:

Parameter	Result - Inlet	Result - Treated	Limit
pH	5.5	7.1	6.5 – 9.0
Turbidity	53.4	2.01	5
Aluminium	0.23	ND (<0.2)	0.2
Free Residue	0.00	1.8	0.2 -5
E-coli	ND (<10)	ND (<10)	Nil

2. The river water analysis was conducted on 05/09/2023 with the report dated 08/09/2023 with report no: WI/2023/09/521. The sample taken is conducted at upstream and downstream at points agreed with DOE. Sample of the result is following –

Parameter	Upstream	Downstream	Limit
-----------	----------	------------	-------

		<table border="1"> <tr> <td>Nitrate Nitrogen</td> <td>0.99</td> <td>1.22</td> <td>7</td> </tr> <tr> <td>Phosphorus</td> <td>&lt;0.05</td> <td>&lt;0.05</td> <td>0.2</td> </tr> </table>	Nitrate Nitrogen	0.99	1.22	7	Phosphorus	<0.05	<0.05	0.2					
Nitrate Nitrogen	0.99	1.22	7												
Phosphorus	<0.05	<0.05	0.2												
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>Johor Plantation Berhad has implemented procedures for the protection of water courses and wetlands, which are documented in the Agricultural Manual under Chapter A17 – Protection of Natural Water Courses dated 19/11/2018. The specifications for the river buffer zone are outlined as follows:</p> <table border="1"> <thead> <tr> <th>River size</th> <th>Reserve area on each side (M)</th> </tr> </thead> <tbody> <tr> <td>&gt;40m</td> <td>50m</td> </tr> <tr> <td>Between 20m – 40m</td> <td>40m</td> </tr> <tr> <td>Between 10m – 20m</td> <td>20m</td> </tr> <tr> <td>Between 5m – 10m</td> <td>10m</td> </tr> <tr> <td>&lt;5m</td> <td>5m</td> </tr> </tbody> </table> <p>As stated in the procedure, no development is allowed in the buffer zone area for either replanting or new planting.</p> <p><u>Tereh Selatan Estate</u></p> <p>As sighted at buffer zone for main drain flow through the estate to Sg. Sembrong at field P07/01 and P06/03, the buffer zone was clearly demarcated with white and colour pole and blue ring ant the palms trunk. No evidence of chemical application along the buffer zone area.</p>	River size	Reserve area on each side (M)	>40m	50m	Between 20m – 40m	40m	Between 10m – 20m	20m	Between 5m – 10m	10m	<5m	5m	Complied
River size	Reserve area on each side (M)														
>40m	50m														
Between 20m – 40m	40m														
Between 10m – 20m	20m														
Between 5m – 10m	10m														
<5m	5m														



**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<p>The management has conducted the spraying training at buffer zone dated 20/02/2023. Training discussed on the safe operating on chemical handling and area of spraying is mentioned. No spraying at buffer zone area is mentioned.</p> <p>Site visit at buffer zone area found that there is no spraying mark along the buffer zone area.</p> <p><u>Selai Estate</u></p> <p>The river buffer zone was clearly demarcated with blue and white colour ring at the palm trunks as sighted at field P09/01 adjacent to the HCV water catchment area. Training on the chemical handling was conducted on 10/04/2023.</p> <p>No sign of spraying was sighted during site visit at buffer zone areas.</p>																
<p>7.8.3</p>	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.</p> <p>- Minor compliance -</p>	<p>Mill effluent is treated using the ponding system, which started from cooling pond, through bio-gas reactor and anaerobic as well as aerobic treatment, before it is sent to furrow, the mill treated the effluent through the polishing plant. The mill has conducted the effluent water test once in each month for all the ponds. Records of the final discharge (dated 14/09/2023, Report No: EI/2023/09/144) is taken as the following:</p> <table border="1" data-bbox="1137 1107 1928 1383"> <thead> <tr> <th>Parameter</th> <th>Result</th> <th>Limit</th> </tr> </thead> <tbody> <tr> <td>BOD</td> <td>355</td> <td>2500</td> </tr> <tr> <td>COD</td> <td>2534</td> <td>N/A</td> </tr> <tr> <td>Ammonical Nitrogen</td> <td>232</td> <td>N/A</td> </tr> <tr> <td>Total Nitrogen</td> <td>297</td> <td>N/A</td> </tr> </tbody> </table>	Parameter	Result	Limit	BOD	355	2500	COD	2534	N/A	Ammonical Nitrogen	232	N/A	Total Nitrogen	297	N/A	<p>Complied</p>
Parameter	Result	Limit																
BOD	355	2500																
COD	2534	N/A																
Ammonical Nitrogen	232	N/A																
Total Nitrogen	297	N/A																

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		<table border="1"> <tr> <td>Suspended Solid</td> <td>2060</td> <td>N/A</td> </tr> <tr> <td>Total Solid</td> <td>11556</td> <td>N/A</td> </tr> <tr> <td>pH</td> <td>8.4</td> <td>N/A</td> </tr> <tr> <td>Oil and Grease</td> <td>4</td> <td>N/A</td> </tr> <tr> <td>Alkalinity</td> <td>4050</td> <td>N/A</td> </tr> </table> <p>Limit set by the Department Of Environment (DOE) through the Regulation 13 of Peraturan – Peraturan Alam Sekeliling (Premis Yang Ditetapkan) (Minyak Kelapa Sawit) 1977, which stated only BOD is monitored for land application.</p> <p>Site visit at furrow pond found the area is well maintain, no leakage is found and water sampling point verified that there are no effluent water flow in the river.</p> <p>The flowmeter for the effluent is calibrated. Refer the calibration certificate No: FM-20230713-619-01-UNB validity until 12/07/2024</p>	Suspended Solid	2060	N/A	Total Solid	11556	N/A	pH	8.4	N/A	Oil and Grease	4	N/A	Alkalinity	4050	N/A					
Suspended Solid	2060	N/A																				
Total Solid	11556	N/A																				
pH	8.4	N/A																				
Oil and Grease	4	N/A																				
Alkalinity	4050	N/A																				
7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <p>- Minor compliance -</p>	<p>The mill monitors the water consumption/FFB on monthly basis. Reviewed the monitoring records as follows:</p> <table border="1"> <thead> <tr> <th rowspan="2">Month FY 2023</th> <th colspan="3">Water consumption per FFB processed (L/FFB)</th> </tr> <tr> <th>Processing</th> <th>Domestic</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Jan</td> <td>1.00</td> <td>0.49</td> <td>1.49</td> </tr> <tr> <td>Feb</td> <td>1.02</td> <td>0.49</td> <td>1.51</td> </tr> <tr> <td>Mar</td> <td>1.31</td> <td>0.60</td> <td>1.91</td> </tr> </tbody> </table>	Month FY 2023	Water consumption per FFB processed (L/FFB)			Processing	Domestic	Total	Jan	1.00	0.49	1.49	Feb	1.02	0.49	1.51	Mar	1.31	0.60	1.91	Complied
Month FY 2023	Water consumption per FFB processed (L/FFB)																					
	Processing	Domestic	Total																			
Jan	1.00	0.49	1.49																			
Feb	1.02	0.49	1.51																			
Mar	1.31	0.60	1.91																			



**RSPO P&C Public Summary Report  
Revision 15 (Nov 2023)**

		January – December 2022	250,332 – 0.70 l/ffb	
		January 2023	1.14	
		February 2023	1.32	
		March 2023	1.29	
		April 2023	0.58	
		May 2023	0.54	
		June 2023	0.62	
		July 2023	0.28	
		August 2023	0.36	
		September 2023	0.55	
		<b>Tereh Selatan Estate</b>		
		<b>Month</b>	<b>Diesel / mt FFB</b>	
		January 2023	9.58	
		February 2023	11.41	
		March 2023	8.98	
		April 2023	5.55	
		May 2023	2.65	
		June 2023	3.44	
		July 2023	1.16	

**RSPO P&C Public Summary Report  
Revision 15 (Nov 2023)**

		August 2023	3.60	
		September 2023	2.79	
		Rengam Estate		
		Month	Diesel / mt FFB	
		January – December 2022	6.51 - 284697	
		January 2023	6.38	
		February 2023	6.36	
		March 2023	7.41	
		April 2023	9.20	
		May 2023	8.98	
		June 2023	9.48	
		July 2023	8.97	
		August 2023	8.95	
		September 2023	11.86	
		Petrol consumption records are available at Rengam Estate – with petrol to FFB ration is at 0.09 for the year 2022 and todate 2023.		
		Selai Estate		
		Month	Diesel / mt FFB	
		January – December 2022	4.54 - 386926	
		January 2023	6.49	

**RSPO P&C Public Summary Report  
Revision 15 (Nov 2023)**

		February 2023	5.72	
		March 2023	6.81	
		April 2023	8.34	
		May 2023	5.67	
		June 2023	5.54	
		July 2023	4.40	
		August 2023	3.86	
		September 2023	3.45	
		Sg Tawing Estate		
		Month	Diesel / mt FFB	
		January – December 2022	6.24 - 218035	
		January 2023	6.44	
		February 2023	8.43	
		March 2023	10.51	
		April 2023	8.44	
		May 2023	9.96	
		June 2023	7.84	
		July 2023	7.55	
		August 2023	5.49	

		September 2023	5.57	
<b>Criterion 7.10:</b> Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.				
7.10.1	<p><b>(C)</b> GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>Monitoring and reporting of the significant pollutants to water, gaseous emissions to air and contamination on land are in place. Tools and systems used include the DOE online CEMS monitoring for air emissions, water quality at discharge points as per DID regulations and SW disposal were adhering to DOE requirements. Water samples were regularly taken every month and tested by mill environment officer in charge and analysed to ensure compliance to DOE requirements at final discharge points.</p> <p>Monitoring of the GHG quantity was done through RSPO PalmGHG Calculator Version 4.0 which is submitted to the RSPO Secretariat. Based on verification of various record, the data in the RSPO PalmGHG Calculator was correct.</p> <p>The GHG calculator were capturing the 2022 FFB activity, which there are a total of 363.03 mt diverted from peat area (Kuala Kabong Estate). There are no FFB diverted from Kuala Kabong Estate during the current license period (verified as of the audit date). Hence the reason of details of peat being in the report is due to the availability of crop from Kuala Kabong Estate in the year 2022.</p>		Complied
7.10.2	<p><b>(C)</b> Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	<p>No development within Tereh Palm Oil Mill and Supply Base since 2014.</p>		Complied

<p>7.10.3</p>	<p><b>(C)</b> Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.          - Critical (Major) compliance -</p>	<p>The environmental management practices at the mill, in alignment with Johor Plantation Berhad's commitment outlined in the Environmental Policy, exhibit a thorough approach to pollution control. The identification of significant pollutants during the environmental impact assessment has been translated into detailed plans documented in the Environmental Management Plan.</p> <p>The implementation of the management plan is diligently monitored by an appointed individual, with specific time frames set for completion. The review of the plan's implementation reveals the following key practices:</p> <ol style="list-style-type: none"> <li>1. Daily monitoring of Electrostatic Precipitator (ESP) performance ensures continuous assessment of emissions control, as evidenced by the detailed review of ESP Performance Monitoring Data Recording.</li> <li>2. Regular stack sampling, conducted biannually, provides comprehensive insights into emissions control measures, as demonstrated by the latest stack sampling on 27/06/2023.</li> <li>3. The mill employs a systematic approach to inspecting tanks and machinery, addressing concerns related to leakage and spillage. Periodic inspections, conducted monthly, weekly, and daily, are documented, ensuring a proactive stance on preventing environmental hazards associated with vehicles and machinery.</li> <li>4. Responsible disposal of mill by-products, such as fibre and shell, through sale to buyers and utilization as boiler fuel, exemplifies a sustainable waste management strategy.</li> </ol> <p>In summary, the mill's commitment to pollution control is reflected in the proactive and systematic environmental management practices. The implementation of measures, along with the ongoing monitoring and inspection, underscores a dedication to upholding</p>	<p>Complied</p>
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		environmental standards and minimizing the environmental footprint of the mill's operations.	
<b>Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area</b>			
7.11.1	<b>(C)</b> Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -	According to the Environmental Policy of Johor Plantation Berhad, signed by the Managing Director, the company explicitly expresses its commitment to adopting zero burning techniques during land preparation for both new planting and replanting programs. This commitment is contingent upon adhering to the guidelines outlined for the implementation of the ASEAN policy for zero burning. This stance reflects the company's dedication to environmentally responsible practices in the context of land preparation activities.	Complied
7.11.2	The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification. - Minor compliance -	Johor Plantation Berhad has implemented a comprehensive Fire Prevention and Control Procedure, dated 01/08/2020. Each operating unit within the organization has formed a dedicated fire prevention team. In alignment with criterion 3.7.2, awareness training on Emergency Response Procedures (ERP) has been successfully conducted.  Moreover, to ensure transparency and stakeholder involvement, the fire prevention plan has been effectively communicated during stakeholder meetings. This proactive approach underscores the commitment of Johor Plantation Berhad to fire prevention measures and the inclusion of stakeholders in promoting a safer and more resilient operational environment.	Complied
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures. - Minor compliance -	The operating units demonstrate a commitment to transparency and safety by effectively communicating the fire prevention plan and control measures to all stakeholders during meetings. Upon reviewing the minutes of Stakeholder consultation meetings, it has been verified that comprehensive discussions and clear communication regarding fire prevention details were conducted.	Complied

		This ensures that all relevant stakeholders are well-informed and engaged in understanding the fire prevention measures, contributing to a collective effort in maintaining a secure operational environment.	
<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.			
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>	Verified through the assessment of sampled estates, it has been confirmed that since 2018, no land clearing activities for plantation expansion have occurred that would result in harm to primary forests or encroachment upon areas designated for protection under High Conservation Values (HCVs) or High Conservation Stock (HCS) forests.	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>  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>Johor Plantation Berhad has undertaken High Conservation Value (HCV) assessments for all operating units, and the findings have been documented in the following reports:</p> <ol style="list-style-type: none"> <li>1. Biodiversity assessment of Tereh Selatan Estate dated 04/09/2015.</li> <li>2. Rapid Biodiversity Assessment of Fifteen Oil Palm Plantations of Kulim (M) Berhad Final Report dated February 2013, Part two: fact sheets: Selai.</li> <li>3. Rapid Biodiversity Assessment of Fifteen Oil Palm Plantations of Kulim (M) Berhad Final Report dated February 2013, Part two: fact sheets: Mutiara and Sg. Sembrong.</li> </ol> <p>These assessments signify a proactive approach by Johor Plantation Berhad in evaluating and documenting the HCV within their operating units, with the action plan for each HCV area are details for each estate.</p>	Complied

7.12.3	<i>Indicator is not applicable in Malaysia context</i>	<b>N/A</b>	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, 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>The estates have implemented a comprehensive Biodiversity Improvement Plan, strategically divided into immediate action plans and long-term strategies. The plan meticulously outlines specific actions, completion dates, and the designated individuals responsible for implementation. The plan were develop with the consultation of stakeholders with input received during the stakeholder meeting.</p> <p>The sampled implementation of the management plan was scrutinized with the following key findings:</p> <ol style="list-style-type: none"> <li>1. Continuous Animal Sighting and Reporting: The sampled estates consistently conducted animal sighting activities and diligently reported their findings to the Sustainability and Innovation Department on a monthly basis. The records for May, June, July, August, and September 2023 revealed the presence of various wildlife, including Wild Boar, Eagle, Hornbill, Snakes, Monitor Lizards, and Jungle Fowl.</li> <li>2. HCV Monitoring on Monthly Basis: The estates sampled demonstrated a proactive approach by conducting High Conservation Value (HCV) monitoring on a monthly basis. This monitoring encompassed observation and swift actions to address any issues identified during the process. The records for the months of May, June, July, August, and September 2023 were thoroughly reviewed, highlighting a commitment to ongoing monitoring and intervention.</li> <li>3. Establishment of Buffer Zones: The sampled estates have established buffer zones for main drains and river flows, emphasizing their commitment to environmental conservation. These buffer zones are clearly demarcated with blue and white poles and blue and white rings at the palm trunks, showcasing</li> </ol>	Complied

		a tangible effort to protect and preserve these critical ecological areas.	
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>The audit focused on assessing the rights of local communities in various conservation areas, including High Conservation Value (HCV) areas, High Conservation Stock (HCS) forests identified post-15/11/2018, peatland, and other designated conservation zones. Key observations and findings are as follows:</p> <ol style="list-style-type: none"> <li>1. Documentation Review: Thorough scrutiny of relevant documentation revealed clear records documenting the rights of local communities in HCV areas and conservation zones.</li> <li>2. Interview with Stakeholders: Extensive interviews with local community representatives, estate management, and other stakeholders highlighted a robust understanding among local communities regarding their rights within conservation areas. There was a shared acknowledgment of the importance of active local community involvement in the maintenance and management of these areas.</li> <li>3. Verification of Agreements: Solid evidence supported negotiated agreements between the estate and local communities, adhering to Free, Prior, and Informed Consent (FPIC) principles. These agreements delineated terms and conditions governing local community participation in conservation areas. The negotiation process actively involved local communities, securing their consent with a comprehensive understanding of the implications.</li> <li>4. Involvement in Maintenance and Management: Local communities actively participated in the maintenance and management of the conservation areas, encompassing activities such as monitoring, protection, and sustainable resource utilization. These activities aligned with the terms stipulated in</li> </ol>	Complied

		<p>the negotiated agreements.</p> <p>In conclusion, there has been no reduction in the rights of local communities within the specified conservation areas. The evidence, including negotiated agreements obtained through FPIC, indicates that the estate has successfully fostered the engagement of local communities in the maintenance and management of these areas, in compliance with RSPO requirements.</p>	
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>The estates' management actively promotes awareness on High Conservation Value (HCV) and Rare, Threatened, and Endangered (RTE) species during morning briefings and training sessions for workers. Noteworthy training sessions, including Spraying and Chemical handling at Selai Estate on 10/04/2023, HCV and buffer zone training for sprayers at Tereh Selatan Estate on 06/03/2023, and Prohibition of hunting RTE wildlife training on 07/04/2023, have been reviewed.</p> <p>In addition, the estates visited have strategically placed signboards at various locations, such as the office compound, muster ground, housing area, and HCV area, conveying the prohibition of capturing, harming, collecting, or killing RTE species. This comprehensive approach reflects a commitment to raising awareness and enforcing conservation measures within the estates.</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>The audit findings confirm that, since 15/11/2018, there have been no new identifications of significant conservation areas in the three sampled estates. Daily field supervision is carried out by both staff and executives to ensure continuous monitoring of these areas. Animal sightings are consistently engaged in by the estates, with monthly reports being provided to the Sustainability and Innovation Department. Records spanning from May to October 2023 demonstrate the presence of diverse wildlife in these estates,</p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

		including Jungle Fowl, Snakes, Monitor Lizards, Hornbills, Crows, Kingfishers, Wild Boars, and Owls.	
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>	Land clearing activities within Tereh Palm Oil Mill and Supply Base are governed by specific regulations. Since November 2005, a High Conservation Value (HCV) assessment is mandatory before any land clearing takes place. Moreover, starting from November 15, 2018, any land clearing requires an assessment that considers both High Conservation Value (HCV) and High Conservation Stock Area (HCSA) criteria. It's important to note that there is no new land clearing within the certification unit.	Complied

**Appendix B: GHG Reporting Executive Summary**

The GHG emissions that were produced in **2022** for **Tereh 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 in **2022** for **Tereh Palm Oil Mill** and supply base are as following:

Emission per product	tCO <sub>2</sub> e/tProduct
CPO	0.51
PKO	0.51

Extraction	%
OER	20.83
KER	5.49

Production	t/yr
FFB Process	332,370.51
CPO Produced	69217.99
PKO Produced	18254.18

Land Use	Ha
OP Planted Area	32284.25
OP Planted on peat	1366.41
Conservation (forested)	57.05
Conservation (non-forested)	366.32
<b>Total</b>	<b>34074.03</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	163343.24	0.53	4554.47	0.47	12201.29	0.00	180099.00	1.00
CO <sub>2</sub> Emission from fertilizer	7372.17	0.02	290.70	0.03	1448.53	0.00	9111.40	0.05
NO <sub>2</sub> Emission	5682.83	0.02	463.58	0.04	945.91	0.10	7092.32	0.16
Fuel Consumption	6197.96	0.02	78.55	0.01	487.88	0.00	6764.38	0.03
Peat Oxidation	0.00	0.00	1630.34	0.17	0.00	0.00	1630.34	0.17
<b>Sink</b>								
Crop Sequestration	-154827.74	-0.50	-4317.03	-0.44	-11565.20	0.00	170709.97	-0.94
Conservation Sequestration	-451.07	-0.00	-3.34	-0.00	-3.58	0.00	-457.99	-0.00
<b>Total</b>	<b>27317.39</b>	<b>0.09</b>	<b>2697.27</b>	<b>0.28</b>	<b>3514.83</b>	<b>0.00</b>	<b>33529.49</b>	<b>0.37</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	22614.41	0.07
Fuel Consumption	781.04	0.00
Grid Electricity Utilization	0.00	0.00
<b>Credit</b>		
Export of Grid Electricity	-343.29	0.00
Sales of PKS	-12,373.59	-0.04
Sales of EFB	0.00	0.00
<b>Total</b>	<b>10,678.57</b>	<b>0.03</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.

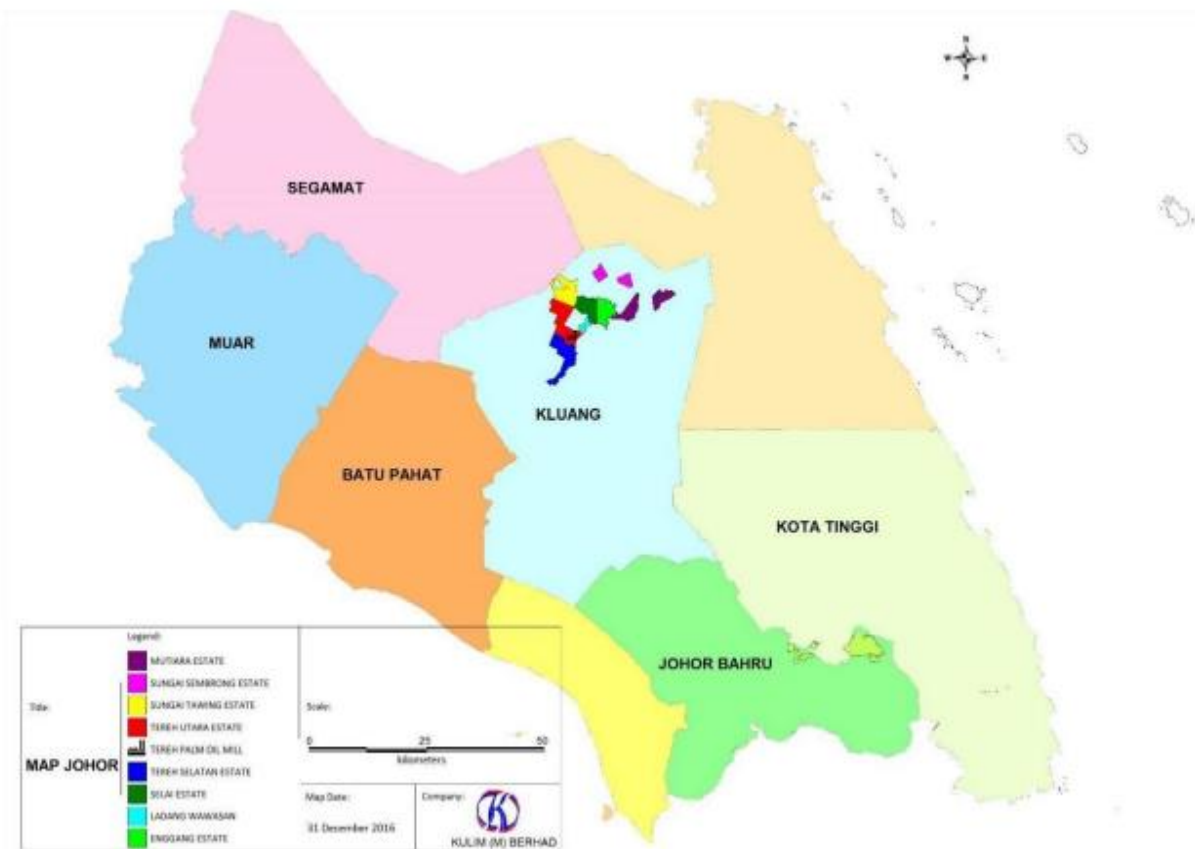
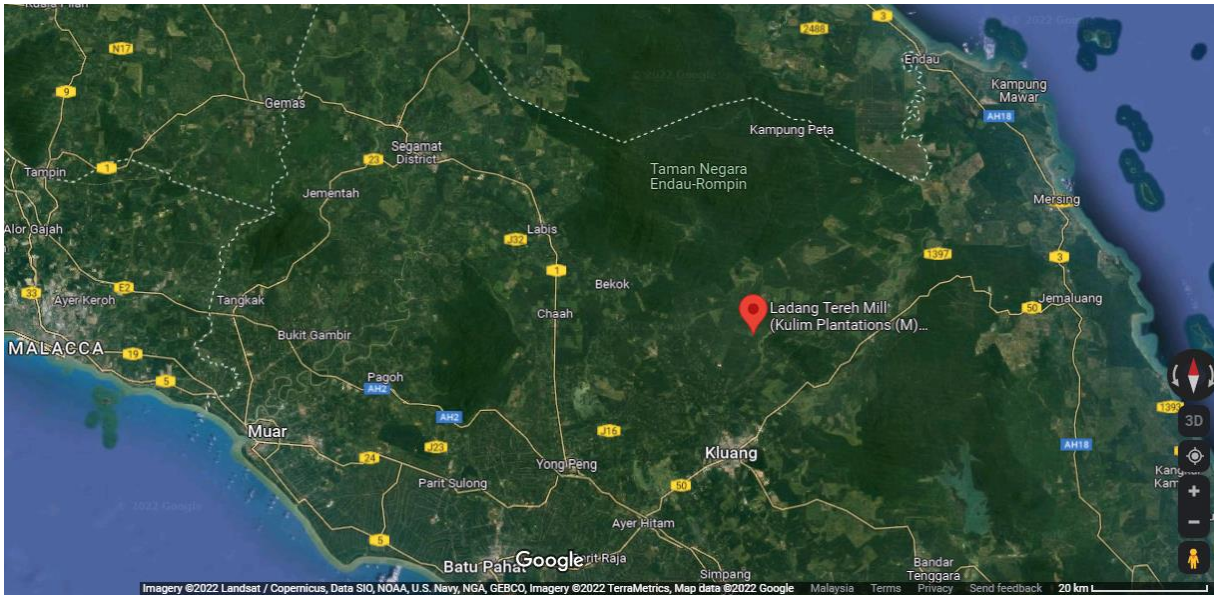
<b>Palm Oil Mill Effluent (POME) Treatment:</b>	
Divert to Compost (%)	0
Divert to anaerobic diversion (%)	100

<b>POME Diverted to Anaerobic Digestion:</b>	
Divert to anaerobic pond (%)	16
Divert to methane captured (flaring) (%)	81
Divert to methane captured (energy generation) (%)	3

Notes: The GHG calculator were capturing the 2022 FFB activity, which there are a total of 363.03 mt diverted from peat area (Kuala Kabong Estate). There are no FFB diverted from Kuala Kabong Estate during the current license period (verified as of the audit date). Hence the reason of details of peat being in the report is due to the availability of crop from Kuala Kabong Estate in the year 2022.

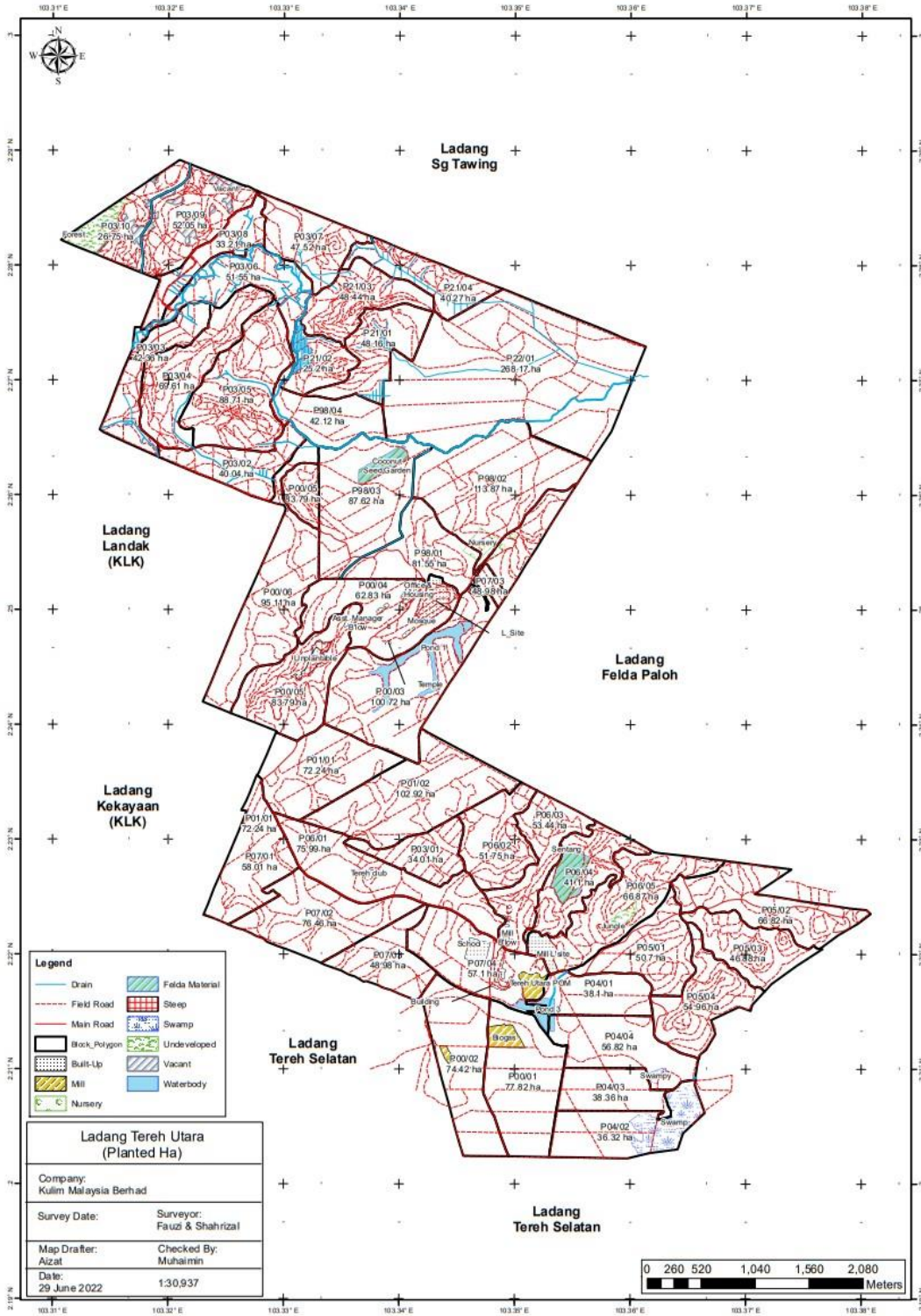


**Appendix C: Location Map of Certification Unit and Supply bases**



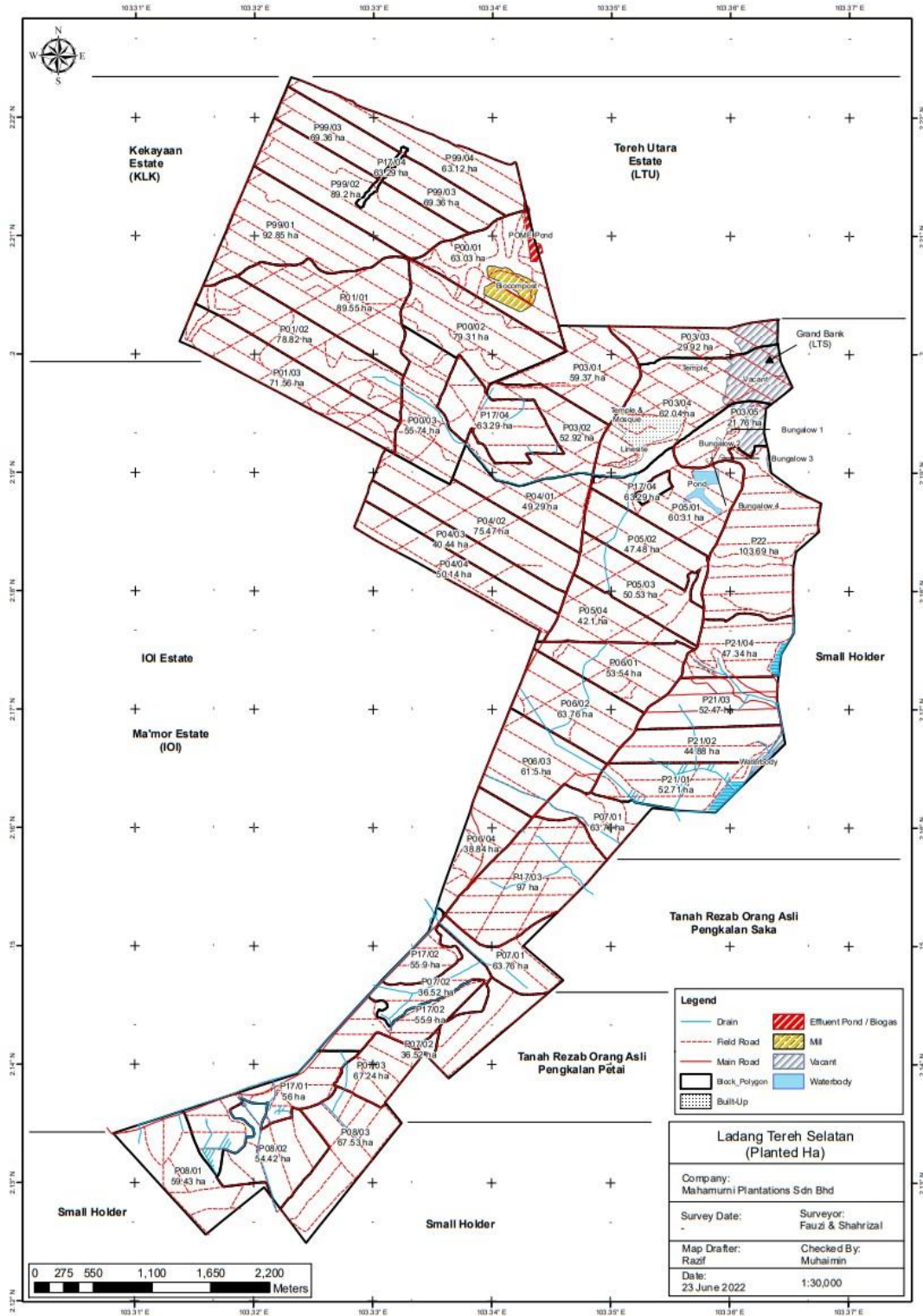
**Appendix D: Estate Field Map**

Tereh Utara Estate

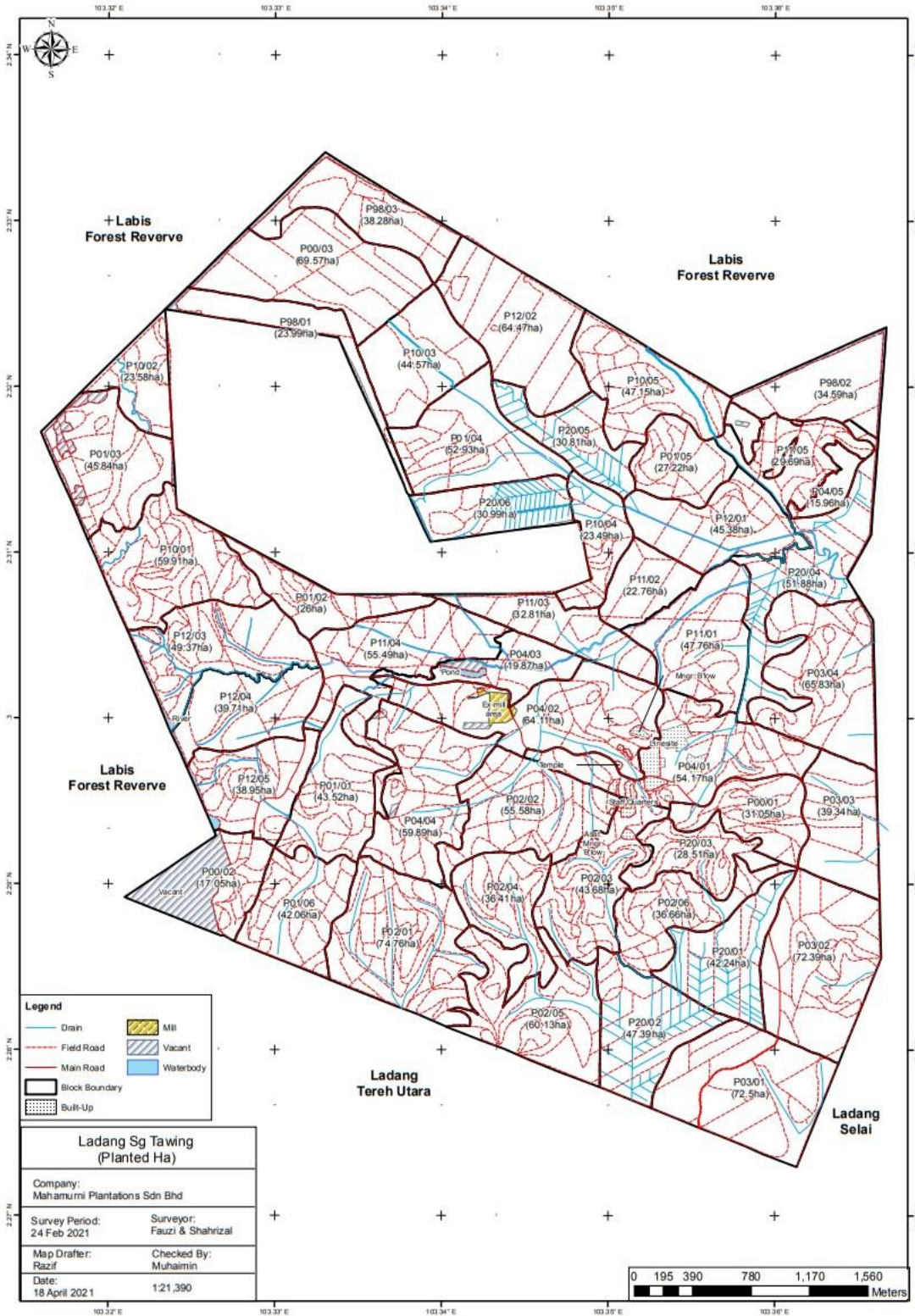




Tereh Selatan Estate

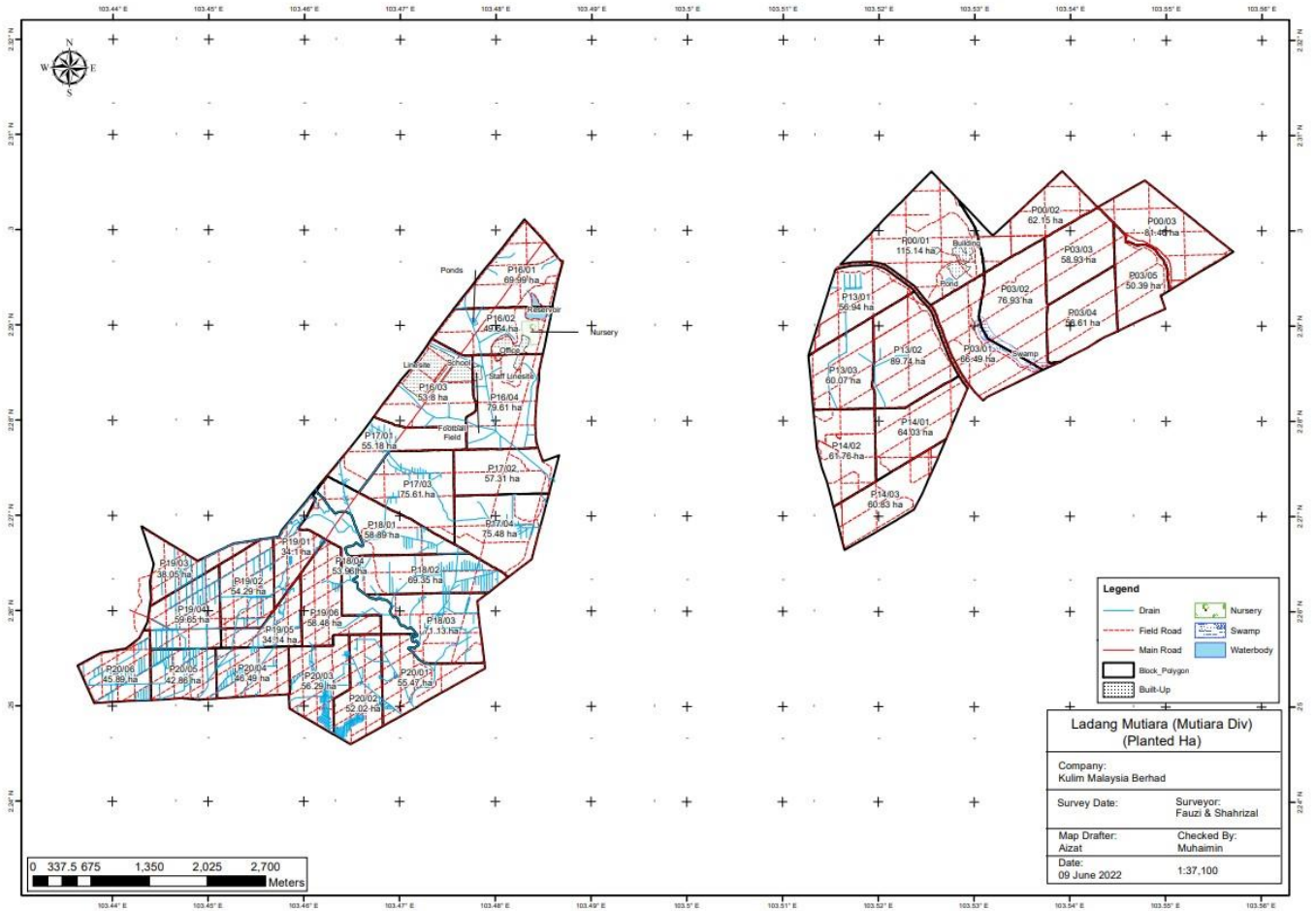


Sungai Tawing Estate



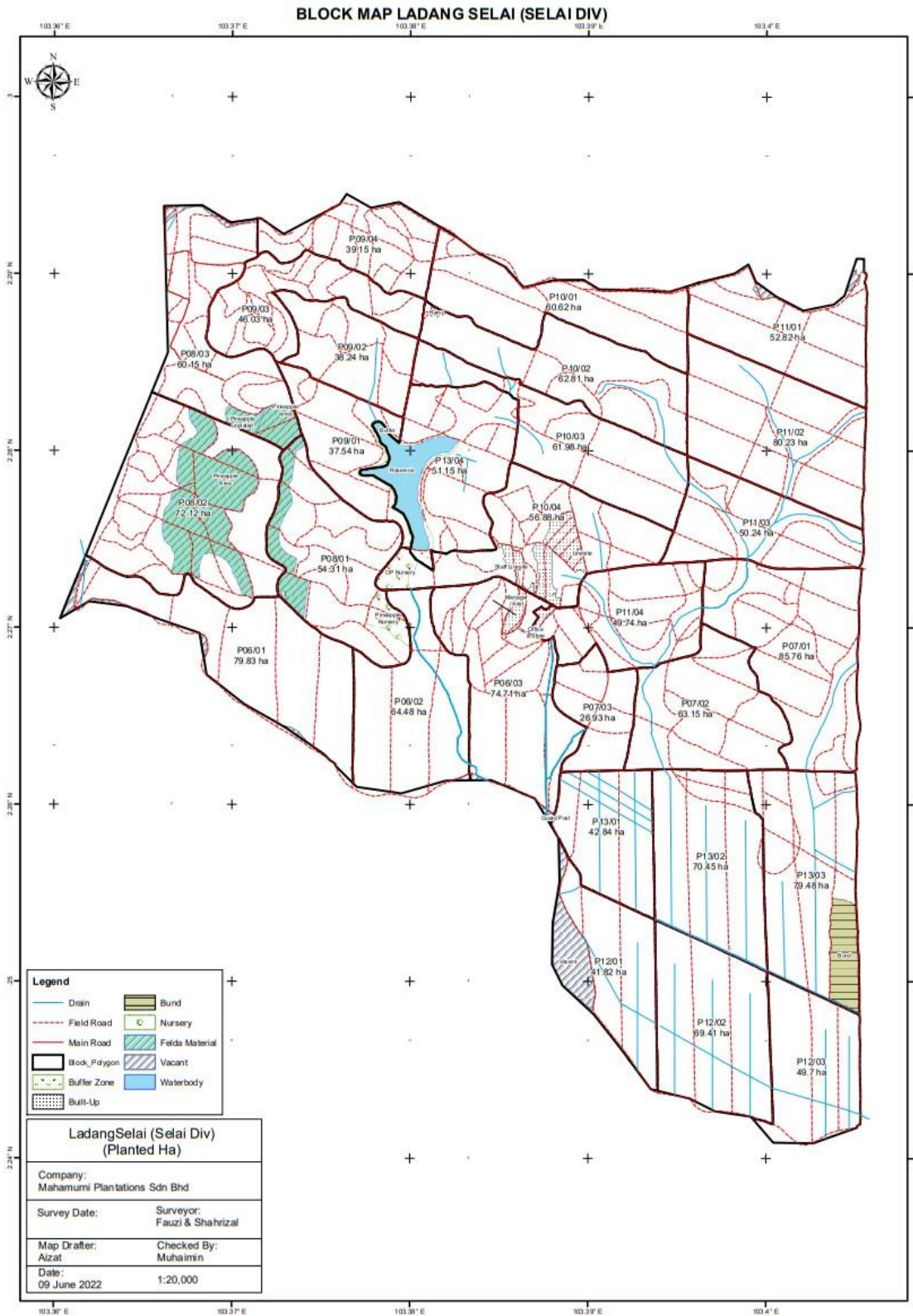
**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

Mutiara Estate

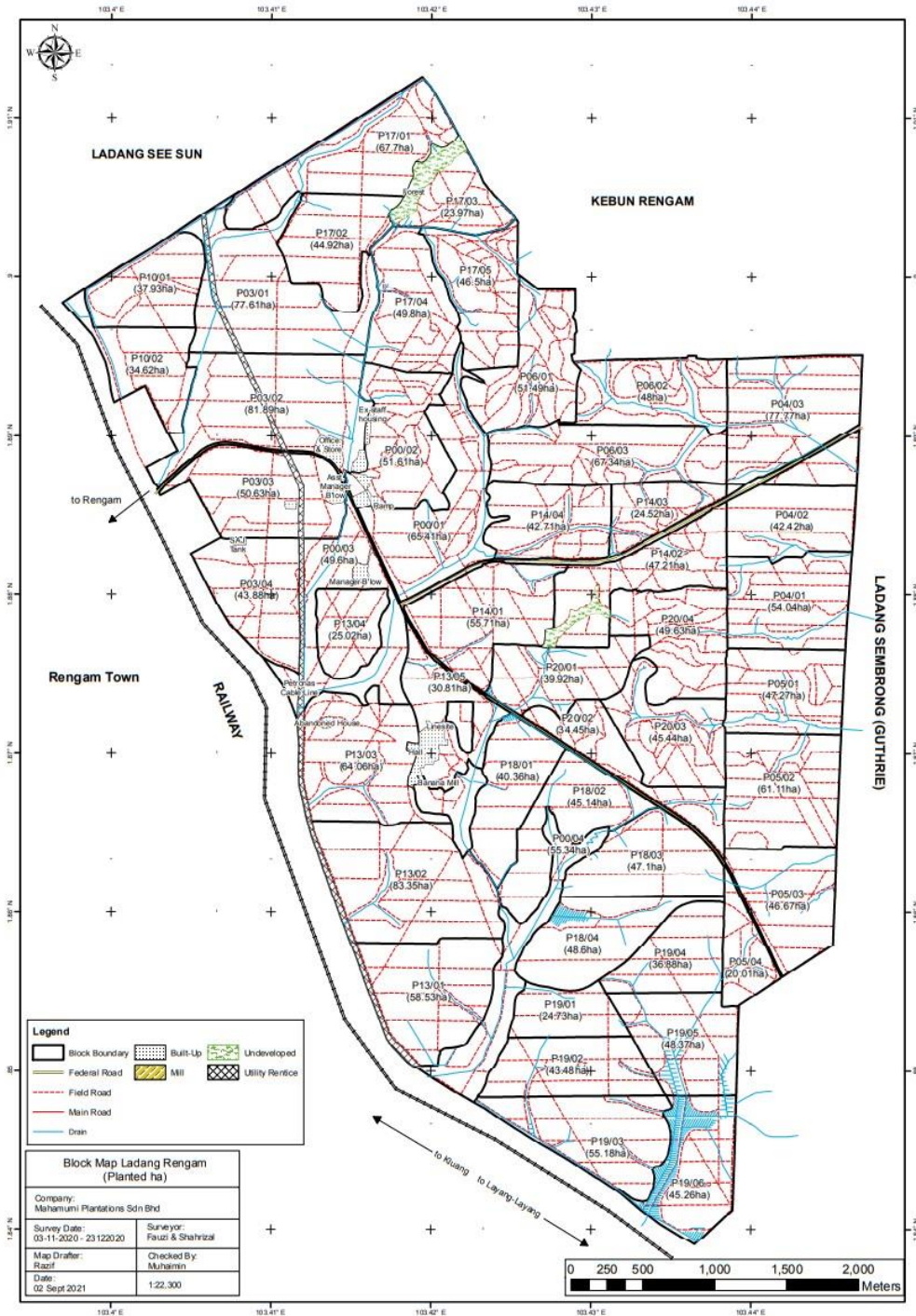




Selai Estate

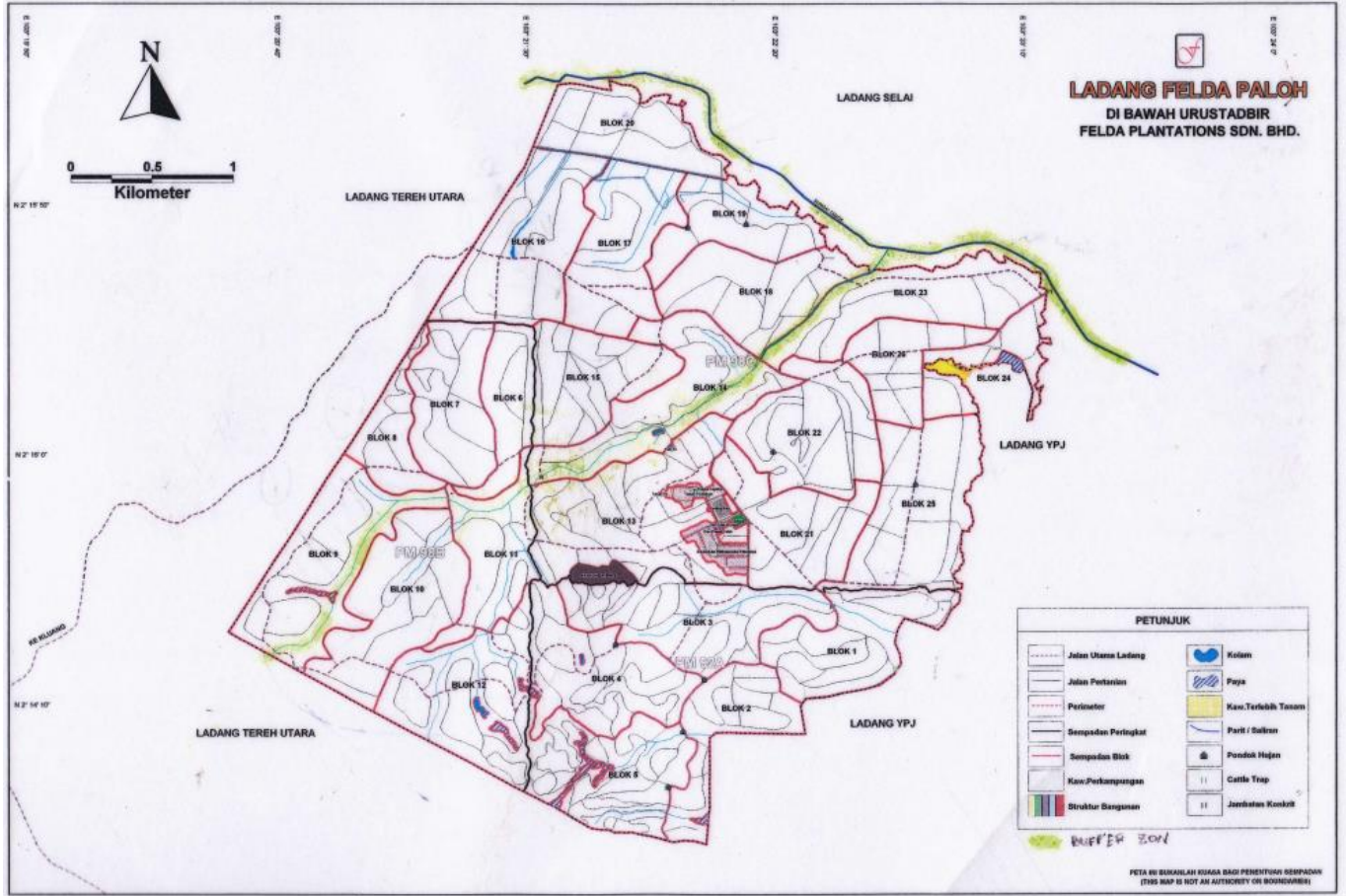


Rengam Estate



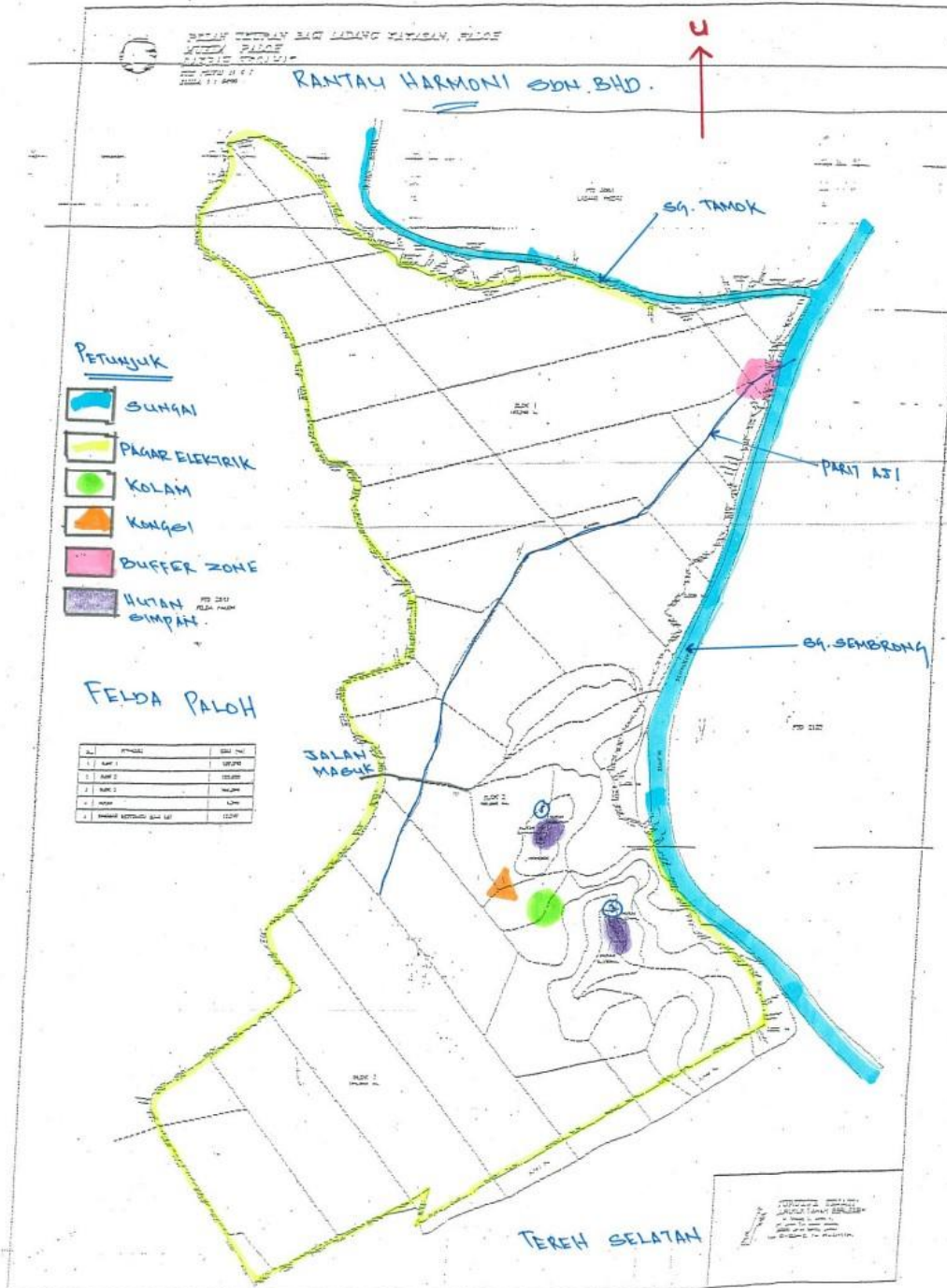


Felda Paloh Estate





Wawasan Estate





**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

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

<b>Sampling Group</b>	<b>Current Certification</b>	<b>Scope Extension</b>	<b>Other:</b>
Risk Factor Applied	N/A	N/A	N/A
Justification of Risk Factor Applied	N/A	N/A	N/A
Number of samples	N/A	N/A	N/A
Remarks	N/A	N/A	N/A

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			
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<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