

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

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

Parent Company: FGV Holdings Berhad
Client Company / Parent Company Address: FGV Holdings Berhad, Wisma FGV, Level 20 West, Jalan Raja Laut, 50350, Kuala Lumpur, Malaysia.
Certification Unit: FGVPISB Besout Palm Oil Mill
Location of Certification Unit: Felda Besout 01, 35600 Sungkai, Perak Darul Ridzuan, Malaysia
Date of Final Report: 18/07/2023

TABLE of CONTENTS

Page No

Section 1: Scope of the Assessment.....	3
1. Company Details	3
2. Certification Information	3
3. Other Certifications.....	4
4. Location(s) of Mill & Supply Bases	4
5. Description of Supply Base	4
6. Plantings & Cycle.....	5
7. Summary of Certified Tonnage of FFB (Own Certified Scope)	5
8. Summary of Certified Tonnage of FFB (from other certified unit(s))	5
9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate).....	6
10. Summary of Certified Tonnage (not applicable for ISS)	7
11. Summary of Actual Volume sold	8
12. Independent Smallholders Certified Tonnage / Volume	9
13. Independent Smallholders Actual Sold Tonnage / Volume	9
Section 2: Assessment Process	11
2.1 Assessment Methodology, Programme, Site Visits.....	11
2.2 BSI Assessment Team	12
2.3 Assessment Plan.....	14
Section 3: Assessment Findings	16
3.1 Multiple Management Units and Time Bound Plan.....	17
3.2 Progress of scheme smallholders and/or outgrowers.....	22
3.3 Details of Nonconformities	36
3.3.1 Status of Nonconformities Previously Identified and Observations.....	65
3.3.2 Summary of the Nonconformities and Status.....	71
3.4 Stakeholders and previous land owner / user consultation.....	72
3.5 Impartiality and conflict of interest	75
Formal Signing-off of Assessment Conclusion and Recommendation	76
Appendix A: Summary of Findings	77
Appendix B: GHG Reporting Executive Summary	184
Appendix C: Location Map of Certification Unit and Supply bases.....	186
Appendix D: Estate Field Map.....	187
Appendix E: List of Smallholder Registered and/or sampled	189
Appendix F: List of Abbreviations	190

Section 1: Scope of the Assessment

1. Company Details			
Parent Company	FGV Holdings Berhad		
RSPO Membership Number	1-0225-16-000-00	Membership Approval Date	27/12/2016
Address	FGV Holdings Berhad, Wisma FGV, Level 20 West, Jalan Raja Laut, 50350, Kuala Lumpur, Malaysia.		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	FGVPISB Besout Palm Oil Mill		
Location / Address	Felda Besout 01, Sungkai, 35600 Perak Darul Ridzuan, Malaysia		
Website	http://www.fgvholdings.com		
Management Representative	Ameer Izyanif Bin Hamzah	E-mail	ameer.h@fgvholdings.com
Telephone	+603-27891338	Facsimile	+603-27890440

2. Certification Information			
Certificate Number	RSPO 682927	Certificate Start Date	30/04/2023
Date of First Certification	30/04/2018	Certificate Expiry Date	29/04/2028
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
Visit Objectives	The objective of the visit is to conduct a Recertification Audit to ensure the elements of the scope of registration and the requirements of the management standard are effectively addressed by FGVPISB Besout POM and Supply Bases' management system and the ability of the management system to ensure the organisation meets applicable statutory, regulatory and contractual requirements and as applicable, to identify areas for potential improvement of the management system.		
Assessment Cycle	<input type="checkbox"/> Pre-Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input type="checkbox"/> Annual Surveillance Assessment (ASA Choose an item.) <input checked="" type="checkbox"/> Recertification Assessment (RA 1) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input type="checkbox"/> RSPO P&C 2018 for the Production of Sustainable Palm Oil <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	54 Mt/Hour
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		

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

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 701758	MSPO 2530-3:2013 (MSPO Part 3)	BSI Services Malaysia Sdn Bhd	06/05/2024
MSPO 701757	MSPO 2530-4:2013 (MSPO Part 4)	BSI Services Malaysia Sdn Bhd	06/05/2024
MSPO SCCS-TCI-030-2020	MSPO SCCS 2018	Trans Certification International Sdn Bhd	26/03/2025
OHS 00590	OHSAS 18001:2007	SIRIM QAS International Sdn Bhd	08/01/2024

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base)	Location	GPS Coordinates	
		Latitude	Longitude
FGVPISB Besout POM	FGVPISB Besout POM, H.S. (D) 10962 Felda Besout 01, 35600 Sungkai, Perak Darul Ridzuan, Malaysia	3 ° 52' 48.00" N	101° 16' 33.99" E
FGVPM Besout 6 Estate	FGVPM Besout 06 Estate, 35600 Sungkai, Perak Darul Ridzuan, Malaysia	3 ° 46' 40.01" N	101° 16' 39.00" E
FGVPM Besout 7 Estate	FGVPM Besout 07 Estate, 35600 Sungkai Perak Darul Ridzuan, Malaysia	3 ° 50' 35.00" N	101° 17' 35.00" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
FGVPM Besout 6 Estate	2,109.71	-	273.48	2,383.19	88.52
FGVPM Besout 7 Estate	2,495.00	-	415.47	2,910.47	85.72
Total	4,604.71	-	426.47	5,293.66	

Note:

- Land Survey was conducted and revised Hectarage was obtained for FGVPM Besout 6 Estate. Survey conducted by FGV Land Management Unit (LUM). Verified "Borang UPT-PL01" dated 16/06/2022.
- Land Survey was conducted and revised Hectarage was obtained for FGVPM Besout 7 Estate. Survey conducted by FGV Land Management Unit (LUM). Verified "Borang UPT-PL01" dated 15/12/2021.
- It was verified during the assessment that the additional Infrastructure areas are due the land area for Staff Quarters which was not included prior to this.

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

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
FGVPM Besout 6 Estate	-	1,598.28	433.28	78.15	2,109.71	-
FGVPM Besout 7 Estate	-	2,495.00	-	-	2,495.00	-
Total (ha)	-	4,093.28	433.28	78.15	4,604.71	-

Note: Only Mature area is considered as production area

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (May 22 – Apr 23)	Actual (Feb 2022 – Feb 2023)		Forecast (Apr 23 – Mar 24)
		Previous license period (Feb 22 – Apr 22)	Current license period (May 22 – Feb 23)	
Besout 06 Estate	43,440.00	9,507.84	30,250.40	49,083.00
Besout 07 Estate	18,000.00	4,427.04	13,246.54	38,398.00
Total	61,440.00	57,431.82		87,481.00

Note:
FFB Production at FGV Besout 07 Estate is relatively low due to several factors as stated below.

- a. FFB production is less due to 50% of the production area being the first year of harvesting.
- b. Labour shortages of up to 45% of the labour requirements affected the production of low yields.
- c. The leaf-eating caterpillar pest attack severely affecting yield production in certain block areas.

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (May 22 – Apr 23)	Actual (Feb 2022 – Feb 2023)		Forecast (Apr 23 – Mar 24)
		Previous license period (Feb 22 – Apr 22)	Current license period (May 22 – Feb 23)	
N/A		-	-	
Total		-		

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

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (May 22 – Apr 23)	Actual (Feb 2022 – Feb 2023)		Forecast (Apr 23 – Mar 24)
		Previous license period (Feb 22 – Apr 22)	Current license period (May 22 – Feb 23)	
External FFB Supplier (FELDA Smallholders, FFB Dealers, Private Estates and Smallholders)	-	46,223.69	166,535.57	170,000.00
Total	-	212,759.26		170,000.00

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	Feb 2022	3,656.01	14,023.43	17,679.44
2	Mar 2022	4,829.90	16,124.02	20,953.92
3	Apr 2022	5,448.97	16,076.24	21,525.21
4	May 2022	2,916.31	17,648.56	20,564.87
5	Jun 2022	3,707.43	17,638.58	21,346.01
6	Jul 2022	2,980.46	18,889.96	21,870.42
7	Aug 2022	4,357.64	18,191.30	22,548.94
8	Sep 2022	3,843.02	17,837.84	21,680.86
9	Oct 2022	5,620.82	18,627.55	24,248.37
10	Nov 2022	5,804.28	17,461.78	23,266.06
11	Dec 2022	5,084.04	15,908.33	20,992.37
12	Jan 2023	4,530.05	13,454.11	17,984.16
13	Feb 2023	4,652.89	10,877.56	15,530.45
	TOTAL	57,431.82	212,759.26	270,191.08

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

10. Summary of Certified Tonnage (MT)			
Estimated last year (May 22 – Apr 23)	Actual (Feb 2022 – Feb 2023)		Forecast (Apr 23 – Mar 24)
	Previous license period (Feb 22 – Apr 22)	Current license period (May 22 – Feb 23)	
FFB	FFB		FFB
61,440.00 mt	13,934.88 mt	43,496.94 mt	65,000.00 mt
	TOTAL	57,431.82 mt	
CPO (OER: 20.18%)	CPO (OER: 18.56%)		CPO (OER: 20.00%)
12,398.59 mt	2,751.78 mt	7,906.35 mt	13,000.00 mt
	TOTAL	10,658.13 mt	
PK (KER: 5.40%)	PK (KER: 4.93%)		PK (KER: 5.20%)
3,317.76 mt	704.78 mt	2,127.73 mt	3,380.00 mt
	TOTAL	2,832.51 mt	

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	Feb 2022	702.22	183.22
2	Mar 2022	949.99	240.70
3	Apr 2022	1099.57	280.86
4	May 2022	573.05	150.18
5	Jun 2022	734.51	187.51
6	Jul 2022	569.45	156.81
7	Aug 2022	881.99	240.44
8	Sep 2022	736.92	203.67
9	Oct 2022	1127.76	305.74
10	Nov 2022	1015.39	281.66
11	Dec 2022	967.52	264.59
12	Jan 2023	903.35	232.11
13	Feb 2023	396.41	105.02
	TOTAL	10,658.13	2,832.51

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

11. Summary of Actual Volume sold					
Current License period: May 2022 – Feb 2023					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	-	-	-	4,316.84	4,316.84
PK (MT)	2,021.89	-	-	62.86	2,084.75
Credits	3,000.00	-	-	-	3,000.00
Previous License period: Feb 2022 – Apr 2022					
CPO (MT)	-	-	-	1,017.49	1,017.49
PK (MT)	656.90	-	-	138.52	795.42
Credits	1,500.00	-	-	-	1,500.00
Note:					
1. Conventional is RSPO certified material but sold as non-RSPO.					
2. CPO Carry Forward for January 2022: 713.25 Mt					
3. PK Carry Forward for January 2022: 202.62 Mt					

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)
01	XXX	RSPO_PO1000001892	-	2,678.79
TOTAL			-	2,678.79

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)
-	-	-	-	-
TOTAL			-	-

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
1	XXX	5,334.33	-
2	XXX	-	201.38
TOTAL		5,334.33	201.38

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

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
1	XXXX	RSPO_PO1000001892	4,500
TOTAL			4,500

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

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)
-	-	-	-	-	-	-
TOTAL		N/A	N/A	N/A	N/A	N/A

Note: 1 mt = 1 credit

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
Current License period: Not applicable							
Credits				-	-	-	-
Physical	-	-	-				
Previous License period: Not applicable							
Credits				-	-	-	-
Physical	-	-	-				

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

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)
-	-	-	-	-	-	-	-
TOTAL			N/A	N/A	N/A	N/A	N/A
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)
Website: 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 **27/03/2023 – 30/03/2023**. 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 via website <https://www.rspo.org/certification/public-announcement>.

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 **20/06/2023**. The audit programs are included in Section 2.3.

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

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

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

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

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

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

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Recertification)	Year 2 (ASA 1_1)	Year 3 (ASA 1_2)	Year 4 (ASA 1_3)	Year 5 (ASA 1_4)
FGVPISB Besout POM	✓	✓	✓	✓	✓
FGVPM Besout 6 Estate	✓	✓	✓	✓	✓
FGVPM Besout 7 Estate	✓	✓	✓	✓	✓

Tentative Date of Next Visit: March 25, 2024 - March 28, 2024

Total Number of Mandays: 9.5 Mandays

2.2 BSI Assessment Team

Name	Role	Competency
Vijay Kanna Pakirisamy (VKP)	Team Leader	<p>Education: Bachelor’s Degree in Agribusiness Science Management with Honours from University Utara Malaysia in 2010.</p> <p>Work Experience: He has 10 years’ experience in Oil Palm Estate Management in leading Oil Palm Companies such as KL Kepong Bhd, IOI Plantations and United Plantations. The last position held was Senior Assistant Manager. His experience includes the day-to-day estate operations and ensures the implementation of RSPO, ISCC and MSPO certification. He has been a sustainable palm oil auditor since 2019.</p> <p>Training attended: He has completed ISO IMS 9001, 14001, 45001(OHS 18001) Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed RSPO SCCS Lead Auditor Course, Endorsed MSPO Lead Auditor Course, HCV & HCS Introductory Training, SMETA Requirements Training, RSPO Independent Smallholder (IHS) Auditor Training, and Endorsed RSPO P&C Refresher Training.</p> <p>Aspect covered in this audit: During this assessment, he assessed on the aspects of Occupational, Health & Safety, Estate Best Practises and RSPO Supply Chain Requirements.</p> <p>Language proficiency: He is fluent in English, Bahasa Malaysia, Tamil languages.</p>
Mohd. Razaleigh Mohamad (MRM)	Team Leader	<p>Education: Holds a Bachelor Degree in Plantation Management and Agrotechnology, University Technology Mara (UiTM).</p> <p>Work Experience: He has 5 years’ experience in Oil Palm Estate Management with Tradewinds Plantation Berhad. The last position held was</p>

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

		<p>Senior Assistant Manager. He has more than 4 years of experience in Third Party Certification Audit with Control Union (M) Sdn Bhd for RSPO P&C, MSPO P&C and GLOBALG.A.P. IFA Fruits and Vegetables. Qualified as RSPO Lead Auditor and approved to conduct Environmental and Social elements.</p> <p>Training attended: He has completed ISO 9001-2015 Lead Auditor Course, ISO14001- 2015 Lead Auditor Course, ISO45001-2018 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed MSPO P&C Lead Auditor Course, Social Accountability SA8000 Auditor Course, RSPO Independent Smallholder (IHS) Auditor Training and Endorsed RSPO P&C Refresher Training.</p> <p>Aspects covered in this audit: During this assessment, he assessed on the aspects of Policy and commitment, Social requirements, contract agreement, human rights, workers’ welfare, smallholder welfare, Stakeholder Consultation, Legal Requirements, land & Legal issue and supply chain requirements.</p> <p>Language proficiency: Bahasa Malaysia and English</p>
<p>Muhamad Naquiuddin Mazeli (MNM)</p>	<p>Team Member</p>	<p>Education: Holds a Bachelor of Science Horticulture, University Putra Malaysia</p> <p>Work Experience: 11 years working experience in oil palm industry managing sustainability implementation and certification of RSPO P&C, ISCC, and ISO9001 and ISO 18001 for the estates, mills, refineries and Smallholder scheme. He also supports in providing training related to RSPO and other certifications where applicable to the operations during previous company.</p> <p>Training attended: He has completed ISO 9001: 2015 Lead Auditor Course, ISO 14001: 2015 Lead Auditor Course, ISO 45001: 2018 Lead Auditor Course, HCV & HCS Introductory Training, Endorsed RSPO P&C Lead Auditor Course Social Auditing & SMETA Training, RSPO ISH Auditor Training and Endorsed RSPO Auditor Refresher Training.</p> <p>Aspect covered in this audit: Economic management plan, mill best practices, estate best practices, natural and biodiversity conservation, Waste management, GHG, HCV and Supply Chain requirements.</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English Language</p>
<p>Dr Suhaili Bin Sahari</p>	<p>Peer Reviewer</p>	<p>Education: Graduated from University Technology Mara (UiTM), Malaysia in Diploma in Science in 1990. He furthers his first degree in B.Sc (Hons) in Chemistry with Industrial Chemistry in 1995 from Liverpool University, England. He later advances his study in Master in Business Administration (General) in 2002 and graduated in 2005 from University of Multimedia, Malaysia. Completed his PhD from University Science Islam Malaysia (Faculty of Economy and Muamalat - Management) under the supervision of previous University Vice Chancellor Dato’ Mohd Muda.</p> <p>Work Experience: Worked with Hong Leong Group of Companies as a production executive cum TQM facilitator and continues to advance in his career as a manager and senior manager in management, production, training and quality for more than 11 years. During his tenure with Hong Leong Group of Companies, he heavily involved in strategic management decision issues such as developing SWOT analysis, Vision, Mission, Business and Corporate Strategy formulation, Acquisition and restructuring strategies. Strategic actions and implementation etc. Then he joined Kumpulan Guthrie</p>

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

		<p>and Sime Darby Group of Companies for more than 7 years as a manager, heads of department and Assistant Vice President in management, quality and training. Part of his duty is to strategies the departmental vision; mission, critical success factors and action plan into actions and support the corporate strategic plan.</p> <p>Training attended:</p> <ol style="list-style-type: none"> 1) ISO 9001:2015 Lead Auditor and Internal Auditor 2) Occupation Health & Safety 3) ISO 14001:2015 Standard 4) RSPO Standards: RSPO P&C 2018 MY-NI 2019 5) MSPO Standards: MS 2530:2013 part 1, 2, 3 and 4 6) Problem Solving Technique: 8 D, ICC, QCC, Systematic PS 7) HACCP MS 1480:2019 8) GAP Standard: Global GAP, Euro GAP 9) ASI Peer Reviewer training
--	--	---

Accompanying Persons:

Name	Role
Ms. Sahana C.A.	ASI Assessor
Mr. Yopi Jaya Kusuma	ASI Assessor
Mr. Azrul Wan Azizan	BSI observer
Mr. Valence Shem	BSI observer

2.3 Assessment Plan

The Recertification Assessment Plan was sent to the client prior to the assessment.

Date	Time	Subjects	VKP	MRM	MNM
Sunday, 26/03/2023	-	Auditors, ASI Assessors and BSI Observers travel to Slim River.	✓	✓	✓
Monday, 27/03/2023	0900 - 0930	<p>Opening Meeting:</p> <ul style="list-style-type: none"> - Opening Presentation by Audit Team Leader. - Confirmation of assessment scope and finalize Audit plan (including stakeholder's consultation). 	✓	✓	✓
	0930 - 1230	<p>FGVPM Besout 6 Estate</p> <p>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, peat management, etc.</p>	✓	✓	✓
	1230 - 1330	LUNCH BREAK	✓	✓	✓

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

Date	Time	Subjects	VKP	MRM	MNM
	1330 - 1630	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.)	✓	✓	✓
	1630 - 1700	Interim Closing Briefing	✓	✓	✓
Tuesday, 28/03/2023	0900 - 1230	FGVPM Besout 7 Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	✓	✓	✓
	1230 - 1330	LUNCH BREAK	✓	✓	✓
	1330 - 1630	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.)	✓	✓	✓
	1630 - 1700	Interim Closing Briefing	✓	✓	✓
Wednesday 29/03/2023	0900 - 1230	FGVPISB Besout POM Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment. Laboratory, weighbridge and palm product storage area, staff, workers and contractor interview, housing and facility inspection, clinic, Lab, weighbridge and palm product storage area, etc.	✓	✓	✓
	1000 - 1230	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	-	✓	-
	1230 - 1330	LUNCH BREAK	✓	✓	✓
	1330 - 1630	Document review P1 – P7: SOPs, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP, management plans & implementation.	✓	✓	✓
	1630 - 1700	Interim Closing Briefing	✓	✓	✓
Thursday 30/03/2023	0900 - 1230	FGVPISB Besout POM Document Review: RSPO SCCS general requirements, internal audit, management review, sales and purchasing documents, mass balance accounting and other relevant documents and records	✓	✓	✓

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

Date	Time	Subjects	VKP	MRM	MNM
	1130 - 1145	Interim Closing Briefing	✓	✓	✓
	1145 - 1200	Verify any Outstanding Issues and Preparation for Closing Meeting	✓	✓	✓
	1200 - 1300	Closing Meeting	✓	✓	✓
	-	Auditors, ASI Assessors and Observers travel back to Kuala Lumpur.	✓	✓	✓

Critical Nonconformities Onsite Verification Assessment Plan

Date	Time	Subjects	VKP	MRM
Monday, 19/06/2023	-	Auditors travel to Slim River.	✓	✓
Tuesday, 20/06/2023	0900 - 0930	Opening Meeting @ FGVPISB Besout POM: - Opening Presentation by Audit Team Leader. - Confirmation of assessment Verification Plan	✓	✓
	0930 - 1230	1. Verification on Critical NC: <ul style="list-style-type: none"> • 2328810-202303-M1 • 2328810-202303-M2 • 2328810-202303-M3 • 2328810-202303-M4 • 2328810-202303-M5 2. Site Observation and Workers Interview 3. Document review – implemented evidence	✓	✓
	1230 - 1330	LUNCH BREAK	✓	✓
	1330 - 1630	1. Verification on Critical NC: <ul style="list-style-type: none"> • 2328810-202303-M6 • 2328810-202303-M7 • 2328810-202303-M8 • 2328810-202303-M9 • 2328810-202303-M10 2. Site Observation and Workers Interview 3. Document review – implemented evidence	✓	✓
	1630 - 1700	Closing Meeting	✓	✓

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

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

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

	<p>the CP and confirms no evidence of systemic/systematic labour violations.</p> <p>On 28 July 2022, the RSPO Complaints Panel (CP) delivered its decision letter lifting the certification suspension of FGV’s Seriting Mill and its supply bases.</p> <p>Since then, FGV has begun the re-certification process for Kilang Sawit Seriting, where necessary pre audit process (ie internal audit, stakeholder consultation and pending of liability disclosure with RSPO) being carried out. KS Seriting and its supply bases are scheduled to be audit for RSPO Certification by Q3 2023 (subject to re-certification process requirements completion)</p>	
<p>Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available.</p> <p>If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.</p>	<p>No new acquisitions were recorded or in planning.</p>	<p>Complied</p>
<p>Any deviations from the maximum periods requires approval by the RSPO Secretariat.</p>	<p>FGV has implemented the RSPO Complaints Panel (CP)’s directives of November 2018 and January 2020 respectively, and audits to verify FGV’s implementation of the CP’s directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> i. that the suspension of FGV’s P&C certificate for Kilang Sawit Seriting and its Supply Bases is lifted. ii. that the suspension of certification processes for FGV’s uncertified complexes will remain in force until the summary of ELEVATE’s findings are shared with the CP and confirms no evidence of systemic/systematic labour violations. <p>FGV has begun the re-certification process for Kilang Sawit Seriting. Now, 30 of FGV’s 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is lifted. As of 26 Oct 2022, FGV is pending to furnish Complaint Panel with further documentation.</p> <p>Other than that, another possible revision of the TBP involving:</p>	<p>Complied</p>

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

	<p>1. Issues pertaining membership as of now FGV management control has been taken over by FELDA through shareholder acquisition.</p> <p>2. Mills and estates rationalization exercises effective June 2021.</p> <p>The RSPO Secretariat approved the new time bound plan for FGV dated 16/1/2023, where the latest to certify the uncertified units will be in 2025.</p>	
<p>Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required.</p> <p>Is this consistent with the ACOP reporting?</p>	<p>Changes to the time-bound plan since the last audit i.e. stretched to 2025 due to RSPO complaint panel on suspension of FGV. However, FGVPI KS Jerangau Baru have ceased operation effective 01/01/2021 and has been removed from the time bound plan. There are also rationalization plans for FGVP estates which to be concluded in June 2021. Notification to Scheme Owner as well as to Certification bodies in progress. The RSPO Secretariat approved the new time bound plan for FGV dated 16/1/2023, where the latest to certify the uncertified units will be in 2025.</p>	Complied
<p>Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised</p>	<p>There are no lapses in implementation of the plan.</p>	Complied
<p>Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised</p>	<p>There are no fundamental failure in implementation of the plan.</p>	Complied
Un-Certified Units or Holdings		
<p>No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.</p>	<p>There has been no replacement of primary forest area. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed. However, there is one issue reported by Chain Research Reaction regarding HCV clearance in Kalimantan. FGV has briefed the issue to RSPO Secretariat.</p>	Complied
<p>Any new plantings since January 1st 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>There is new planting after 1st January 2010. Liability Disclosure was submitted and waiting for RSPO's decision for further action. The Liability Disclosure involved Asian Plantation Limited and Tanah Emas Oil Palm Processing.</p> <p>Ladang FGVP Tembangu 05, Ladang FGVP Chegah Perah 02, Ladang FGVP Selendang 03 and Ladang FGVP Bukit Sagu 08 status HCVRN closed referred HCV Chegah Perah 02 Estate, Bukit Sagu 08 Estate, Tembangu 05 Estate, Selendang 03 Estate, Malaysia HCV Network. This area proceed with land clearing. Did not go NPP as this is certified area.</p>	Complied
<p>Any Land conflicts are being resolved through a mutually agreed process, such as</p>	<p>No land conflicts. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed and 3 concept notes</p>	Complied

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

<p>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.</p>	<p>required as per the RSPO RaCP tracker verified by the team on 28/03/2023.</p> <p>FGVPM Tenggara 12 and FGVPM Rantau Abang 02, the area that been cleared is 432.55 ha in 2013/2014 and 227.90 ha in 2013. Case already reported to RSPO on February 10, 2020. Compensation will provide after Concept note approved by RSPO, Concept note was in progress.</p>	
<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2</p>	<p>In reference to RSPO Complaints Panel directive findings dated 30/11/2018 and second letter on 13/01/2020 resulting from the verification audit which was carried out in October 2019 as well as several other internal assessment and external audits findings on recruitment issues particularly on recruitment costs, FGV has taken positive and further steps to ensure that the workers are well informed of FGV policies on the hiring of workers inter alia the cost of recruitment.</p> <p>In addition, since July 2019, FGV has been conducting briefing sessions for its appointed recruitment agencies to communicate and promote understanding about the contents and expectations of the Guidelines and Procedures for the Responsible Recruitment of Foreign Workers. Emphasis is given in particular on ethical recruitment processes and on the non-imposition of recruitment fees by the recruitment agencies on the workers as stipulated in the contract between FGV and the recruitment agencies.</p> <p>Notwithstanding, it is noted that the pre-recruitment costs which include the cost of securing the official documents (ID and passports) and the travel-related cost for these are borne by workers, which some paid to the sub-agent/ agents to assist/ expedite the process.</p> <p>FGV has also revised the contract of Recruitment Agencies Contract to translate FGV's commitment to bear the official costs of recruitments which include, among others, the levy, airfare, cost of medical check-up in Malaysia and insurance. The revised contract includes new provisions prohibiting the agencies from charging the above fees on workers.</p> <p>In order to ensure recruitment agencies, comply with this requirement around imposition of fee, FGV has conducted a series of socialization programs with agencies and their sub-agents in Lombok (Indonesia) on 30-31/01/2020, Chennai (13/01/2020) and Kolkata (14/01/2020). During this process, FGV explained that the costs associated with the recruitment onwards are covered by FGV and on that basis agents and sub-agents shall not charge workers on similar fee.</p> <p>FGV has also established three One-Stop-Center in sourcing country of workers namely Lombok</p>	<p>Complied</p>

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

	<p>(Indonesia); Chennai (India) and Kolkata (India) where workers go through pre-departure training programme (which is conducted in collaboration with local labour department); interview and selection process. FGV is continuously conducting a socialization programme comprising a series of engagement sessions involving various stakeholders.</p> <p>Given the size of FGV’s operations and the large number of its mills and plantations, the socialization programme has been carried out in phases in different locations starting June 2019.</p> <p>These action plans being developed and implemented throughout FGV units to mitigate the issues highlighted in the complaints particularly to labour related issues, and its progress report being reporting quarterly to RSPO Secretariat and can be referred on FGV Sustainability website: https://www.fgvholdings.com/sustainability/reports-updates/.</p> <p>FGV has implemented the RSPO Complaints Panel (CP)’s directives of November 2018 and January 2020 respectively, and audits to verify FGV’s implementation of the CP’s directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> i. that the suspension of FGV’s P&C certificate for Kilang Sawit Serting and its Supply Bases is lifted; ii. that the suspension of certification processes for FGV’s uncertified complexes will remain in force until the summary of ELEVATE’s findings are shared with the CP and confirms no evidence of systemic/systematic labour violations. <p>FGV has begun the re-certification process for Kilang Sawit Serting. At the moment, 30 of FGV’s 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is lifted. As of latest development on 26 Oct 2022, FGV is pending to furnish Complaint Panel with further documentation.</p>	
<p>Any Legal non-compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1</p>	<p>FGV continued to comply with all applicable legal requirements. Compliance to each applicable law and regulation are monitored by the operating units. The certification units obtained and renewed licenses and permits as required by the law.</p>	<p>Complied</p>

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

<p>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.</p>	<p>Yes, there have positive assurance statement from internal certification unit including progressive actions to address employment of foreign labours. All 67 complexes have conducted internal audit in Year 2022. Seen the internal audit done by Sustainability Compliance and Certification Department (SCCD).</p>	<p>Complied</p>
<p>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?</p>	<p>There are Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the internal audits.</p> <p>These issues are addressed through internal audit action plan and implemented phased by phased (according to the timeline) by project.</p> <p>The audit team had reviewed the evidence to confirm FGV is actively addressing these non-compliances.</p>	<p>Complied</p>
<p>Have there been any stakeholder (including NGO) consultation conducted?</p>	<p>Stakeholders are being engaged during stakeholders' consultation which are being carried out during social impact assessment (SIA) and social management plan review.</p> <p>Issues raised during the session are being recorded and actions/resolutions being handled by respective projects.</p>	<p>Complied</p>

3.2 Progress of scheme smallholders and/or outgrowers

<p>Progress of scheme smallholders or outgrowers towards compliance with relevant standards</p>		
<p>Requirement</p>	<p>Remarks</p>	<p>Compliance</p>
<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>FGVPISB Besout POM only receives FFB from smallholder and independent outgrower. No scheme smallholder under FGVPISB POM POM.</p>	<p>Not Applicable</p>

Approved Time Bound Plan

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

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

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

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

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

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

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

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

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

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

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

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

									for New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 3	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension for New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 4	Not Certified	2017			Yes	2023	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 5	Not Certified	2017			Yes	2023	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 6	Not Certified	2017			Yes	2023	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 07	Not Certified	2017			Yes	2023	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 8	Not Certified	2017			Yes	2023	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 10	Not Certified	2017			Yes	2023	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 11	Not Certified	2017			Yes	2023	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 15	Not Certified	2017			Yes	2023	
Kompleks Chalok	Malaysia	Kilang Sawit FGVPI Chalok	Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension for New Certification by RSPO CP
Kompleks Chalok	Malaysia	Ladang FGVPM Setiu 1	Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Chalok	Malaysia	Ladang FGVPM Setiu 2	Not Certified	2018			Yes	2023	
Kompleks Serting	Malaysia	Kilang Sawit FGVPI Serting	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension for New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVPM Serting Hilir 8	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension for New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVPM Palong 17	Not Certified	2018			Yes	2023	
Kompleks Serting	Malaysia	Ladang FGVPM Palong 18	Not Certified	2018			Yes	2023	
Kompleks Serting	Malaysia	Ladang FGVPM Palong 19	Not Certified	2018			Yes	2023	
Kompleks Serting	Malaysia	Ladang FGVPM Palong 20	Not Certified	2018			Yes	2023	
Kompleks Serting	Malaysia	Ladang FGVPM Palong 21	Not Certified	2018			Yes	2023	
Kompleks Serting	Malaysia	Ladang FGVPM Tembangau 06	Not Certified	2018			Yes	2023	Suspension for New Certification by RSPO CP
Kompleks Jerangau Barat	Malaysia	Kilang Sawit FGVPI Jerangau Barat	Not Certified	2020			Yes	2023	

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

Kompleks Jerangau Barat	Malaysia	Ladang FGVPM Rantau Abang 1	Not Certified	2020			Yes	2023	Suspension for New Certification by RSPO CP
Kompleks Jerangau Barat	Malaysia	Ladang FGVPM Rantau Abang 2	Not Certified	2020			Yes	2023	
Kompleks Jerangau Barat	Malaysia	Ladang FGVPM Chador 1	Not Certified	2020			Yes	2023	
Kompleks Kalabakan	Malaysia	Kilang Sawit FGVPI Kalabakan	Not Certified	2019			Yes	2023	Suspension for New Certification by RSPO CP
Kompleks Kalabakan	Malaysia	Ladang FGVPM Kalabakan Selatan	Not Certified	2019			Yes	2023	Suspension for New Certification by RSPO CP
Kompleks Kalabakan	Malaysia	Ladang FGVPM Kalabakan Utara 01	Not Certified	2019			Yes	2023	
Kompleks Hamparan Badai	Malaysia	Kilang Sawit FGVPI Hamparan Badai	Not Certified	2019			Yes	2023	Suspension for New Certification by RSPO CP
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 21	Not Certified	2020			Yes	2023	Suspension for New Certification by RSPO CP
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 22	Not Certified	2019			Yes	2023	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 23	Not Certified	2019			Yes	2023	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 24	Not Certified	2019			Yes	2023	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 26	Not Certified	2019			Yes	2023	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 27	Not Certified	2019			Yes	2023	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 28	Not Certified	2019			Yes	2023	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 31	Not Certified	2019			Yes	2023	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 32	Not Certified	2019			Yes	2023	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 33	Not Certified	2019			Yes	2023	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 34	Not Certified	2019			Yes	2023	
Kompleks Hamparan Badai	Malaysia	Ladang FGVAS Sahabat 59	Not Certified	2019			Yes	2023	
Kompleks Umas	Malaysia	Kilang Sawit FGVPI Umas	Not Certified	2019			Yes	2023	
Kompleks Umas	Malaysia	Ladang FGVPM Umas 05	Not Certified	2019			Yes	2023	Suspension for New Certification by RSPO CP
Kompleks Umas	Malaysia	Ladang FGVPM Umas 06	Not Certified	2019			Yes	2023	
Kompleks Kembara Sakti	Malaysia	Kilang Sawit FGVPI Kembara sakti	Not Certified	2020			Yes	2023	Suspension for New Certification by RSPO CP

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

Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 30	Not Certified	2020			Yes	2023	Suspension for New Certification by RSPO CP
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 35	Not Certified	2020			Yes	2023	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 40	Not Certified	2020			Yes	2023	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 41	Not Certified	2020			Yes	2023	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 42	Not Certified	2020			Yes	2023	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 43	Not Certified	2020			Yes	2023	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 53	Not Certified	2020			Yes	2023	
Kompleks Kembara Sakti	Malaysia	Ladang GGVP Sahabat 54	Not Certified	2020			Yes	2023	
Kompleks Mercu Puspita	Malaysia	Kilang Sawit FGVPI Mercu Puspita	Not Certified	2020			Yes	2023	Suspension for New Certification by RSPO CP
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 07	Not Certified	2020			Yes	2023	Suspension for New Certification by RSPO CP
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 46	Not Certified	2020			Yes	2023	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 48	Not Certified	2020			Yes	2023	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 08	Not Certified	2020			Yes	2023	
Kompleks Mercu Puspita	Malaysia	Ladang FGVAS Sahabat 06	Not Certified	2020			Yes	2023	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 50	Not Certified	2020			Yes	2023	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 51	Not Certified	2020			Yes	2023	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 52	Not Certified	2020			Yes	2023	
Kompleks Lancang Kemudi	Malaysia	Kilang Sawit FGVPI Lancang Kemudi	Not Certified	2020			Yes	2023	Suspension for New Certification by RSPO CP
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 36	Not Certified	2020			Yes	2023	Suspension for New Certification by RSPO CP
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 38	Not Certified	2020			Yes	2023	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 39	Not Certified	2020			Yes	2023	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 44	Not Certified	2020			Yes	2023	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 45	Not Certified	2020			Yes	2023	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 10	Not Certified	2020			Yes	2023	
Kompleks Embara Budi	Malaysia	Kilang Sawit FGVPI Embara Budi	Not Certified	2020			Yes	2023	Suspension for New Certification by RSPO CP

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

Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 11	Not Certified	2020			Yes	2023	Suspension for New Certification by RSPO CP
Kompleks Embara Budi	Malaysia	Ladang FVPM Sahabat 12	Not Certified	2020			Yes	2023	
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 17	Not Certified	2020			Yes	2023	
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 18	Not Certified	2020			Yes	2023	
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 20	Not Certified	2020			Yes	2023	
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 25	Not Certified	2020			Yes	2023	
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 56	Not Certified	2020			Yes	2023	
Kompleks Embara Budi	Malaysia	Ladang FGVAS Sahabat 17	Not Certified				Yes	2023	
Kompleks Baiduri Ayu	Malaysia	Kilang Sawit FGVPI Baiduri Ayu	Not Certified	2020			Yes	2023	Suspension for New Certification by RSPO CP
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 09	Not Certified	2020			Yes	2023	Suspension for New Certification by RSPO CP
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 16	Not Certified	2020			Yes	2023	
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 55	Not Certified	2020			Yes	2023	
Kompleks Tenggaroh Timur	Malaysia	Kilang Sawit FGVPI Tenggaroh Timur	Not Certified	2020			Yes	2023	Suspension for New Certification by RSPO CP
Kompleks Tenggaroh Timur	Malaysia	Ladang FGVPM Tenggaroh Timur 02	Not Certified	2020			Yes	2023	Suspension for New Certification by RSPO CP
Kompleks Tenggaroh Timur	Malaysia	Ladang FGVPM Tenggaroh 12	Not Certified	2020			Yes	2023	
Kompleks Sempadi	Malaysia	Kilang Sawit FGVPI Sempadi	Not Certified	2020			Yes	2023	
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 01	Not Certified	2020			Yes	2023	Suspension for New Certification by RSPO CP
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 03	Not Certified	2020			Yes	2023	
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 04	Not Certified	2020			Yes	2023	
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 05	Not Certified	2020			Yes	2023	
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 06	Not Certified	2020			Yes	2023	
Kompleks PUP	Malaysia	Pontian Fico Plantations Sdn Bhd (Oil Mill)	Not Certified	2019			Yes	2023	
Kompleks PUP	Malaysia	Pontian Fico Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension for New Certification by RSPO CP
Kompleks PUP	Malaysia	Subok Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	

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

Kompleks PUP	Malaysia	Orico Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	
Kompleks PUP	Malaysia	Pendirosa Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	
Kompleks PUP	Malaysia	Kuril Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	
Kompleks PUP	Malaysia	Hillco Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	
Kompleks PUP	Malaysia	Pontian United Plantations Bhd	Not Certified	2019			Yes	2023	
Kompleks PUP	Malaysia	Rawajaya Plantation Sdn Bhd	Not Certified	2019			Yes	2023	
TEOPP Mill	Malaysia	Tanah Emas Oil Palm Processing Sdn Bhd	Not Certified	2021			Yes	2024	Suspension for New Certification by RSPO CP
TEOPP Mill	Malaysia	North	Not Certified	2021			Yes	2024	Suspension for New Certification by RSPO CP
TEOPP Mill	Malaysia	Central A	Not Certified	2021			Yes	2024	
TEOPP Mill	Malaysia	Central B	Not Certified	2021			Yes	2024	
TEOPP Mill	Malaysia	South	Not Certified	2021			Yes	2024	
Asian Plantation Mill	Malaysia	Asian Plantation Milling Sdn Bhd	Not Certified	2021			Yes	2024	Suspension for New Certification by RSPO CP
Asian Plantation Mill	Malaysia	Fortune Plantation Sdn Bhd	Not Certified	2021			Yes	2025	Suspension for New Certification by RSPO CP
Asian Plantation Mill	Malaysia	BJ Corporation Sdn Bhd	Not Certified	2021			Yes	2025	
Asian Plantation Mill	Malaysia	Incosetia Sdn Bhd	Not Certified	2021			Yes	2025	
Asian Plantation Mill	Malaysia	Kronos Plantation Sdn Bhd	Not Certified	2021			Yes	2025	
Kompleks Selancar 2A	Malaysia	Kilang Sawit FGVPI Selancar 2A	Not Certified	2019			Yes	2024	Suspension for New Certification by RSPO CP
Kompleks Bukit Mendi	Malaysia	Kilang Sawit FGVPI Bukit Mendi	Not Certified	2019			Yes	2024	Suspension for New Certification by RSPO CP
Kompleks Jengka 3	Malaysia	Kilang Sawit FGVPI Jengka 3	Not Certified	2019			Yes	2024	Suspension for New Certification by RSPO CP
Kompleks Jengka 8	Malaysia	Kilang Sawit FGVPI Jengka 8	Not Certified	2019			Yes	2024	Suspension for New Certification by RSPO CP
Kompleks Padang Piol	Malaysia	Kilang Sawit FGVPI Padang Piol	Not Certified	2019			Yes	2024	Suspension for New Certification by RSPO CP

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

Kompleks Seroja (Jengka 18)	Malaysia	Kilang Sawit FGVPI Seroja (Jengka 18)	Not Certified	2019			Yes	2024	Suspension for New Certification by RSPO CP
Kompleks Tementi	Malaysia	Kilang Sawit FGVPI Tementi	Not Certified	2019			Yes	2024	Suspension for New Certification by RSPO CP
Kompleks Tersang	Malaysia	Kilang Sawit FGVPI Tersang	Not Certified	2019			Yes	2024	Suspension for New Certification by RSPO CP
Kompleks Chini 2	Malaysia	Kilang Sawit FGVPI Chini 2	Not Certified	2020			Yes	2024	Suspension for New Certification by RSPO CP
Kompleks Panching	Malaysia	Kilang Sawit FGVPI Panching	Not Certified	2020			Yes	2024	Suspension for New Certification by RSPO CP
Kompleks Kemahang	Malaysia	Kilang Sawit FGVPI Kemahang	Not Certified	2020			Yes	2024	Suspension for New Certification by RSPO CP
Kompleks Mempaga	Malaysia	Kilang Sawit FGVPI Mempaga	Not Certified	2020			Yes	2024	Suspension for New Certification by RSPO CP
Kompleks Sg. Tenggi	Malaysia	Kilang Sawit FGVPI Sg. Tenggi	Not Certified	2020			Yes	2024	Suspension for New Certification by RSPO CP
Kompleks Trolak	Malaysia	Kilang Sawit FGVPI Trolak	Not Certified	2020			Yes	2024	Suspension for New Certification by RSPO CP
Kompleks Pasoh	Malaysia	Kilang Sawit FGVPI Pasoh	Not Certified	2020			Yes	2024	Suspension for New Certification by RSPO CP
Kompleks Kahang	Malaysia	Kilang Sawit FGVPI Kahang	Not Certified	2020			Yes	2024	Suspension for New Certification by RSPO CP
Kompleks Air Tawar	Malaysia	Kilang Sawit FGVPI Air Tawar	Not Certified	2020			Yes	2024	Suspension for New Certification by RSPO CP
Kompleks Lok Heng	Malaysia	Kilang Sawit FGVPI Lok Heng	Not Certified	2020			Yes	2024	Suspension for New Certification by RSPO CP
Kompleks Semenchu	Malaysia	Kilang Sawit FGVPI Semenchu	Not Certified	2020			Yes	2024	Suspension for New Certification by RSPO CP
NORTHERN REGION	Malaysia	Ladang FGVPM Tawai 01	Not Certified	2021			Yes	2025	Suspension for New Certification by RSPO CP
NORTHERN REGION	Malaysia	Ladang FGVPM Lawin	Not Certified	2021			Yes	2025	Suspension for New Certification by RSPO CP

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

NORTHERN REGION	Malaysia	Ladang FGVAV Chuping	Not Certified	2021			Yes	2025	Suspension for New Certification by RSPO CP
Kompleks Paloh	Malaysia	Ladang FGVPM Paloh	Certified	2018	2018	2022	No		Certified under Johor Plantations Berhad – Tereh POM
PT Citra Niaga Perkasa	Indonesia	PT Citra Niaga Perkasa	Not Certified	2021			Yes	2025	Suspension for New Certification by RSPO CP
PT Temilia Agro Abadi	Indonesia	PT Temilia Agro Abadi	Not Certified	2021			Yes	2025	Suspension for New Certification by RSPO CP

3.3 Details of Nonconformities

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

During this Assessment there were Ten 10 Critical and Four (4) Minor nonconformities and One (1) Opportunity for Improvement raised. The FGVPIB Besout POM Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

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

Non-conformity			
NCR Ref #	2328810-202303-M1	Issued Date	30/03/2023
Due Date	28/06/2023	Closure Date	28/06/2023
Indicator & Category (Critical / Minor)	2.1.1 (Critical)		
Statement of Nonconformity:	The Certification Unit did not comply with applicable legal requirements.		
Requirement Reference:	The Unit of Certification complies with legal requirements.		
Objective Evidence:	1. As per Compliance Scheduled from DOE, found that FGVPIB Besout POM did not comply with; - <ul style="list-style-type: none"> a. Compliance Scheduled (dated 01/07/2022 -30/06/2023) <ul style="list-style-type: none"> - No.8; Pelepasan efluen melalui pintasan adalah tidak dibenarkan. However, during site verification it was found that there was bypass for effluent from Algae Pond direct to Sg. Bernama (Environment Impact Point) without going through Polishing Plant. - No.13; Setiap Kolam pengolahan efluen hendaklah dipasang papan tanda yang mempunyai maklumat nama kolam, kapasiti rekabentuk, tempoh penahanan efluen, Tarikh akhir penyingkiran enapcemar dan ketinggian free board (Each Effluent Treatment Pond shall be equipped with signages that have information on the Pond Name, Pond Capacity, Effluent Retention Period, Sludge Removal Dateline and Free Board Height). However, during site verification, sighted no signboard for Anaerobic C and some signboards were not updated as per the requirement. - No 21; Pengurusan tandan kosong hendaklah mengikut Garis Panduan Pelan Pengurusan Tandan Kosong Kelapa Sawit terbitan terkini Jabatan Alam Sekitar (The management of EFB should follow the Guidelines for the Management Plan of EFB issued by DOE). However, during site verification it was verified that there were no shade as per requirement. b. Compliance Scheduled (dated 01/07/2021 -30/06/2022) <ul style="list-style-type: none"> - No.33; Melantik Juruaudit Alam Sekitar yang berdaftar dengan Jabatan Alam Sekitar bagi menjalankan audit pematuhan perundangan dan syarat <ul style="list-style-type: none"> - syarat lesen oleh Pihak Ketiga sekurang – kurangnya 2 kali setahun (Appoint an Environmental Auditor who is registered with DOE to conduct 		

	<p>an audit on Legal Compliance and License Conditions by a Third Party at least 2 times a year..</p> <p>However, found that the management has only conducted third-party audit once on 27/05/2022, referred report (AS(B)A31/152/000/022/EA22) instead of twice a year.</p> <ul style="list-style-type: none"> - There was an OFI from the DOE third party audit dated 27/05/2022 (AS(B)A31/152/000/022/EA22) regarding to CEMS failure which was still open since May 2022. However, the CEMS was still failure during site verification. It was not followed as per Compliance Scheduled under: 18. Peralatan Continuous Emission Monitoring System (CEMS) hendaklah dipasang dan berfungsi mengikut Volume 1: Guidelines for the maintenance of continuous emission monitoring system (CEMS) for industrial premise from DOE. <ol style="list-style-type: none"> 2. FGVPM Besout 7 Estate - Sample of payslips taken for verification by auditor and found out that deduction has been made for electric, water and yuran badan kebajikan pekerja bergaji hari. However, sighted salary deduction permit reference number (22), BHG PU/9/129 JLD 23 dated 26/04/2016 only for water and electricity deduction. Permit for deduction of Yuran Badan Kebajikan Pekerja Bergaji Hari was not available for verification. 3. As per USECHH Regulations 2000, under the requirements of CHRA, it was stated in the CHRA that the Chemical Register shall be reviewed and updated. During the visit to the chemical store at FGVPM Besout 6 Estate and FGVPM Besout 7 Estate, it was verified that there were chemicals such as Krush (glyphosate – potassium), Sodium Chloride and Takumi (flubendiamide) which were not registered in the Chemical Register of the respective estates.
<p>Corrections:</p>	<p>FGVPISB Besout POM</p> <ol style="list-style-type: none"> 1. A memo issued to the responsible person- in-charge at the bio-polishing and effluent pond to ensure monitoring are done properly. 2. The old final discharge drain nearby the algae pond line B2 will be permanently buried to prevent bypass from occurring. 3. To replace existing signage at the effluent pond with a new one as per requirement stated in the "Syarat-syarat Lesen". 4. Mill to submit "Jadual Perancangan bagi Pematuhan Garis Panduan Pengurusan Tandan Kosong" to DOE Perak for approval. 5. To appoint third party auditor to conduct the Environmental Audit for 2023 as per requirement stated in the "Syarat-syarat Lesen". 6. To repair the existing CEMS while waiting for DOE approval to install a new one. <p>FGVPM Besout 7 estate</p> <ol style="list-style-type: none"> 1. Copy of the Permit Kebenaran Pematangan bagi Yuran Badan Kebajikan Pekerja Bergaji hari from JTKSM are kept in the designated file for future reference. 2. Appointment letter for responsible person (Admin Clerk) who will keep all licenses and permit updated in its file.

	<p>FGVPM Besout 6 & 7 Estate</p> <ol style="list-style-type: none"> 1. The person in charge (Kerani Bekalan) for updating the List of Chemical Register will be retrained by SHO on the required steps to update the list of chemical. 2. List of Chemical Register will be verified by the estate manager and SHO once it is updated.
<p>Root Cause Analysis:</p>	<ol style="list-style-type: none"> 1. There is no mechanism established to monitor the validity of the license & permit as well as other requirement as stated in the Syarat-syarat Lesen. 2. The salary deduction authorization permit could not be shown during the audit because the reference copy could not be found after it was removed from the file during the internal audit program. 3. The frequency of updating the information in the Chemical Register is carried out at the middle and at the end of the year by the responsible officer (Kerani Bekalan) causing the use of new chemicals at the beginning of the year to not be updated in the Chemical Register.
<p>Corrective Actions:</p>	<p>FGVPISB Besout POM</p> <ol style="list-style-type: none"> 1. A designated file to keep all the license and permit is established together with a summary list. Mill to establish a monitoring list (Papan Tanda) listing all licenses and permit together with their due date. Monitoring of the license & permit are added as part of the discussion agenda during OSH meeting. 2. Mills to re-arrange for the TNB supply to ensure bio-polishing plant can be operated 24 hours. 3. To evaluate the needs to resize the existing pipeline from Algae pond B2 to bio-polishing plant with a bigger pipeline (3" to 6" HDPE Pipe PN10) to prevent the pipe from crystalized. 4. Revision of the "Borang Kertas Semak Pemeriksaan AM (Biogass)" with additional criteria included for monitoring at the Effluent pond section. 5. To obtain a response from DOE Perak in order to proceed with the new CEMS installation. <p>FGVPM Besout 6 & 7</p> <ol style="list-style-type: none"> 1. A designated file to keep all the license and permit is established together with a summary list. 2. The PIC (Kerani Bekalan) will be brief by the management on the requirement to update the List of Chemical Register as and when needed. 3. A memo will be released by the Sustainability & HSE Department FGVPM HQ to all FGVPM Kerani Bekalan to ensure the List of Chemical Register is updated as per current usage on the respective site.
<p>Assessment Conclusion:</p>	<p><u>FGVPISB Besout POM</u></p> <ol style="list-style-type: none"> 1. The mill management have issued a memo dated 28/04/2023 to the Biogas Staff to ensure the monitoring of effluent discharge is done in accordance to the DOE Compliance Schedule. The memo was available for verification. 2. During the site visit to the mill Effluent Pond, it was verified that the by-pass channel has been buried. The effluent from the Algae Pond is channelled to the Polishing Plant via recently installed new 4 inch Pipeline. Hence there were no bypass of effluent thus complies with the DOE Compliance Schedule. The Biopolishing Plant has been installed with its own electricity supply, thus it

	<p>does not depend on the mill processing for power to be operational. Therefore this limits the possibility of effluent overflow from the algae pond.</p> <ol style="list-style-type: none"> 3. During the site visit to the mill it was sighted that each pond were erected with signages, consisting of information's as required under the DOE Compliance Schedule. 4. The mill has revised the Daily Checklist: Effluent Pond to include monitoring on signages, free board and effluent by-pass. The latest daily checklist conducted on April 2023 and June 2023 was available for verification. 5. FGVPI have established a "Rancangan Pembinaan Stor Simpanan Sementara Tandan Kosong EFB Storage Store Di FGV Palm Industries Sdn Bhd" dated 05/04/2023. The plan has detailed out the plan to construct the EFB Shade for each FGVPI Oil Mill over a period of 5 years. The plan has been submitted to DOE for approval. DOE has provided the approval for FGVPI to construct the EFB Shade in accordance to their plan as stated in the email dated 23/06/2023. The plan and email were available for verification. 6. The mill has conducted "<i>Audit Pematuhan Alam Sekitar Pihak Ketiga</i>" in compliance with the DOE Compliance Schedule for the license period 01/07/2022 – 30/06/2023. The Environmental Compliance Audit Report (Reference Number: ASSD/AS015-A/2023) dated 02/05/2023 was available for verification. The second third party environmental compliance audit was conducted on 19/06/2023 with the Environmental Compliance Audit Finding Summary Sheet (Tracking Number: AS(B) A31/152/000/022-2-2023) was available for verification. 7. FGVPI have obtained the contract from the engineering consultant, Mesra Alam Sekitar Sdn Bhd to repair and ensure the functionality of the Continuous Emission Monitoring System (CEMS). The Permit To Work (PTW) for the said contractor was available for verification. The repair of the Continuous Emission Monitoring System (CEMS) commenced on 27/06/2022. Evidence of work in progress was available for verification. 8. The mill has established a notice board that lists out all the licenses and permits applicable to the mill, together with its expiry date and compliance requirement, documented in the "FGV PALM INDUSTRIES SDN BHD KILANG SAWIT BESOUT – SENARAI TARIKH LESEN-LESEN". The management have included the monitoring of permit and license in the OSH Meeting Agenda as verified in the OSH Meeting Minutes dated 13/06/2023. <p><u>FGVPM Besout 7 Estate</u></p> <ol style="list-style-type: none"> 1. As per investigation by the Estate Management of FGVPM Besout 07 Estate, Salary Deduction Permit has been issued by JTK to FELDA Holdings Berhad dated 10/04/2012, (Reference Number: (06) BHG PU/9/129) which all POM and estates under FELDA Holdings Berhad were permitted for salary deductions. FGV Holdings Berhad has been public listed and separated from FELDA Holdings in 2012. As per memo from Jabatan Tenaga Kerja dated 30/10/2018, stated that there is no requirement for estates/POM under FGV Holdings to apply for new wages deduction permit (Reference Number: BHG PU/129 JLD 46 (57)). 2. Designated files sighted and all permits and licences has been kept for proper monitoring.
--	--

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

	<p>3. Appointment letter for person in charge for updating permit and licences sighted for appointment letter Reference Number: (24) 620/7-1-6</p> <p>4. Checklist permit and licences has been documented in the document "Mekanisma Pemantauan Lesen/Permit/Keperluan Undang Undang.</p> <p><u>FGVPM Besout 6 and Besout 7 Estate</u></p> <p>1. Visit to the chemical store indicated that all chemicals stored in the chemical store has been included in the latest revised Register of Chemical Hazardous to Health dated 31/05/2023 for FGVPM Besout 6 Estate and 15/04/2023 for FGVPM Besout 7 Estate.</p> <p>2. A training has been conducted on the requirements to updated chemical register for the relevant personnel at the estate. The records of training dated 24/05/2023 for both estates were available for verification.</p> <p>3. A memo has been issued by the Sustainability & HSE Department FGVPM HQ, titled HSE FLASH – Chemical Register (Dated: 04/2023) to the estates. The memo was available for verification.</p> <p>The implementation of the correction and corrective action plan was deemed to be able to address the raised non-conformity. Hence the Critical Non-conformity was closed on 28/06/2023.</p>
--	---

Non-conformity			
NCR Ref #	2328810-202303-M2	Issued Date	30/03/2023
Due Date	28/06/2023	Closure Date	20/06/2023
Indicator & Category (Critical / Minor)	3.3.2 (Critical)		
Statement of Nonconformity:	The established procedures were not effectively implemented.		
Requirement Reference:	A mechanism to check consistent implementation of procedures is in place.		
Objective Evidence:	<p>The certification unit conducts annual internal audits and safety audits at the sites to check consistent implementation of procedures. The implementation of Internal Audit is guided by the Internal Audit Procedure, Prosedur Operasi Standard (SOP) – Audit Dalaman Persijilan Kelestarian; Doc Number: FGV/GSD-SCCD/SOP/04; Dated: 03/09/2020. Nevertheless, the effectiveness of the internal audits to ensure compliance towards implementation of the procedures were not adequate.</p> <p>FGVPI SB Besout POM</p> <p>1. The effectiveness of the corrective actions from safety audit was not adequate as the issues that were closed were seen to reoccur. Evidence as below.</p> <p>a. FGVPI Besout POM – The "Laporan Lawatan KKP Kilang" dated 01/11/2022 has identified issues on housekeeping and cleanliness at the mill. The issue was stated closed on 08/11/2022. During the site visit to the mill, it was verified that the housekeeping and cleanliness of the mill was not addressed. Hence the effectiveness of the internal audit to address the issue was not adequate.</p>		

	<p>FGVPM Besout 7 Estate</p> <ol style="list-style-type: none"> 1. The SOP, Melapor Kemalangan, Pengendalian Insiden. Siasatan Kemalangan, Rungutan, Ketakuran Dan Tindakan Pembedulan; Document Number: FGV/FGVPM/II/IMS/15/022; Effective Date: 01/01/2016; Accident Flow Cart – “Laporkan Kepada SHO/MR/DeMR – FGV/FGVPM/IV/IMS/15/ 22.4 Pind). Verified the accident reports for Md Nasimuddin dated 29/10/2022 at FGVPM Besout 7 Estate, there were no evidence that the stated document were available. 2. During the visit to the Harvesting Operations at FGVPM Besout 7, it was noticed that the Safe Harvesting Operation Procedures were not implemented by the harvesters in accordance with Garis Panduan Keselamatan & Kesihatan Pekerja; menuai Buah Sawit; Doc Number: FGVPM/L3/GPK-014; Doc Date: 01/02/2020. <p>FGVPM Besout 6 Estate</p> <ol style="list-style-type: none"> 1. During the site visit to the Harvesting Operations at FGVPM Besout 6, it was noticed that the First Aid Box, carried by the mandore in-charge had additional items, such as Eye Drop and Medicated Oil (Minyak Cap Kapak), placed in the box. The items were not listed in the First Aid Box items list. Furthermore, the Eye Drop had no expiry date stated on it. This was not in compliance with the Prosedur Kerja Selamat; Document Number: FPI-PK-035; Pertolongan Cemas; Date: 14/05/2022. <p>Due to this being a recurrence under the same indicator, the non-compliance has been escalated to critical non-compliance.</p>
<p>Corrections:</p>	<p>FGVPISB Besout POM</p> <ol style="list-style-type: none"> 1. Findings from the OSH Visit/ safety audit will be monitored through Mesyuarat Ketua Bahagian monthly meeting, whereby the cleaning progress of the stations will be documented. 2. To conduct a cleaning campaign at each workstation and is added as part of the Annual OSH Plan. <p>FGVPM Besout 7 Estate</p> <ol style="list-style-type: none"> 1. A complete and verified documentation for each of the accident case is kept at the estate level for reference. 2. The foreign harvester workers will be re-trained on the correct harvesting technique as per FGVPM Garis Panduan Keselamatan (GPK). 3. Training evaluation will be done to evaluate the understanding of the workers upon completing a training. <p>FGVPM Besout 6 Estate</p> <ol style="list-style-type: none"> 1. Inventory checking for first aid box will be improved to include information “Hanya item yang disenaraikan sahaja dibenarkan di simpan dan dibawa Bersama kotak first aid”. 2. First aid training to be conducted by competent first aider/SHO to the person who carry the first aid box.
<p>Root Cause Analysis:</p>	<p>Lack of monitoring and enforcement by the management in ensuring the workers adhere to the SOP and Internal Audit findings while doing their work.</p>

<p>Corrective Actions:</p>	<p>FGVPISB Besout POM</p> <ol style="list-style-type: none"> 1. The management at the mill’s level will be brief on the internal audit procedure. 2. A meeting will be conducted among all Ketua Bahagian to discuss and ensure every finding raised during internal audit/safety audit is resolved within timeline and action are taken seriously to prevent future recurrence. <p>FGVPM Besout 7 Estate</p> <ol style="list-style-type: none"> 1. All accident report will be checked and verified by the estate manager before it is sent to SHO Wilayah. This is to ensure all required document is completed as per SOP. 2. Memo letter to all Mandore to ensure new harvester workers is properly train and continuously monitor during working. <p>FGVPM Besout 6 Estate</p> <ol style="list-style-type: none"> 1. Inventory checking for the first aid box will be done frequently and is added as part of the OSH Plan.
<p>Assessment Conclusion:</p>	<p>FGVPISB Besout POM</p> <ol style="list-style-type: none"> 1. During the site visit to the mill, it was verified that the housekeeping and cleanliness of the mill was not satisfactory. 2. Minit Mesyuarat Ketua Bahagian Kilang Sawit Besout (04/2023) dated 05/04/2023 was referred to. The agenda of the meeting includes the discussion on the Laporan Lawatan KKP Kilang and Continuous Action for Cleanliness for each Station. The meeting minutes was available for verification. 3. The “OSH Plan KS Besout Tahun 2023” was verified to include worksite and cleanliness inspection of each station. The inspection is scheduled to be conducted on a monthly basis. The latest inspection report dated 02/06/2023 was available for verification. <p>FGVPM Besout 7 Estate</p> <ol style="list-style-type: none"> 1. The estate has submitted the FGV/FGVPM/IV/IMS/15/ 22.4 Pind 0 Form as required by the procedure for the sampled accident case. The form was available for verification for the sampled accident case. The reports were sighted to be verified by the estate manager. There were no accidents reported in the estate prior to that thus the continuous compliance will be verified during the next assessment. 2. A Harvesting Retraining has been conducted for all harvesters on 04/04/2023 with the retraining records available for verification. Records of training evaluation were available, documented in “Ujian Kefahaman Kerja Selamat Menuai BTS”. Visit to the Harvesting operation at Field PM 18M indicated that the safe operating procedures were implemented accordingly. Interview with the sampled workers confirmed that they have been effectively trained and that they understood on the harvesting procedures. 3. A memo dated 10/04/2023 has been issued by the estate manager to all mandores stating the duties of the mandores to ensure the harvesting operations are in compliance with the harvesting procedures. The memo also states the requirements to conduct safety briefings prior to starting work,

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

	<p>compliance towards wearing PPEs and to ensure tools and equipment's are in safe condition to be used.</p> <p><u>FGVPM Besout 6 Estate</u></p> <ol style="list-style-type: none"> 1. Verified the First Aid Box placed at the Chemical Store to include the information "<i>Hanya item yang disenaraikan sahaja dibenarkan di simpan dan dibawa Bersama kotak first aid</i>". 2. First Aid Box Monitoring Checklist were available for verification. The latest inspection dated 18/05/2023 was verified. Interview with the PIC incharge to monitor the first aid box indicated that she is aware that only items stated in the First Aid Box Items list are to be placed inside the box. She confirmed that monitoring on first aid box includes the monitoring on prohibited external items as well. 3. First Aid Box training was conducted for all first aid box holders. Records of training were available for verification dated 24/05/2023 (Mandores) and 11/06/2023 (Tractor Drivers). 4. The OSH Plan for FGVPM Besout 6 Estate was available for verification to include the First Aid Box Inventory Monitoring which is scheduled to be conducted on a quarterly basis. <p>The implementation of the correction and corrective action plan was deemed to be able to address the raised non-conformity. Hence the Critical Non-conformity was closed on 20/06/2023.</p>
--	--

Non-conformity			
NCR Ref #	2328810-202303-M3	Issued Date	30/03/2023
Due Date	28/06/2023	Closure Date	20/06/2023
Indicator & Category (Critical / Minor)	3.4.1 (Critical)		
Statement of Nonconformity:	Social and environmental impact assessment has not been conducted adequately.		
Requirement Reference:	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.		
Objective Evidence:	<p>FGVPISB Besout POM</p> <p>FGVPISB Besout POM has awarded contractor Kualiti Ahmad Enterprise to construct 6 block of housing (12 doors) and as per site visit, it was sighted that land clearing has been done by the contractor. However, the social and environmental impact assessment has not been done for the construction.</p>		
Corrections:	SCCD will conduct an additional assessment to include the new activity involving the construction of the 6-block housing in the SIA report. SIA Management plan will be prepared with the involvement of the affected stakeholders.		
Root Cause Analysis:	The recently ongoing construction at the project level were not informed/disclose to the assessor during SIA assessment being conducted.		

Corrective Actions:	<ol style="list-style-type: none"> 1. Mill management will brief the respective staff, the SIA Guidelines on the importance to inform the assessor if there is any new activity that is ongoing at the site level. 2. Internal Audit Checklist will be revised to include any ongoing/new activity at the site level which requires a review for the SIA report/management plan.
Assessment Conclusion:	<ol style="list-style-type: none"> 1. Revision of Social Impact Assessment has been conducted by Sustainability Compliance and Certification Department, Group Sustainability Division, FGV Holdings Berhad, Mr Ahmad Akram Abd Jalal and Mr Azwan Muhammad revision in June 2023 and the assessment included construction of 6 block of workers housing. There are no negative impacts identified for the construction of the workers housing as per consultation with local communities. Management Plan has been established in the same document for activities and workplace inspection will be conducted on monthly basis. 2. Communication of the guideline has been conducted on 24/04/2023 for Social Impact Assessment Guideline conducted by Mr Mohd Hazrul Azli bin Abu Bakar to person in charge which is Executive Assistant and Assistant Mill Manager. As per interview with person in charge, she can demonstrate their understanding on their responsibilities to inform assessor if there is any new activities or operation in the POM. 3. Internal audit checklist has been revised latest in June 2023 in the document "<i>Checklist Integrasi Audit Dalam Persijilan Kelestrain</i>"; Document Number: FGV/GSD-SCCD/SOP-04-checklist. The checklist has included questionnaire if there is any new operation/activities which require additional assessment or addendum for current assessment. <p>The implementation of the correction and corrective action plan was deemed to be able to address the raised non-conformity. Hence the Critical Non-conformity was closed on 20/06/2023.</p>

Non-conformity			
NCR Ref #	2328810-202303-M4	Issued Date	30/03/2023
Due Date	28/06/2023	Closure Date	20/06/2023
Indicator & Category (Critical / Minor)	3.4.2 (Critical)		
Statement of Nonconformity:	The Social Management and Monitoring Plan was not developed adequately.		
Requirement Reference:	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.		
Objective Evidence:	<p>Besout 7 estate</p> <ol style="list-style-type: none"> 1. Based on the consultation during the HCV assessment, it has been identified that one of indigenous people from Kampung Sungai Teras claimed that land at block PR12H is owned by them. Sighted minutes meeting with Tok Batin Kampung Sungai Terus, Mr Pusat A/L Bah Mon which consultation on the management has been conducted on 29/12/2020 and letter has been sent to Ketua Jabatan Hal Ehwal Orang Asli Tapah on 04/02/2021 for clarification and 		

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

	<p>follow up has been done on 22/02/2023 through phone call by the estate management.</p> <p>Sighted respond letter dated 23/03/2023, (Reference Number: JAKOA.PK.BP.BI/1/2 JLD (25)) from Jabatan Hal Ehwal Orang Asli, Tapah, which requested Tok Batin, Mr Pusat to submit any document to support his claims. As per interview with Tok Batin by the auditor, he has confirmed that he has received the letter and will meet up with Jabatan Hal Ehwal Orang Asli, Tapah. The issues have been prolonged since 2017 until now but has not been included in the social management plan.</p> <p>2. As per interview with workers, there was one complaint on water and electricity at one of the labour quarters (block 6A) which is still using genset for electric supply and tube well as water source and has been confirmed during site visits by the auditors.</p> <p>Application for electricity has been submitted to Tenaga Nasional Berhad on 05/01/2021 with reference number CKJ/MCA/5984/16/E-1 and application for using tube well as water resources has been submitted with reference number (01)6207-1-10. Nevertheless, the issues have not been included in the Social Management Plan for the estate.</p> <p>Due to this being a recurrence under the same indicator, the non-compliance has been escalated to critical non-compliance.</p>
Corrections:	<ol style="list-style-type: none"> 1. Revision of the previous HCV Report (2017). 2. Revision of the latest SIA report (2022) to include Management Plan for the impact of resolving land rights claims issues by indigenous communities of Kampung Sg. Teras and JAKOA. 3. Revision of the latest SIA report (2022) to include Management Plan for issue related with the basic facilities at dormitory 6A which still uses electricity from generators and water from tuberwell source.
Root Cause Analysis:	<p>The recent SIA assessment completed in 2022 have covered the required sampling whereby, the indigenous community (Tok Batin) and worker’s representative from Asrama 6A have been interviewed. The issue has been noted in the summary of findings. However, upon further checking it is found that the issues have been missed from being included under the mitigation plan.</p>
Corrective Actions:	<ol style="list-style-type: none"> 1. The revise SIA mitigation plan management plan prepared by the management will be distributed and explained to the affected stakeholders i.e Tok batin and foreign workers to engage their feedback. 2. The SIA mitigation plan will be revised annually with the involvement of the affected stakeholder to identify if there is any new impact that requires improvement. 3. To increase the capacity buildings of the SIA assessor by attending the competency training (i.e: SA8000 training).
Assessment Conclusion:	<ol style="list-style-type: none"> 1. Revision of Social Impact Assessment has been conducted by Sustainability Compliance and Certification Department, Group Sustainability Division , FGV Holdings Berhad, Mr Ahmad Akram Abd Jalal and Mr Azwan Muhammad revision on June 2023. Identification of negative and positive impact has been identified and social management plan has been established in the same document for both issues that has been highlighted the objective evidence. <ol style="list-style-type: none"> a) Issues on indigenous people from Kampung Sungai Teras claimed that land at Block PR12H is owned by them. Management plan as follows.

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

	<ul style="list-style-type: none"> i. The management will refer to the FELDA land units and FGV Land management units (LMU) to investigate the history of commitment by the management during the land opening of Besout Complex towards to indigenous people. ii. To inform LMU to conduct resurvey for boundary at the claimed area and intruded by the indigenous people. iii. The management will submit letter to Pejabat Tanah Daerah, Tapah identify indigenous people reserve in the Besout Complex and will be presented to indigenous people committee with attendance of JAKOA and to identify solutions and collective agreement for the issues. <p>b) Complaint on water and electricity at one of the labour quarters (block 6A) which is still using genset for electric supply and tube well as water source.</p> <ul style="list-style-type: none"> i. Water analysis for tube well water will be conducted to identify the quality of the water supply. ii. To refer technical advisory department (JKT) on any recommendation to established water treatment plant for the tube well. iii. To conduct study on suitability of the provide government water supply or other option. iv. To increase number of tanks with wheels to provide sufficient supply of clean water and for easy transportation. v. To request for additional vote for improvement of clean water supply. <p>2. Evidence that management plan has been distributed to Tok Batin and workers representative sighted in the document Akuan Penerimaan dated 19/06/2023 and as per interview with Tok Batin and workers representative, it has been confirmed that the management plan has been received.</p> <p>3. 4 personnel from Sustainability compliance and certification department, group sustainability division, FGV Holdings Berhad has attended SA8000 Introduction and Basic auditor training course and evidence sighted base on the approval reference number (44) FGVHB/06-PT.1 (2023) and attended on 22-26/05/2023. Certificate is still pending waiting for examination results during the critical nonconformity closure verifications.</p> <p>The implementation of the correction and corrective action plan was deemed to be able to address the raised non-conformity. Hence the Critical Non-conformity was closed on 20/06/2023.</p>
--	--

Non-conformity			
NCR Ref #	2328810-202303-M5	Issued Date	30/03/2023
Due Date	28/06/2023	Closure Date	20/06/2023
Indicator & Category (Critical / Minor)	3.4.3 (Critical)		
Statement of Nonconformity:	The action plan for Social and Environment Management Plan has not been implemented effectively.		
Requirement Reference:	The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.		

<p>Objective Evidence:</p>	<p><u>FGVPISB Besout POM</u></p> <ol style="list-style-type: none"> 1. It was verified that the Biogas was not operational. However, the methane was still captured without flaring and used as power generation. The Environmental Aspect and Impact of Biogas was not updated for current operation status and conditions. <p><u>FGVPM Besout 6 Estate</u></p> <ol style="list-style-type: none"> 1. FGV Holdings Berhad has appointed Elevate Limited to conduct audit for issues that has been raised on the Withhold Release Order (WRO) issued by the U.S. Customs and Border Protection (CBP) and one of the issues highlighted is that there is no toilet for workers at the field. Management plan has been established in the document "Remediation plan to address the withhold release order (WRO) by the US custom and border protection" and sighted directive reference number MEMO (003/22) SUS & HSE dated 15/12/2022 by Chief Executive Officer, mentioned that toilet need to be constructed for each 500h area and the date line is on 15/03/2023. However, as per verification during site visits and interview with workers, only 1 toilet has been constructed as of today which is insufficient. 2. During the field visit, found Domestic waste in FGVPM Besout 6 Estate disposed via landfill in field PM01K was not segregated. This was not in accordance with the Environmental Management Plan dated Jan 2023. <p><u>FGVPM Besout 7 Estate</u></p> <ol style="list-style-type: none"> 1. Found Scheduled waste (fertilizer inner plastic) in Field PM09G which was not stored and labeled as per Environmental Management Plan. 2. Verification on chemical container (Glyphosate) issuance record and Rekod Pengurusan Inventori dan Pelupusan Bekas Kimia, Ladang Besout 7 dated from January 2022 until December 2022. The record did not tally with the SAP record as stated below: - <table border="1" data-bbox="571 1395 1350 1496"> <tr> <td>SAP record</td> <td>Inventory record</td> </tr> <tr> <td>376 glyphosate containers</td> <td>20 empty glyphosate containers</td> </tr> </table> <p>The balance containers were not traceable. This was not in compliance with the Environmental Management Plan.</p> <ol style="list-style-type: none"> 3. Sighted at the back of the Genset Room (Block 6A), there were several empty chemical containers that were not disposed of in a responsible manner in accordance with the Environmental Management Plan. 4. Found oil spillage near the Genset Room (Block 6A) during site verification which was not managed responsibly. Furthermore, there were no spill kit available at the area. This was not in accordance with the Environmental Management Plan. 	SAP record	Inventory record	376 glyphosate containers	20 empty glyphosate containers
SAP record	Inventory record				
376 glyphosate containers	20 empty glyphosate containers				
<p>Corrections:</p>	<p><u>FGVPISB Besout POM</u></p> <ol style="list-style-type: none"> 1. Assistant Manager and SHO will identify the environmental aspect impact occurring from the discontinuation of the operation at biogas station. <p><u>FGVPM Besout 6 Estate</u></p>				

	<ol style="list-style-type: none"> The progress report for the toilet construction will be sent to the Regional Controller Wilayah Trolak with the justification for the delayed progress. <p>FGVPM Besout 7 Estate</p> <ol style="list-style-type: none"> A temporary SW store will be built at the Rasau Division PM09G. Inventory record for chemical containers will be updated as per SAP record and will be disposed accordingly as per SOP (FGVPM/L2/PAS-07). Sustainability & HSE Department FGVPM to revise the inspection form (Borang Senarai Semak Tempat Kerja) to include the inspection at the Genset area.
<p>Root Cause Analysis:</p>	<p>No monitoring mechanism for SEIA action plan and the management are not aware regarding the implementation.</p>
<p>Corrective Actions:</p>	<p>FGVPISB Besout POM</p> <ol style="list-style-type: none"> A memo letter from FGVPI HQ informing all mills that operated a biogas station to identify the potential environmental aspect impact from biogas station (operated or not operated). <p>FGVPM Besout 6</p> <ol style="list-style-type: none"> A self-declaration checklist will be sent together with the prove of implementation on weekly basis as a mechanism tool to monitor the WRO action plan. Report will be sent to Wilayah office. The CEO of FGVPM issued a latest instruction on the monitoring mechanism of the WRO action plan. This includes a verification review by Working Committee at the regional level and the steering committee at the zone and HQ levels to review the evidence prepared by the management. To conduct an awareness campaign on the importance to segregate and recycle the reusable items at site level. Estate to appoint a registered contractor to collect the rubbish at the housing and office compound. <p>FGVPM Besout 07</p> <ol style="list-style-type: none"> The environmental management plan will be monitored frequently through the EPMC meeting. Issues related with SW management and enforcement of the pollution control for high-risk activities is discussed during meeting. To conduct a Schedule waste training for the person in charge at the Rasau Division PM09G. Memo letter to the responsible person (Kerani Bekalan) on the instruction to update the inventory record for the chemical container as per the actual usage. Inventory record Scheduled waste (chemical container) is checked and verified by management to ensure the number being recorded tally with the actual usage. To rearrange for the TNB supply to replace the genset at the dorminity area. The revised checklist (Borang Kertas Semak Tempat Kerja) that includes the checklist for genset area is distributed to the project by Jabatan Sustainability & HSE FGVPM.
<p>Assessment Conclusion:</p>	<p>FGVPISB Besout POM</p> <ol style="list-style-type: none"> Assessment for Environmental Aspect Impact has been done from the discontinuation of the operation at biogas station conducted by Ahmad Firdaus

bin Ilias, Assistant Mill manager and results of assessment documented in the document "Pemberhentian Operasi Biogas" document number FPI/L4/QOHSE-1.7 Pindaan 1 dated 03/04/2023.

2. Communication of the guideline has been conducted on 24/04/2023 for Environmental Impact Assessment Guideline conducted by Mr Mohd Hazrul Azli bin Abu Bakar to person in charge which is Executive Assistant and Assistant Mill Manager. As per interview with person in charge, she can demonstrate their understanding on their responsibilities to inform assessor if there is any new activities or operation in the POM.
3. Memo from Head Quality Assurance& RSPO/MSPO, Operation department, Mr Othman Zakaria reference number (231) 010/810/ HQ/JAB OP.23 sighted to all mills with biogas plant either operational or not which instructed to conduct identification of aspect impact if there is any changes/additional of new operation/activities.

FGVPM Besout 6 Estate

1. Justification of delayed progress has been submitted to Human resources Business Partner, FGV Plantations Sdn Bhd., Reference Number: 455/1404448/01/2023 dated 17/04/2023.
2. Self-declaration of the progress on issues that has been highlighted by WRO Remediation Tas force has been uploaded in share folder that can be accessed by all estates under FGVPM in the document "Evidence checklist share folders by project site FGVPM Besout 06 Estate" and has been declared as compliance for all issues that has been highlighted.
3. Instruction by chief executive officer sighted in the document (11) Korporat/ Surat AM/FGVPM/2023 dated 05/04/2023 which stated verification committee has been established compromised 34 team with 7-10 persons/team. 1st stage of verification as been done for 49 estates and 7 POMs
4. Disposal of domestic wates has been done through licences contractor, Iltizam Makmur Construction starting from 01/04/2023 and recycling/segregation campaign has been done to all workers on 08/06/2023 during morning muster call. There is no evidence that landfill has not been used for domestic waste disposal and as interview all sample workers can demonstrate their understanding on recycling and segregation.

FGVPM Besout 7 Estate

1. As per site visit to division PM 09G (Rasau), it has been identified that new schedule waste has been constructed and there is evidence that the schedule waste as per regulations. All schedule waste has been labelled and store appropriately.
2. Latest EPMC meeting has been conducted on 20/04/2023 with attendance of management and workers representative and minutes meetings has been prepared by Mr. Zailani bin Shukri. Issues of schedule waste has been discussed and minuted in the minute meetings.
3. Training for person-in charge for schedule waste has been conducted on 31/05/2023 by Mr Khalid bin Joned, field staff. Mr Khalid attended training on 29/05/2023 done by Mr Zailani bin Shukri. As per interview with the persons that attended the training, they can demonstrate their understanding on the training.

	<p>4. Memo to store attendant, Puan Rusminah binti Ashaari sighted reference number (25)620/7-1-6 dated 08/05/2023 on her responsibilities to update the site inventory of the chemical container as per actual. As per interview, with Puan Rusminah, she agreed that has been received the memo and understanding the instruction received.</p> <p>5. Inventory of the empty chemical documented in the document title "Rekod Pengurusan Inventori dan perlupusan bekas kimia" on monthly basis. In the checklist, sighted total container issues, reused and store in the empty chemical container store. As per site visit, there is evidence that inventory and actual amount is tally. There is evidence that inventory has been verified by the estate manager, Mr Noordin Ahmad bin Hisnin.</p> <p>6. Inspection of genset area has been included in the workplace inspection checklist and documented in the "Kertas semak pemeriksaan tempat kerja FGVPM" and latest workplace inspection conducted by field staff on 03/05/2023. As per interview, with Person in charge, she can demonstrate her understanding on her responsibilities to conduct inspection for genset area.</p> <p>The implementation of the correction and corrective action plan was deemed to be able to address the raised non-conformity. Hence the Critical Non-conformity was closed on 20/06/2023.</p>
--	--

Non-conformity			
NCR Ref #	2328810-202303-M6	Issued Date	30/03/2023
Due Date	28/06/2023	Closure Date	28/06/2023
Indicator & Category (Critical / Minor)	3.8.6 (Critical)		
Statement of Nonconformity:	The internal audit was not effective to ensure compliance to RSPO SCCS requirements.		
Requirement Reference:	Internal Audit 1. The mill shall have a written procedure to conduct annual internal audit to determine whether the mill: <ul style="list-style-type: none"> a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. b. Effectively implements and maintains the standard requirements within its organization. 		
Objective Evidence:	1. Internal audit dated 19/01/2023 has mentioned that data entry from the mill has been done correctly. Nevertheless, based on the verification done on the mass balance record, it was found that the volume for downgraded CPO has been wrongly recorded for the month of Dec 2022. 2. The internal audit dated 19/01/2023 has raised 1 non-conformity regarding RSPO SCCS which has not been resolved as of to date. This was not in compliance with the procedure Audit Dalaman Pensijilan Kelestarian (FGV/GSD-SCCD/SOP/04 dated 3/09/2020 which states: <ul style="list-style-type: none"> - 7.7.3; Tempoh maksima bagi penyediaan Pelan Tindakan Pembetulan adalah 60 hari selepas audit dalaman dijalankan. 		

	<ul style="list-style-type: none"> - 7.7.4; Status pelaksanaan dan penutupan ketidakpatuhan akan dipantau, disemak dan dibuat Tindakan susulan oleh ketua juruaudit Bersama pegawai daripada enforcement SCCD.
Corrections:	<ol style="list-style-type: none"> 1. Latest instruction to the respective internal auditor (SCCD) to verify the monthly mass balance record during audit. 2. Mill to inform 'Prodata' regarding the hiccups of the MPR system. 3. To conduct Daily Figure training to the new PIC involved with the data entry in the MPR system. 4. Mill to conduct training to the responsible personnel at the mill on the Internal Audit Procedures.
Root Cause Analysis:	<ol style="list-style-type: none"> 1. Mass balance record verified during internal audit was based on sampling method. Record for Dec 2022 was not sampled during internal audit. 2. The internal audit findings were unable to be resolved within stipulated time due to the MPR system failure, whereby the system do allow for the Transfer Out procedure to be done with negative stock in hands. 3. Mass Balance record were not thoroughly checked and verified by the responsible PIC.
Corrective Actions:	<ol style="list-style-type: none"> 1. All mass balance record will be sampled during internal audit process. 2. Continuous monitoring of the mass balance record (daily and monthly) by the mill's management to ensure any inconsistent data can be rectified immediately. 3. The mill to ensure MPR System and Mass Balance Record are continuously monitored to be accurate to avoid issue of non-compliance during internal audit which may lead to the issue not being closed.
Assessment Conclusion:	<ol style="list-style-type: none"> 1. The Mass Balance record for the month of December 2022 and May 2023 was verified. The wrong data entry earlier for December 2022 has been amended. The data shows all positive figures and verified to be accurate as the Monthly Production Data (MPR). 2. The Sustainability Compliance & Certification Department - Group Sustainability Department has issued an email dated 05/05/2023 to the internal auditors stating that the mass balance volume shall not be conducted on a sampling basis anymore but for all months. 3. The mill has informed Prodata, the system provider based in the HQ on the wrongly keyed in data in the MPR system and requested the data to be amended accordingly. The email dated 06/04/2023 was available for verification. 4. The Group Sustainability Department have conducted MSPO SCCS Training on MPR system and Mass Balance Recording. Records of training dated 12/05/2023 was available for verification. 5. Sustainability Compliance & Certification Department - Group Sustainability Department (GSD) has implemented a system where a monthly inspection on the MPR System will be conducted by executives from other FGVPIB mills or GSD. Verified the latest MSPR System Inspection conducted by GSD on 01/06/2023. <p>The implementation of the correction and corrective action plan was deemed to be able to address the raised non-conformity. Hence the Critical Non-conformity was closed on 27/06/2023.</p>

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

Non-conformity			
NCR Ref #	2328810-202303-M7	Issued Date	30/03/2023
Due Date	28/06/2023	Closure Date	20/06/2023
Indicator & Category (Critical / Minor)	6.2.4 (Critical)		
Statement of Nonconformity:	Linesite inspection has not been effectively implemented.		
Requirement Reference:	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.		
Objective Evidence:	<p><u>FGVPISB Besout POM</u></p> <ol style="list-style-type: none"> Sighted that line site inspection has been conducted by Puan Hamidah Mohd Yusof that has been conducted latest in November and December 2022 and has been documented in Borang Pemeriksaan Rumah. However, it is not in line as per plan which line site shall be conducted twice a month. It has been confirmed with the PIC that there are no records of line site inspection for January, February and March 2023. During site visit to block H, sighted that there some damages at workers quarters housing (roofing and door) and has not been attended by the management. <p><u>FGVPM Besout 06 Estate</u></p> <ol style="list-style-type: none"> During site visit to workers quarters at block F, G, E, it was found that there is damaged monsoon drain that has not been attended to by the management. Line site inspection has been conducted by PIC on 01/03/2023, 05/03/2023, 08/03/2023, 12/03/2023, 16/03/2023 and 20/03/2023. Nevertheless, the records indicated these issues were not identified. <p><u>FGVPM Besout 07 Estate</u></p> <ol style="list-style-type: none"> During site visit to workers quarters, it was found out that there is damage monsoon drain that has not been attended to by the management. Line site inspection has been conducted by PIC 06/03/2023, 13/03/2023 and 20/03/2023 which did not identify the issues stated. 		
Corrections:	<p>Besout POM</p> <ol style="list-style-type: none"> To appoint more responsible person who will carry out the monitoring/inspection at the housing area. 		

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

	<p>2. Revision of the Borang Kertas Semak Perumahan (FGVPI/ML/E.1.5.3) by FGVPI Sustainability Department for the details of criteria being checked.</p> <p>FGVPM Besout 6 & 7</p> <ol style="list-style-type: none"> 1. Borang Kertas Semak Perumahan is revised to clearly stated the criteria that need to be checked. 2. The responsible staff carrying out the housing inspection is being brief by the management on the critical areas that need to be checked and recorded during the housing inspection. 3. To repair the damage at the workers housing area and other affected facilities.
Root Cause Analysis:	<ol style="list-style-type: none"> 1. Current housing inspection was not effective as it does not capture a real condition on the ground. Besides, there is not enough staff to cater quite a number of houses during the weekly housing inspection. Also, lack of monitoring from the management which causing the required action to not be implemented. 2. Ineffective inspection due to the different understanding by the staff, which causing the inspection not meeting the required standards.
Corrective Actions:	<p>FGVPISB Besout POM</p> <ol style="list-style-type: none"> 1. Increase the number of staff appointed to carry out the housing inspection. 2. Training will be given to the responsible staff to improve the effectiveness of the housing inspection. 3. The housing inspection checklist will be verified by the management (Manager or Asst. Manager). 4. The issue is being discussed during the Mesyuarat Ketua Bahagian as a monitoring mechanism to resolve the issue. <p>FGVPM Besout 6 & Besout 7 Estates</p> <ol style="list-style-type: none"> 1. The appointed staff will be given a training to improve the effectiveness of carrying out the housing inspection. 2. The housing inspection form that has been fill up is checked by the management to ensure immediate action is taken. All complaints need to be recorded in the Buku Rekod Aduan for record purpose.
Assessment Conclusion:	<p>FGVPISB Besout POM</p> <ol style="list-style-type: none"> 1. As per site visit to block H, there is evidence that damages that has been sighted during the main assessment has been repaired. 2. The management has appointed additional 2 person-in charge for line site inspection and has been verified based on appointment letter dated 17/04/2023 reference number (02) RSPO MSPO/NCR and (03) RSPO MSPO/NCR appointed Mr Azlimi Ibrahim and Mohamad Najib Samat. 3. Linesite inspection checklist revised in May 2023 and documented in FGVPI/ML/E.1.5.3/Borang 01 which has detail up all the requirement for each area. 4. Training to all person in charge has been done on 04/04/2023 with attendance of 2 additional person in charge. As per interview, both PIC can demonstrate their understanding on their responsibilities to conduct inspection on weekly basis and to fully utilized revised line inspection checklist.

	<p>5. Minutes Mesyuarat Ketua Bahagian conducted and documented latest done on 05/04/2023 and issues of line site inspection has been discussed during the meeting.</p> <p><u>FGVPM Besout 06 & Besout 07 Estate</u></p> <ol style="list-style-type: none"> 1. Revision of the linesite inspection checklist sighted and, in the document, Senarai Semak Aktiviti Naziran Penginapan Ladang (Mingguan). 2. Briefing to person in charge conducting linesite inspection has been conducted for both operating units. For FGVPM Besout 07 estate, training has been conducted on 29/05/2023 with attendance of 13 person, while for FGVPM Besout 06 Estate, training has been conducted on 10/06/2023 with attendance of 9 persons. As per interview with person in charge, they can demonstrate their understanding on the responsibilities while doing line site inspections. 3. Monsoon drains repair at block F, G and E at FGVPM Besout 06 Estate and FGVPM Besout 07 Estate has been done and has been verified during the site visit. 4. Housing inspection has been conducted on weekly basis by person in charge and latest records sample is for May 2023. There is evidence that line site inspection as per actual condition of workers quarters. There is 1 complaint received on damages of lamps and there is evidence the complaint has been responded as per SOPs. Verified document Borang Permohonan pembaikan asrama, borang aduan". All document has been verified the management for both operating units. <p>The implementation of the correction and corrective action plan was deemed to be able to address the raised non-conformity. Hence the Critical Non-conformity was closed on 20/06/2023.</p>
--	--

Non-conformity			
NCR Ref #	2328810-202303-M8	Issued Date	30/03/2023
Due Date	28/06/2023	Closure Date	20/06/2023
Indicator & Category (Critical / Minor)	6.7.1 (Critical)		
Statement of Nonconformity:	The concerns raised in the Safety Health Meeting were not effectively implemented.		
Requirement Reference:	The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.		
Objective Evidence:	<p>The effectiveness of the Safety Committee Meeting was not adequate as the action plans arising from the Safety Committee Meeting were not effectively implemented.</p> <p><u>FGV Besout 6 Estate.</u></p> <p>The meeting minutes dated 16/11/2022 stated "tenaga kerja asing tidak dibenarkan menggunakan motosikal untuk tujuan pengangkutan pekerja dan pengangkutan mereka semasa bekerja disediakan oleh pihak ladang". During the</p>		

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

	<p>site visit to the harvesting operation and interview with the harvesters themselves (Indonesian and Bangladesh workers), it was confirmed that they travel to work using their motorcycles.</p> <p><u>FGV Besout 7 Estate</u></p> <p>The meeting minutes dated 09/02/2023 stated that all workers shall wear appropriate PPE while at work.</p> <ul style="list-style-type: none"> - During the site visit, it was verified that a tractor driver was not wearing appropriate PPE (Safety Helmet) while the tractor was in motion. - During the site visit to the Genset House at Block 6A, it was verified that the Genset Operator was not equipped with appropriate PPE (Earmuff).
<p>Corrections:</p>	<p>FGVPM Besout 6</p> <ol style="list-style-type: none"> 1. Management will identify and record the details of the foreign workers who own a motorcycle. 2. Management will brief the workers on the legal requirement for riding a motorcycle, including the need to have license and also the safety rules on the road. Transportation to the work area is provided by the management and riding a motorcycle is not allowed. 3. Management will issue a memo letter of instruction to all workers who use motorcycles to adhere to the rules and legal requirement. Workers are not allowed to ride a motorcycle to the workplace. <p>FGVPM Besout 7</p> <ol style="list-style-type: none"> 1. To establish an inventory record for PPE in the estate to ensure there is continuous availability of required PPEs. 2. To carry out an awareness campaign to wear PPE regularly to all staff and workers. 3. To monitor and enforce the usage of PPE by the workers. Action will be taken towards the Mandore/Supervisor if the workers under their supervision unable to follow the rules.
<p>Root Cause Analysis:</p>	<ol style="list-style-type: none"> 1. The concern being raised during the OSH meeting was not properly minute and discussed, which causing poor implementation at site level. 2. Lack of awareness and poor enforcement on the usage of PPE during working hours. 3. There is a delay in purchasing the Earmuff for the workers which resulted the workers being supplied with earplugs while waiting for the orders to be delivered.
<p>Corrective Actions:</p>	<p>FGVPM Besout 6</p> <ol style="list-style-type: none"> 1. Details action plan for all issues are included in the OSH Meeting Minutes and minutes and reviewed during the next meeting. The details communicated to all staff for their actions. 2. Management to provide adequate transport to carry workers to their work site, and not allowing the workers to use motorcycles to work. <p>FGVPM Besout 7</p> <ol style="list-style-type: none"> 1. Details action plan for all issues are included in the OSH Meeting Minutes and minutes and reviewed during the next meeting. The details communicated to all staff for their actions.

	<ol style="list-style-type: none"> 2. To implement a PPE awareness campaign and included it as part of the agenda in the Training Plan. 3. To install additional signage and warning sign to improve the safety of workers in the working area. 4. To ensure the inventory record for PPE is updated regularly.
<p>Assessment Conclusion:</p>	<p><u>FGVPM Besout 6 Estate.</u></p> <ol style="list-style-type: none"> 1. The management have identified and recorded the details of the foreign workers who own a motorcycle, documented in the "Senarai Nama Pekerja Tenaga Asing (TKA) yang Memiliki Motosikal). The management have identified 47 workers who own motorcycle. 2. A briefing has been conducted for all foreign workers on the prohibition for foreign workers to ride motorcycle when working in the estate. The briefing records dated 14/06/2023 was available for verification. A memo has been issued dated 22/05/2023 stating that workers are not allowed to ride a motorcycle to the workplace and to adhere to the rules and legal requirement of riding motorcycles. 3. The management have provided transport for all workers to work site within the estate. Interview with the harvesting workers indicated that they do not ride their motorcycles anymore as transportation is since provided by the estate. 4. Verified the latest OSH Meeting Minutes to included action plan for all issues and concern raised, together with the timeframe and person in charge Also discussed in the meeting was the review of the issues and concerns raised during the previous meeting and the status of the issue. <p><u>FGVPM Besout 7 Estate</u></p> <ol style="list-style-type: none"> 1. The estate has established a "Record Inventory PPE Besout 7" record book where each PPE is monitored in terms of its incoming and outgoing. 2. The estate management have conducted awareness training to all workers on PPE usage. The awareness training records dated 30/05/2023 was available for verification. 3. The estate has enforced the usage of PPE Checklist to monitor the usage of PPE among workers. Verified the PPE Checklist for the month of May 2023. Visit to the estate indicated (tractor Drivers and Genset House) indicated that all appropriate PPEs were being by the workers. 4. Signages of PPE usage has been erected at the workers housing complex and office compound. 5. The OSH Training Plan 2023 was available for verification. The plan has included the requirement to conduct PPE Awareness Training. 6. Verified the latest OSH Meeting Minutes to included action plan for all issues and concern raised, together with the timeframe and person in charge Also discussed in the meeting was the review of the issues and concerns raised during the previous meeting and the status of the issue. <p>The implementation of the correction and corrective action plan was deemed to be able to address the raised non-conformity. Hence the Critical Non-conformity was closed on 20/06/2023.</p>

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

Non-conformity			
NCR Ref #	2328810-202303-M9	Issued Date	30/03/2023
Due Date	28/06/2023	Closure Date	20/06/2023
Indicator & Category (Critical / Minor)	7.10.1 (Critical)		
Statement of Nonconformity:	Some of the data reported in RSPO GHG calculator did not tally with the recording system (ERML and/or SAP) of the certification unit.		
Requirement Reference:	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.		
Objective Evidence:	Based on verification of the ERML and/or SAP accounting system used by the company, some data were found to be not tally with the data reported in the RSPO's Palm GHG calculator for 2022, e.g.: <u>FGVPM Besout 6 Estate</u> Total hectareage Peat: 830.11 ha (in GHG Calculator) vs. 496.92 ha (in Peat Soil Map and email from Norhidayu Shapie dated 8/2/2023)		
Corrections:	<ol style="list-style-type: none"> 1. Sustainability Department & HSE FGVPM will conduct a re-survey of the peat hectareage with the help of Jabatan Pertanian and FGV Land Management Unit to measure the actual peat hectareage. 2. The peat data will be re-calculated in the Palm GHG and resubmit to the auditor for verification. 		
Root Cause Analysis:	Incorrect data (peat hectareage) was provided to the PIC which causing the inconsistent reporting. Besides, there is also a need to conduct a re-survey of the peat hectareage.		
Corrective Actions:	All relevant data related with peat management is updated and checked regularly to ensure correct data is used and key-in during the GHG Calculation process.		
Assessment Conclusion:	<ol style="list-style-type: none"> 1. Resurvey was done by Land Management Unit FGVPM, conducted on 16/06/2023. Email dated 16/06/2023 was verified stating the updated data based on the resurvey done to measure the latest peat hectareage. The survey stated the Oil Palm Planted on Peat is 436.55 Ha. 2. Palm GHG has been amended to include the actual hectareage of Peat which is 436.55 Ha. The Palm GHG has been verified and approved by the auditor. <p>The implementation of the correction and corrective action plan was deemed to be able to address the raised non-conformity. Hence the Critical Non-conformity was closed on 20/06/2023.</p>		

Non-conformity			
NCR Ref #	2328810-202303-M10	Issued Date	30/03/2023
Due Date	28/06/2023	Closure Date	20/06/2023

Indicator & Category (Critical / Minor)	7.12.4 (Critical)						
Statement of Nonconformity:	HCV and Peat Management Plan were not effectively implemented.						
Requirement Reference:	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).						
Objective Evidence:	<p>FGVPM Besout 6 Estate</p> <p>Sighted in field PM17Y and PM15V in FGVPM Besout 6 estate piezometer reading as per below: -</p> <table border="1" data-bbox="507 958 1465 1115"> <thead> <tr> <th>Field</th> <th>Piezometer reading</th> </tr> </thead> <tbody> <tr> <td>PM17Y</td> <td>10 cm</td> </tr> <tr> <td>PM 15Y</td> <td>15 cm</td> </tr> </tbody> </table> <p>This did not comply with the HCV management plan dated 25/05/2017.</p> <p>FGVPM Besout 7 Estate</p> <ol style="list-style-type: none"> As per HCV management plan that was established on 25/05/2017, it has stated that the buffer zone must be marked and maintained the buffer zone signage. However, sighted that the Sungai Rasau buffer zone were without buffer zone marking and signages. At buffer zone with Hutan Simpan Rasau, sighted there was no signages for Forest Reserve and "No Hunting" as per HCV management plan. 	Field	Piezometer reading	PM17Y	10 cm	PM 15Y	15 cm
Field	Piezometer reading						
PM17Y	10 cm						
PM 15Y	15 cm						
Corrections:	<p>FGVPM Besout 6</p> <ol style="list-style-type: none"> To write a request from Agronomist or Sustainability Technical Department (GSD) for specific training on best practice for peatland management. <p>FGVPM Besout 7</p> <ol style="list-style-type: none"> The buffer zone area along the Sungai Rasau is clearly marked and appropriate signage as per SOP is placed near the buffer zone area. A signage "Larangan Memburu dan menceroboh di kawasan hutan simpan" will be placed at the buffer zone area nearby the forest reserve. 						
Root Cause Analysis:	<ol style="list-style-type: none"> There are changes in the management team whereby the current management are inexperienced with the management of the peatland areas. The team is yet to attend proper training specific to the peatland management. The location of the Sungai Rasau division, which is far and separated from the main division has caused for a minimum supervision by the management. 						

<p>Corrective Actions:</p>	<p>FGVPM Besout 6</p> <ol style="list-style-type: none"> 1. To conduct a peatland management training to the respective FGVPM management. Training will be conducted based on the best practise guideline in Prosedur Penilaian Pengairan Tanah Gambut from RSPO. 2. The monitoring records for the peatland management such as Piezometer and subsidence pole reading that did not achieve the parameters will be discussed during the EPMC meeting. 3. The monitoring records for Piezometer reading is reviewed and verified by the management on a weekly basis. 4. The Sustainability & HSE Department FGVPM will coordinate the program with the involvement of several departments to revise the existing Prosedur Pengurusan Tanah Gambut. 5. To re-evaluate the equipment used in the field to ensure water level reading complies with the parameters and to access the need for the installation of bund or water gates to maintain the water level as per SOP. <p>FGVPM Besout 7</p> <ol style="list-style-type: none"> 1. To appoint a responsible person (Penyelia peringkat) to ensure the buffer zone area near the river and forest reserve are maintain as per the SOP and HCV management plan. 2. Monitoring record for Buffer zone area are maintained and reviewed by the management.
<p>Assessment Conclusion:</p>	<p><u>FGVPM Besout 6 Estate</u></p> <ol style="list-style-type: none"> 1. Training for Peat Management has been conducted by the agronomist for FGVAS on 23/05/2023 attended by all field staff, assistant manager and manager for region Trolak Region. Evidence verified base on the attendance list which training conducted by Mr Muhammad Asyraf, and Mr Chow Chu Wai. As per interview with person in charge, he can demonstrate their understanding on the SOPs. 2. Monitoring of piezometer and subsidence has been conducted on weekly basis by field staff, Mr Mohamad Razmi Syazlan bin Zaini and documented in the document "Pemantauan Pengecutan di kawasan tanah gambut" and "Pemantauan paras air di Kawasan tanah gambut". Latest monitoring done on 21/05/2023,28/05/2023,10/06/2023 and 17/06/2023. 3. Monitoring for water and subsidence has been discussed during the EPMC meeting conducted every 3 months and latest conducted on 15/05/2023. Minutes meeting sighted and verified. 4. Revision of the SOPs of peat management and reevaluation of equipment used for monitoring is still progressing. Latest meeting done discussing of the revision done on 19/06/2023 with Muhamad Asyraf Razak, Agronomist FGV Agriculture Services expected October 2023. <p><u>FGVPM Besout 7 Estate</u></p> <ol style="list-style-type: none"> 1. During the site visit to Sungai Rasau buffer zone, it has been identified that that signage and clear demarcation of the buffer zone has been established. Signage of "Larangan Memburu dan Menceroboh di Kawasan Hutan Simpan" has been place.

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

	<p>2. Appointment letter for person in-charge to monitor buffer zone sighted as per reference (28)620/7-1-6 and (26)620/7-1-6 dated 08/05/2023 to Mr Rino Daniul Bin Gantulik and Mr Khalid Bin Joned. Training has been conducted to person in charge on 08/05/2023 and evidence sighted as per training records. As per interview with person in charge, there is evidence that both can demonstrate their understanding on the responsibilities.</p> <p>3. Buffer zone inspection conducted twice a year and latest inspection conducted on 20/04/2023 recorded in the document FGVPM/F (PAS-03)/3.1</p> <p>The implementation of the correction and corrective action plan was deemed to be able to address the raised non-conformity. Hence the Critical Non-conformity was closed on 20/06/2023.</p>
--	--

Non-conformity																		
NCR Ref #	2328810-202303-N1	Issued Date	30/03/2023															
Due Date	ASA1-1	Closure Date	"Open" – TBC															
Indicator & Category (Critical / Minor)	2.2.2 (Minor)																	
Statement of Nonconformity:	Contractors were unable to demonstrate compliance to legal requirement and there is no evidence of due diligence available.																	
Requirement Reference:	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available																	
Objective Evidence:	<p><u>FGVPM Besout 07 Estate</u></p> <p>1. Contractor has been appointed by the management (Tanjung Global Indah Enterprise). Sample of contractor`s workers` payslips has been taken by auditor for verification. It has been sighted that the contractor was unable to demonstrate compliance to legal requirement and there is no evidence of due diligence available as per objective evidence below.</p> <p>a. Deduction of employee provident fund was not as per stated in the employment contract.</p> <p>Sampled Worker A</p> <table border="1" style="margin-left: 40px;"> <thead> <tr> <th>Month</th> <th>Actual deduction (RM)</th> <th>As per Employment contract (RM)</th> </tr> </thead> <tbody> <tr> <td>July 2022</td> <td style="text-align: center;">351</td> <td style="text-align: center;">341</td> </tr> <tr> <td>Nov 2022</td> <td style="text-align: center;">297</td> <td style="text-align: center;">296</td> </tr> </tbody> </table> <p>Sampled Workers B</p> <table border="1" style="margin-left: 40px;"> <thead> <tr> <th>Month</th> <th>Actual deduction (RM)</th> <th>As per Employment contract (RM)</th> </tr> </thead> <tbody> <tr> <td>Dec 2022</td> <td style="text-align: center;">342</td> <td style="text-align: center;">430</td> </tr> </tbody> </table>			Month	Actual deduction (RM)	As per Employment contract (RM)	July 2022	351	341	Nov 2022	297	296	Month	Actual deduction (RM)	As per Employment contract (RM)	Dec 2022	342	430
Month	Actual deduction (RM)	As per Employment contract (RM)																
July 2022	351	341																
Nov 2022	297	296																
Month	Actual deduction (RM)	As per Employment contract (RM)																
Dec 2022	342	430																

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

	Nov 2022	494	508
	<ol style="list-style-type: none"> Contractors' workers have been paid basic wages + piece rate. However, as per interview with the management, they are not aware of the rate of payment and has not verified if the payment has been made as per agreed rate. 		
Corrections:	<ol style="list-style-type: none"> The monitoring record for contractor's documentation is established. Items such as permit, licenses, payslips, EPF & SOCSO deduction are monitored monthly. Letter of instruction to the contractor to implement corrections for the EPF deduction rate to follow the EPF deduction table. Management to review the value of payment made to the contractors to ensure it is made according to the agreed value and period. 		
Root Cause Analysis:	<ol style="list-style-type: none"> Lack of monitoring and enforcement by the management on contractors to ensure compliance towards laws and regulation. Ineffective due diligence process done on contractors to ensure their commitment in complying with the rules and legislation. 		
Corrective Actions:	<ol style="list-style-type: none"> Briefing to the responsible person (Kerani/Pembantu Pejabat) for the need to carry out monitoring for all requirement that needs to be followed by contractors. Mill's management to conduct a meeting/briefing with the contractors on the applicable rules that need to be complied. The contractor's performance will be evaluated by the management to ensure recommendation either to extend their work and services or to terminate the contract. Project management performs a due diligence assessment on the contractor at least once a year to ensure the contractor's commitment to legal compliance and employment is in line with the practices implemented. 		
Assessment Conclusion:	<p>The submitted CAP detailing on proposed actions to be taken to address the raised minor nonconformity, based on the root cause identified were reviewed and deemed to be appropriate. Thus, the effectiveness of the CAP will be verified during the next surveillance assessment.</p>		

Non-conformity			
NCR Ref #	2328810-202303-N2	Issued Date	30/03/2023
Due Date	ASA1-1	Closure Date	"Open" – TBC
Indicator & Category (Critical / Minor)	2.3.2 (Minor)		
Statement of Nonconformity:	Information on Indirectly Sourced of FFB were not available.		
Requirement Reference:	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.		
Objective Evidence:	For all indirectly sourced FFB, there were no evidence of information as stated under indicator 2.3.1 available at the mill. The mill also has not registered a case on this at the RSPO website as well.		

Corrections:	<ol style="list-style-type: none"> To assign a new contact person in myRSPO portal to ensure any latest announcement/news from RSPO are keep updated. Management to decide and appoint a responsible department in FGV HQ to lead and implement the required steps to comply with indicator 2.3.2.
Root Cause Analysis:	<ol style="list-style-type: none"> Management did not aware regarding the RSPO latest directive on the implementation of indicator 2.3.2 due to changing of the contact person in myRSPO portal. Poor cooperation from dealer/collection centre in providing the required information.
Corrective Actions:	Appointed department to take up the necessary action in obtaining and ensuring the required information for tier-2 FFB suppliers are completed.
Assessment Conclusion:	The submitted CAP detailing on proposed actions to be taken to address the raised minor nonconformity, based on the root cause identified were reviewed and deemed to be appropriate. Thus, the effectiveness of the CAP will be verified during the next surveillance assessment.

Non-conformity			
NCR Ref #	2328810-202303-N3	Issued Date	30/03/2023
Due Date	ASA1-1	Closure Date	"Open" – TBC
Indicator & Category (Critical / Minor)	4.2.2 (Minor)		
Statement of Nonconformity:	Grievance procedure has not been understood by foreign workers		
Requirement Reference:	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.		
Objective Evidence:	<p><u>FGVPM Besout 06 Estate</u></p> <p>During the interview with India workers (Spraying Operation), the workers highlighted 1 issue related to bad relationship with his housemate and has informed his workers representative on the issues but there was no action been taken. He was unable to demonstrate his understanding on the grievance procedure when he was asked why he did not report to the estate management or any other channel of complaint.</p> <p><u>FGVPM Besout 07 Estate</u></p> <p>It has been found out that 1 Indian worker (Harvester) was injured at the fingers for the last 2 days and treated himself with his own medicine without consultation with the doctor. As per interview, he was unable to demonstrate his understanding on the grievance procedure which is why he did not report the issues to the management or seek professional healthcare via the management.</p>		
Corrections:	<ol style="list-style-type: none"> To improve the role and responsibility of the worker representative to be more effective in being a representative for employee to convey grievance and obtain accurate information. This is done by publicizing their name, picture, function and responsibilities to all employees. Also, to display on notice boards and to inform all employee during roll call. 		

	<ol style="list-style-type: none"> To increase the number of worker representative according to the main work area and citizenship to facilitate the delivery of information. To conduct briefing on grievance channel to all foreign workers in focused group to improve the effectiveness of delivery of information.
Root Cause Analysis:	<ol style="list-style-type: none"> Communication barrier between foreign workers and the management which lead to information delivered is not understood by the workers. Lack of concern among the responsible person (Mandore and supervisor) in taking note the employee problems and needs.
Corrective Actions:	<ol style="list-style-type: none"> To increase the communication skills of the responsible person by giving basic foreign language training to the staff to ease the communication with the workers. Increase the effectiveness of delivering information and training to foreign workers by providing the training in a focussed group with the involvement of translator. Improvement to increase the concern of responsible staff (mandore and supervisor) with workers under their supervision. A logbook need to be created, that record the details of communication with workers (i.e training, memo letter, and medical history that need further attention by the management).
Assessment Conclusion:	The submitted CAP detailing on proposed actions to be taken to address the raised minor nonconformity, based on the root cause identified were reviewed and deemed to be appropriate. Thus, the effectiveness of the CAP will be verified during the next surveillance assessment.

Non-conformity			
NCR Ref #	2328810-202303-N4	Issued Date	30/03/2023
Due Date	ASA1-1	Closure Date	"Open" - TBC
Indicator & Category (Critical / Minor)	3.5.1 (Minor)		
Statement of Nonconformity:	There is no SOPs for recruitment established for new category of workers.		
Requirement Reference:	Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.		
Objective Evidence:	<p><u>FGVPISB Besout POM</u></p> <p>The management of FGVPISB Besout POM has established new category of workers call "Pekerja Bergaji Hari" for contractor`s workers that has been absorbed as permanent workers in the mill. However, it has been verified that there is no recruitment procedure that has been established for workers of this category. The only procedure that was available is for recruitment for workers under category G7 that has been documented in the document: Garis Panduan Pengambilan Perlantikan Pekerja AM G7" dated 30/10/2019.</p>		
Corrections:	To obtain a copy of the Garis Panduan Pengambilan & Perlantikan Pekerja Bergaji Hari from FGVPI HQ.		

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

Root Cause Analysis:	The Garis Panduan Pengambilan & Perlantikan Pekerja Bergaji Hari was endorsed on 01/07/2022. However, the guideline was not distributed equally to all project/site.
Corrective Actions:	<ol style="list-style-type: none"> 1. Latest documentation (i.e SOP and policies) that need to be distributed to the project will be uploaded through the ECMS system/FGV Hub to ensure it is available to all. 2. Sustainability Department FGVPI will inform the relevant staff at site level to consistently checked and use the ECMS/FGV Hub as platform to obtain latest documentation from HQ (i.e SOP and policies).
Assessment Conclusion:	The submitted CAP detailing on proposed actions to be taken to address the raised minor nonconformity, based on the root cause identified were reviewed and deemed to be appropriate. Thus, the effectiveness of the CAP will be verified during the next surveillance assessment.

Opportunity for Improvements	
OFI #	Description
OFI 1	<p>OFI Reference: 2328810-202303-N4 Indicator: 7.7.2</p> <p>The Peat inventory has been reported to RSPO Secretariat as per the RSPO Template dated 10/02/2020. RSPO acknowledged acceptance via email dated 17/02/2020. As per record inventory total peat have been register under FGV was 5028.57 Ha. The latest info from HQ stated there are some updated on peat area dated 7/2/2022 as per minute meeting compliance and certification department. The management already approach the Department of agriculture on 21/03/2022 as per letter (03) SUS/HSE/FGVPM HQ/AM/01 for resurvey the FGV land pertaining to peat soil. As per latest record on 02/12/2022 the FGV already make a payment to DOA to proceed with the resurvey and confirmation for peat area and pending the action from DOA. Once the peat confirmation was confirmed, FGV need to update peat inventory to RSPO. OFI been raised as part of mechanism to monitor implementation by FGV.</p>

Positive Findings	
PF #	Description
PF 1	Good Commitment from the Management Team towards RSPO Certification.
PF 2	Good Implementation of Agronomic and Environmental Practices.
PF 3	Good understanding by staffs and workers on GAP, H&S and Environment Protections

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	2164637-202202-M1	Issued Date	10/02/2022
Due Date	10/05/2022	Closure Date	28/04/2022
Indicator & Category (Critical / Minor)	3.6.1 (Critical)		
Statement of Nonconformity:	Mitigation plans based on identified H&S issues from risk assessment of some operations found insufficiently implemented.		
Requirement Reference:	All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.		
Objective Evidence:	<p><u>Besout POM</u></p> <p>Based on the HIRADC Form # FGV/PUC-OSH/F1.2 Rev. 0; Date: 1/3/2021; Project: Besout POM; Process/location: Loading Ramp for Shovel movement/FFB levelling/FFB shovelling identified hazard on Safety component damage (light, siren, honk etc.); Probability: 2; Severity: 2; Risk rating: 4. Determined control: 1. To inspect periodically; 2. To repair damage immediately. The existing risk control is as per Safe Operation Procedure (SOP) FPI-PK-004(A); Doc. # title: Loading Ramp Operation (Top) that requires the revolving light switched-on when moving.</p> <p>However, during visit to Besout POM Loading Ramp area, it was found that the shovel (UMW) in operation was without switched-on revolving light, no reverse alarm and no signals light at both left-hand side and right hand-side. These indicated that the mitigation plan which include to repair damage immediately were insufficiently implemented.</p>		
Corrections:	<p>Mill management or delegated PIC to carry out immediate maintenance to fix all faulty machineries and equipment. Regular monitoring and maintenance to be carry out and recorded.</p> <p>Appointed SHO or PIC to conduct regular inspection on HSE compliance and management to monitor and document the record (eg SHO inspection form consisting of SHO name, dates, time, area of inspection, items inspected, findings, corrective actions, status). This document to be filed by project for reference and verification.</p>		
Root Cause Analysis:	Lack of monitoring and enforcement on HSE SOP and practices at project.		
Corrective Actions:	Management of certification units (FGVPISB) through its SHO officers (both at mill and at regional) to carry out compliance monitoring periodically and to enforce the implementation of the HSE policy and SOPs in order to ensure all HSE matters and practices are in accordance with regulations and company SOP.		
Assessment Conclusion:	<p>Verification assessment</p> <ol style="list-style-type: none"> a. Site verification has been made by the auditor and verified that all broken parts has been repaired by the management. b. Regular maintenance done every 300 running hours and maintenance recorded in the document title "Monthly services records tahun 2022" and has been monitored through "Buku Harian Kenderaan" <p>The evidence provided were able to address the non-conformity raised. Therefore, the critical nonconformity was successfully closed on 28/04/2022.</p>		

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

Effectiveness Closure (for previous audit closed Critical NC):	<p>1. During the visit to FGVPISB Besout POM it was verified that the shovel (UMW) in operation was with functioning revolving light, functioning reverse alarm and functioning signals lights at both left-hand side and right hand-side of the vehicle.</p> <p>2. The mill has established a checklist where the vehicles are checked every morning prior to starting the operation. The checklist is filled by the driver and verified by the Mill Assistant Engineer. The "Kertas Semak Pemeriksaan Harian Kendaraan" for Feb 2022 and Feb 2023 was available for verification.</p> <p>Hence the Major non-conformity remains closed.</p>
---	---

Non-conformity			
NCR Ref #	2164637-202202-M2	Issued Date	10/02/2022
Due Date	10/05/2022	Closure Date	28/04/2022
Indicator & Category (Critical / Minor)	1.1.5 (Critical)		
Statement of Nonconformity:	Stakeholders list is not complete		
Requirement Reference:	There is a current list of contact and details of stakeholders and their nominated representatives.		
Objective Evidence:	<p><u>FGVPM Besout 06 Estate.</u> There is some stakeholder still not included in the list such as Majlis Perbandaran.</p> <p><u>FGVPM Besout 07 Estate</u> Sighted there is 3 Kampung Orang Asli (Kampung Pisang, Kampung Changkat Lama and Kampung Teras) neighboring the estate area. However, it is not included in the stakeholders list.</p> <p>The issues have been highlighted as Minor Non conformities last year, hence it has been escalated to Major NCs this year audit.</p>		
Corrections:	To re identify and updated the existing stakeholder list with the inclusion of the local authorities and communities (e.g., Majlis Perbandaran, Kampung Orang Asli neighboring estates)		
Root Cause Analysis:	Lack of understanding due to inadequate of training and knowledge given to the appointed person in charge ie <i>Pegawai Komunikasi</i> in relation to the mechanism to identify the stakeholders based on the stakeholder's criteria as mentioned in the guidelines (refer para 3.3.1 & 3.3.2 <i>Garis Panduan Kajian Penilaian Impak Sosial FGV/GSD-SCCD/GL/02</i>) resulting the existing stakeholder list not being updated correctly. Though the guideline is readily available, it is not being used to identify the stakeholders.		
Corrective Actions:	Management of the certification unit to carry out training/briefing on the stakeholders' criteria and identify mechanism through the new <i>Garis Panduan KAJIAN PENILAIAN IMPAK SOSIAL (SIA) FGV/GSD-SCCD/GL/02</i> , and also to monitor of the appointed personnel to verify and ensure new or changes in the stakeholder list are updated and verified periodically.		

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

Assessment Conclusion:	<p>Verification assessment</p> <p><u>FGVPM Besout 07 Estate</u></p> <p>a) Appointment letter PIC for communication to Mr Mohd Faiz bin Mohd Saad dated 01/01/2022.</p> <p>b) Training has been conducted on 27/04/2022 by Mr Azwan Muhammad title "Taklimat Penerangan Pelaksanaan garis panduan penilaiain impak social" with attendance representative of 4 persons from FGVPM Besout 06 Estate and FGVPM Besout 07 Estate.</p> <p>c) Re-identification of stakeholders has been done and stakeholders list updated on 27/04/2022. Sighted 3 Kampung and 3 neighboring estates has been included in the stakeholders list.</p> <p><u>FGVPM Besout 06 Estate</u></p> <p>a) Appointment letter PIC for communication to Mr Muhammad Shahrul dated 01/01/2022.</p> <p>b) Training has been conducted on 27/04/2022 by Mr Azwan Muhammad title "Taklimat Penerangan Pelaksanaan garis panduan penilaiain impak social" with attendance representative of 4 persons from FGVPM Besout 06 Estate and FGVPM Besout 07 Estate.</p> <p>c) Re-identification of stakeholders has been done and stakeholders list updated on 27/04/2022. Majilis Perbandar has been included in the stakeholder list.</p> <p>The evidence provided were able to address the non-conformity raised. Therefore, the critical nonconformity was successfully closed on 28/04/2022.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>Stakeholders were identified and updated in the stakeholder list (Senarai Pihak yang Berkepentingan (Stakeholder) yang terlibat). For FGVPM Besout 7 Estate and FGVPM Besout 6 Estate, stakeholder list was reviewed and updated on 04/01/2022 and has included suppliers, contractors, service providers, school, mosque, local communities, clinics, foreign workers representatives, workers union representative, government agencies/authorities, embassy and etc.</p> <p>As per verification sighted that social liaison has been appointed for each operating units that responsible to update stakeholders list.</p> <ul style="list-style-type: none"> • FGVPM Besout 6 Estate – Muhammad Shahrul Akmal Bin Shafie (Asst Manager) has been appointed as communication personnel as per appointment letter Ref No: (03)455/E6.2.1 dated 17/01/2022. • FGVPM Besout 6 Estate – Raja Mohd Shahril Bin Raja Ali, (Asst Manager) has been appointed as workers and community liaison officer with appointment letter Ref No: (03)455/E6.2.1 dated 17/01/2022. • FGVPM Besout 7 Estate – Muhammad Faiz Bin Zulkepli, (Asst Manager) has been appointed as workers and community liaison officer with appointment letter Ref No: (01)RSPO/P1, P6 dated 01/01/2023 <p>As per interview with PIC, there is evidence that they can demonstrate their understanding on their responsibilities and how/when to update list of stakeholders. The Corrective Action to address the raised critical non-conformity has been proved to be able to ensure trainings are effectively communicated to all workers and stakeholders. Hence the Critical non-conformity remains closed.</p>

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

Non-conformity			
NCR Ref #	2164637-202202-N1	Issued Date	10/02/2022
Due Date	09/02/2023	Closure Date	Escalated to Critical
Indicator & Category (Critical / Minor)	3.3.2 (Minor)		
Statement of Nonconformity:	Procedures in place found inconsistently implemented.		
Requirement Reference:	A mechanism to check consistent implementation of procedures is in place.		
Objective Evidence:	<p><u>FGVPM Besout 06 Estate</u></p> <p>Based on procedure of Workers Transport; SOP # FGVPM/L3/GPK-016; Rev. 0; Date: 1/2/2020 for Tractor with Workers Transport Trailer (TPP) vehicle safety specifications indicated some minimum safety specifications that the TPP's roof and workers' protective side canvas to be in good condition.</p> <p>However, during visit in FGVPM Besout 06 Estate, it was sighted that there were two vehicles carrying workers without the minimum safety specifications as per procedure.</p> <p>Interview with workers during the field visit for spraying gang also found that the workers said they ride the same trailer that carrying the chemicals to-fro work site. This indicated that the Workers Transport SOP was inconsistently implemented.</p>		
Corrections:	Rearrange spacing to differentiate for a space separation between chemical container and workers for more visible.		
Root Cause Analysis:	<ol style="list-style-type: none"> 1. Lack of understanding in implementation of procedure FGVPM/L3/GPK-016; Rev. 0; Date: 1/2/2020: <ol style="list-style-type: none"> a. 'Clause 6.1 Ciri- Ciri Keselamatan Minimum No. 3 Traktor C/W treler' two vehicle carrying workers is follow the minimum requirements which is it is not required a good canvas. b. Clause 6.1.4, it is mentioned that 'Penumpang tidak digalakkan naik bersama dengan muatan. Sekiranya perlu, ruang pemisah perlu disediakan antara penumpang dan muatan sekiranya menggunakan kenderaan yang sama'. <p>Space will be provided between workers and chemical containers.</p>		
Corrective Actions:	<ol style="list-style-type: none"> 1. The Safety Health Officer will give training for FGVPM/L3/GPK-016 to management and workers. 2. Revise and review HIRADC for transportation chemical and workers. 		
Assessment Conclusion:	<p><u>FGVPM Besout 06 Estate</u></p> <ol style="list-style-type: none"> 1. During the visit at FGVPM Besout 06 Estate, it was sighted that the vehicles carrying workers were with adequate minimum safety specifications as per procedure. 2. Interview with workers during the field visit for spraying gang found that the workers are provided separate transport and do not ride along with the trailer carrying chemicals to the field. 3. Safety Health Officer conducted training for FGVPM/L3/GPK-016 to management and workers. Records of training were available for verification dated 30/01/2023. 		

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

	<p>4. The HIRADC for Transportation of Chemical and Workers were reviewed and available for verification.</p> <p>Nevertheless, during the recertification assessment it was verified that other established procedures were not effectively implemented. Due to this being a reoccurrence of non-conformity under the same indicator, a critical non-conformity was raised.</p>
Effectiveness Closure (for previous audit closed Critical NC):	Not Applicable

Non-conformity			
NCR Ref #	2164637-202202-N2	Issued Date	10/02/2022
Due Date	09/02/2023	Closure Date	30/03/2023
Indicator & Category (Critical / Minor)	7.11.3 (Minor)		
Statement of Nonconformity:	The certification unit does not engage with adjacent stakeholder on fire prevention and control measures.		
Requirement Reference:	The unit of certification engages with adjacent stakeholders on fire prevention and control measures.		
Objective Evidence:	There is no evidence of Besout certification unit have engages with adjacent stakeholder for fire prevention and control measures.		
Corrections:	Reprogrammed the engagement with adjacent stakeholder either physical or online. Other options such as via posters, pamphlet or brochures displayed at public places.		
Root Cause Analysis:	Engagement with the adjacent stakeholder for fire prevention and control measures was planned physically but not materialize due to the pandemic.		
Corrective Actions:	To include training program for fire prevention and control measures with adjacent stakeholder in annual training program. Communication through distribution of memo email, posters, pamphlet or brochures for fire prevention and control measures information to every adjacent stakeholder		
Assessment Conclusion:	FGVPM estates have established a "Pelan Pengurusan Kebakaran Ladang FGVPM Besout dated 10/02/2022. The plan includes potential fire outbreaks (such as fires at offices, housing areas and fields) and Action Plan & Control Measures. The Plan has been communicated to all stakeholders including those adjacent to the estates and mill during training conducted at FGVPISB Besout POM dated 23/02/2023. Records of training were available for verification. Hence, the minor nonconformity is closed on 30/03/2023.		
Effectiveness Closure (for previous audit closed Critical NC):	Not Applicable		

Non-conformity			
NCR Ref #	2164637-202202-N3	Issued Date	10/02/2022
Due Date	09/02/2023	Closure Date	Escalated to Critical
Indicator & Category (Critical / Minor)	3.4.2 (Minor)		
Statement of Nonconformity:	Sighted Environmental management and monitoring plan was develop inadequately		
Requirement Reference:	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.		
Objective Evidence:	<p>a) As per Aspect and Impact (FGV/FGVPM/IV/IMS/15/1.6 Pind 1 dated 6/1/2022, there is no identification of activity for tractor cleaning where sighted oil contamination at soil during site verification at Tractor Cleaning Area in FGVPM Besout 6 Estate.</p> <p>b) Oil filter was found in Housing FGVPM Besout 7 Estate area not disposed as Scheduled waste accordingly and this action was not followed as per Environmental Management Plan dated Jan 2022.</p>		
Corrections:	<p>a. Review and add the identification of aspect impact for tractor cleaning procedure.</p> <p>b. To issue a memo instruction to contractor’s workers.</p>		
Root Cause Analysis:	<p>a. Inadequate understanding of person in charge in developing the aspect impact.</p> <p>b. Inadequate monitoring and enforcement by the project management or its delegated PIC in waste management resulting mishandled of waste disposals by contractors and contractor’s workers.</p>		
Corrective Actions:	<p>a. To conduct a training program to person in charge in developing the aspect impact</p> <p>b. To conduct an awareness program for contractors and its workers on schedule waste management on regular basis and monitoring of housing inspection to be carried out more thoroughly by using the improved housing inspection checklist.</p> <p>c. At the same time, management to impose strict directive and to take action (eg impose penalty, suspend/terminate the contract) on contractor who are found to flout the regulations.</p>		
Assessment Conclusion:	<p><u>FGVPM Besout 6 Estate</u></p> <ol style="list-style-type: none"> 1. Visit to the Tractor Washing Bay at FGVPM Besout 6 Estate indicated that there was no oil contamination in the soil surrounding the area. 2. The Tractor Cleaning Activity has been assessed and included in the Environmental Aspect and Impact Identification which was available for verification. 3. The PIC has been identified by the management for monitoring and updating the EIA. Training was conducted and records of training were available for verification. <p><u>FGVPM Besout 7 Estate</u></p> <ol style="list-style-type: none"> 4. Visit to the housing at FGVPM Besout 7 Estate indicated that there was no evidence of Scheduled Waste being disposed against the requirements of the 		

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

	<p>Environmental Management Plan</p> <p>5. A memo stating the prohibition of disposal of Scheduled Waste by the contractors against the Management’s Waste management Plan was sighted.</p> <p>6. Sighted the training records for the recycling awareness that was carried out to contractors, workers and staff.</p> <p>Nevertheless, during the recertification assessment it was verified that the Social Management and Monitoring Plan was not developed adequately. Due to this being a reoccurrence of non-conformity under the same indicator, a critical non-conformity was raised.</p>
Effectiveness Closure (for previous audit closed Critical NC):	Not Applicable

Opportunity for Improvement	
OFI#	Description
OFI 1	Nil

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1736826-201902-M1	Major	4.6.10	20/02/2019	Closed on 22/04/2019
1736826-201902-M2	Major	2.1.1	20/02/2019	Closed on 22/04/2019
1736826-201902-M3	Major	6.12.1	20/02/2019	Closed on 22/04/2019
1736826-201902-N1	Minor	2.1.3	20/02/2019	Closed on 06/02/2020
1736826-201902-N2	Minor	5.1.2	20/02/2019	Closed on 06/02/2020
1736826-201902-N3	Minor	5.3.3	20/02/2019	Closed on 06/02/2020
1736826-201902-N4	Minor	6.1.4	20/02/2019	Closed on 06/02/2020
1736826-201902-N5	Minor	6.5.3	20/02/2019	Closed on 06/02/2020
1877545-202001-M1	Critical	6.2.3	06/02/2020	Closed on 29/04/2020
1877545-202001-M2	Critical	2.1.1	06/02/2020	Closed on 29/04/2020
1877545-202001-M3	Critical	6.2.4	06/02/2020	Closed on 29/04/2020
1877545-202001-N1	Minor	7.3.2	06/02/2020	Closed on 05/02/2021
1877545-202001-N2	Minor	7.3.3	06/02/2020	Closed on 05/02/2021
1877545-202001-N3	Minor	3.3.2	06/02/2020	Closed on 05/02/2021
1877545-202001-N4	Minor	7.7.2	06/02/2020	Closed on 05/02/2021
2016202-202102-M1	Critical	3.4.3	05/02/2021	Closed on 12/04/2021
2016202-202102-N1	Minor	1.1.5	05/02/2021	Closed on 09/04/2022

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

2016202-202102-N2	Minor	4.2.3	05/02/2021	Closed on 09/04/2022
2016202-202102-N3	Minor	2.2.2	05/02/2021	Closed on 09/04/2022
2164637-202202-M1	Critical	3.6.1	10/02/2022	Closed on 28/04/2022
2164637-202202-M2	Critical	1.1.5	10/02/2022	Closed on 28/04/2022
2164637-202202-N1	Minor	3.3.2	10/02/2022	Escalated to Critical NC
2164637-202202-N2	Minor	7.11.3	10/02/2022	Closed on 30/03/2023
2164637-202202-N3	Minor	3.4.2	10/02/2022	Escalated to Critical NC
2328810-202303-M1	Critical	2.1.1	30/03/2023	Closed on 28/06/2023
2328810-202303-M2	Critical	3.3.2	30/03/2023	Closed on 20/06/2023
2328810-202303-M3	Critical	3.4.1	30/03/2023	Closed on 20/06/2023
2328810-202303-M4	Critical	3.4.2	30/03/2023	Closed on 20/06/2023
2328810-202303-M5	Critical	3.4.3	30/03/2023	Closed on 20/06/2023
2328810-202303-M6	Critical	3.8.6	30/03/2023	Closed on 28/06/2023
2328810-202303-M7	Critical	6.2.4	30/03/2023	Closed on 20/06/2023
2328810-202303-M8	Critical	6.7.1	30/03/2023	Closed on 20/06/2023
2328810-202303-M9	Critical	7.10.1	30/03/2023	Closed on 20/06/2023
2328810-202303-M10	Critical	7.12.4	30/03/2023	Closed on 20/06/2023
2328810-202303-N1	Minor	2.2.2	30/03/2023	"Open"
2328810-202303-N2	Minor	2.3.2	30/03/2023	"Open"
2328810-202303-N3	Minor	4.2.2	30/03/2023	"Open"
2328810-202303-N4	Minor	3.5.1	30/03/2023	"Open"

3.4 Stakeholders and previous landowner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss FGV PISB Besout POM & Supply Base Certification Unit’s environmental and social performance, legal and any known dispute issues.

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

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

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Contractor	Gopal Enterprise (Besout 07)	Face to face
Internal	Kedai Runcit Asawa Haji Ayup.	Face to face
Local communities	Ketua Peneroka FELDA Besout 01	Face to face
Government department	SMK Besout	Face to face
Union	Kesatuan Kerja FGVPI	Face to face
Neighbouring estate	Felda Besout 04	Face to face
Local communities	Kampung Orang Asal Pular A/L Bah Mon	Face to face
External stakeholders	Masjid Felda Besout 01	Face to face
Internal stakeholder	Gender representative for each operating unit	Face to face

Stakeholders comment	
1	<p>Feedbacks: <u>Gender Representative for each operating unit</u> 2 gender representatives for each operating have been interviewed. Based on the interview, there is evidence that all female workers can participate in gender committee and has been invited for meeting that will be conducted every 6 months. As per interview, it has been confirmed that grievance procedure for any harassment has been communicated and all representatives can demonstrate their understanding on the procedure. Other than that, pregnancy test has not been conducted for female workers but only self-assessment on pregnant symptom such as menstrual delay will be submitted online on monthly basis. Representative also has been asked on discrimination and has been confirmed there is no discrimination has been practiced. All female workers received same benefits, leave and others. New mother assessment has been conducted for each operating units and has been confirmed by one of representative which also new mother.</p> <p>Audit Team verification and response: No further issues or concern.</p>
2	<p>Feedbacks: <u>Kampung Orang Asal Pular A/L Bah Mon and Ketua Peneroka FELDA Besout 01</u> Head of village for Kampung Orang Asal Pular A/L Bah Mon and Head of FELDA settler for FELDA Besout 01, has been interviewed. Most of the villagers works as public and government servant, village works and own their own oil palms farm. Based on the on the interview, it has been confirmed that good relationships have been between both parties. They also mentioned that there are no operation/ activities in estates and POM that give adverse effect to the local communities. Any vacancies in estate/POM will be posted at notice board and nearby coffee shops at the village area. As per interview, some villagers work in the estate and POM. There are no cases of pollution has happened and identified by the villagers. There are also no issues of land dispute/ customary right land which has been confirmed who already reside at that area for than more than 20 years</p> <p>Audit Team verification and response:</p>

	No further issues or concern.
3	<p>Feedbacks: <u>Kesatuan Kerja FGVPI Besout POM</u> Mr Zaizi Abu Kassim has been appointed as president for workers union in from FGVPI Besout POM. He mentioned he has been elected through election that has been conducted without interference of the management. He said all workers and staff can join the workers union except executive. For now, there is no request from the workers union and routine meeting will be conducted at least once a year. Responded to question on promotion, he said that all promotion is based on the recommendation by the section lead, appraisal approval by the management. If there is grievance/appeal on the promotion, it can be communicated with representative from workers union and the issues will be forwarded to the management.</p> <p>Audit Team verification and response: No further issues or concern.</p>
4	<p>Feedbacks: <u>Felda Besout 04</u> It has been confirmed that clear demarcation has been established by both parties within the boundaries and there is no issues of overplanting, boundaries. Other than, the management of both parties cooperate to maintain the condition of boundaries. Good relationship has been maintained between both parties where often communication/meeting has been done.</p> <p>Audit Team verification and response: No further issues or concern.</p>
5	<p>Feedbacks: <u>SMK Besout</u> SMK Besout located around 3km from FGVPI Besout POM and some kids from FGVPI Besout POM and travel by van to school. She also mentioned good relationship has been maintained between both parties and he also mentioned that he aware about consultation and communication procedure and know who need to be contacted for any communication/consultation. He also hopes that there will be activities together with FGVPI Besout POM and school.</p> <p>Audit Team verification and response: No further issues or concern.</p>
6	<p>Feedbacks: <u>Kedai Runcit Asawa Haji Ayup.</u> Kedai Runcit Asawa Haji Ayup has been doing business in FGVPI Besout 06 Estate for more than 10 years As per interview, the shops has been run by the family members which is his son and spouse. All things have been purchased from Slim River town with additional price for transporting cost and profit. There are no issues with the estate management where the management has maintained good relationship with the external stakeholder. He is aware about complaint procedure, consultation and communication procedure and other policies that has been established.</p> <p>Audit Team verification and response: No further issues or concern.</p>
7	<p>Feedbacks: <u>Gopal Enterprise (Besout 07)</u> Based on interview, the contractor agreed good relationship has been established between management and contractors. The contractor also mentioned that the payment paid within 30 days as per terms and</p>

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

	<p>conditions. Contractor was being briefed regarding RSPO & MSPO during stakeholders meeting. All workers recruited is local workers and SOCSO and EPF contribution made by the contractors itself.</p> <p>Audit Team verification and response: The estate management noted with the comment and will try to improve communication and relationship with all contractors. Payment for contractor will be made by Region Office and all documents for payment prepared by the estate. No further issues or concern.</p>
8	<p>Feedbacks: <u>Newly recruited workers (India)</u> 4 newly recruited workers have been interviewed during the audit. It has been confirmed that interview process at has been done at the origin countries and all newly recruited workers understand that all recruitment cost will be borne FGV Plantation Berhad. Cost for passport and medical check-up need be upfront by the workers and will be reimburse at 1st months of the salary and there is evidence that the payment has been made</p> <p>Audit Team verification and response: No further issues or concern.</p>

List of landowner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Not applicable since the land is belonged to FELDA. Based on the land title, the land is belonged to FELDA (government land) and FELDA land was leased to FGV. Based on stakeholder consultation, there is no land encroachment from FGV to other smallholders as a land user in FELDA land too.					



Previous landowner / user comment	
NA	Feedbacks: -
	Audit Team verification and response: -

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 14 (Aug 2022)

Formal Signing-off of Assessment Conclusion and Recommendation

<p>The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that FGV PISB Besout POM has complied with the Malaysia National Interpretation 2019 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that FGV PISB Besout POM is remain certified.</p>	
Report prepared by	Acceptance of Assessment Conclusion
Name: VIJAY KANNA PAKIRISAMY	Name: NOROLSAIFUL HAZRI BIN HAMID
Company Name: BSI SERVICES (MALAYSIA) SDN BHD	Company Name: FGV HOLDINGS BERHAD
Title: CLIENT MANAGER	Title: Sustainability Manager
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
Date: 28/06/2023	Date: 06/07/2023

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance	
Principle 1: Behave ethically and transparently			
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	<p>(C) Documents that are specified in the RSPO P&C are made available to the public.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Holdings Berhad has established internal SOP for information request from relevant stakeholders and documented in 'Komunikasi, Penglibatan dan Rundingan' with Doc. No.: FGV/ML-1A/L2-Pr12 dated 01/06/2016. The objective of the SOP is to establish an effective system for communication between company and stakeholder.</p> <p>List of documents that publicly available has been specified in the memo dated 03/01/2022 with total 20 document that has been publicly available. There is evidence that all document listed are as per specified in RSPO P&C.</p> <p>Communication of the procedure to the stakeholders was made during the Stakeholder consultation for FGV PISB Besout POM, FGVPM Besout 6 Estate and FGVPM Besout 7 Estate physically in March 2023 at Dewan Semai Bakti, Felda Besout 01, Sungkai, Perak dated 14/03/2023. During the meeting, the attended stakeholders been given with copy of handout of agenda, which is consist of list of policies, sustainable concepts, list of publicly available documents, commitment on managing workers, environmental and social. Interview with the stakeholders confirmed that they are aware with document that publicly available listed.</p>	Complied
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders.	Information provided in both English and Bahasa Malaysia and accessible to all stakeholders in FGV Besout Certification Unit upon	Complied

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

	- Minor compliance -	request. Policies & guidelines are also made available in the company's website: https://www.fgvholdings.com/sustainability/policies-guidelines/ .	
1.1.3	(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -	All information requests received will be recorded in the logbook that has been called "Consultation and communication logbook. As for the day of audit, there is no information request has been received, only assistance request.	Complied
1.1.4	(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative. - Critical (Major) compliance -	FGV has established SOP for consultation and communication from relevant stakeholders and documented in 'Komunikasi, Penglibatan dan Rundingan' with Doc. No.: FGV/ML-1A/L2-Pr12 dated 01/06/2016. The objective of the SOP is to establish an effective system for communication between company and stakeholder. FGVPM Besout 6 Estate – Raja Mohd Shahril Bin Raja Ali, (Asst Manager) has been appointed as workers and community liaison officer with appointment letter Ref No: (03)455/E6.2.1 dated 17/01/2022. FGVPM Besout 7 Estate – Muhammad Faiz Bin Zulkepli, (Asst Manager) has been appointed as workers and community liaison officer with appointment letter Ref No: (01)RSPO/P1, P6 dated 01/01/2023. Communication of the procedure to the stakeholders has been done during the Stakeholder consultation for FGVPIB Besout POM, FGVPM Besout 6 Estate and FGVPM Besout 7 Estate physically in March 2023 at Dewan Semai Bakti, Felda Besout 01, Sungkai, Perak dated 14/03/2023 During the meeting, the attended stakeholders been given with copy of handout of agenda which is consist of list of policies, sustainable concepts, list of publicly available documents, commitment on managing workers, environmental and social.	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>Stakeholders was identified and updated in the stakeholder list (Senarai Pihak yang Berkepentingan (Stakeholder) yang terlibat). For FGVPM Besout 7 Estate and FGVPM Besout 6 Estate, stakeholder list was reviewed and updated on 04/01/2022 has included suppliers, contractors, service providers, school, mosque, local communities, clinics, foreign workers representatives, workers union representative, government agencies/authorities, embassy and etc.</p>	Complied
<p>Criterion 1.2: 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>FGV Group Sustainability Policy (GSP) (Policy No.: FGV/SED/POL/001 dated 17/11/2020) was established. The purpose of the policy is to establish the objectives and guideline for FGV Holdings Berhad and its Group of Compliance for the fulfilment of FGV’s commitment regarding sustainability matter.</p> <p>Besides, Code of Business Conduct and Ethics (CoBCE) for Employees (Policy No.: FGV/GHR/POL/039, Rev. 4 dated 01/01/2020) was established which incorporated various aspect of committing to a code of ethical conduct and integrity.</p> <p>Supplier Code of Conduct was available in the company’s website (Doc. Version: 01/05/2020) which outlined the business ethics & integrity for all the suppliers with FGV Holdings Berhad. The policies are accessible by the stakeholders via www.fgvholdings.com/sustainability/.</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>FGV Holdings Berhad has established system to monitor compliance to the policy through internal audit which is conducted at least annually. Internal audit for FGVPM Besout 6 Estate was conducted on 07-08/02/2023 with total of 25 non-conformances and 2 OFIs were raised. Internal audit for FGVPM Besout 7 Estate was conducted on 09-10/02/2023 with total of 26 non-conformances</p>	Complied

		<p>and 1 OFI were raised. However, there is no nonconformities has been raised related to policy for ethical conduct.</p> <p>Other than that, FGV Holdings Berhad has established Whistleblowing Policy (Policy No.: FGV/ GGD/ POL/ 001 dated 17/11/2020) to establish the rules and principles for the process of complaint management, investigation and protection for whistleblowing for FGV Holdings Berhad and its Group of Companies. The COBCE policy will be used as reference for this policy. An appointed member will be in-charge for investigation on matters related to corruption/ abuse of power/ fraud and misconduct.</p> <p>Other than that, FGV Holdings Berhad, Group Internal audit (GIA) in headquarters was established as part of mechanism to monitoring compliance of business transaction for all operating units under FGV Holdings Berhad. Compliance of monitoring will be done based on sample of operating units. For Wilayah 1, latest sampled audit of business transaction for FGV Holdings Berhad done in FGV Kerteh Complex and FGV Chini Complex in November 2022.</p>	
<p>Principle 2: Operate legally and respect rights</p>			
<p>Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.</p>			
<p>2.1.1</p>	<p>(C) The Unit of Certification complies with legal requirements - Critical (Major) compliance -</p>	<p>The legal compliance of FGV PISB Besout Certification unit were monitored by the management to ensure compliance to all applicable legal requirements. Sample of legal requirements were verified at the estate and the mill. Licenses and Permits were renewed and remained active at the time of the assessments. Nevertheless, certain legal requirements were not complied to. Please refer to Non-Conformity 2328810-202303-M1 in section 3.3 above.</p>	<p>Non-compliance</p>

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

		<p>Legal compliance in FGVPISB Besout POM as verified included:</p> <ol style="list-style-type: none"> 1. MPOB License; License Number: 618299015000; License Validity Period: 01/06/2023 – 31/05/2024. 2. Permit to Store Diesel; Serial Number: A001576; Reference Number: KPDNHEP/P/TPH/600-2/1/6/2/220; License Validity Period: 15/01/2021 – 14/01/2024. 3. DOE Compliance Schedule; License Number: 004230; License Validity 01/07/2022 – 30/06/2023. 4. Energy Commission – Private Installation License; Serial Number: 56536; License Number: 2022/02116; License Validity Period: 28/07/2022 – 27/07/2022. <p>Legal compliance in FGVPM Besout 6 Estate as verified included:</p> <ol style="list-style-type: none"> 1. MPOB License No. 574649002000 for Felda Besout 6 Estate with size 2,384.9 Ha and valid from 01/07/22-30/06/23. 2. CF for Compressor PK PMT5471 with capacity 1,131 kilo pascal valid till 07/05/23. 3. Weight balance 60 kg calibrated by De Metrology Sdn. Bhd. inspected on 23/05/22. 4. Diesel Permit under Regulation 18 of Supply Control Regulation (Amendment) 2021 No. KPDNHEP.PK.TPH.600-2/1/6/2/107 for 11,000 litres valid from 27/10/21-26/10/24. 5. Certificate of Fitness under Regulation 38(1)(a) Standard of Minimum Housing and Amenities 1990 received dated 22/12/20 for 1 Block Terence with 6 doors <p>In FGVPM Besout 7, evidence of compliance as sampled included:</p> <ol style="list-style-type: none"> 1. MPOB License No. 5599124002000 with total Size of 2,908.05 Ha valid from 01/04/23 till 31/03/2024 	
--	--	---	--

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

		<p>2. Diesel Permit KPDNHEP.PK.TPH.600-2/1/6/2/107- A001409 for 10,000 litres of Diesel valid until 26/10/2024</p> <p>3. CHRA was conducted on 14/12/19 by Hj Shaari Chin (Assessor) from Global Advance Training and Consultancy.</p> <p>4. NRA was conducted and tested on 04/02/23 by Medifa Care under Assessor (Krsnaraj A/L Rengaraju).</p> <p>Nevertheless, there were lapses in complying to legal requirements as below.</p> <p>1. As per Compliance Scheduled from DOE, found that FGVPISB Besout POM did not comply with; -</p> <p>a. Compliance Scheduled (dated 01/07/2022 -30/06/2023)</p> <ul style="list-style-type: none"> - No.8; Pelepasan efluen melalui pintasan adalah tidak dibenarkan. However, during site verification it was found that there was bypass for effluent from algae pond direct to Sg. Bernama (Environment Impact Point) without going to polishing plant. - No.13; Setiap Kolam pengolahan efluen hendaklah dipasang papan tanda yang mempunyai maklumat nama kolam, kapasiti rekabentuk, tempoh penahanan efluen, Tarikh akhir penyingkiran enapcemar dan ketinggian free board. However, during site verification, sighted no signboard for anerobik C and some signboards were not updated as per the requirement. - No 21; Pengurusan tandan kosong hendaklah mengikut Garis Panduan Pelan Pengurusan Tandan Kosong Kelapa Sawit terbitan terkini Jabatan Alam Sekitar. However, 	
--	--	---	--

		<p>during site verification it was verified that there were no shade as per requirement.</p> <p>b. Compliance Scheduled (dated 01/07/2021 -30/06/2022)</p> <ul style="list-style-type: none"> - No.33; Melantik Juruaudit Alam Sekitar yang berdaftar dengan Jabatan Alam Sekitar bagi menjalankan audit pematuhan perundangan dan syarat – syarat lesen oleh Pihak Ketiga sekurang – kurangnya 2 kali setahun. <p>However, found that the management has only conducted third-party audit once on 27/05/2022, referred report (AS(B)A31/152/000/022/EA22) instead of twice a year.</p> <ul style="list-style-type: none"> - There was an OFI from the DOE third party audit dated 27/05/2022 (AS(B)A31/152/000/022/EA22) regarding to CEMS failure which was still open since May 2022. However, the CEMS was still failure during site verification. It was not followed as per Compliance Scheduled under: 18. Peralatan Continuous Emission Monitoring System (CEMS) hendaklah dipasang dan berfungsi mengikut Volume 1: Guidelines for the maintenance of continuous emission monitoring system (CEMS) for industrial premise from DOE. <p>2. FGVPM Besout 7 Estate - Sample of payslips taken for verification by auditor and found out that deduction has been made for electric, water and yuran badan kebajikan pekerja bergaji hari. However, sighted salary deduction permit reference number (22), BHG PU/9/129 JLD 23 dated 26/04/2016 only for water and electricity deduction. Permit for deduction of yuran badan kebajikan pekerja bergaji hari was not available for verification.</p>	
--	--	--	--

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

		<p>3. As per USECHH Regulations 2000, under the requirements of CHRA, it was stated in the CHRA that the Chemical Register shall be reviewed and updated. During the visit to the chemical store at FGVPM Besout 6 Estate and FGVPM Besout 7 Estate, it was verified that there were chemicals such as Krush (glyphosate – potassium), Sodium Chloride and Takumi (flubendiamide) which were not registered in the Chemical Register of the respective estates</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>FGV Holdings Berhad have established a centralized system for tracking any changes in the law as per “Panduan: Sistem Pengesanan Perubahan Undang-undang” dated 23/06/2017, Version: 04. Any changes in the relevant regulations is through Plantation and Sustainability Department and the Manager.</p> <p>The operating units have appointed person responsible for each operating unit to monitor the compliance to legal and other requirements as below:</p> <ul style="list-style-type: none"> - For FGVPM Besout 7 Estate, to monitor the status of legal compliance, the management has appointed the Assistant Manager, Syed Muhanmad Syahir Syed Azmi, as per appointment letter dated 10/10/2021. - For FGVPM Besout 6 Estate, to monitor the status of legal compliance, the management has appointed the Assistant Manager, Mr Amir Bin Salleh, as per appointment letter dated 17/01/2022. <p>FGVPM Besout 6 Estate and & Estate has a Reference List of Act and Legal Register and among included in the list dated 10/02/23:</p> <ul style="list-style-type: none"> - <i>Akta Perlindungan Pemberi Maklumat 2010</i> - <i>Akta Suruhanjaya Pencegahan Rasuah 2009</i> 	<p>Complied</p>

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

		<ul style="list-style-type: none"> - Akta Standard Minimum Perumahan (Pindaan) 2019 - Occupational Safety and Health Act 1996 and Occupational Safety and Health (Amendment) 2022 - Occupational Safety and Health (Safety and Health Committee) Regulations 1996 - Environmental Quality Act 1974 and (Amendment) 2012 - Environmental Quality (Scheduled Waste) Regulations 2005 - Pesticides Act 1974 - Pesticides (labeling) Regulations 1984 	
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>Visit to the estate boundaries indicated that there were plantings beyond the estates legal parameters. The estates have installed boundary markers to clearly demarcate the boundaries of the estate. Sighted well established and clear red/white pole and signages available at the boundaries. In addition, there were trenches and road to mark the separation of properties of each estate.</p>	Complied
Criterion 2.2: 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>List of contracted parties has been maintained in the stakeholder list (Senarai Pihak yang Berkepentingan (Stakeholder) yang terlibat). For FGVPISB Besout POM, there is only 1 contracted party which is Dyarikat Taffrijyah. While for FGVP M Besout 06 and 07, contracted parties as per below:</p> <ol style="list-style-type: none"> a. GPH Enterprise b. Generasi Anak Muda c. Tanjung Global Indah Enterprise d. Roslin Saidin Enterprise 	Complied

<p>2.2.2</p>	<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 contractors are required to sign Supplier Code Of Conduct which has stated in the Supplier Code Of Conduct, FGV Holdings Berhad, there are requirements to comply with legal requirement and disallowing child, forced and trafficked labour.</p> <p>Social Liaison PIC was appointed for each operating units to ensure the list of stakeholders are updated and complying with legal requirements. Training for PIC was provided by JTK Wilayah during the monthly meetings. Latest meeting conduct in August 2022.</p> <p>Due diligence for each contractor are done by each operating units every month, where all documents related to contractor’s workers have been collected by each operating units for monitoring and verification. Other than that, workplace inspection is done every 3 months by the management and outcomes will be discuss during the OSH meeting.</p> <p>Nevertheless, the contractors were unable to demonstrate compliance to legal requirement and there is no evidence of due diligence available. Evidences are as below.</p> <p><u>FGVPM Besout 07 Estate</u></p> <ol style="list-style-type: none"> 1. Contractor has been appointed by the management (Tanjung Global Indah Enterprise). Sample of contractor`s workers` payslips has been taken by auditor for verification. It has been sighted that the contractor was unable to demonstrate compliance to legal requirement and there is no evidence of due diligence available as per objective evidence below. b. Deduction of employee provident fund was not as per stated in the employment contract. <p>Sampled Worker A</p> <table border="1" data-bbox="1238 1305 1926 1385"> <thead> <tr> <th>Month</th> <th>Actual deduction (RM)</th> <th>As per Employment contract (RM)</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Month	Actual deduction (RM)	As per Employment contract (RM)				<p>Non-compliance</p>
Month	Actual deduction (RM)	As per Employment contract (RM)							

		<table border="1" data-bbox="1240 362 1928 461"> <tr> <td>July 2022</td> <td>351</td> <td>341</td> </tr> <tr> <td>Nov 2022</td> <td>297</td> <td>296</td> </tr> </table> <p data-bbox="1240 512 1473 544">Sampled Workers B</p> <table border="1" data-bbox="1240 552 1928 732"> <thead> <tr> <th>Month</th> <th>Actual deduction (RM)</th> <th>As per Employment contract (RM)</th> </tr> </thead> <tbody> <tr> <td>Dec 2022</td> <td>342</td> <td>430</td> </tr> <tr> <td>Nov 2022</td> <td>494</td> <td>508</td> </tr> </tbody> </table> <p data-bbox="1137 743 1928 871">2. Contractors' workers have been paid basic wages + piece rate. However, as per interview with the management, they are not aware of the rate of payment and has not verified if the payment has been made as per agreed rate.</p>	July 2022	351	341	Nov 2022	297	296	Month	Actual deduction (RM)	As per Employment contract (RM)	Dec 2022	342	430	Nov 2022	494	508	
July 2022	351	341																
Nov 2022	297	296																
Month	Actual deduction (RM)	As per Employment contract (RM)																
Dec 2022	342	430																
Nov 2022	494	508																
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <p>- Minor compliance -</p>	<p>All contractors are required to sign Supplier Code Of Conduct which has stated in the Supplier Code Of Conduct, FGV Holdings Berhad, where there are requirements disallowing child, forced and trafficked labour.</p> <p>Social Liaison PIC was appointed for each operating units to ensure the list of stakeholders are updated and complying with legal requirements. Training for PIC was provided by JTK Wilayah during the monthly meetings. Latest meeting conduct in August 2022.</p> <p>Due diligence for each contractor are done by each operating units every month, where all documents related to contractor's workers have been collected by each operating units for monitoring and verification. Other than that, workplace inspection is done every 3 months by the management and outcomes will be discuss during the OSH meeting</p>	Complied															

Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	<p>(C) For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> • Information on geo-location of FFB origins • Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder • One or more supporting documents for claims • Valid MPOB license <p>- Critical (Major) compliance -</p>	<p>The mill obtains FFB from RSPO Certified sources such as FGVPB Besout 6 Estate and FGVPB Besout 7 Estate. The mill also receives uncertified FFB from other estates, smallholders and collection centres. Compliance to the indicator were verified for the sampled FFB Suppliers as below.</p> <ol style="list-style-type: none"> 1. Felda Besout 03 <ul style="list-style-type: none"> - MPOB License Number: 619212015000; License Expiry Date: 01/03/2023 – 29/02/2024. 2. Tamilarasu A/L Paneer Selvam <ul style="list-style-type: none"> - MPOB License Number: 808834001002; License Validity Period: 31/01/2020 – 31/12/2024. 3. Amson Sdn Bhd <ul style="list-style-type: none"> - Geo Location: 3.82591 N, 101.38926 E. - Evidence of ownership: Grant – Lot 1020, 1618 & 2398. - MPOB License Number: 501551302000; License Validity Period: 01/04/2021 – 31/03/2022. - Evidence of ownership: Grant – Lot 1020, 1618 & 2398. 4. Pantas Asli Enterprise <ul style="list-style-type: none"> - Geo Location: 3° 46' 45.26" N, 101° 14' 24.12" E - MPOB License Number: 596890002000 - Evidence of valid use of land: Authorisation letter from Jabatan Kemajuan Orang Asli; Reference Number: JAKOA.PK B1/3/33 – KLT/1. 5. Yayasan Pembangunan Pendidikan India Negeri Perak <ul style="list-style-type: none"> - MPOB License Number: 595601002000; License Validity Period 01/03/2022 – 28/02/2023. 	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 Indicator 2.3.1.</p> <p>- Minor compliance -</p>	<p>For all indirectly sourced FFB, there were no evidence of information as stated under indicator 2.3.1 available at the mill. The mill also has not registered a case on this at the RSPO website as well.</p>	Non-compliance												
<p>Principle 3: Optimise productivity, efficiency, positive impacts and resilience</p>															
<p>Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.</p>															
3.1.1	<p>(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>For FGVPIB Besout POM, the Annual Business Plan 2023-2027 was available. The document is in the form of annual budget and the projection for 6 years prepared as guidance for future planning. The business plan contains FFB processed, production of CPO & CPK. The Component of operating expenditure among others includes Process labour, Maintenance external, maintenance parts, Consumable, EVIT, Admin cost and Labour overhead. Estimation of General and Nett Income clearly forecasted as seen with estimation of FFB pricing.</p> <p>FGVPM Besout 6 Estate and Besout 7 Estate has documented business or management plan established to demonstrate attention to economic and financial viability through long-term (2023-2027) management planning.</p>	Complied												
3.1.2	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>The replanting program until 2027 were sighted for the estates. This program is reviewed once a year and is incorporated in their annual financial budget. The replanting program until year 2027 is as follows: All figures in ha otherwise stated.</p> <table border="1" data-bbox="1137 1230 1928 1358"> <thead> <tr> <th>Estate</th> <th>2023</th> <th>2024</th> <th>2025</th> <th>2026</th> <th>2027</th> </tr> </thead> <tbody> <tr> <td>FGVPM Besout 6 Estate</td> <td>-</td> <td>89.97</td> <td>-</td> <td>-</td> <td>-</td> </tr> </tbody> </table>	Estate	2023	2024	2025	2026	2027	FGVPM Besout 6 Estate	-	89.97	-	-	-	Complied
Estate	2023	2024	2025	2026	2027										
FGVPM Besout 6 Estate	-	89.97	-	-	-										

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

		FGVPM Besout 7 Estate	-	-	--	-	-	
3.1.3	The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake. - Minor compliance -	<p>FGVPISB Besout POM conducted management review meeting on 16/03/2023 with minutes and attendances available for review. The meeting was chaired by the Mill Manager and attended by key personnel.</p> <p>Based on the minutes, agenda discuss include internal audit result, external audit result, engineering department visit report result, changes in management, mill operation report, customer feedback and suggestion for improvement.</p> <p>FGVPM Besout 7 Estate conducted management review meeting on 15/02/2023 (Meeting No 01/2023) and for FGVPM Besout 6 Estate was conducted on 23/02/2023. Review on the minutes verified the attendances included the Estate Managers and key personnel of every sections.</p> <p>The minutes of meeting review includes the agenda on internal audit result, external audit result, agronomist visit report result, changes in management, field operation report, stakeholders' feedback and suggestion for improvement.</p>						Complied
Criterion 3.2: The unit of Certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable Continuous improvement in key operations.								
3.2.1	(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification. - Critical (Major) compliance -	The mill and supply base estates have established the main social and environment improvement plans as stated in the Continuous Improvement Plans. The Continues Improvement Action plan have been developed based on the areas and issues of concern that have been raised. They were listed out in the Social management Plan, OSH Plan and Environment Plans. The implementation of the action plans were sampled and verified and were found to be in						Complied

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

		<p>progress. Among the implementation of the highlighted plans were as below:</p> <p><u>FGVPISB Besout POM</u></p> <ol style="list-style-type: none"> 1. Monthly review of Yearly Budget to monitor mill expenditure. 2. OSH Campaigns conducted to strive towards Zero Accidents for the year 2023. 3. Continuous upgrades of the housing complex for better comfort and safety of the employees. 4. Preventive maintenance conducted on vehicles and machineries to avoid excessive use of diesel. <p><u>FGVPM Besout 6 Estate</u></p> <ol style="list-style-type: none"> 1. The use of grass cutting machines were optimized to reduce dependency on workers. 2. Elimination of hazardous chemicals in the estate. No more use of Paraquat and Class 1A and 1B chemicals. 3. No Zero Open Burning in the estate. 4. Diesel usage during transportation of FFB to the mill and daily operations were monitored and recorded. <p><u>FGVPM Lepar Hilir 06 Estate</u></p> <ol style="list-style-type: none"> 1. Less hazardous chemicals has been used as alternatives. 2. Zero open burning practised by the estate by continuous monitoring at the linesite and awareness created among workers. 3. Quarterly Workers Welfare Meetings were conducted to ensure workers welfare issues are addressed. 	
--	--	---	--

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>PROCEDURAL NOTE:</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>RSPO metric template version 2.1 is used for the reporting of FGVPISB Besout Certification Unit’s metrics (economic, social and environment). Data reporting period is January to December 2022 for (social and environment metrics) and economic metrics from Feb 2022 – Jan 2023 (counting back from audit month). Based on verification with input data, no discrepancies of data reported for the said period for all metrics.</p>	Complied
Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.			
3.3.1	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>The mill processing system is documented in the following documents among others;</p> <ol style="list-style-type: none"> a. The Mill Lestari Processing Manual b. Mill Standard Operating Procedure, c. The Mill Quality Management Manual <p>These documents provide guidelines and standards in the mill operations. The Standard Operating procedure (SOP) described details from;</p> <ol style="list-style-type: none"> a. The reception, sterilization, threshing, pressing, b. Clarification, depericarping (nut polishing) station, c. Effluent, laboratory, workshop, dispatches etc. <p>In addition, there are also manuals available within the industry and MPOB that are used as guidelines.</p>	Complied

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

		<p>The standard operation procedure SOP for the estate operations is available which is prepared on Group basis. There are levels of the documentation identified as follows;</p> <ul style="list-style-type: none"> a. Manual Ladang Sawit LESTARI (Sustainable Palm Oil Farming Manual) reviewed on 01/06/2012 – Young Mature OP Edition: II Seksyen: 3 b. Manual Ladang Sawit LESTARI (Sustainable Palm Oil Farming Manual) reviewed on 01/06/2012 – Mature OP; Edition: II Seksyen: 4 c. Manual Ladang Sawit LESTARI (Sustainable Palm Oil Farming Manual) reviewed on 01/06/2012 – OP Manuring; Edition: II Seksyen 5 d. Safe Work Procedures e. Sustainability Manual <p>Amendments are made should there be requirement to suit the local issues/situation.</p>	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place. - Minor Compliance -</p>	<p>The Agronomy and Agricultural Services Department, Sustainability Unit, Plantation Head and relevant Head Office personnel including the Regional Controller inspect and report to ensure compliance against company policy and procedure with regards to operation, finance as well as safety, health and welfare requirements.</p> <p>Internal Audit was conducted and documented in the estates as below:</p> <ul style="list-style-type: none"> 1. FGVPIB Besout POM: 01 – 02/2023 2. FGVPM Besout 6 Estate: 07 – 08/02/2023. 3. FGVPM Besout 7 Estate: 09 – 10/02/2023. 	<p>Non-compliance</p>

		<p>Health, Safety and Environment Audit was conducted in the estates.</p> <ol style="list-style-type: none"> 1. FGVPIB Besout POM: 01/11/2022 2. FGVPM Besout 7 Estate: 18 – 19/08/2022 <p>Nevertheless, the established procedures were not effectively implemented. Evidences are as below.</p> <p>The certification unit conducts annual internal audits and safety audits at the sites to check consistent implementation of procedures. The implementation of Internal Audit is guided by the Internal Audit Procedure, Prosedur Operasi Standard (SOP) – Audit Dalam Persijilan Kelestarian; Doc Number: FGV/GSD-SCCD/SOP/04; Dated: 03/09/2020. Nevertheless, the effectiveness of the internal audits to ensure compliance towards implementation of the procedures were not adequate.</p> <p>FGVPIB Besout POM</p> <ol style="list-style-type: none"> 1. The effectiveness of the corrective actions from safety audit was not adequate as the issues that were closed were seen to reoccur. Evidence as below. <ol style="list-style-type: none"> b. FGVPIB Besout POM – The “Laporan Lawatan KKP Kilang” dated 01/11/2022 has identified issues on housekeeping and cleanliness at the mill. The issue was stated closed on 08/11/2022. During the site visit to the mill, it was verified that the housekeeping and cleanliness of the mill was not addressed. Hence the effectiveness of the internal audit to address the issue was not adequate. <p>FGVPM Besout 7 Estate</p> <ol style="list-style-type: none"> 1. The SOP, Melapor Kemalangan, Pengendalian Insiden. Siasatan Kemalangan, Rungutan, Ketakuran Dan Tindakan 	
--	--	---	--

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

		<p>Pemetulan; Document Number: FGV/FGVPM/II/IMS/15/022; Effective Date: 01/01/2016; Accident Flow Cart – “Laporkan Kepada SHO/MR/DeMR – FGV/FGVPM/IV/IMS/15/ 22.4 Pind). Verified the accident reports for Md Nasimuddin dated 29/10/2022 at FGVPM Besout 7 Estate, the were no evidence that the stated document were available.</p> <p>2. During the visit to the Harvesting Operations at FGVPM Besout 7, it was noticed that the Safe Harvesting Operation Procedures were not implemented by the harvesters in accordance with Garis Panduan Keselamatan & Kesehatan Pekerjaan; menuai Buah Sawit; Doc Number: FGVPM/L3/GPK-014; Doc Date: 01/02/2020.</p> <p>FGVPM Besout 6 Estate</p> <p>1. During the site visit to the Harvesting Operations at FGVPM Besout 6, it was noticed that the First Aid Box, carried by the mandore in-charge had additional items, such as Eye Drop and Medicated Oil (Minyak Cap Kapak), placed in the box. The items were not listed in the First Aid Box items list. Furthermore, the Eye Drop had no expiry date stated on it. This was not in compliance with the Prosedur Kerja Selamat; Document Number: FPI-PK-035; Pertolongan Cemas; Date: 14/05/2022.</p> <p>Due to this being a recurrence under the same indicator, the non-compliance has been escalated to critical non-compliance.</p>	
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor Compliance -</p>	<p>Both the estates and mill audited maintained all records of monitoring and available for review. There are several levels of records beginning from the field/mill supervisors to executives and the Managers. The Regional Controller (RC) are accountable to monitor the estates/mill compliance towards the SOP, budget and</p>	Complied

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

		<p>productivity among others. Estates / Mill performances are reviewed during the monthly meeting with Regional Controller or Zone Head. Records sampled for verification as stated under indicated 3.3.2.</p>	
<p>Criterion 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.</p>			
<p>3.4.1</p>	<p>(C) 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. - Critical (Major) compliance -</p>	<p>FGV Holdings Berhad’s established SIA Procedure with Doc. No.: FGV/ML-1A/L2-Pr21 issued: 01 dated 01/06/2016 with objective to ‘ensure that the establishment of estates and mills in an area benefits and does not harm the lives of the people involved through identification of negative & positive impact, identification to avoid and reduce impact, cooperation between management and stakeholders and feedback from stakeholders’.</p> <p>FGV Group’s HQ conduct Social Impact Assessment (SIA) at Besout Complex consist of FGVPISB Besout POM, FGVPM Besout 6 Estate and FGVPM Besout 7 Estate on March 2022. Based on report review, sighted the report issued is revision 1, by Ahmad Akram Abd Jalal, Sustainability Compliance & Certification Department, Group Sustainability Division, FGV Holdings Berhad. Executive Summary of the report state to re-evaluate from social impact assessment prepared on November 2021 based on procedure. Objective for preparing the report to meet sustainability certification in way to assist project units to identify and handling issues affect directly and indirectly to stakeholders.</p> <p>FGVPM Besout 6 estate has extract social assessment result into management plan with two (2) categorize consist of positive and negative impact.</p> <p>Nevertheless, the Social Impact Assessment were not conducted adequately.</p>	<p>Non-compliance</p>

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

		<p><u>FGVPISB Besout POM</u></p> <p>FGVPI Besout POM has awarded contractor Kualiti Ahmad Enterprise to construct 6 block of housing (12 doors) and as per site visit, it was sighted that land clearing has been done by the contractor. However, the social and environmental impact assessment has not been done for the construction. Hence a Critical Non-Conformity was raised.</p> <p>FGVPISB Besout POM has conducted Environmental Aspect and Impact Assessment for all its' activities in year 2022. The environmental Assessment findings are recorded in document titled Identification of Environmental Aspect and Evaluation of Significance Form. Refer to FPI/L4/OHSE 1.7 Pindaan 1 dated 24/01/2022. The Environmental Risk Assessment has covered 16 keys activities of the mill such as; Main Entrance, Weighbridge, Grading, Loading ramp, Sterilizer Crane, Threshing, Press, EFB conveyor, Oil room ,Oil tank – CPO and ETC.</p> <p>FGV Holdings Berhad has established Environmental Policy signed by Mohd Nazrul Izam Mansor, Group Chief Executive Officer dated 05/11/2021. Refer doc no FGV/GHR/HSEQ/POL/004.</p> <p>Environment Policy Briefing Training has been conducted on 17/02/2023 during Muster Call at FGVP Besout 7 Estate and on 04/01/2023 at FGVP Besout 6 Estate</p>	
3.4.2	<p>For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.</p> <p>- Minor Compliance -</p>	<p>Management plan for the mill each estate has been established based on the recommendation from the SIA report and documented in the document "Pelan Pengurusan Tindakan (Management Plan) bagi impak sosial (Negatif). There is evidence that the management and monitoring plans established with participation of the affected stakeholders during the interview. Management plan has been divided into short period (Feb- July</p>	<p>Non-compliance</p>

		<p>2022), Medium period (August 22- Jan 2023) and Long Period (Feb- July 2023).</p> <p>Based on review, FGVP Besout 6 estate has established management plan as follows</p> <ul style="list-style-type: none"> a. Impact social: lack of understanding for local workers in term of salary calculation for overtime which lead to misunderstanding on salary payment. <ul style="list-style-type: none"> – Management plan : The management of each operating units will conduct briefing on salary calculation on yearly basis and to ensure effectiveness of the training trough training assessment. b. Impact social: There is issues that has been highlighted by workers on PPE that has been provided is not comfortable and did not following the criteria which lead the workers to purchase PPE by their self. <ul style="list-style-type: none"> – Management plan: PPE assessment will be reconducted by taking opinion from the workers itself and approved by safety health officer. Communication on PPE usage will be conducted to all workers on annual basis. <p>Based on review, FGVP Besout 7 estate has established management plan as follows</p> <ul style="list-style-type: none"> a. Impact social: lack of understanding for local workers in term of salary calculation for overtime which lead to misunderstanding on salary payment. <ul style="list-style-type: none"> – Management plan : The management of each operating units will conduct briefing on salary calculation on yearly basis and to ensure effectiveness of the training trough training assessment. 	
--	--	--	--

		<p>Nevertheless, the Social Management Monitoring Plan was not developed adequately. Evidences as below.</p> <p><u>Besout 7 Estate</u></p> <p>a. Based on the consultation during the HCV assessment, it has been identified that one of indigenous people from Kampung Sungai Teras claimed that land at block PR12H is owned by them. Sighted minutes meeting with Tok Batin Kampung Sungai Terus, Mr Pusat A/L Bah Mon which consultation on the management has been conducted on 29/12/2020 and letter has been sent to Ketua Jabatan Hal Ehwal Orang Asli Tapah on 04/02/2021 for clarification and follow up has been done on 22/02/2023 through phone call by the estate management. Sighted respond letter dated 23/03/2023, (Reference Number: JAKOA.PK.BP.BI/1/2 JLD (25)) from Jabatan Hal Ehwal Orang Asli, Tapah, which requested Tok Batin, Mr Pusat to submit any document to support his claims. As per interview with Tok Batin by the auditor, he has confirmed that he has received the letter and will meet up with Jabatan Hal Ehwal Orang Asli, Tapah. The issues have been prolonged since 2017 until now but has not been included in the social management plan.</p> <p>b. As per interview with workers, there was one complaint on water and electricity at one of the labour quarters (block 6A) which is still using genset for electric supply and tube well as water source and has been confirmed during site visits by the auditors.</p> <p>Application for electricity has been submitted to Tenaga Nasional Berhad on 05/01/2021 with reference number CKJ/MCA/5984/16/E-1 and application for using tube well as water resources has been submitted with reference number</p>	
--	--	---	--

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

		<p>(01)6207-1-10. Nevertheless, the issues have not been included in the Social Management Plan for the estate. Due to this being a recurrence under the same indicator, the non-compliance has been escalated to critical non-compliance.</p> <p>The certification unit has established and documented Environment Improvement Plan to promote positive impact for year 2023. The Management Plan has been documented in Identification of Environmental Aspect and Evaluation of Significance Form. The management has planned the programed to promote the positive impact. The program was incorporated in the management plan. The objectives as follows.</p> <ul style="list-style-type: none"> • Objective: Maximizing Recycling (EFB, Empty fertilizer bag, Triple Rinse for Empty pesticides container). • Objective: Prevention of pollution of GHG emission (reduce diesel usage, use of organic fertilizer, zero burning ect). • Reduce Use of Chemicals based Pesticides (Additional Barn Own, Beneficial Plant -Turnera, cassia, antigonan, grass cutting). 	
3.4.3	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way. - Critical (Major) compliance -</p>	<p>The Social Management and Monitoring Plan has been implemented and reviewed on annual basis with participation of relevant stakeholders and workers Details of implementation of social management plan as per below: <u>FGVPM Besout 6 Estate</u></p> <p>a. Impact social: lack of understanding for local workers in term of salary calculation for overtime which lead to misunderstanding on salary payment. Management plan : The management of each operating units will conduct briefing on salary calculation on yearly basis and</p>	Non-compliance

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

		<p>to ensure effectiveness of the training through training assessment.</p> <p>Implementation: Communication of salary and overtime calculation has done to all workers on 10/01/2023 and Sighted the pamphlet from Buletin KUK: BIL06/2022 displayed in office notice board. Document review on the training attendance sheet sighted the attendance is available for review. The participant involved in this training consist of 43 local workers with various positions.</p> <p>b. Impact social: There is issues that has been highlighted by workers on PPE that has been provided is not comfortable and did not following the criteria which lead the workers to purchase PPE by their self.</p> <p>Management plan: PPE assessment will be reconducted by taking opinion from the workers itself and approved by safety health officer. Communication on PPE usage will be conducted to all workers on annual basis.</p> <p>Evidence and status: Reassessment of the PPE matric has been done and communication of PPE usage has been done on `19/10/2022. Document review on the training attendance sheet sighted the attendance is available for review. The participant involved in this training consist of 92 workers with various positions.</p> <p>Based on review, FGVPM Besout 7 estate has established management plan as follows</p> <p>a. Impact social: lack of understanding for local workers in term of salary calculation for overtime which lead to misunderstanding on salary payment.</p> <p>Management plan : The management of each operating units</p>	
--	--	---	--

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

		<p>will conduct briefing on salary calculation on yearly basis and to ensure effectiveness of the training through training assessment.</p> <p>Evidence and status: Communication of salary and overtime calculation has done to all workers on 10/01/2023 and sighted the pamphlet from Buletin KUK: BIL06/2022 displayed in office notice board. Document review on the training attendance sheet sighted the attendance is available for review. The participant involved in this training consist of 43 local workers with various positions.</p> <p>As for the Environmental Management and Monitoring Plan, it has been implemented and reviewed on annual basis with participation of relevant stakeholders and workers. The implantation of the Environmental Management and Monitoring Plan were mainly focused on environmental conservations and reductions of pesticides and fossil fuels. Among the implementation that were verified included the implementation of IPM in the estates such as the well-established beneficial plants, segregation of waste and disposal in accordance with legal requirements, bi-annual monitoring of smoke emission at the mill, well established buffer zones and periodic water quality monitoring among others. The Environmental Management and Monitoring Plan is reviewed yearly, usually at the beginning of the year with inputs obtained from the management and workers representatives.</p> <p>Nevertheless, the action plan for Social and Environment Management Plan has not been implemented effectively. Evidences as below.</p> <p><u>FGVPISB Besout POM</u></p>	
--	--	--	--

		<p>1. It was verified that the Biogas was not operational. However, the methane was still captured without flaring and used as power generation. The Environmental Aspect and Impact of the Biogas was not updated for current operation status and conditions.</p> <p><u>FGVPM Besout 6 Estate</u></p> <p>1. FGV Holdings Berhad has appointed Elevate Limited to conduct audit for issues that has been raised on the Withhold Release Order (WRO) issued by the U.S. Customs and Border Protection (CBP) and one of the issues highlighted is that there is no toilet for workers at the field. Management plan has been established in the document "Remediation plan to address the withhold release order (WRO) by the US custom and border protection" and sighted directive reference number MEMO (003/22) SUS & HSE dated 15/12/2022 by Chief Executive Officer, mentioned that toilet need to be constructed for each 500h area and the date line is on 15/03/2023. However, as per verification during site visits and interview with workers, only 1 toilet has been constructed as of today which is insufficient.</p> <p>2. During field visit, found Domestic waste in FGVPM Besout 6 Estate disposed via landfill in field PM01K was not segregated. This was not in accordance with Environmental Management Plan dated Jan 2023.</p> <p><u>FGVPM Besout 7 Estate</u></p> <p>1. Found Scheduled waste (fertilizer inner plastic) in Field PM09G which was not stored and labeled as per Environmental Management Plan.</p>	
--	--	---	--

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

		<p>2. Verification on chemical container (Glyphosate) issuance record and Rekod Pengurusan Inventori dan Pelupusan Bekas Kimia, Ladang Besout 7 dated from January 2022 until December 2022. The record did not tally with the SAP record as stated below: -</p> <table border="1" data-bbox="1211 544 1933 683"> <thead> <tr> <th>SAP record</th> <th>Inventory record</th> </tr> </thead> <tbody> <tr> <td>376 glyphosate containers</td> <td>20 empty glyphosate containers</td> </tr> </tbody> </table> <p>The balance containers were not traceable. This was not in compliance with the Environmental Management Plan.</p> <p>3. Sighted at the back of the Genset Room (Block 6A), there were several empty chemical containers that were not disposed in a responsible manner in accordance with the Environmental Management Plan.</p> <p>4. Found oil spillage near the Genset Room (Block 6A) during site verification which were not managed responsibly. Furthermore, there were no spill kit available at the area. This was not in accordance with the Environmental Management Plan</p>	SAP record	Inventory record	376 glyphosate containers	20 empty glyphosate containers	
SAP record	Inventory record						
376 glyphosate containers	20 empty glyphosate containers						
<p>Criterion 3.5: A system for managing human resources is in place.</p>							
<p>3.5.1</p>	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.</p> <p>- Minor Compliance -</p>	<p>FGVPISB and FGVPMB have developed Garis Panduan Pengambilan & Perlantikan Pekerja Am G7 (Doc No.: 2020/1, Rev. 3 dated 01/05/2020) for the mill of FGV Palm Industries Sdn Bhd.</p> <p>Jabatan Tenaga Kerja FGV has developed a list of Policy and Procedure with the name Senarai Utama Polisi dan SOP Jabatan Tenaga Kerja (JYK). 'Proses Sosialisasi & Temuduga' with Doc.</p>	<p>Non-compliance</p>				

		<p>No.: FGV/FGVPM-JTK/SOP/003 dated 01/09/2019 for recruitment of foreign workers is part of the procedure.</p> <p>FGV Group has established Guidelines and Procedures for Responsible Recruitment of Foreign Workers dated 27/06/2019 which were available in the company's website, 12. The procedure is to set a guideline and adopt the principles in Group Sustainability Policy including non-discrimination, respect for human rights and labour rights. The procedure has outlined the whole process starting from recruitment, hiring, employment and post-employment.</p> <p>List of documents that is made publicly available was specified in the memo dated 03/01/2022 with total 20 documents available. There are evidence that all documents listed are as specified in RSPO P&C including Employment procedures for recruitment, selection, hiring, promotion, retirement and termination. As per interview with the management of each operating units, the procedure will be provided upon request by workers or stakeholders through communication and consultation procedure</p> <p>Nevertheless, there is no SOPs for recruitment established for new category of workers. Evidence as below.</p> <p><u>FGVPISB Besout POM</u></p> <p>The management of Besout POM has established new category of workers call "Pekerja Bergaji Hari" for contractor`s workers that has been absorbed as permanent workers in the mill. However, it has been verified that there is no recruitment procedure that has been established for workers of this category. The only procedure that was available is for recruitment for workers under category</p>	
--	--	--	--

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

		<p>G7 that has been documented in the document: Garis Panduan Pengambilan Perlantikan Pekerja AM G7" dated 30/10/2019.</p>	
<p>3.5.2</p>	<p>Employment procedures are implemented, and records are maintained. - Minor Compliance -</p>	<p>FGV Holdings Berhad have signed an agreement with the approved agents for related countries (Indonesia, Bangladesh and India) and outlined all the terms and conditions in the agreement. In the agreement, the agents agreed not to collect any fees from the workers during the recruitment process. The cost of the recruitment process was detailed out in the agreement.</p> <p>Sample of 1 newly recruited worker has been taken for FGVPISB Besout POM that has been recruited in June 2022. Sighted application for employment form document number FGV/GHR/F/AE/007 and interview records has been documented in document "Competency based interview form (non-executive) conducted by executive assistant for FGVPISB Besout POM and recommend for employment. Newly recruited workers have undergone medical check-up and was declared fit to work. Employment contract has been signed by both parties and acceptance of offer sighted in document LD01 document number FGV/GHR/F/LD/009</p> <p>While for foreign workers, sighted 2 newly recruited workers that have been recruited in September under recruiting agent, Samint Corporations has been sampled by the auditor. Responses from the sampled newly recruited workers that were interviewed conformed that interview has been conducted at the origin country by the management, One Stops Centre and has been recorded. Sighted also that both workers have signed employment contracts at their origin countries as stated in the procedure, SOP Jabatan Tenaga Kerja (JYK). 'Proses Socialisasi & Temuduga' with Doc. No.: FGV/FGVPM-JTK/SOP/003 dated 01/09/2019. This was confirmed during the interview with the sampled newly recruited</p>	<p>Complied</p>

		workers that they have been briefed on the contents of the employment contracts and signed them in their home countries itself. Further interview verified the process of recruitment and that they can demonstrate their understanding on the employment contract.	
Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	<p>(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p><u>FGVPISB Besout POM</u></p> <ol style="list-style-type: none"> 1. HIRADC was available to address all the risks and hazards associated to the operations in the estate. The HIRADC was reviewed on 29/12/2022. 2. Chemical Health Risk Assessment was conducted in the mill in compliance to the OSHA Act 1994 and the Use and Standard of Exposure of Chemicals Hazardous to Health (USECHH) Regulations 2000. CHRA Report Reference Number: JKPP HIE 127/171/2(8)-2018/056); CHRA Assessor: Occumed Consultancy & Services Sdn Bhd; Date of Assessment: 19/06/2018. 3. An audiometric testing was done on January 2023 for 86 mill employees deemed to be exposed to excessive noise in the mill. The test was conducted by Hi Tec Hygiene And Safety Consultants. The report indicated that 38 workers had Standard threshold shift. The workers with STS are due to be sent for retest within 3 months of the initial testing. <p><u>Besout Complex Estates</u></p> <ol style="list-style-type: none"> a. HIRARC was available to address all risk and hazards associated to the operations in the estates. Verified the HIRARC for Manuring, Harvesting Spraying, Workshop and Genset Operation. Verification done on the documentations 	Complied

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

		<p>and operations indicated that all the risk controls were adhered to.</p> <p>b. Chemical Health Risk Assessment was conducted in the estates in compliance to the OSHA Act 1994 and the Use and Standard of Exposure of Chemicals Hazardous to Health (USECHH) Regulations 2000. The CHRA Report were available for the estates visited as follows.</p> <ul style="list-style-type: none"> - <u>FGVPM Besout 6 Estate</u> CHRA Report Reference Number: HQ/13/ASS/00/326-2021/044; CHRA Assessor: Ja'afar Bin Othman (DOSH Registration Number: HQ/13/ASS/00/326; Date of Assessment: 22/09/2021. - <u>FGVPM Besout 7 Estate</u> CHRA Report Reference Number: JKPP KIM127/453/6 (30) - 2018/021; CHRA Assessor: haji Shaari Chin (JKPP HIE 127/171-2(124)); Date of Assessment: 14/12/2019, conducted by Global Advance Training & Consultancy. <p>c. Medical Surveillance were conducted in the estates based on the recommendation of the CHRA for workers exposed to hazardous chemicals. Results of annual medical surveillance were available in the estates for verification as follows.</p> <ul style="list-style-type: none"> - <u>FGVPM Besout 6 Estate</u> The medical surveillance programme for the year 2023 has been performed on 14/02/2023 at Medifa Occupational Health And Safety Services for 37 workers identified to be exposed to hazardous chemicals, fertilisers and fumes in the estate. The results indicated that all workers were fit to work. - <u>FGVPM Besout 6 Estate</u> 	
--	--	---	--

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

		<p>The medical surveillance programme for the year 2022 has been performed on 15/07/2022 for 35 employees at Medifa Occupational Health and Safety Services. The results indicated all workers were certified fit to work with no occupational related medical conditions.</p> <p>d. Noise Risk Assessment was conducted in compliance with Occupational Safety and Health Act (Noise Regulations) 2019. The NRA Report were available for verification at all the sampled sites. The recommendation stated by the assessor have been affectively addressed as verified.</p> <ul style="list-style-type: none"> - <u>FGVM Besout 6 Estate</u> Noise Risk Assessment (NRA) has been conducted by Yellow Tulips Resources (YTR), Mr. Haniff bin Jamaluddin (JKKP Registration Number: PK/06/04/2273) on 25/09/2021. NRA Report available for verification. - <u>FGVPM Besout 7 Estate</u> Noise Risk Assessment (NRA) has been conducted by Yellow Tulips Resources (YTR), Mohd Syukri Bin Jamaluddin (MyKKP Registration Number: PK/08/00/136) on 25/09/2021. NRA Report was available for verification. <p>e. Audiometric Testing was done in the estates based on the recommendation provided in the Noise Risk Assessment in compliance with OSHA 1994 – OSH (NOISE Exposure) Regulations 2019. Reports for the annual audiometric test was available for verification.</p> <ul style="list-style-type: none"> - <u>FGVPM Besout 06 Estate</u> Audiometric Test was done on 04/02/2023 for 22 workers by Medifa Care, deemed to be exposed to excessive noise in the estate. The results indicated that 20 workers had normal hearing and 2 workers had improved hearing. All workers were 	
--	--	---	--

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

		<p>required to go for annual audiometric test in 2024. All reports were available for verification.</p> <ul style="list-style-type: none"> - <u>FGVPM Besout 7 Estate</u> <p>Audiometric Test was done on 04/02/2023 for 30 employees deemed to be exposed to excessive noise by Medifa Care. The results indicated that all 30 workers have normal hearing . The recommendations provided have been addressed by the estate accordingly.</p>	
3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>Annual Health and Safety Plan available for the estate and mill are mostly implemented through Annual Training Program 2023 and monitored via inspections to address the identified health and safety risks. The emphasis is on safe work by providing,</p> <ul style="list-style-type: none"> ▪ Knowledge and skills needed to do their work safely and avoid creating hazards that could place themselves or others at risk. ▪ Awareness and understanding of workplace hazards and how to identify, report, and control them. ▪ Specialized training, when their work involves unique hazards. <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> <ul style="list-style-type: none"> • Internal Audit conducted by the Sustainability Department; • Work Site Inspection (WSI) by site OSH Committee; • Direct involvement of supervisor and rounds by Asst Manager; • Safety occurrence reporting; • Health / medical surveillance; • Chemical exposure monitoring, and 	Complied

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

		<ul style="list-style-type: none"> • Audiometric Monitoring • Daily Monitoring Checklist such as PPE Checklist <p>The results of monitoring are discussed at meetings and informed to employees, and where applicable, appropriate corrective actions are taken.</p>															
Criterion 3.7: All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.																	
3.7.1	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out-growers, taking into account gender-specific needs, and which covers applicable aspects of the RSPOP&C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>A documented training program was available titled "Jadual Latihan Keselamatan dan Kesihatan Pekerjaan (2023)" has been established at each operating units. The training programme has taken into consideration all level of employees (Mandore, Supervisor, Manurer, Sprayer, Harvester, Driver, Genset Operator, General Worker, New Worker, Stakeholders, First Aider, ERT. Contractor) in order to provide the specific skill and competency required to all employees based on their job description.</p>	Complied														
3.7.2	<p>Records of training are maintained.</p> <p>- Minor Compliance -</p>	<p>Records of trainings were maintained by the Mill and all estates as below:</p> <p>FGVPISB Besout POM</p> <table border="1"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Fire Drill and Evacuation Training</td> <td>20/01/2023</td> </tr> <tr> <td>Noise and Hearing Conservation Training</td> <td>17/04/2022</td> </tr> <tr> <td>Grievance and Complaints Procedure Training</td> <td>08/08/2022</td> </tr> <tr> <td>Fire Drill and Evacuation Training</td> <td>31/01/2022</td> </tr> <tr> <td>Group Sustainability Policy Training</td> <td>16/05/2022</td> </tr> <tr> <td>Domestic and Scheduled Waste Training</td> <td>18/04/2022</td> </tr> </tbody> </table>	Training	Date	Fire Drill and Evacuation Training	20/01/2023	Noise and Hearing Conservation Training	17/04/2022	Grievance and Complaints Procedure Training	08/08/2022	Fire Drill and Evacuation Training	31/01/2022	Group Sustainability Policy Training	16/05/2022	Domestic and Scheduled Waste Training	18/04/2022	Complied
Training	Date																
Fire Drill and Evacuation Training	20/01/2023																
Noise and Hearing Conservation Training	17/04/2022																
Grievance and Complaints Procedure Training	08/08/2022																
Fire Drill and Evacuation Training	31/01/2022																
Group Sustainability Policy Training	16/05/2022																
Domestic and Scheduled Waste Training	18/04/2022																

		<p>Safety Lifting Procedure Training</p>	<p>29/03/2022</p>	
<p>In FGVPM Besout 6, training was conducted and as records sampled:</p> <ul style="list-style-type: none"> • Training for Chemical Handling and PPE Use was conducted on 30/01/23 and attended by 22 employees included mandora, sprayers, supervisor as attendance list sampled. • Tractor, Lorry & MMG Driving Training was conducted on 19/02/23 and attended by 19 drivers that included Nursam that was sampled as Mini Kubota Driver at Block 9. • First Aid Training & CPR was conducted at Felda Kawai 01 on 22-23/08/22 which attended by 24 from Wilayah Trolak that included Muhamamd Amirul Nizam that was interviewed at Block 1 with other Sprayers. • First Aid Briefing was conducted in FGVPM Besout 6 Estate on 25/08/22 and attended by 33 employees, <p>In FGVPM Besout 7, training was conducted and as records sampled:</p> <ul style="list-style-type: none"> • Beneficial Plant Briefing was conducted on 22/03/22 and attended by 7 employees included Supervisor and Cadet Planter. • Lesson Learnt on Fatality Case Briefing was conducted on 20/01/23 and attended by all employees during roll call. • Fire Drill and evacuation Training was conducted on 20/01/23 and attended by all employees at Roll Call Ground. 				

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

		<ul style="list-style-type: none"> • Briefing on Wages (KUK 8) was conducted on 29/01/23 and attended by 29 employees. • Briefing on WRO-Remediation Plan was conducted on 01/03/23 and attended by 255 employees. • Briefing on new Group Sustainability Policy (GSP) Ver. 4.0 was conducted on 02/03/23 and attended by 10 staff. 	
3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	<p>The mill has identified all relevant personnel involve in supply chain system such as Mill Manager, Asst. Mill Manager, Auxiliary Police, Laboratory Attendants and Weighbridge Operator.</p> <p>The mill conducted the training need analysis for the personnel identified in SCCS. Latest training was conducted as follows:</p> <ol style="list-style-type: none"> 1. SCCS training by GSD to FGVPISB Besout POM management and SCCS related personnel dated 18/01/2023. 	Complied
<p>Criterion 3.8: Supply chain requirement for mills (note: All supply chain requirements are considered as Critical (C). However, it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	<p>FGVPISB Besout POM receives and process both certified and non-certified FFB. Therefore FGVPISB Besout POM have opted to use the Mass Balance Supply Chain System Module. Hence this indicator is not applicable.</p>	Not Applicable

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

3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>FGVPISB Besout POM receives and process both certified and non-certified FFB. Therefore FGVPISB Besout POM have opted to use the Mass Balance Supply Chain System Module. During this assessment the audit team verified the volume and sources of certified and non-certified FFB entering the mill, the implementation of processing control and volume sales of the RSPO product.</p>	Complied
3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	<p>The 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.</p>	Complied
3.8.4	<p>The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.</p>	<p>FGVPISB Besout POM has met all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organization, PalmTrace.</p> <p>FGVPISB Besout POM has registered in PalmTrace system as follows:</p> <p>Member Name: FGVPISB Besout Palm Oil Mill Members ID: RSPO_PO1000001892 Member category : Oil Mill Supply Chain Model: Mass Balance</p>	Complied
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p>	<p>Documented procedure for supply chain has been documented in the procedure title "Prosedur Operasi Standard (SOP), RSPO Supply Chain certification (Kilang Sawit) document number SOP:FGV/GSD-SCCS/SOP/007 ver. 01 dated 07/01/2021. Stated in</p>	Complied

	<ul style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill’s procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill. 	<p>the procedure, responsibilities of the person in charge, supply chain model, transaction, purchase and selling.</p> <p>Training records for supply chain has been done and verified base on the training records dated 18/01/2023.</p> <p>Appointment letter signed document number (01) RSPO/SCC dated 26/01/2022 to all assistant manager, weighbridge attendance, operational staff, FFB grader and lab attendant.</p> <p>Documented procedure for receiving and processing has been documented in the procedure with supply chain in clause Prosedur Operasi Standard (SOP), RSPO Supply Chain certification (Kilang Sawit) document number SOP:FGV/GSD-SCCS/SOP/007 ver. 01 dated 07/01/2021; Section - 6.6.</p>	
<p>3.8.6</p>	<p>Internal Audit</p> <ul style="list-style-type: none"> i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill: <ul style="list-style-type: none"> a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. b. Effectively implements and maintains the standard requirements within its organisation. ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports. 	<p>Internal Audit for Sustainability Certification Procedure (SOP No.: FGV/GSD-SCCD/SOP/04 dated 03/09/2020) has been established. The procedure covers the internal audit for RSPO SCCS as well and states that the internal audit is to be conducted annually and before the management Review.</p> <p>The latest RSPO SCCS Internal Audit was done on 19/01/2023 and which have raised 1 Critical Non-Conformities. Nevertheless, the internal audit was not effective to ensure compliance to RSPO SCCS requirements. Evidences as below.</p> <ol style="list-style-type: none"> 1. Internal audit dated 19/01/2023 have mentioned that data entry from the mill have been done correctly. Nevertheless, based on the verification done on the mass balance record, it was found that the volume for downgraded CPO has been wrongly recorded for the month of Dec 2022. 2. The internal audit dated 19/01/2023 have raised 1 non-conformity regarding RSPO SCCS which has not been resolved as of to date. This was not in compliance with the procedure 	<p>Non-compliance</p>

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

		<p>Audit Dalaman Pensijilan Kelestarian (FGV/GSD-SCCD/SOP/04 dated 3/09/2020 which states:</p> <ul style="list-style-type: none"> - 7.7.3; <i>Tempoh maksima bagi penyediaan Pelan Tindakan Pembetulan adalah 60 hari selepas audit dalaman dijalankan.</i> (The maximum period for the preparation of the Corrective Action Plan is 60 days after the internal audit is conducted) - 7.7.4; <i>Status pelaksanaan dan penutupan ketidakpatuhan akan dipantau, disemak dan dibuat Tindakan susulan oleh ketua juruaudit Bersama pegawai daripada enforcement SCCD.</i> (The implementation status and closure of no-compliance will be monitored, reviewed and followed up by the Lead Auditor together with officers from SCCD Enforcement.) <p>Hence a Critical Nonconformity was raised.</p>	
<p>3.8.7</p>	<p>Purchasing and Goods In</p> <ul style="list-style-type: none"> i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBS received. ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage. iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents. 	<p>The accompanying documents of incoming FFB from own estates are estate’s weighing bridge tickets which has the info about name of estate, RSPO certificate number, weighbridge ticket number, seal number, date of delivery, field number, number of bunches. Upon arrival at the mill, the mill issues its weighbridge ticket as confirmation of receipt. The estate’s ticket number is recorded in the mill’s ticket number.</p> <p>There has been no projected overproduction. Nonetheless, based on interview with the staff, the facility is aware of this requirement.</p> <p>The mechanism for handling non-conforming FFB and/or documents is addressed under “SOP for Mill RSPO SCC” [RSPO SCC, issue: 3 rev: 5, dated 1/9/2019, section “Notis Amaran/Handling Non-conformance Material & Document” which reads if the FFB supplied found to be not certified after being processed, the CPO or PK shall be downgraded to non-certified.</p>	<p>Complied</p>

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

<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> <ul style="list-style-type: none"> a) The name and address of the buyer; b) The name and address of the seller; c) The loading or shipment / delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation; i) A unique identification number. 	<p>Minimum information for RSPO certified products is made available in a few documents such as weighbridge ticket, gate-pass, certificate of analysis, etc. The sample have been verified for month June 2022, December 2022, and January 2023 for PK and CPO submission. The data verified have all information included:-</p> <ul style="list-style-type: none"> a. The name and address of the buyer; b. The name and address of the seller; c. The shipment date; d. The date on which the documents were issued; e. RSPO certificate number; f. Description of the product: RSPO CPO MB or RSPO PK MB g. The quantity of the products delivered; h. Any related transport documentation; i. Weighbridge Ticket Number. <p>Shipping announcements were made by FGV marketing department located at Kuala Lumpur headquarter. The list of announcements made can be accessed in the RSPO PalmTrace.</p>	<p>Complied</p>
<p>3.8.9</p>	<p>Outsourcing Activities</p> <ul style="list-style-type: none"> 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 ii) The mill shall ensure the following: <ul style="list-style-type: none"> a) The mill has legal ownership of all input material to be included in outsourced processes 	<p>The transportation of the CPO and PK has been outsourced for FGV PISB Besout POM. Sighted the contract agreement between FGV Palm Industries Sdn Bhd with FGV Transport Services Sdn Bhd and FGV Trading Sdn Bhd dated 01/01/2018. FGV Transport Services Sdn Bhd and FGV Trading Sdn Bhd only plays the role to transport the CPO and PK to the buyer and therefore does not handle the product. The mill maintains the legal ownership of the products, as stated in the contract agreement. As per contract it is stated that FGV Transport will comply with the relevant legal and other requirement and also requirement of the RSPO Supply</p>	<p>Complied</p>

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

	<p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	<p>Chain Certification. It is also stated that the Certification body has the access to audit their respective operations, systems, and all information for the audit.</p> <p>FGV Holdings Berhad has established RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSDSCCD/SOP/007 dated 07/01/2021) for FGVPIB Besout POM. The procedure has covered the general chain of custody, RSPO SCC Committee, RSPO SCC Supply Chain Verification, claim, RSPO Supply Chain Model, training, complaints, handling of non-conformance and record retention. FGV Trading Sdn Bhd and FGV Transport Sdn Bhd have been provided training on the SOP at the HQ level.</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.	Names and contact details of transporters that physically handle certified oil palm products were recorded and available for verification in the Stakeholder List – Contractor.	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.	FGVPIB Besout POM are aware that they are to inform the CB the names and contact details of any new contractors used to physically handle the RSPO Certified Products. The names are updated in the Stakeholder Lists and provided to the CB prior to its audits.	Complied
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p>	<p>FGVPIB Besout POM have kept records such as Supply Chain Procedures, SCCS Internal Audits, SCCS Trainings, Mass Balance Records and Despatch Notes that were available for verification.</p> <p>Specified in the RSPO SCCS Procedure for Mill, SOP Number: FGV/GSD-SCCD/SOP/007; Version: 01; Document Date: 07/01/2021, under section Record keeping. In the SOP stated that the document shall be maintain a minimum of 2 years for reference and audit purposes.</p>	Complied

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

	<p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p> <p>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.</p> <p>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.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</p>	<p>FGVPISB Besout POM receives and processes both certified and non-certified FFB. Hence it uses the Mass Balance Module.</p> <p>a. The mill has recorded and balanced all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on three monthly basis. The records were available in the Mass Balance Record 2022 and 2023.</p> <p>b. Mass Balance Record for 2022 and 2023 was reviewed. All the certified CPO and PK products sold were deducted from the accounting system. Sales of Certified products downgraded as conventional products have been deducted from the accounting system.</p> <p>c. Mass Balance Record for 2022 and 2023 was reviewed. All sales of certified CPO and PK were from positive stocks.</p>	
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>Conversion factor of CPO and PK production is depending on the actual OER and KER. The conversion factors were reported daily in the Daily Production Report.</p>	Complied
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>Daily OER and KER of FFB processed recorded in the daily figure report on daily basis which were based on actual measurement of production stocks.</p>	Complied
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	<p>FGVPISB Besout POM implemented the Mass Balance Module for its Supply Chain Certification, hence, this requirement in not applicable.</p>	Not Applicable

3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>The actor is a Palm Oil Mill and its products are CPO and PK which are covered under Figure 2 and 3, Annex 1 of the RSPO SCCS Standard. Based on the downloaded transactions register from the certification unit's PalmTrace, the company was able to demonstrate that it has been registering its transactions in the PalmTrace accordingly. Based on the announcement (transaction) summary, all the registrations were found to be in order and announced within 3 months of the final shipment date</p>	Complied
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>RSPO trademark was not use. Nonetheless, the facility is aware with the requirements of the RSPO Rules on Market Communications and Claims.</p>	Complied
General corporate communications			
4.1	<p>A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.</p>	<p>Check in the company website; https://www.fgvholdings.com/, FGV Holdings Berhad has mentioned that RSPO is among the certification and standards obtained by the organisation. There were no use of RSPO Trademark in the website.</p>	Complied
4.2	<p>In corporate communications a member is allowed to:</p> <ol style="list-style-type: none"> Display its RSPO membership status Display the RSPO web address (www.rspo.org) State that the member supports the work of the RSPO State the member's history with regard to the RSPO. Use the RSPO trademark to promote its membership of the RSPO. <p>Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text 'Check our progress at www.rspo.org' where the link must lead to the member's profile page.</p>	<p>In corporate communications, FGV Holdings Berhad has stated under "Standards and Certification" that they are a member of RSPO: <i>FGV was amongst the first agricultural companies to obtain the RSPO mill certification in 2010.</i></p> <p>The website does not display RSPO trademark.</p>	Complied

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

4.3	In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	FGV Besout POM does not make any statement that may lead to believe that RSPO memberships by itself implies the selling of RSPO certified oil palm product.	Complied
4.4	Members must ensure that all communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member’s own products.	FGV Besout POM does not make any statement that may lead to believe that RSPO memberships by itself implies the selling of RSPO certified oil palm product.	Complied
4.5	Members are not allowed to use the RSPO corporate logo as shown in the RSPO Rules on Market Communications & Claims document. This is for the sole use of the RSPO secretariat.	No evidence of RSPO corporate logo used by FGV Besout POM and verified through document and site review (notice board, business card, shipping documentation, procurement/ purchasing document and promotional material etc.)	Complied
Business to business communications			
5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	Business to business communication is demonstrated via shipping documentation and invoices to the next supply chain actor or buyer.	Complied
5.2	When confirming the sale of certified oil palm products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	Shipping documentation verified and conformance with the requirements of RSPO SCCS. In the weighbridge ticket, it stated that i.e. product/commodity with SCC model (CPO/Palm Kernel RSPO IP) and RSPO certificate number.	Complied
5.3	Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options: a. If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer’s SCCS certificate number. This covers both brand and own brand products. However, in	FGVPISB Besout POM is not under distributor or wholesaler category. Thus, this requirement is not applicable	Not Applicable

	<p>the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation.</p> <p>b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.</p>		
MODULE B – MASS BALANCE SPECIFIC RULES			
Minimum Mass Balance content			
	95% or above of the oil palm content must be RSPO MB-certified.	CPO and PK content is 100% Oil Palm and claimed as either RSPO MB-certified or conventional. No changes from previous audit	Complied
	Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.	CPO and PK content is 100% Oil Palm and claimed as either RSPO MB-certified or conventional. There is no percentage of non-certified volume as volume sold is same with MB-certified produced. Verified as per mass balance sheet and production report and contract.	Complied
Labelling and trademark (MB)			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> Surrounded by the text: 'Certified sustainable palm oil'. The RSPO label MUST contain the tag 'MIXED'. The tag MIXED designates oil palm products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag 'MIXED' on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim. The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'. 	No label been used for the mill products. Hence, this requirement is not applicable.	Not Applicable

	<ul style="list-style-type: none"> Wherever the RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4 pt (1.4 mm or 0.06 inch). In on-pack communications, the RSPO trademark can be printed anywhere on the pack. Further guidance on use of the trademark is provided in the RSPO Trademark License Terms and Conditions and in Annex 1 of the Rules on Market Communications & Claims document. 		
Messaging (MB)			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> [Oil palm products]/[palm oil]/[palm kernel oil] from RSPO-certified mills and plantations were mixed with non-certified oil palm products in the supply chain. The volume of [oil palm products][palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. <p>In off-product communications, reference to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown in company records is allowed.</p> <p>Messaging NOT ALLOWED in storytelling in product-related communications:</p> <ul style="list-style-type: none"> Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product. 	<p>No evidence of storytelling in product related communication. Hence, this requirement is not applicable.</p>	<p>Complied</p>
Principle 4: Respect community and human rights and deliver benefits			
Criterion 4.1: The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and	FGV Holdings Berhad has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where the	Complied

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

	<p>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>company committed to respecting human rights by upholding international human rights principles and standards as encapsulated in the Universal Declaration of Human Rights (UDHR), and other applicable international human rights treaties, subject to the laws and regulations of the countries and territories in which FGV Group operates. In fulfilling its responsibility to respect human rights, FGV Group is guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs).</p> <p>Communication of the procedure to the stakeholders has been done during the Stakeholder consultation for FGV PISB Besout POM, FGVPM Besout 6 Estate and FGVPM Besout 7 Estate physically in March 2023 at Dewan Semai Bakti, Felda Besout 01, Sungkai, Perak dated 14/03/2023. During the meeting, the attended stakeholders been given with copy of handout of agenda which consist of list of policies, sustainable concepts, list of publicly available documents, commitment on managing workers, environmental and social.</p> <p>Communication with the employees was done in various methods such as briefing during morning muster, display on notice boards at workers' hostel and training. Interview with workers showed that they have a good understanding on human rights.</p> <p>For FGVPM Besout 7 Estate conduct briefing on to workers dated 21/02/2023, 02/03/2023 and 03/03/2023.</p>	
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment in their operations.</p> <p>- Minor compliance -</p>	<p>FGV Holdings Berhad prohibits any form of harassment in their operation as per policy that has been established. Interview with the workers and stakeholders confirmed that they are aware of prohibition for any harassment by the management and action will be taken for any cases of harassment that happen. As verified during the audit, there was no harassment cases that has happen in FGPISB Besout POM and both estates that been confirmed through interview with both workers and stakeholders.</p>	Complied

Criterion 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties														
<p>4.2.1</p>	<p>(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Holdings Berhad has established SOP for “Menangani Aduan dan Rugutan” with Doc. No.: FGV/ML-1A/L2-Pr13 dated 01/04/2019. The procedure is established to provide a system for the internal and external stakeholders to lodge complaints and grievances to the management. Stated under clause 7.0 of the SOP, that information obtained from the complainants will be keep secret and remain anonymous throughout he processes. Timeline to resolve the complaints and grievances are as per below.</p> <table border="1" data-bbox="1137 687 1928 954"> <thead> <tr> <th>Stage</th> <th>Complaint Projected to</th> <th>Timeline of Response</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Operating Unit</td> <td>14</td> </tr> <tr> <td>2</td> <td>Regional Office</td> <td>14</td> </tr> <tr> <td>3</td> <td>FGV Holdings Berhad, Human Resources Department</td> <td>60</td> </tr> </tbody> </table> <p>In summary, complaints and grievances that are brough forward to the operating unit and those that are brought forward or escalated to regional office are to be responded within 14 days, while those that are brought forward or escalated to the Human Resource Department of FGV Holdings Berhad will be responded within 60 days.</p>	Stage	Complaint Projected to	Timeline of Response	1	Operating Unit	14	2	Regional Office	14	3	FGV Holdings Berhad, Human Resources Department	60
Stage	Complaint Projected to	Timeline of Response												
1	Operating Unit	14												
2	Regional Office	14												
3	FGV Holdings Berhad, Human Resources Department	60												
<p>4.2.2</p>	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p>FGV has established SOP for “Menangani Aduan dan Rugutan” with Doc. No.: FGV/ML-1A/L2-Pr13 dated 01/04/2019. The procedure is to provide a system for the internal and external stakeholders to lodge complaint and grievances to the management.</p> <p>Besides, grievance reporting channels were published in the company’s website, https://www.fgvholdings.com/whistleblowing/.</p>												

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

		<p>The channels of reporting such as through letter, email, in person or Hotline Toll Free call. The whistleblowing e-form was available in https://www.fgvholdings.com/sustainability/grievance/# for the stakeholders to report a grievance.</p> <p>Communication of the SOPs has been done to all the workers at each operating units during morning muster call and during the stakeholder’s consultation for all stakeholders. It has been confirmed that all workers aware with the process on how to lodge any complaint.</p> <p>Nevertheless, the grievance procedure has not been understood by foreign workers.</p> <p><u>FGVPM Besout 06 Estate</u></p> <p>During the interview with India workers (Spraying Operation), the workers highlighted 1 issue related to bad relationship with his housemate and has informed his workers representative on the issues but there was no action been taken. He was unable to demonstrate his understanding on the grievance procedure when he was asked why he did not report to the estate management or any other channel of complaint.</p> <p><u>FGVPM Besout 07 Estate</u></p> <p>It has been found out that 1 Indian worker (Harvester) was injured at the fingers for the last 2 days and treated himself with his own medicine without consultation with the doctor. As per interview, he was unable to demonstrate his understanding on the grievance procedure which is why he did not report the issues to the management or seek professional healthcare via the management.</p>	
--	--	---	--

4.2.3	<p>The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>Records of complaint have been maintained in logbook title "Buku Aduan" and has been maintained since 2019 for each operating unit. Verification done and found out that that the major complaint is on replacement for harvesting equipment and damage at workers housing. There is evidence that all complaints have been responded immediately after the complaint received. It has been confirmed through interview with the workers themselves.</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>As per SOP for Complaint & Grievance (Doc no: FGV/ML-1A/L2-Pr13 issue 01, revision 02 dated 01/04/2019, under clause 7.1.4 (4th stages) 7.1.4.1 if there is no agreement after complaint lodges to the headquarters, the complaint can be escalated to Jabatan Perhubungan Perusahaan, Kementerian Sumber Manusia (Industrial Relations Department, Ministry of Human Resources) or Panel Aduan Persijilan Kelestarian - RSPO or MSPO (RSPO or MSPO Sustainability Certification Complaints Panel) as a solution. Other than that, workers union has been established for both POM and estates which complainant can select to represent them for any complaint. Stated in the procedure under clause 6.1.2.2, that the complainant can choose representatives such as Workers Union to represent them.</p>	Complied
<p>Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.</p>			
4.3.1	<p>Contributions to community development that are based on the results of consultation with local communities are demonstrated.</p> <p>- Minor compliance -</p>	<p>Consultation with local communities has been conducted at all operating units through email and memo which has been sent to all stakeholders and queries if there any contribution required. Other than that, stakeholders have been consulted during the stakeholder meeting. It was confirmed that no contributions were requested by the stakeholders during consultation. It has also been confirmed through interview with stakeholders, that contribution is upon request and stakeholders able to demonstrate their understanding on the consultation and communication procedure.</p>	Complied

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

		<p>Nevertheless, the management under its own initiative have contributed to the local communities despite no formal or informal request were received. Among the contribution to local development made by the estates were:</p> <ol style="list-style-type: none"> 1. Vaccination program for workers including nearby smallholders on 07/09/2021 with total of 213 personnel participated 2. Monetary contribution for each worker's school children during starting of schooling session (RM150 for secondary school) and RM100 for primary school 3. Food contribution for workers infected with COVID-19 viruses 4. Tree cutting program at Besout 4 Primary School as per letter Ref No: SKB4/HEM/2021(2) dated 08/11/2021 5. FGVPM Besout 6 Estate open job opportunity to local communities by advertising the vacancy position through display at groceries shop and spread the information through WhatsApp. 	
Criterion 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>All operating units under FGV Besout Certification Unit has been leased from Lembaga Kemajuan Tanah Persekutuan (FELDA). For FGVPM Besout 06 Estate, there is total land area 2384.90 hectare with 34 land title has been verified. Details of sample land title as per below</p> <ol style="list-style-type: none"> a. H.S (D) 5351 b. H.S (D) 5362 c. H.S (D) 5352 d. H.S (D) 20579 e. H.S (D) 5354 	Complied

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

		<p>FGVPM Besout 7 Estate has 42 land titles with a total area of 2,945.55 Ha. 37.51 Ha was acquired by the government for public road</p> <p>Land title for FGVPISB Besout POM has been verified and sighted in the document title No H.S. (D) 10962 leased for 99 years until 23/09/2103</p>	
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	There is no evidence of any use local community land that requires negotiations or agreements detailing FPIC processes. Details of the land ownership are as per Indicator 4.4.1 above. All palms that have been planted has entered 2 nd cycle of planting. Therefore, this indicator is not applicable.	Not Applicable
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 evidence of any local community land that requires discussions or with affected community groups. Details of the land historical ownership are as per Indicator 4.4.1 above. Therefore, this indicator is not applicable.	Not Applicable
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 -	There is no evidence of any local community land that requires discussions or with affected community groups. Details of the land historical ownership are as per Indicator 4.4.1 above. Therefore, this indicator is not applicable.	Not Applicable
4.4.2c	Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.	There is no evidence of any local community land that requires discussions or with affected community groups. Details of the land historical ownership are as per Indicator 4.4.1 above. Therefore, this indicator is not applicable.	Not Applicable

	- Minor compliance -		
4.4.3	(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities). - Critical (Major) compliance -	There is no evidence of any local community land that requires maps of appropriate scale showing the extent of recognized legal, customary or user rights affected local communities. 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 -	All available relevant documents are as per details in Indicator 4.4.1 which show legal ownerships of each operating units above. There is no land conflict involved and no proposed benefit sharing nor legal arrangements. All palms that have been planted has entered 2 nd cycle of planting. Therefore, this indicator is not applicable.	Not Applicable
4.4.5	(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose. - Critical (Major) compliance -	There is no evidence of any local community land involved and so this indicator is not applicable.	Not Applicable
4.4.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties. - Minor compliance -	There is no evidence of any local community land involved and so this indicator is not applicable.	Not Applicable
Criterion 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.			
4.5.1	(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available. - Critical (Major) compliance -	All operating units under FGV Besout Certification Unit have been leased from Lembaga Kemajuan Tanah Persekutuan (FELDA). 1. For FGVPM Besout 06 Estate, there is total land area 2384.90 hectare with 34 land title has been verified. Details of sample land title as per below. a. H.S (D) 5351 b. H.S (D) 5362	Complied

		<ul style="list-style-type: none"> c. H.S (D) 5352 d. H.S (D) 20579 e. H.S (D) 5354 <ol style="list-style-type: none"> 2. FGVPM Besout 7 Estate has 42 land titles with a total area of 2,945.55 Ha. 37.51 Ha was acquired by the government for public road. 3. Land title for FGVPIB Besout POM has been verified and sighted in the document title No H.S. (D) 10962 leased for 99 years until 23/09/2103. 	
4.5.2	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	<p>No new planting and issues of customary land occurred in estates within FGVPIB Besout POM supply base that requires FPIC process since the last audit. D</p> <ol style="list-style-type: none"> 1. It was verified via Global Risk Assessment Services System (GRASS), a system that monitors new development and changes on changes of landscape via satellite images, that there was no new development at FGV Besout Complex in the past recent years. 2. 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. 3. Verification at sampled conservation and undeveloped area as per the estate map at Block 49 under field PM 09G in FGVPM Besout 7 Estate, further confirmed that there were no new development areas within the estate. The conservation and undeveloped areas were well preserved. 4. Onsite interview with sampled workers, staffs, and relevant external and adjacent stakeholders confirmed no new planting activities conducted by FGV Besout complex management in recent years. 	Not Applicable

		Therefore, this indicator is not applicable.	
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 -	There is no new planting for both operating units (FGVPM Besout 06 Estate and FGVPM Besout 07 Estate). It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Not Applicable
4.5.4	To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process. - Minor compliance -	There is no new planting for both operating units (FGVPM Besout 06 Estate and FGVPM Besout 07 Estate). It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Not Applicable
4.5.5	Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands. - Minor compliance -	There is no new planting for both operating units (FGVPM Besout 06 Estate and FGVPM Besout 07 Estate). It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Not Applicable
4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator. - Minor compliance -	There is no new planting for both operating units (FGVPM Besout 06 Estate and FGVPM Besout 07 Estate). It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Not Applicable
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	There is no new planting for both operating units (FGVPM Besout 06 Estate and FGVPM Besout 07 Estate). It has been verified by the auditor through Global Risk Assessment Services System	Not Applicable

	under the right of eminent domain of the federal and state land acquisition legislations. - Minor compliance -	(GRASS) and interview with local communities and neighbouring estate.	
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	There is no new planting for both operating units (FGVPM Besout 06 Estate and FGVPM Besout 07 Estate). It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Not Applicable
Criterion 4.6: Any negotiations Concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	(C) 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 -	There are no changes compared to last year where previous procedure is still applicable in the document "Pengenalpastian dan penyelesaian pertikaian tanah" with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price. Consultation with local communities, which are mainly scheme smallholders is done on annual basis. Verified the latest Stakeholder Consultation Meeting Minutes done on 14/03/2023 with records available. Based on the meeting minutes, there were no land issues or land negotiation highlighted. During the Stakeholder Consultation it was further verified that there were no concerns in related land issues or land negotiation.	Complied
4.6.2	(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.	There are no changes compared to last year where previous procedure is still applicable in the document "Pengenalpastian dan penyelesaian pertikaian tanah" with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and	Complied

	- Critical (Major) compliance -	monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	
4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings. - Minor compliance -	FGVPISB Besout POM does not have scheme smallholders within its certification unit. Though FELDA supplies FFB to the mill, they do not fall under the same certification unit therefore the certificate holder does not influence the land title ownership of the scheme smallholders. Thus, this indicator is not applicable.	Not Applicable
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 -	All lands under FGVP and FGVP has been leased base land lease agreement that has been signed on 01/11/2011. Payment of lease has been done by FGV to FELDA on annual basis based on land hectareage and profit from land leased. It has been further confirmed through interview with FELDA settler, local communities on the land issues. Land titles that owned by FELDA has been verified for each operating unit.	Complied
Criterion 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	FGV has established the procedure “Pengenalpastian Dan Penyelesaian Pertikaian Tanah” with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights, its identification, and solutions to land disputes. Procedures on the compensation to the people entitled and monitoring of boundary stone was detailed in the document. The procedure states that compensation will be paid according to basic cost/acre and market land price.	Complied

		FGV Besout Complex has been leased from Lembaga Kemajuan Tanah Persekutuan (FELDA). There were no customary right lands within the FGV Besout Complex as this was conformed during the stakeholder consultation with the neighbouring communities. It was also confirmed that there were no land acquisition which relinquished the customary or user rights of the surrounding communities.	
4.7.2	<p>(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	FGV has established the procedure “Pengenalpastian Dan Penyelesaian Pertikaian Tanah” with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights, its identification, and solutions to land disputes. Procedures on the compensation to the people entitled and monitoring of boundary stone was detailed in the document. The procedure states that compensation will be paid according to basic cost/acre and market land price.	Complied
4.7.3	<p>Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development.</p> <p>- Minor compliance -</p>	There are no customary right lands both operating units under FGV Besout Certification Units. It has been confirmed through interview with local communities and neighbouring estate	Complied
<p>Criterion 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.</p>			
4.8.1	<p>Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.</p> <p>- Minor compliance -</p>	There are no customary right lands at all operating units under FGV PISB Besout Certification Units. It has been confirmed through interview with local communities and neighbouring estates during the stakeholder consultation. FELDA has an agreement with Perak State Government dated 29/07/1978, permitting the development authority to develop the area known as Gunong Besout Scheme, as shown edged in red on the plan attached in the land title. The	Complied

		<p>Gunong Besout Scheme falls under the management of Lembaga Kemajuan Tanah Persekutuan (FELDA) and is not within the FGV Besout Certification Unit.</p> <p>For FGVPM Besout 06 estate and FGVPM Besout 07 estate, it has been leased to FGV Holdings Berhad from Lembaga Kemajuan Tanah Persekutuan (FELDA).</p>	
4.8.2	<p>(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p> <p>- Critical (Major) compliance -</p>	<p>There are no customary right lands at all operating units under FGVPSB Besout Certification Units. It has been confirmed through interview with local communities and neighbouring estates during the stakeholder consultation. FELDA has an agreement with Perak State Government dated 29/07/1978, permitting the development authority to develop the area known as Gunong Besout Scheme, as shown edged in red on the plan attached in the land title and situated in Perak state. The Gunong Besout Scheme falls under the management of Lembaga Kemajuan Tanah Persekutuan (FELDA) and is not within the FGV Besout Certification Unit.</p> <p>For FGVPM Besout 06 estate and FGVPM Besout 07 estate, it has been leased to FGV Holdings Berhad from Lembaga Kemajuan Tanah Persekutuan (FELDA).</p>	Complied
4.8.3	<p>Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4)</p> <p>- Minor compliance -</p>	<p>There are no customary right lands at all operating units under FGVPSB Besout Certification Units. It has been confirmed through interview with local communities and neighbouring estates during the stakeholder consultation. FELDA has an agreement with Perak State Government dated 29/07/1978, permitting the development authority to develop the area known as Gunong Besout Scheme, as shown edged in red on the plan attached in the land title and situated in Perak state. The Gunong Besout Scheme falls under the management of Lembaga Kemajuan Tanah Persekutuan (FELDA) and is not within the FGV Besout Certification Unit.</p>	Complied

		For FGVPM Besout 06 estate and FGVPM Besout 07 estate, it has been leased to FGV Holdings Berhad from Lembaga Kemajuan Tanah Persekutuan (FELDA).	
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 at all operating units under FGV PISB Besout Certification Units. It has been confirmed through interview with local communities and neighbouring estates during the stakeholder consultation. FELDA has an agreement with Perak State Government dated 29/07/1978, permitting the development authority to develop the area known as Gunong Besout Scheme, as shown edged in red on the plan attached in the land title and situated in Perak state. The Gunong Besout Scheme falls under the management of Lembaga Kemajuan Tanah Persekutuan (FELDA) and is not within the FGV Besout Certification Unit. For FGVPM Besout 06 estate and FGVPM Besout 07 estate, it has been leased to FGV Holdings Berhad from Lembaga Kemajuan Tanah Persekutuan (FELDA).	Complied
Principle 5: Support smallholder inclusion			
Criterion 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders. - Minor compliance -	Current and previous FFB prices were available and calculated based on daily price declared by MPOB. The FFB Purchasing Department will update the daily FFB prices to the mill on a daily basis. Daily FFB prices were displayed at the weighbridge station at the mill and updated on daily basis. Sighted the weekly FFB prices and FFB prices report for the month of January – March 2023.	Complied
5.1.2	(C) Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request).	There is evidence that FGV PISB Besout POM has communicated the FFB pricing to all smallholders based on the communication records between the management and smallholder. It also has been further verified through interview with 2 smallholders where they can	Complied

	- Critical (Major) compliance -	demonstrate their understanding on how FFB pricing has been calculate.	
5.1.3	(C) 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 -	Details of FFB pricing has been outline in the contract agreement between the FGVPISB Besout POM and FFB supplier. Sample has been taken for 3 smallholders. Mentioned that FFB pricing will be calculated based on daily MPOB pricing for both CPO and PK including other cost such as CESS MPOB, transport costs, storage cost and processing cost.	Complied
5.1.4	(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable. - Critical (Major) compliance -	Suppliers in general has been briefed and provided with FGV Supplier Code of Conduct (SCOC); April 2019 prior to contractual engagement. The SCOC also available via FGV company's website link http://www.fgvholdings.com/wp-content/uploads/2019/07/Supplier-Code-of-Conduct-SCOC.pdf where the SCOC were specified relevant terms of Labour Standards as well as legality to be complied with by suppliers. For FFB suppliers, valid MPOB license copies were kept by the mill as evidence of legal due diligence prior to being approved to supply FFB. Additionally, each FFB supplier issued with agreement to purchase FFB which was signed by both party.	Complied
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe. - Minor compliance -	Contract agreement sighted for FFB supplier and stated in the agreement on agreed timeframe and there is also evidence that the contract is legal, fair and transparent based on the verification done on the sampled contract agreement.	Complied
5.1.6	(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given. - Critical (Major) compliance -	The invoices and payment records for the third-party FFB suppliers were sighted and verified. There is evidence that payments has been done before 15 th every month. Sample of 2 FFB supplier taken and found the payment has been done according to payment term.	Complied

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

5.1.7	Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government). - Minor compliance -	Weighbridge was calibrated by De Metrology Sdn Bhd as invoice No. C009857 dated 22/03/23 for capacity 70,000 kg (+/-) 10kg certificate No. D120067 and sticker No. DE18005664.	Complied
5.1.8	The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material. - Minor compliance -	There are no Independent Smallholders within the certification unit of Besout Complex.	Not Applicable
5.1.9	(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner. - Critical (Major) compliance -	The same grievance mechanism as described in Indicator 4.2.2 is used. There was no grievance received from smallholders since the last audit as verified during the assessment.	Complied
Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification. - Minor compliance -	Smallholder support program has been established under the sustainability and certification department, Mr Noor Hadi. For FGVVISB Besout POM is under region 02 has been planned for consultation in 2023.	Complied
5.2.2	The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS). - Minor compliance -	Smallholder support program has been established under the sustainability and certification department, Mr Noor Hadi. For FGVVISB Besout POM is under region 02 has been planned for consultation in 2023. There is evidence that smallholder support programme has been planned and documented in the document "smallholder and dealer consultation programme schedule".	Complied

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

5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	Smallholder support program has been established under the sustainability and certification department, Mr Noor Hadi. For FGV PISB Besout POM is under region 02 has been planned for consultation in 2023.	Complied
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	Schemed smallholder under FELDA is the only smallholder that supply FFB to FGV PISB Besout POM while the others is collection centres.	Complied
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	Consultation with smallholders has been planned in year 2023 base on the management plan that has been established. As per interview, report will be published once the consultation has been done.	Complied
Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. - Critical (Major) compliance -	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where no person shall be subjected to any discrimination in employment, including hiring, compensation, advancement, training, disciplinary action, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnic origin, reproductive rights or other forms of discrimination. The policy was available for verification and has been publicly posted at the workers quarters/hostel, office and muster ground.	Complied
6.1.2	(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers. - Critical (Major) compliance -	Interviewed and verified through salary slips shows that there is no discrimination in terms of salary payment especially for similar work scope. FGV has committed that no recruitment fee should be imposed on foreign workers. Sighted 2 newly workers that has been recruited in September under recruiting agent, Samint Corporations	Complied

		<p>has been sampled by the auditor. Sighted agreement that has been signed by the workers where the workers agree that there are no recruitment fees has been charged. Further verification has been done through interview and found out that there is no recruitment cost (medical checkup fees, transport cost) been paid by the workers themselves.</p> <p>The management for FGV Holdings Berhad has established system to monitor compliance for "zero recruitment fees" to all recruiting agent where interview with the candidates/workers has been done at the origin countries, one stop centre and at the estate where the workers has been allocated. Evidence of implementation sighted from the agreement signed by the new workers, due diligence report, investigation report and suspension letter to the recruiting agent. As for now, total 3 recruiting agent has been suspended until further notice.</p>	
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>Employment procedure was established, and details refer to indicator 3.5.1. Collective Agreement (Cog. No.: 031/2020) which valid from 01/01/2019 to 31/12/2021 has explained the criteria of promotion based on the capability, qualification and performance of interview of the candidates. There is evidence that operating units can demonstrate that recruitment, selection, and hiring based on the requirement, medical fitness and people suit with the jobs offer from the evidence of interview and medical checkup that has been done. Detail of sample verification as per below</p> <p>Sample of 1 newly recruited worker has been taken for FGVPISB Besout POM that has been recruited in June 2022. Sighted application for employment form document number FGV/GHR/F/AE/007 and interview has been done and interview records has been documented in document "Competency based interview form (non-executive) conducted by executive assistant for FGVPISB Besout POM and recommend for employment. Newly</p>	Complied

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

		<p>recruited workers have undergo medical check-up on and has been declared fit to work. Employment contract has been signed by both parties and acceptance of offer sighted in document LD01 document number FGV/GHR/F/LD/009.</p> <p>While for foreign workers, sighted 2 newly workers that has been recruited in September under recruiting agent, Samint Corporations has been sampled by the auditor. Sighted that interview has been conducted at the origin country by the management, one stops centre and has been recorded. Sighted also that both workers have signed employment contract. Further interview verified the process of recruitment, and they can demonstrate their understanding on the employment contract</p>	
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p> <p>- Minor compliance -</p>	<p>There is no female worker works in mill process and estate operation. Female workers mainly work in the office of mill and estate. No pregnancy test been conducted for job selection. This is confirmed through the interview session with the female workers and reviewed the medical check-up report.</p>	Complied
6.1.5	<p>(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>- Critical (Major) compliance -</p>	<p>Minutes meeting for gender sighted for each operating unit. During the meeting, socialization of the policy and procedure has been done, and explanation function of gender committee and appointment of PIC for gender committee. As per interview, gender committees is part of the mechanism to receive any complaint and a committee to educate female workers on sexual harassment, women health and other related issues.</p> <p>FGVPM Besout 7 Estate conducted meeting on 07/03/2023 at Bilik Mesyuarat Ladang Besout 07 attended by 26 female committee members.</p>	Complied
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	<p>The female workers employed in FGV are local Malaysian. Female workers employed are generally office staffs. Reviewed payslips in</p>	Complied

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

		each operating units which consists of male and female workers found that their salary is the same for the same job scope. They were paid according to the Minimum Wage Order 2022 without any discrimination. This has confirmed through interview with the workers comprises of female and male.	
Criterion 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand. - Critical (Major) compliance -	<p>Collective agreement between FGV Plantation (Malaysia) Sdn Bhd and Kesatuan Pekerja Pekerja FGV Plantations (Malaysia) Sdn Bhd for period 01/01/2019 until 31/12/2021 document number COG. No: 025/2020 was available for verification. The collective Agreement had detailed the pay and conditions for local workers. The latest collective agreement still under discussion between both parties. While, for foreign workers, pay and conditions has been detailed in the employment contract which has been signed by both parties in the language of the origin countries of the workers.</p> <p>All operating units commit to comply with Employment Act 1955 and Minimum Wages Order 2022, where it has outlined the pay and conditions of each worker.</p> <p>For FGV Plantation (Malaysia) Sdn Bhd, sighted memo dated 20/05/2022 from chief executive officer document number (18) HREO/WW/01/1/2022. Guideline for all operations rates has been outline in the document.</p> <p>For FGV PISB Besout POM, collective agreement sighted in the document "Perjanjian Bersama antara FGV Palm Industries Sdn Bhd dengan Kesatuan Pekerja Pekerja FGV Palm Industries Sdn Bhd (Semenanjung) for period 01/01/2022 until 31/12/2024.</p>	Complied
6.2.2	(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions,	Sample of 36 workers has been taken for each operating units based on different workers category which is gender, types of	Complied

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

	<p>overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.</p> <p>- Critical (Major) compliance -</p>	<p>works, origin of countries and length of services. For all estates, there workers from Indonesia, India and Bangladesh and latest recruitment have been done in September 2022. While for FGVVISB Besout POM, there no foreign workers. Sighted employment contract for all workers that has been established from origin (Indonesia, Bangladesh and India) which has been documented in the document number FGV/FGVPM-JTK/Contract. Pays and benefits has been clearly outlined in the collective agreement and employment contract which includes terms on regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice. As per interview with the management for estates, workers salary will be monitored through pocket checkroll and "kad kong" which clearly stated types of works, productivity and total amount of salary achieved. Sample has been taken payslips, checkroll and kad kong for month September 2022, November 2022 and March 2023 which base on low crop, peak crop and medium crop season. While for FGVVISB Besout POM, workers salary has been monitored through punch card.</p>	
<p>6.2.3</p>	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>For all operating units, stated in the employment contract working hours, deduction, overtime and leave entitlement. Mentioned in the employment contract that entitlement of leave is depending on the length of service. For workers less than 2 years services, they are entitled for 14 days of sick leave and 8 days of annual leave. Highlighted in the contract reasons for dismissal, period of notice and other legal labour requirements.</p>	<p>Complied</p>
<p>6.2.4</p>	<p>(C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of</p>	<p>FGVVISB Besout POM and all supply bases is located in the area of FELDA settlement which is Felda Besout. Sanitation facilities is sufficient where each housing has one toilet for 4 workers while for hostel, there are 10 toilets for 1 dormitory with 20 persons. For</p>	<p>Non-compliance</p>

	<p>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>medical, there is government clinic which is Klinik Kesihatan Slim River which has been paid the management of each operating units. Waters are supplied by Syarikat Air Perak and while for electric, through Tenaga Nasional Berhad (TNB) with subsidized RM10.00 (RM6.00 for electric and RM4.00 for water) each worker. There is government school located nearby which SK (LKTP) Besout for primary school and Sekolah Menengah Kebangsaan Besout for secondary school. Public hall for sport activities and playground were available at the FELDA residential area. Mosque is located nearby the quarters.</p> <p>For FGVPM Besout 06, document review of 'Pemeriksaan Harian Kawasan Asrama/Rumah Pekerja Asing' sighted the inspection covered all 11 blocks which conducted latest in February 2023 with latest dated 28/02/2023. Issue remarks include the kitchen cleanliness, dorm room housekeeping, hygiene in toilet and outside dorm cleanliness and for FGVPM Besout 07 Estate, Document review of 'Pemeriksaan Harian Kawasan Asrama/Rumah Pekerja Asing' sighted the inspection covered all 10 blocks which conducted latest in February 2023 with latest dated 28/03/2023. Issue remarks include the kitchen cleanliness, dorm room housekeeping, hygiene in toilet and outside dorm cleanliness.</p> <p>Nevertheless, the linesite inspection has not been effectively implemented. Evidence as below:</p> <p><u>FGVPISB Besout POM</u></p> <ol style="list-style-type: none"> 1. Sighted that line site inspection has been conducted by Puan Hamidah Mohd Yusof that has been conducted latest in November and December 2022 and has been documented in Borang Pemeriksaan Rumah. However, it is not in line as per plan which line site shall be conducted twice a month. It has 	
--	--	---	--

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

		<p>been confirmed with the PIC that there are no records of line site inspection for January, February and March 2023.</p> <p>2. During site visit to block H, sighted that there some damages at workers quarters housing (roofing and door) and has not been attended by the management.</p> <p><u>FGVPM Besout 06 Estate</u></p> <p>1. During site visit to workers quarters at block F, G, E, it was found that there is damaged monsoon drain that has not been attended to by the management. Line site inspection has been conducted by PIC on 01/03/2023, 05/03/2023, 08/03/2023, 12/03/2023, 16/03/2023 and 20/03/2023. Nevertheless, the records indicated these issues were not identified.</p> <p><u>FGVPM Besout 07 Estate</u></p> <p>1. During site visit to workers quarters, it was found out that there is damage monsoon drain that has not been attended to by the management. Line site inspection has been conducted by PIC 06/03/2023, 13/03/2023 and 20/03/2023 which did not identify the issues stated.</p>	
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>Location of mill and estate was inside the vicinity of FGV Settlers village and access to town is available by public transport. Groceries shops and restaurants are sighted to be close by, and the workers can easily access to adequate, sufficient and affordable food. Interview with the workers confirmed that they have no issue with access to food or raw materials.</p>	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>Assessment of decent living wages has been done for FGV Besout Complex and calculation has been established the prevailing wage calculation to include all the in-kind benefits provided to the</p>	Complied

<p>PROCEDURAL NOTE:</p> <p>STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE</p> <p>With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p> <p><i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i></p> <p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation with relevant stakeholders such as palm oil industry members, workers’ union, authorities and/or relevant organisations.</p> <p><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>workers. Stated in the report, the assessment/calculation was completed following the Household Expenditure Survey Report 2019, published by Department of Statistics Malaysia and RSPO Decent Living Wages Guidance. The net living wages is calculated at RM1,637.26 and the gross DLW (after adding SOCSO, income tax, Employee Insurance Scheme payments), is calculated at RM1,850.00.</p> <p>The minimum wage for the workers is RM1,500 per month, and total average workers received is RM1,965 which is higher than living wages and minimum wages</p>	
---	--	--

	<p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> • Updated assessment on prevailing wages and in-kind benefits • There is annual progress on the implementation of living wages • Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment • The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation. <p>- Minor compliance -</p>		
6.2.7	<p>Permanent, full-time employment including contractors' workers and contracted workers is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal</p> <p>- Minor compliance -</p>	<p>There are no casual workers that have been recruited for all operating units under FGV Besout Complex. All the employees are permanent employees. Sorters in POM, FFB Lorry Driver and Backhoe drivers in estate was carried out by contractors where the workers are permanently employed by the contractors themselves.</p>	Complied
<p>Criterion 6.3: The unit of Certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p>(C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Holdings Berhad has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV Group recognizes and respects employees' right to freedom of association and to collective bargaining and has been documented in both Bahasa and English. The policy has been posted at the notice board at the morning muster ground, office and the line site. Communication with the employees was done in various methods such as briefing during morning muster, display on notice boards at workers' hostel and training. Interview with workers showed that they have a good understanding on human rights.</p> <p>Sample verified for FGVP Besout 7 Estate conducted briefing to</p>	Complied

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

		their workers dated 21/02/2023, 02/03/2023 and 03/03/2023.	
6.3.2	Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request. - Minor compliance -	Meeting minutes (Mesyuarat Ahli Jawatankuasa Kesatuan Kali ke-9 Sesi 2019-2022) dated 24/09/2021 was verified (Minutes Ref No: (09)505/Caw.Bst/Sesi 2019-2021 dated 25/09/2021). The issue been raised by workers were actively taken action by the management accordingly.	Complied
6.3.3	Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers. - Minor compliance -	As per interview with the chairman and secretary of the union for both the mill and estates and sampled workers, it has been confirmed that there were no interferences from the management. Management of FGV PISB Besout POM and FGVPM Besout estates did not participate in the meeting and in the election process.	Complied
Criterion 6.4: Children are not employed or exploited.			
6.4.1	A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements. - Minor compliance -	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV is committed to employing only persons of the age of 18 and above, FGV recognises that Malaysian laws allow for young persons to be engaged in certain forms of employment. Therefore, no person shall be employed under the age of 15, and any employment of young persons shall not be in a manner that is likely to be hazardous, or to interfere with such person's education, or to be harmful to the person's health or physical, mental, spiritual, moral, or social development at any stage of the employment.	Complied
6.4.2	(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure. - Critical (Major) compliance -	As per the company policy (refer to SCOC dated 01/05/2020), the minimum age for employment of workers is above 18 years old. For recruitment of foreign workers, the main criteria must be within 18 – 45 years old. Before interview for local worker, they are required to submit copy of certificate of education and identification card for age verification and declaration of age is required during the	Complied

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

		application. Reviewed the master list of employees found that no child labour was employed.	
6.4.3	(C) 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 -	Communication of the procedure to the stakeholders has been done during the Stakeholder Consultation for FGVPISB Besout POM, FGVPM Besout 6 Estate and FGVPM Besout 7 Estate physically in March 2023 at Dewan Semai Bakti, Felda Besout 01, Sungkai, Perak dated 14/03/2023 During the meeting, the attended stakeholders been given with copy of handout of agenda which is consist of list of policies, sustainable concepts, list of publicly available documents, commitment on managing workers, environmental and social	Complied
Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce. - Critical (Major) compliance -	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 revision 4.0 where the company does not tolerate any form of sexual harassment violence and abuse as per mentioned in the clause 5.2.5.1 The Group Sustainability Policy was signed by the CEO on 17/11/2020. Refer doc. no FGV/SED/POL/001 rev. 4(BI). The policy was communicated through training, briefing, and displayed on notice board at several placed in the estate.	Complied
6.5.2	(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce. - Critical (Major) compliance -	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 revision 4.0 as per stated in clause 5.2.1.1 and mentioned that no person shall be subjected to any discrimination in employment including hiring, compensation, advancement, training, disciplinary action including reproductive rights.	Complied

		The Group Sustainability Policy was signed by the CEO on 17/11/2020. Refer doc. no FGV/SED/POL/001 rev. 4(BI). The policy was communicated through training, briefing, and displayed on notice board at several placed in the estate.	
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 -	There is no new mother has been identified for all operating units. It has been confirmed through the gender committee meeting, interview with the chairman of gender committee and female workers.	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 -	FGV Holdings Berhad has established internal procedure that outline grievance mechanism in the document title "Prosedur Menangani Aduan Melalui Jawatankuasa Wanita" (Procedures for Handling Complaints Through the Gender Committee) which stated in clause 7.0, Perlindungan dan Kerahsiaan (Protection and Confidentiality), and in the procedure title "Menangani Aduan dan Rungutan (Handling of Complaints and Grievances) document number FGV/ML-1A/L2-Pr13 dated 01/04/2019 that complainant that would like to maintain anonymous are eligible to do so.	Complied
Criterion 6.6: No forms of forced or trafficked labour are used.			
6.6.1	<p>(C) All workers have entered into employment voluntarily and the following are prohibited:</p> <ul style="list-style-type: none"> Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes) Charging the workers for recruitment fees. Contract substitution Involuntary overtime Lack of freedom of workers to resign Penalty for termination of employment 	<p>Based on interviews with the workers, and observations made, the following were verified:</p> <p>a. Retention of documents: All workers are free to keep their own passports. There is no retention of identity documents or passports unless these are needed for passport/work permit renewal. Some Indonesian workers has been interviewed and confirmed that passport has been kept by the workers itself. It has been confirmed during site visit to line site where verification passport has been kept at their house.</p> <p>b. Charging of recruitment fee: Workers are not charged any recruitment fees. This is clearly stated in the contracts between</p>	Complied

	<ul style="list-style-type: none"> • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>	<p>FGV Plantation Berhad (FGVPM) with the recruitment agents from Indonesia. Interviews conducted with workers also confirmed that they have not been charged any recruitment fees.</p> <p>c. Involuntary overtime: Based on interviews conducted with the workers, all overtime work was carried out on a voluntary basis. Workers are free to decline any offers for overtime work. Sighted written consent from workers to work overtime for FGVPISB Besout POM and estates.</p> <p>d. Lack of freedom to resign: Workers are free to resign as per stated in their employment contracts. This was confirmed during interviews with workers. There are no terms and condition for any resignation and the flight tickets will bear by the operating units.</p> <p>e. Debt bondage: There is no evidence of any incidence of debt bondage. It has been verified based on sample of pay slips where there is no deduction of salary for debt. Further verification has been done through interview that confirmed that there is no loan/borrowing money given by the management to the workers. There is also no recruitment fee charged to the workers. All expenses from their village to the mill or estate here has been covered by the company. Therefore, there were no expenses or cost forked out by the workers, which was confirmed by the workers themselves hence confirmed that there is no debt bondage implemented.</p> <p>f. Withholding of wages: There is no evidence of withholding of wages. Workers' wages have been paid by the management via Merchantrade System and can be withdrawn at the nearest agent or ATM and sighted evidence of payment that has been signed by the workers. There is evidence that there were no</p>	
--	---	--	--

		workers' wages being withheld by the management. It has been further confirmed through interview with the workers.	
6.6.2	<p>(C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>There are migrant workers has been recruited from India, Indonesia and Bangladesh to work in FGV Holdings Berhad oil palm plantation. As a commitment to manage migrant workers in a good manner and compliance to the requirement FGV Holding Berhad has established specific procedure that has been documented in Guidelines and Procedures for Responsible Recruitment of Foreign Workers dated 27/06/2019. Stated in the procedure clause for non-discrimination, respect for human rights and labour rights as well as health and safety.</p> <p>As per verification, there is evidence that the procedure has been implemented where each process of recruitment has been done such as signing employment contract, interview and consultation with migrant workers at origin countries and at One Stop Centre. As per interview, it has been confirmed that all facilities and benefits has been provided equally for all foreign workers. Passport has been kept by the workers itself. There is no evidence of contract substitution where all migrant workers have been explained the content of the employment contract at the origin countries. It has been confirmed through interview with the workers itself.</p>	Complied
<p>Criterion 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.</p>			
6.7.1	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>All operating units have formed an OSH Committee in the respective mill and estate to address all issues associated to Health and Safety in the operating units.</p> <p>a. <u>FGVPM Besout POM</u></p> <p>The Mill Manager, Mr. Norul Hisyam Bin Md Sabri has been appointed as the Chairman of the OSH committee in the mill as</p>	Non-compliance

		<p>stated in the appointment letter dated 01/10/2022 undersigned by the Regional Controller 3.</p> <p>b. <u>FGVPM Besout 6 and Besout 7 Estates</u></p> <p>Appointment of member of Safety and Health Committee (SHC) was made through appointment Letter as sampled Mohd Fuad Salleh (Sr. Estate Manager) FGVPM Besout 6 as Chairman of SHC by Che Mohd Hanazi (Regional Controller) FGVPM Trolak on 01/01/23. Muhammad Shahrul Akmar (Estate Manager) was appointed as Secretary of SHC by Mohd Fuad b. Salleh (Sr. Estate Manager) as Appointment Letter dated 24/01/23. In Besout 7 Estate, sighted an Organization Chart for Safety and Health Committee approved by Noordin Ahmad b. Hisnin (Estate Manager) who is the Chairman, Secretary is Syed Muhamad Syahir b. Syed Azmi (Asst. Manager) and 8 employer representatives and 7 employee’s representatives.</p> <p>OSH Committee of the respective operating units conducts regular OSH Meetings to address all issues related to OSH in the operating units.</p> <p>a. FGVPIB Besout POM have conducted regular OSH Meetings in the mill. The meeting minutes were available for verification dated 22/02/2022 (01 – 2022), 16/06/2022 (02 – 2022), 12/09/2022 (03 - 2022), 23/12/2022 (04 – 2022) and 23/03/2023 (01/2023)</p> <p>b. FGVPM Besout 06 Estate conducted regular OSH Meetings in the estate. The meeting minutes were available for verification dated 16/11/2022 (4/2022) and 16/08/2022 (3/2022).</p> <p>c. FGVPM Besout 07 Estate conducted regular OSH Meetings in the estate. The meeting minutes were available for verification dated 10/11/2022 (4/2022) and 09/02/2023 (1/2023).</p>	
--	--	---	--

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

		<p>Nevertheless, the effectiveness of the Safety Committee Meeting was not adequate as the action plans arising from the Safety Committee Meeting were not effectively implemented.</p> <ol style="list-style-type: none"> 1. <u>FGVPM Besout 6 Estate.</u> The meeting minutes dated 16/11/2022 stated “tenaga kerja asing tidak dibenarkan menggunakan motosikal untuk tujuan pengangkutan pekerja dan pengangkutan mereka semasa bekerja disediakan oleh pihak ladang”. During the site visit to the harvesting operation and interview with the harvesters themselves (Indonesian and Bangladesh workers), it was confirmed that they travel to work using their motorcycles. 2. <u>FGVPM Besout 7 Estate</u> The meeting minutes dated 09/02/2023 stated that all workers shall wear appropriate PPE while at work. <ul style="list-style-type: none"> – During the site visit, it was verified that a tractor driver was not wearing appropriate PPE (Safety Helmet) while the tractor was in motion. – During the site visit to the Genset House at Block 6A, it was verified that the Genset Operator was not equipped with appropriate PPE (Earmuff). 	
6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>Emergency Response Plans and Procedures were available in the estates and mill to address potential emergencies such as Flood, Fire, Chemical Spillage, Poisoning, Earthquake/landslide, Accidents, Storm, Bund Rupture and Wild/ Poisonous Animal Attacks. The plans have been posted at notice boards in the mill and estates and communicated to the workers. Emergency contact numbers have been posted at the notice boards and provided to the workers as well. Interview with the workers such as mandores and store</p>	Complied

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

		<p>attendants indicated that the workers are aware on the available emergency response plans. Trainings were conducted in the mill and estates to provide awareness to the workers on emergency responses. Sample trainings for FGV PISB Besout POM were verified where Fire Drill training was conducted on 02/04/2022.</p> <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 items used were also maintained and available in the boxes.</p> <ol style="list-style-type: none"> 1. <u>FGVPISB Besout POM</u> <ul style="list-style-type: none"> - The First Aid Training was conducted on 20/03/2023 – 21/03/2023 - There were 8 First Aiders present in the mill that have completed the knowledge and skill evaluations “Kursus Asa Pertolongan Cemas dan Sokongan Hayat” on 20 - 21/03/2023 conducted by Pasukan Bomba Sukarela – FGV Kuala Lumpur. 2. <u>FGVPM Besout 6 and Besout 7 Estate</u> <p>Available First Aid Box distribution records to all Hostel A-L (Workers Housing) on 25/01/2023, distributed to all mandores, driver No, 1, 2, till 20 on 21/01/2022 - 25/01/2023. All First Aid Boxes distributed will be inspected by M. Shahrul Akmar Shafie. The inspection records were available for verification as record dated 24/03/2023, 21/09/2022 and 20/12/2022,</p> 	
--	--	---	--

		<p>Accident records were maintained in the estate and available for verification.</p> <ol style="list-style-type: none"> 1. <u>FGVPM Besout POM</u> For the year 2023 there were no accident reported. The JKPP 8 form have been submitted to DOSH on 22/01/2023 and available for verification. For the year 2022 there were no accidents reported as well. 2. <u>FGVPM Besout 6 and 7 Estates</u> For the year 2023 there were 3 accidents reported. The JKPP 8 form have been submitted to DOSH on 31/01/2023 and available for verification. For the year 2022 there were 5 accidents reported at FGVPM Besout 6 Estate as of the audit assessment. 	
<p>6.7.3</p>	<p>(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing. - Critical (Major) compliance -</p>	<p>All workers have been provided with appropriate personal protective equipment (PPE), which is provided by the management free of charge. During the field visit to the Spraying Gang and Harvesting gang and visit to the stores of the respective estates and mill, it was sighted that all required appropriate PPEs were worn by the personals. Interview with the workers indicated that they were aware on the importance of PPE usage as a control measure to prevent or reduce risks associated to their daily work. They confirmed that all PPEs were provided without any deduction made to their respective salaries. PPE issuance records available in "Rekod Penerimaan Dan Pengeluaran PPE" and workers' payslips were also verified to confirm their statements.</p> <p>The estates have well maintained facilities for the workers to sanitise themselves prior to returning home from work. The showers were all in good working condition. Interview with workers indicated that they were all well aware that they have to sanitise</p>	<p>Complied</p>

		themselves before returning home due to the hazard that the chemical residues could cause.															
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. In case of minor or major injuries or health issues, workers are referred to government clinics or hospitals which is borne by the management.</p> <p>All workers are protected via insurance in accordance with Malaysian Law via SOCSO contribution. The monthly contribution was evident via the PERKESO Monthly Salary Contribution (Form 8A) for the workers. Verified the contribution for FGVPISB Besout POM as below.</p> <table border="1"> <thead> <tr> <th>Operating Units</th> <th>Month</th> <th>Total Workers</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td rowspan="3">FGVPM Besout POM</td> <td>Dec 2022</td> <td>260</td> <td>RM 8029.90</td> </tr> <tr> <td>Jan 2023</td> <td>256</td> <td>RM 6940.10</td> </tr> <tr> <td>Feb 2023</td> <td>251</td> <td>RM 6467.50</td> </tr> </tbody> </table>	Operating Units	Month	Total Workers	Amount	FGVPM Besout POM	Dec 2022	260	RM 8029.90	Jan 2023	256	RM 6940.10	Feb 2023	251	RM 6467.50	Complied
Operating Units	Month	Total Workers	Amount														
FGVPM Besout POM	Dec 2022	260	RM 8029.90														
	Jan 2023	256	RM 6940.10														
	Feb 2023	251	RM 6467.50														
6.7.5	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>All accidents incidents are reviewed during the quarterly held safety meetings in the operating units. Records on Lost Time Accident (LTA) are maintained and presented during the meetings. Accident records were updated and available for verification. JKPP 8 have been submitted to DOSH accordingly and available for verification. The LTA for each operating unit has been recorded (year to date November 2022) and available as below.</p> <table border="1"> <thead> <tr> <th rowspan="2">Operating Units</th> <th colspan="2">2022</th> <th colspan="2">2023 (To date)</th> </tr> <tr> <th>Cases</th> <th>Days</th> <th>Cases</th> <th>Days</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Operating Units	2022		2023 (To date)		Cases	Days	Cases	Days						Complied
Operating Units	2022			2023 (To date)													
	Cases	Days	Cases	Days													

		FGVPISB Besout POM	0	0	0	0	
		FGVPM Besout 6 Estate	3	20	3	12	
		FGVPM Besout 7 Estate	2	30	0	0	
Principle 7: Protect, conserve and enhance ecosystems and the environment							
7.1.1	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>An IPM Plan has been established and available in the “Pelan Pengurusan Kawalan Serangan Makhluk Perosak Tanaman Bersepadu (IPM)” for the year 2023. Among the IPM observed during the site visits at the estates were planting of beneficial plants (e.g. Tunera sp., Cassia cobanensis and Antigonon leptopus) and using of barn owls (Tyto alba) as predators to rats.</p> <p>Verification on IPM plan implementation, rhinoceros beetle (RB) census have been conducted on a daily basis and as per record in the pheromone trap, the quantity of RB was not more than 20 in each census conducted. If the census found more than 20 RB, the management will use cypermethrin as a chemical control.</p>					Complied
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 was no changes as per previous assessment, no evidence of species referenced in the Global Invasive Species Database and CABI.org were used to manage the areas in Besout complex.</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>There were no changes since previous year, from the verification and interview found the Group Sustainability Policy (FGV/SED/POL/001) dated 29/5/2019 states No Open Burning Policy in all its premise. Interview with the estate management and workers indicated that there was no use of fire as pest control in</p>					Complied

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

		the estates. Visit around the estate also indicated that there was no evidence of fire being used as the methods of pest control is mainly via pesticide applications and biological controls (IPM).	
Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised. - Critical (Major) compliance -	Justification for all pesticide available under Manual Lestari 1A, under Document: ML- 1A/L3-GP1(0) dated March 2012. In this Justification all chemical such as pesticide, Herbicide and Fungicide is available for each chemical.	Complied
7.2.2	(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided. - Critical (Major) compliance -	The record of pesticide usage was available including active ingredient used and area treated, amount of active ingredient applied per Ha and number of applicants, documented in Monitoring of Pesticide Usage – Units Per Ha, Tonne FFB And Per Tonne Oil. The records were provided and verified for FGVPM Besout 6 and 7 Estate.	Complied
7.2.3	(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans. - Critical (Major) compliance -	The estate has implemented an Integrated Pest Management Plan and a Continuous Improvement Plan where they have stated the intention to reduce the usage of chemical through implementation of Integrated Pest Management Plan. Sighted during the site visit at the estate, 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.	Complied
7.2.4	There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines. - Minor compliance -	There is no prophylactic use of pesticides in all estates visited.	Complied

<p>7.2.5</p>	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to:</p> <ul style="list-style-type: none"> a) Judgment of the threat and verify why this is a major threat b) Why there is no other alternative which can be used c) Which process was applied to verify why there is no other less hazardous alternative d) What is the process to limit the negative impacts of the application e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak. <p>- Minor compliance -</p>	<p>The Chemical Registers for the mill and 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 & IV pesticides were used at the mill and estates. Paraquat and Monocrotophos was eliminated. In its place, less hazardous alternatives such as Glyphosate and Cypermethrin was used instead.</p>	<p>Complied</p>								
<p>7.2.6</p>	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <p>- Critical (Major) compliance -</p>	<p>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> <table border="1" data-bbox="1137 1074 1928 1315"> <thead> <tr> <th>Estate</th> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td rowspan="2">FGVPM Besout 7 Estate</td> <td>Chemical Store Training</td> <td>24/02/2022</td> </tr> <tr> <td>Training for SDS, PPE, Safe Mixing Of Pesticides and Safe Spraying and Safe Handling Of Chemicals</td> <td>17/01/2022</td> </tr> </tbody> </table>	Estate	Training	Date	FGVPM Besout 7 Estate	Chemical Store Training	24/02/2022	Training for SDS, PPE, Safe Mixing Of Pesticides and Safe Spraying and Safe Handling Of Chemicals	17/01/2022	<p>Complied</p>
Estate	Training	Date									
FGVPM Besout 7 Estate	Chemical Store Training	24/02/2022									
	Training for SDS, PPE, Safe Mixing Of Pesticides and Safe Spraying and Safe Handling Of Chemicals	17/01/2022									

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

		FGVPM Besout 6 Estate	Training for Chemical Handling and PPE Use.	30/01/2023	
7.2.7	(C) Storage of all pesticides is in accordance with recognised best practices. - Critical (Major) compliance -	Pesticides were found stored in the mill and all estate's Chemical Store in accordance with the Occupational Safety and Health Act 1994 (Act 514) and Pesticides Act 1974 (Act 149) and their Regulations. The stores were at all times locked and at the time of visit the storekeeper was seen to unlock the pad-lock to open entrance door for auditor to inspect the store. At the entrance door, signage requiring donning of PPE were visibly posted. The Chemical Store signage with required Hazard Symbols were available at the entrance. The facility ventilation fan was found working with adequate ventilation available, up-to-date chemical register, trade and generic names, and their Safety Data Sheet were available.			Complied
7.2.8	All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes. - Minor compliance -	Excess chemical containers that were not used for premixing have been triple rinsed and punctured was categorized under recycle waste. The chemical containers are stored in the Empty Chemical Container Store and disposed through waste contractors responsibly. Visit to the Empty Chemical Store indicated that the chemical containers were indeed triple rinsed and punctured prior to being stored. Records of empty chemical containers disposal were also maintained and verified for each operating unit.			Complied
7.2.9	(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying. - Critical (Major) compliance -	Aerial Spraying was conducted at FGVPM Besout 6 Estate and FGVPM Besout 7 Estate. Interview with the management indicated that the bagworm situation at Besout complex was not manageable, resulting in severe reduction in yield. 1. The estates provided data of bagworm census done for each block which clearly shows severe bagworm attack at most fields within the estate. Visit to the field also indicated that most palms were severely attacked by bagworm infestations. Thus,			Complied

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

		<p>it was justifiable as to why there were no other viable alternatives available.</p> <ol style="list-style-type: none"> 2. Government Authority approval were available. Sighted the Civil Aviation Authority of Malaysia; Commercial Unmanned Aircraft System – Aerial Work Certificate; Certificate Number: UAWC No – C.UAWC/ADG/2023; Expiry Date: 29/02/2024; Effective Date: 01/03/2023. 3. The Drone Operators have obtained Drone Pilot Certification, as verified in the "Remote Pilot Certificate of Competency (RCOC-B) Module, issued on 24/06/2022. 4. FGVPM have sent out a memo titled "<i>Program Semburan Ulat Pemakan Daun Menggunakan Drone</i>" dated 10/07/2022 to all staffs, workers and surrounding communities on the application of aerial spraying. The memo was available for verification. It was further verified the date of the memo against the application dates that the memo was provided at least 48 hours prior to the application 5. Surat Perintah Kerja (Permit to Work) was available for verification for S & H Techventure to conduct the aerial spraying at the estates. The PTW (Bil Number: 018/2022) dated 01/07/2022 for FGVPM Besout 6 Estate and (Bil Number: 036/2022) dated 29/09/2022 for FGVPM Besout 7 Estate was verified during the assessment. 6. Records of aerial spraying done was maintained and available for verification. The records were prepared by the estate supervisor and verified by the estate managers. Sighted the application records for the month of July 2022. 	
7.2.10	(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.	Medical Surveillance were conducted in the estates based on the recommendation of the CHRA for workers exposed to hazardous chemicals. Results of annual medical surveillance were available in	Complied

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

	- Critical (Major) compliance -	the estates for verification as follows. The results of all medical surveillance reports for both estates indicate that all workers exposed to chemicals were fit no work with no occupational related concerns.											
7.2.11	<p>(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p> <p>- Critical (Major) compliance -</p>	Pesticide handlers and sprayers in the estates were noted to be men only. It was verified from records, field inspections and interviews that no persons under the age of 18, pregnant or breast-feeding woman had been offered work as pesticide operator.	Complied										
Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.													
7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>Waste Management Plan was developed based on the Environmental Aspects And Impacts Assessment. The mitigation measures were then derived from this exercise. The Waste Management Plans 2023 were established to mitigate and control the identified wastes and source of pollution. Generally, the scheduled wastes were disposed through licensed vendors, organic wastes were disposed through landfill and recyclable wastes were sent to recycle centres. All type of waste products and sources of pollutions identified in FGVPM Besout 6 and FGVPM Besout 7 Estate. The categories identified such as:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%;">Operation (S/Waste)</th> <th style="width: 50%;">Operation (Non-S/Waste)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">PPE</td> <td style="text-align: center;">Empty Fertilizer bag</td> </tr> <tr> <td style="text-align: center;">Empty Containers</td> <td style="text-align: center;">Used tyre</td> </tr> <tr> <td style="text-align: center;">Used paint containers</td> <td style="text-align: center;">Metal, plastics. Woods waste.</td> </tr> <tr> <td style="text-align: center;">Used oils/hydraulic oils</td> <td style="text-align: center;">Paper</td> </tr> </tbody> </table>	Operation (S/Waste)	Operation (Non-S/Waste)	PPE	Empty Fertilizer bag	Empty Containers	Used tyre	Used paint containers	Metal, plastics. Woods waste.	Used oils/hydraulic oils	Paper	Complied
Operation (S/Waste)	Operation (Non-S/Waste)												
PPE	Empty Fertilizer bag												
Empty Containers	Used tyre												
Used paint containers	Metal, plastics. Woods waste.												
Used oils/hydraulic oils	Paper												

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

		Office and Housing (S/Waste)	Office and housing (Non-S/Waste)	
		Used/broken Lights Electronic waste Used Battery	Furniture waste Domestic waste Paper	
7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated. - Minor compliance -	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated as per sample sighted for SW disposal and Domestic waste as following:</p> <p>Domestic waste at FGVPM Besout 6 Estate was disposed through the land fill. Site visit to the land fill verified that the land fill is newly created, which opened on 23/03/2023, there is no waste in the land fill as of the visit date.</p> <p>FGVPM Besout 7 Estate domestic waste was taken to the Waste Collection Center prepared by government.</p> <p>FGVPM Besout estate's latest disposal of Schedule Waste was on 13/01/2023. Refer the Consignment Note Ref No: 2023011316YKNVHR for SW410 and Ref No:2023011316V9Z4CD for SW305. Disposal was made through Tex Cycle (P20 Sdn Bhd.</p> <p>Besout 6 Estate acts as the center for Schedule Waste collection for both Besout 6 Estate and Besout 7 Estate. This was approved by Department Of Environment dated 30/10/2019. Ref No: JAS.600-3/5/26 Jld.3(32). The letter also stated that the FGVPM Besout 7 Estate is the one responsible to update the E-SWIS system. Verified that the E-SWIS System was updated accordingly.</p>		Complied
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	<p>Not evidence of any open burning as per visit to the estates field and estates and mill's housing compound. Also in Besout Complex confirmed that no open fire were been use for waste disposal.</p>		Complied

Criterion 7.4: 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>Management of soil fertility is guided by FGV's "Manual Ladang Sawit Lestari" (Oil Palm Plantation Sustainability Manual), Third Edition (2017), Section V: Manuring. It covers the applications of fertilizer for various stages of palm age and techniques. Recommendation of type of fertilizers and dosage is given by the agronomy unit through analysis of foliar and soil.</p>	Complied
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>The internal Agronomist from FELDA Agriculture Services Sdn Bhd visits estates to perform foliar sampling prior to the fertilizer recommendation for the forthcoming year. Leaf and soil nutrient analysis are a common methodology used in the diagnosis of fertilizer requirements in oil palms. Foliar analysis reports were then issued to the estates for the program establishment and application. This includes the order of fertilizer and workforce/machine planning.</p> <p>Soil analysis for PH, Org C, Total N, Total P, Avail P, Exchange K, Exchange Ca & Exchange Mg was carried out on a year cycle basis with the recent carried out as latest Agronomist Visit on 21/01/2022.</p>	Complied
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>There was no EFB mulching for year 2022 and 2023 to date. Latest record was on year 2021, Records of mulching was recorded in "Buku Rekod Tandan Kosong" (EFB Record Book) where information such as quantity of EFB and Field number is available. Verified with FGVPISB Besout POM that EFB has been diverted to other estate which were not in the certification unit.</p>	Complied
7.4.4	<p>Records of fertiliser inputs are maintained.</p> <p>- Minor compliance -</p>	<p>Fertilizer application program was monitored using records i.e. program sheets, bin cards, field cost book, fertilizer application monitoring forms, etc.</p>	Complied

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

		Records of programs and applications of fertilizers were reviewed by the auditors. Review of the records revealed that the actual fertilizers applied in 2021/2022 and 2022/2023 was in line with the program. The record was available and verified during audit.	
Criterion 7.5: Practices minimise and control erosion and degradation of soils.			
7.5.1	<p>(C) Maps identifying marginal and fragile soils, including steep terrain, are available.</p> <p>- Critical (Major) compliance -</p>	Description of the soil characteristics such as texture, depth, drainage, parent material and key aspect for management was available. There were no other problem soils (e.g., podzols and acid sulphate soils) in the estate. The soil map is prepared by Unit Komputer (GPS/GIS) from FELDA Agricultural Services Sdn Bhd (Land Management Unit). All estates have soil maps detailing their soil profile including marginal and fragile soils.	Complied
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>Estates visited continued to have a management strategy for planting on slopes to minimize and control erosion and degradation of soils. The plantings on slopes were guided in the Sustainability Policy under item "Perlindungan Dan Penjagaan Alam Sekitar" signed by Group CEO dated 05/05/2019. The content of the Policy among others includes the following: -</p> <ul style="list-style-type: none"> a) Compliance with all related guidelines and regulatory laws. b) Implementation of GAP as stated in FELDA Lestari. c) Implement suitable remedial to reduce impact to the environment. <p>Other guidelines were also shown in the following documents among others.</p> <ul style="list-style-type: none"> a) Slope & River Protection Policy in Section 1A/L3 FGV Sustainability Manual b) Buffer Zone & 25-degree slope in Section 1A/L3 FGV Sustainability Manual 	Complied

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

		<p>c) Land Preparation for Terracing in Section 1A/L2 FGV Sustainability Manual.</p> <p>It was observed that practices to minimize and control erosion and degradation of soils were in place through proper stacking of fronds, EFB application, avoidance of blanket spraying, construction terraces, road maintenance and maintenance of soft vegetation in the interlines. Cover crops were planted in the replants and in certain mature areas. The cover crop <i>Mucuna Bracteata</i> had been planted along crucial slopes by management. Large areas with <i>Neprolepis Biserrata</i> in the inter rows were sighted during the visit.</p>	
7.5.3	<p>There is no new planting of oil palm on steep terrain.</p> <p>- Minor compliance -</p>	<p>Verified that there is no new planting at estates visited. Management has established procedure related to oil palm planting on steep terrain. List of procedure as below; -</p> <ul style="list-style-type: none"> a. Slope & River Protection Policy in Section 1A/L3 FGV Sustainability Manual b. Buffer Zone & 25-degree slope in Section 1A/L3 FGV Sustainability Manual c. Land Preparation for Terracing in Section 1A/L2 FGV Sustainability Manual. 	Complied
<p>Criterion 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.</p>			
7.6.1	<p>(C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations.</p> <p>- Critical (Major) compliance -</p>	<p>Soil surveys are made and available in a soil map for both the visited estates. Topographic contour map are also available which are both used to manage the drainage and road works in the estate. The estate had no new planting for the current year and for the forthcoming 5 years operations. Soil maps were available at all the sampled estates. Based on the maps, 100% of the soil at the estate is of mineral type. There is no soil categorized as fragile or marginal.</p>	Complied

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

7.6.2	Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices. - Minor compliance -	There is no new planting or replanting at peat soil or soil categorized as marginal or fragile soil at the sampled estates. FGV Group Estates had no planting on areas of more than 25 degree. Plantings on steep slope are avoided.	Complied
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	Soil surveys are made and available in a soil map at both the estates. Topographic contour maps are also available which are both used to manage the drainage and road works in the estate.	Complied
Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -	FGVPM Besout 6 Estate have identified a portion of Peat Soil within the area estate however there is no new planting or new development in both the estates visited.	Complied
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. PROCEDURAL NOTE: 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). - Minor compliance -	The inventory has been reported to RSPO Secretariat as per the RSPO Template dated 10/02/2020. RSPO acknowledged acceptance via email dated 17/02/2020. As per record inventory total peat have been register under FGV was 5028.57 Ha. The latest info from HQ stated there are some updated on peat area dated 07/02/2022 as per minute meeting compliance and certification department. The management already approach the Department of agriculture on 21/03/2022 as per letter (03)SUS/HSE/FGVPM HQ/AM/01 for resurvey the FGV land pertaining to peat soil. As per latest record on 02/12/2022 the FGV already make a payment to DOA to proceed with the resurvey and confirmation for peat area and pending the action from DOA. Once the peat confirmation was confirmed, FGV need to update peat inventory to RSPO. OFI been raised as part of mechanism to monitor implementation by the certificate holder.	OFI
7.7.3	(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	The management have established management plan for peat area. where the monitoring of peat area included subsidence monitoring	Complied

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

		for peat and water table. Verification on peat area in Field PM15V, the area drainage area has been monitored by piezometer and water level marker same as per plan. The implementation was verified and documented. The record of subsidence soil and water level was available in estate. Latest record was on January 2023 and February 2023 was available and verified.	
7.7.4	<p>(C) A documented water and ground cover management programme is in place.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Plantations established and documented SOP Water Management (FGV/FGVPM/SOP/PAS-09) Version 2.0 dated 30/08/2021. The SOP explain aspect of water management as requirement of MSPO and RSPO. Water Management Plan 2022/2023 prepared by updated 07/02/2022, this included the water in peat area management. In the management plan to monitor the water table and water gate. Record monitoring for peat area was available and recorded weekly basis followed as per Manual Pengurusan Perladangan FGV, Pengurusan Gambut (Peat SOP(0)) dated 15/05/2014 under Subsidence soil. Verified monitoring record on January and February 2023. There also water sampling and monitoring of rain fall data conducted and action plan to optimize water and nutrient usage to reduce wastage, Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones. The Peat area also cover with cover crop and not sighted any blanket spraying as per site verification in field PM15V.</p>	Complied
7.7.5	<p>(C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with</p>	<p>FGVPM Besout 6 Estate have identified a portion of Peat Soil within the area estate however there is no new planting or new development in the estates.</p> <p>FGVPM Besout 6 Estate has no plan replanting to be done in the peat areas for the next 5 years as stated in the replanting programme. The present planting age is 5 years old (2017 planting).</p>	Complied

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

	<p>crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.</p> <p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p> <p>- Critical (Major) compliance -</p>		
7.7.6	<p>(C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>It was verified during the field visit at FGVP Besout 6 Estate, Field PM 17 that the peat subsidence pole was as stated in the peat map. Records were available of peat subsidence monitoring and verified during the visit. The management already established the procedure to manage the peat areas using guidance of the following Manual/SOP:</p> <ul style="list-style-type: none"> a. FGV Plantation Management Manual. b. Peat Management - SOP (0) dated 15 May 2014. c. Peatland Management Manual. <p>Among others content therein consists of,</p> <ol style="list-style-type: none"> 1. Irrigation System Management. 2. Water level management in peatland areas for Palm Oil Plantations. 3. Method of Installation of Water Level Measuring Device in Collection Drains. 4. Installation Method of Water Measuring Device under Peat Soil (Piezometer). 5. Controlling the Water Level in the Estate Drains. <p>The record of monitoring was available for piezometer and subsidence soil for water table monitoring. This was verified during audit via record verification and interview with the supervisors.</p>	Complied

7.7.7	<p>(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as “peatland conservation areas”; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the ‘RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat’, version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>All peat areas are fully planted with oil palm. There are no peat in land conservation or unplanted areas in the estate. No changes from the previous report.</p>	Complied						
Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.									
7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>b) Workers have adequate access to clean water.</p> <p>- Minor compliance -</p>	<p>The mill has established water management plan documented in Water Management Plan 2023. The plan was reviewed on annual basis. The plan focuses on monitoring of water quality of main water inlet and outlet for pollutants from mill’s operations, monitor the quality of water for domestic usage and monitor the usage of treated water and monitor usage by flowmeter. The management has listed the usage of water towards mill operation, which were targeted to achieve below 1.20 m³ of water per FFB process. Reviewed the implementation of the management plan as follows:</p> <ol style="list-style-type: none"> The mill conducted water sampling for river water at sampling point agreed by DOE as per compliance schedule requirement on monthly basis and reported to DOE. Reviewed the water sampling records <table border="1" data-bbox="1167 1166 1921 1374"> <thead> <tr> <th>Date</th> <th>Test Report No</th> <th>Result</th> </tr> </thead> <tbody> <tr> <td>20/03/2023</td> <td>1111/2023</td> <td>Hulu Anak Sungai Bernama – BOD 15 Hili Anak Sungai Bernama – BOD -13</td> </tr> </tbody> </table>	Date	Test Report No	Result	20/03/2023	1111/2023	Hulu Anak Sungai Bernama – BOD 15 Hili Anak Sungai Bernama – BOD -13	Complied
Date	Test Report No	Result							
20/03/2023	1111/2023	Hulu Anak Sungai Bernama – BOD 15 Hili Anak Sungai Bernama – BOD -13							

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

		<table border="1" data-bbox="1167 362 1919 517"> <tr> <td data-bbox="1167 362 1339 517">21/02/2023</td> <td data-bbox="1339 362 1543 517">670/2023</td> <td data-bbox="1543 362 1919 517"> Hulu Anak Sungai Bernama – BOD 5 Hili Anak Sungai Bernama – BOD -5 </td> </tr> </table> <p data-bbox="1151 539 1928 711"> 2. The mill monitor the water consumption per FFB process on monthly basis. Reviewed the records as listed in indicator 4.5.2.1 3. Mill have conducted briefing on water conservation during the MSPO/RSPO/SCCS training, and during morning briefings. </p>	21/02/2023	670/2023	Hulu Anak Sungai Bernama – BOD 5 Hili Anak Sungai Bernama – BOD -5																						
21/02/2023	670/2023	Hulu Anak Sungai Bernama – BOD 5 Hili Anak Sungai Bernama – BOD -5																									
7.8.2	<p data-bbox="255 740 1113 963"> (C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental deterioration having occurred during the previous cycle. </p> <p data-bbox="255 971 611 1003">- Critical (Major) compliance -</p>	<p data-bbox="1137 740 1928 1059"> Riparian buffer zones have been identified and demarcated. No chemicals and fertilizer application observed being used in their maintenance activities along the established buffers. In certain areas, Guatemala grass / Vertivar sp were planted along the river banks. Guidelines of the width of the rivers and natural courses to be protected have been illustrated in the FGV Sustainability Manual Section 1A/L2 revised dated 01/06/2016. The management conduct river water monitoring by taking samples of the river water to be tested by an accredited lab as part of monitoring the effects of the operations towards the river water quality:- </p> <table border="1" data-bbox="1137 1067 1928 1370"> <thead> <tr> <th>River name</th> <th>Sample date</th> <th>BOD mg/l</th> <th>COD mg/l</th> <th>TSS Mg/l</th> <th>pH</th> </tr> </thead> <tbody> <tr> <td>Chawang (in)</td> <td>15/02/2023</td> <td>2</td> <td>14</td> <td>82</td> <td>5.86</td> </tr> <tr> <td>Chawang (out)</td> <td>15/02/2023</td> <td>2</td> <td>16</td> <td>74</td> <td>5.07</td> </tr> <tr> <td>Teras (in)</td> <td>15/02/2023</td> <td>1</td> <td>5</td> <td>14</td> <td>4.86</td> </tr> </tbody> </table>	River name	Sample date	BOD mg/l	COD mg/l	TSS Mg/l	pH	Chawang (in)	15/02/2023	2	14	82	5.86	Chawang (out)	15/02/2023	2	16	74	5.07	Teras (in)	15/02/2023	1	5	14	4.86	Complied
River name	Sample date	BOD mg/l	COD mg/l	TSS Mg/l	pH																						
Chawang (in)	15/02/2023	2	14	82	5.86																						
Chawang (out)	15/02/2023	2	16	74	5.07																						
Teras (in)	15/02/2023	1	5	14	4.86																						

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

		Teras (out)		2	12	27	5.80																
		Teras (in)	31/01/2023	2	17	14	5.90																
		Teras (out)		2	12	15	5.80																
7.8.3	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.</p> <p>- Minor compliance -</p>	<p>Treated POME discharge is regularly monitored as prescribed under Compliance Schedule License No. 004230. Limit of Biochemical Oxygen Demand (BOD) discharge is at 100 mg/l as per the Jadual Kedua, Peraturan Peraturan Kualiti Alam Sekeliling (Premis Yang Ditetapkan) (Minyak Kelapa Sawit Mentah) 1977 for water ways discharge. Regular monitoring was done on monthly basis and every quarter via Quarterly Return Form to DOE for compliance. Mill effluent is treated through Biological Anaerobic Treatment. Regular monitoring was conducted as per requirement. Monthly and quarterly report was submitted to DOE accordingly and verified.</p> <p>Monthly analysis was done for final discharge point. Total of 8 parameters (pH, BOD3, COD, TS, SS, TN, AN and O&G) were tested. Latest analysis report for March 2023, February 2023 and January 2023 were verified as follows:</p> <table border="1" data-bbox="1137 1054 1924 1305"> <thead> <tr> <th>Report Date</th> <th>Report No.</th> <th>BOD(Limit=100mg/L)</th> </tr> </thead> <tbody> <tr> <td>20/03/2023</td> <td>1110/2023</td> <td>28</td> </tr> <tr> <td>21/02/2022</td> <td>668/2023</td> <td>35</td> </tr> <tr> <td>07/02/2023</td> <td>438/2023</td> <td>26</td> </tr> <tr> <td>18/01/2023</td> <td>172/2023</td> <td>26</td> </tr> </tbody> </table> <p>The effluent analysis confirms with condition prescribed under Compliance Schedule.</p>						Report Date	Report No.	BOD(Limit=100mg/L)	20/03/2023	1110/2023	28	21/02/2022	668/2023	35	07/02/2023	438/2023	26	18/01/2023	172/2023	26	Complied
Report Date	Report No.	BOD(Limit=100mg/L)																					
20/03/2023	1110/2023	28																					
21/02/2022	668/2023	35																					
07/02/2023	438/2023	26																					
18/01/2023	172/2023	26																					

7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -</p>	<p>The mill has recorded the consumption of water use was available as per below.</p> <table border="1" data-bbox="1182 443 1879 1187"> <thead> <tr> <th>Month</th> <th>Water (m³/mt FFB)</th> </tr> </thead> <tbody> <tr><td>Jan 2022</td><td>1.18</td></tr> <tr><td>Feb 2022</td><td>1.17</td></tr> <tr><td>Mar 2022</td><td>1.14</td></tr> <tr><td>Apr 2022</td><td>1.16</td></tr> <tr><td>May 2022</td><td>1.18</td></tr> <tr><td>Jun 2022</td><td>1.17</td></tr> <tr><td>July 2022</td><td>1.19</td></tr> <tr><td>Aug 2022</td><td>1.21</td></tr> <tr><td>Sept 2022</td><td>1.19</td></tr> <tr><td>Oct 2022</td><td>1.22</td></tr> <tr><td>Nov 2022</td><td>1.18</td></tr> <tr><td>Dec 2022</td><td>1.22</td></tr> <tr><td>Jan 2023</td><td>1.58</td></tr> <tr><td>Feb 2023</td><td>2.53</td></tr> </tbody> </table>	Month	Water (m ³ /mt FFB)	Jan 2022	1.18	Feb 2022	1.17	Mar 2022	1.14	Apr 2022	1.16	May 2022	1.18	Jun 2022	1.17	July 2022	1.19	Aug 2022	1.21	Sept 2022	1.19	Oct 2022	1.22	Nov 2022	1.18	Dec 2022	1.22	Jan 2023	1.58	Feb 2023	2.53	Complied
Month	Water (m ³ /mt FFB)																																
Jan 2022	1.18																																
Feb 2022	1.17																																
Mar 2022	1.14																																
Apr 2022	1.16																																
May 2022	1.18																																
Jun 2022	1.17																																
July 2022	1.19																																
Aug 2022	1.21																																
Sept 2022	1.19																																
Oct 2022	1.22																																
Nov 2022	1.18																																
Dec 2022	1.22																																
Jan 2023	1.58																																
Feb 2023	2.53																																

Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised

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

<p>7.9.1</p>	<p>A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented. - Minor compliance -</p>	<p>A plan for improving the efficiency of the use of fossil fuels is in place and has been incorporated into the Environmental Aspect and Impact activities report for 2023. The document was reviewed/updated on Jan 2023. The Environment Management Plan for efficiency of fossil fuel usage available and been monitored the data accordingly. Utilization data for year 2022-2023 as per below.</p> <table border="1" data-bbox="1137 587 1924 1329"> <thead> <tr> <th>Month</th> <th>Electric (RM)</th> <th>Diesel (liter/mt)</th> </tr> </thead> <tbody> <tr><td>Jan 2022</td><td>90067.70</td><td>0.77</td></tr> <tr><td>Feb 2022</td><td>70078.00</td><td>0.74</td></tr> <tr><td>Mar 2022</td><td>85672.89</td><td>0.81</td></tr> <tr><td>Apr 2022</td><td>95684.30</td><td>0.94</td></tr> <tr><td>May 2022</td><td>184834.90</td><td>0.90</td></tr> <tr><td>Jun 2022</td><td>204497.10</td><td>1.00</td></tr> <tr><td>July 2022</td><td>104822.75</td><td>1.01</td></tr> <tr><td>Aug 2022</td><td>111991.90</td><td>0.79</td></tr> <tr><td>Sept 2022</td><td>100995.65</td><td>0.86</td></tr> <tr><td>Oct 2022</td><td>103316.20</td><td>0.41</td></tr> <tr><td>Nov 2022</td><td>82165.80</td><td>0.49</td></tr> <tr><td>Dec 2022</td><td>94350.40</td><td>0.55</td></tr> <tr><td>Jan 2023</td><td>79609.55</td><td>0.54</td></tr> <tr><td>Feb 2023</td><td>50856.35</td><td>1.24</td></tr> </tbody> </table>	Month	Electric (RM)	Diesel (liter/mt)	Jan 2022	90067.70	0.77	Feb 2022	70078.00	0.74	Mar 2022	85672.89	0.81	Apr 2022	95684.30	0.94	May 2022	184834.90	0.90	Jun 2022	204497.10	1.00	July 2022	104822.75	1.01	Aug 2022	111991.90	0.79	Sept 2022	100995.65	0.86	Oct 2022	103316.20	0.41	Nov 2022	82165.80	0.49	Dec 2022	94350.40	0.55	Jan 2023	79609.55	0.54	Feb 2023	50856.35	1.24	<p>Complied</p>
Month	Electric (RM)	Diesel (liter/mt)																																														
Jan 2022	90067.70	0.77																																														
Feb 2022	70078.00	0.74																																														
Mar 2022	85672.89	0.81																																														
Apr 2022	95684.30	0.94																																														
May 2022	184834.90	0.90																																														
Jun 2022	204497.10	1.00																																														
July 2022	104822.75	1.01																																														
Aug 2022	111991.90	0.79																																														
Sept 2022	100995.65	0.86																																														
Oct 2022	103316.20	0.41																																														
Nov 2022	82165.80	0.49																																														
Dec 2022	94350.40	0.55																																														
Jan 2023	79609.55	0.54																																														
Feb 2023	50856.35	1.24																																														

Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.			
7.10.1	<p>(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>FGVPISB Besout Palm Oil Mill and FGVP M Besout 6 and 7 Estates have identified emission of greenhouse gas (GHG) from their operations such as emission from their farm tractor and gen set operation.</p> <p>a. The management from both estate and mill had planned to reduce emission by daily inspection and monitoring for their farm tractor and gen set to prevent any leakage and problem that could adverse impact the environment.</p> <p>b. Fuel Consumption, Peat Oxidation, POME and reported in the Palm GHG Summary Report.</p> <p>Some of the data reported in RSPO GHG calculator did not tally with the recording system (ERML and/or SAP) of the certification unit. Based on verification of the ERML and SAP accounting system used by the company, some data were found to be not tally with the data reported in the RSPO's Palm GHG calculator for 2022, e.g.:</p> <p><u>FGVPM Besout 6 Estate</u></p> <p>Total hectarage Peat: 830.11 ha (in GHG Calculator) vs. 496.92 ha (in Peat Soil Map and email from Norhidayu Shapie dated 08/02/2023).</p>	<p>Non-compliance</p>
7.10.2	<p>(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	<p>The certification unit has calculated the GHG using RSPO Palm GHG V4 calculator and the calculation option used is Option 1. The certification unit records NIL new development within the certified area.</p>	<p>Complied</p>

7.10.3	<p>(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored. - Critical (Major) compliance -</p>	<p>The assessment of all polluting activities was conducted through environmental aspect and impact assessment which includes the greenhouse gas emissions, stack emission, scheduled wastes, solid wastes and effluent. Monitoring plan was established based on Environment Aspect and Impact assessment DOE license compliance schedule which include scheduled waste storage and disposal record, POME final discharge BOD and boiler stack sampling.</p> <p>The consumption of diesel were verified through the mill:</p> <ul style="list-style-type: none"> a. FFB record book b. Stock book c. Monthly stock issue d. Stock requisition note e. Mill Month End Production Report f. Monthly production report g. Flowmeter & running hours record book h. Bio-gas generation daily monitoring log sheet 	Complied
Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area			
7.11.1	<p>(C) Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -</p>	<p>The Group "Zero Open Burning" is enforced as described in the Group Sustainability Policy May 2019. The operating units adhered to the policy of "Zero Open Burning" for any replanting. The estates practiced zero burning. In the replants visited during the audit in the estates, it was evident that all palms were felled, shredded, windrow-ed and left to decompose. There was no evidence that fire had been used to prepare land for replanting in the estate. No fire was used for waste disposal as well.</p>	Complied

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

<p>7.11.2</p>	<p>The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	<p>There was no land preparation in Estates by burning ever since FGV practiced zero burning as specified in Item 5.3.6 on "No Open Burning/Use Of Fire" sign by Board of Directors dated 17/11/2020.</p> <p>The estate adhered to the policy of "Zero Open Burning" for any replanting. From field visits and interviews with the workers there is no open burning being practiced in the estate. The estate recorded replanting program for the forthcoming 5 years. There is a fire ERP team established by the estate and mill.</p> <p>All estates have established a "Pelan Pengurusan Kebakaran Ladang FGVPM Besout" as per below:-</p> <table border="1" data-bbox="1137 719 1930 1177"> <thead> <tr> <th>Potential of open burning</th> <th>Action to be taken</th> <th>Remark</th> </tr> </thead> <tbody> <tr> <td>Office</td> <td>ERT team established and training</td> <td>To train the ERT team for firefighting and fire drill</td> </tr> <tr> <td>Fire at stakeholder</td> <td>To erect signage at potential area for fire out break</td> <td>Signage at site</td> </tr> <tr> <td>Fire at field</td> <td>To train workers and monitored and inform.</td> <td>To train workers regarding to fire fighting and drill</td> </tr> </tbody> </table>	Potential of open burning	Action to be taken	Remark	Office	ERT team established and training	To train the ERT team for firefighting and fire drill	Fire at stakeholder	To erect signage at potential area for fire out break	Signage at site	Fire at field	To train workers and monitored and inform.	To train workers regarding to fire fighting and drill	<p>Complied</p>
Potential of open burning	Action to be taken	Remark													
Office	ERT team established and training	To train the ERT team for firefighting and fire drill													
Fire at stakeholder	To erect signage at potential area for fire out break	Signage at site													
Fire at field	To train workers and monitored and inform.	To train workers regarding to fire fighting and drill													
<p>7.11.3</p>	<p>The unit of certification engages with adjacent stakeholders on fire prevention and control measures.</p> <p>- Minor compliance -</p>	<p>All estates have established a "Pelan Pengurusan Kebakaran Ladang FGVPM Besout dated 10/02/2022. The plan includes potential fire outbreaks (such as fire at office, housing areas and fields) and Action Plan & Control Measures. The Plan has been communicated to all stakeholders including those adjacent to the estates and mill</p>	<p>Complied</p>												

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

		during training conducted at FGVPIB Besout POM dated 23/02/2023. Records of training was available for verification.	
Criterion 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.			
7.12.1	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests.</p> <p>A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.</p> <p>- Critical (Major) compliance -</p>	<p>Auditors has verified through checking through www.globalforestwatch.com, Google Maps, Estate Maps and also through site visit to all estates. Based on the audit findings, it was confirmed that there were no land clearing at the Besout Certification Unit since Nov 2005.</p> <p>The audit findings have confirmed that there is no new planting (refer 4.5.2) affecting present HCV and primary forest. There was no land clearing activities made nor had damaged any forest to protect or enhance the HCV.</p>	Complied
7.12.2	<p>(C) 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>PROCEDURAL NOTE: 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>Sighted "Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti Ladang FGVPM Besout 7". This report was updated and reviewed by the International Business Executive Sustainability Compliance and Certification Department Department FGVH dated 25/05/2017 and "Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti Ladang FGVPM Besout 06". This report was updated and reviewed by the International Business Executive Sustainability Compliance and Certification Department FGVH dated 23/05/2017.</p> <p>The report details the findings of a rapid appraisal of the biodiversity in the estates and addresses the RSPO P&C relevant to biodiversity conservation and HCV. Therein being provided details relating to the following;</p> <ol style="list-style-type: none"> General biodiversity issues Watercourses and drainage\ Habitats natural and man-made 	Complied

		<p>d. Wildlife e. Ponds and reservoirs f. Wetlands /watercourses g. Legal aspects h. Immediate and long term effect.</p> <p>Regarding the biodiversity assessment, animal sighted in the estate include wild boar, phyton, jungle fowl, fox, white breasted water hen, and multiple type of bird.</p>							
7.12.3	<i>Indicator is not applicable in Malaysia context</i>	NA	Not Applicable						
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	<p>The management have identified the HCV and RTE that available in estates, and included in the HCV 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 estate observed and implemented the established action plans, including monitoring (patrolling) of the conservation areas by Auxiliary Police. Record of monitoring (patrolling) observed maintained.</p> <p>However, HCV and Peat Management Plan were not effectively implemented.</p> <p><u>FGVPM Besout 6 Estate</u></p> <p>Sighted in field PM17Y and PM15V in FGVPM Besout 6 estate piezometer reading as per below: -</p> <table border="1"> <thead> <tr> <th>Field</th> <th>Piezometer reading</th> </tr> </thead> <tbody> <tr> <td>PM17Y</td> <td>10 cm</td> </tr> <tr> <td>PM 15Y</td> <td>15 cm</td> </tr> </tbody> </table>	Field	Piezometer reading	PM17Y	10 cm	PM 15Y	15 cm	Non-compliance
Field	Piezometer reading								
PM17Y	10 cm								
PM 15Y	15 cm								

		<p>This did not comply with the HCV management plan dated 25/05/2017.</p> <p><u>FGVPM Besout 7 Estate</u></p> <ol style="list-style-type: none"> 1. As per HCV management plan that was establish on 25/05/2017, it is stated that the buffer zone must be marked and maintained the buffer zone signage. However, sighted that the Sungai Rasau buffer zone were without buffer zone marking and signages. 2. At buffer zone with Hutan Simpan Rasau, sighted there was no signages for Forest Reserve and "No Hunting" as per HCV management plan. 	
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>Not applicable since there is no land clearing after 15 November 2018.</p>	Not Applicable
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>Records of RTE sighting was checked and verified for the estate and Mill. Summary of record of animal sightings spotting wild boars, monkeys and squirrels among others. The management conducted a regular patrol of HCV areas, access and boundary of estates. Signage, such as "No Hunting", "No Fishing", "Buffer Zone" were available. No use of chemicals observed been applied in the buffer zone as prohibited. Record verified as per below:-</p> <ol style="list-style-type: none"> a. Penerangan Serangan Hidupan Liar dated 06/02/2023 b. Penerangan RTE dan Biodiversity – dated 17/02/2023 	Complied

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

		c. Larangan Pembakaran Terbuka – dated 20/02/2023	
7.12.7	The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan. - Minor compliance -	The audit findings have confirmed that there is no new HCVs, HCS forests peatland and other conservation areas been identified after 15 Nov 2018 in both Besout 6 & 7 estates. Monitoring of conservation areas are made through the daily field supervision by the field staff and executives. There were also visits by the PA/RC and also personnel from the SCCD Unit. Sighting of RTE are made and recorded during the AP rounds in the estate if any.	Complied
7.12.8	(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies. - Critical (Major) compliance -	The audit findings have confirmed that there is no new land clearing affecting areas of HCVs, HCS forests peatland and other conservation areas. Not applicable since there is no land clearing after November 2005.	Not Applicable

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2022** for FGVPIB Besout POM 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 FGVPIB Besout POM and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	1.35
PK	1.35

Extraction	%
OER	19.63
KER	5.23

Production	t/yr
FFB Process	240,730.00
CPO Produced	47,246.00
PK Produced	12,599.00

Land Use	Ha
OP Planted Area	4,148.73
OP Planted on peat	436.55
Conservation (forested)	0.00
Conservation (non-forested)	0.00
Total	4,585.28

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e
Emission							
Land Conversion	44,515.25	0.73	0.00	0.00	0.00	0.00	44,515.25
CO ₂ Emission from fertilizer	2,255.17	0.04	0.00	0.00	0.00	0.00	2,255.17
NO ₂ Emission	3,787.11	0.08	0.00	0.00	0.00	0.00	3,787.11
Fuel Consumption	574.01	0.01	0.00	0.00	0.00	0.00	574.01
Peat Oxidation	23,835.63	0.39	0.00	0.00	0.00	0.00	23,835.63
Sink							
Crop Sequestration	-42,194.55	-0.69	0.00	0.00	0.00	0.00	-42,194.55
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	33,785.36	0.56	0.00	0.00	0.00	0.00	33,785.36

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	0.00	0.00
Fuel Consumption	576.78	0.00
Grid Electricity Utilization	1,580.23	0.01
Credit		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	2,157.01	0.01

Summary of Kernel Crusher Emission and Credit (if applicable)

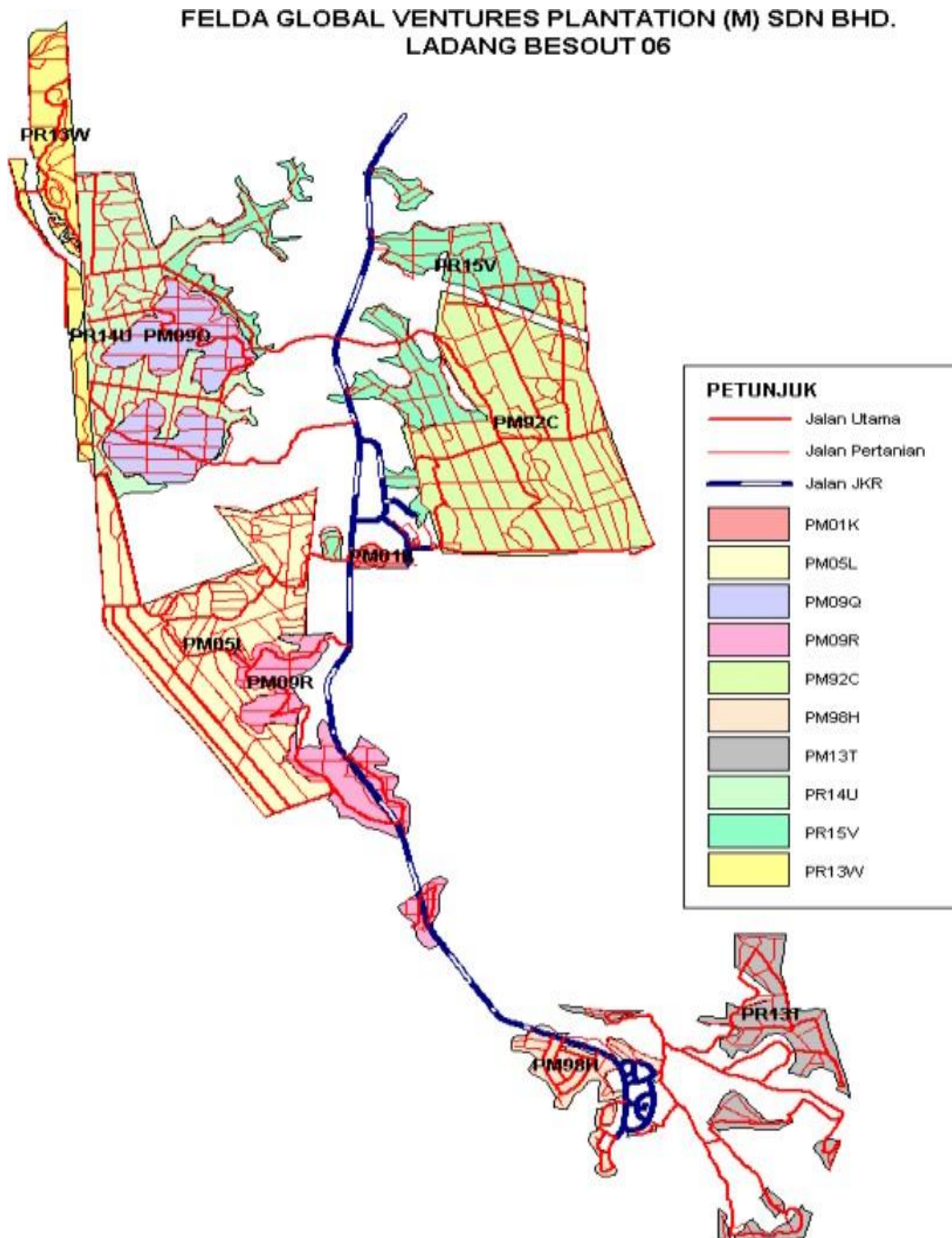
Emissions	tCO ₂ e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	0.00

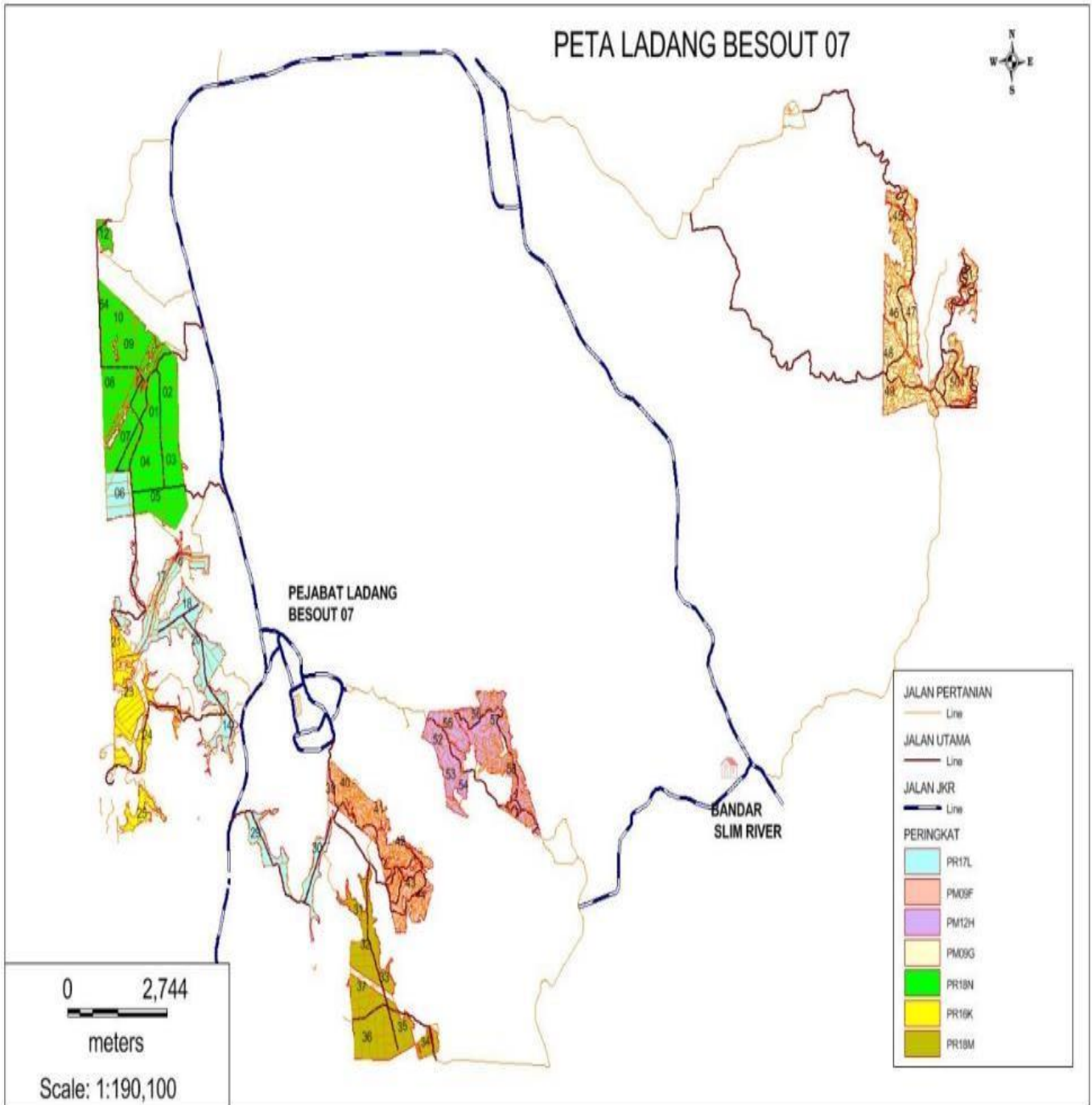
*This mill has no kernel crusher operation.

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

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

Appendix D: Estate Field Map





Appendix E: List of Smallholder Registered and/or sampled

Not Applicable

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