

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

- Initial Assessment
- Annual Surveillance Assessment (2_1)
- Recertification Assessment (Choose an item.)
- Extension of Scope

Client Company Name / Parent Company: United Plantations Berhad
Client Company / Parent Company Address: Jendarata Estate 36009 Teluk Intan, Perak, Malaysia
Certification Unit: United International Enterprises POM - UP
Location of Certification Unit: KM 9, Jalan Bruas-Ayer Tawar, Pantai Remis, 34900 Perak, Malaysia
Date of Final Report: 07/08/2023

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	United Plantations Berhad		
RSPO Membership Number	1-0004-04-000-00	Membership Approval Date	20/07/2004
Address	Jendarata Estate, Jalan Kuala Selangor – Teluk Intan, 36009 Teluk Intan, Perak, Malaysia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	United International Enterprises POM - UP		
Location / Address	KM 9, Jalan Bruas-Ayer Tawar, Pantai Remis, 34900 Perak, Malaysia		
Website	https://unitedplantations.com/		
Management Representative	Lee Kian Wei	E-mail	lkw@unitedplantations.com
Telephone	+605-643 6271	Facsimile	+605-641 7100

2. Certification Information			
Certificate Number	RSPO 693198	Certificate Start Date	29/09/2022
Date of First Certification	29/09/2012	Certificate Expiry Date	28/09/2027
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
Visit Objectives	<ul style="list-style-type: none"> • Determination of the conformity of the client's management system, or parts of it, with audit criteria. • Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory, and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Pre-Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 2_1) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input type="checkbox"/> Choose an item. <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	Mill Capacity	60 Mt/h
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
Is this a remote audit or on-site audit	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 693206	MSPO MS 2530-3:2013 – General Principles for Oil Palm Plantations and Organized Smallholders	BSI Services Malaysia Sdn. Bhd.	27/09/2023
MSPO 693205	MSPO MS 2530-4:2013 – General Principles for Palm Oil Mills		27/09/2023
MSPO 709995	MSPO SCCS:2018		11/07/2024

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
UIE POM	KM 9, Jalan Bruas-Ayer Tawar, 34900 Pantai Remis, Perak Darul Ridzuan, Malaysia	4°26' 53.06" N	100°43' 11.17" E
UIE Estate	KM 9, Jalan Bruas-Ayer Tawar, 34900 Pantai Remis, Perak Darul Ridzuan, Malaysia	4°26' 38.10" N	100°43' 22.10" 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
UIE Estate	8,949.56	*12.53	**1,403.11	10,365.20	86.34
Total	8,949.56	*12.53	**1,403.11	10,365.20	-

Note:

*As per previous report HCV area include of (HCV:12.53 Ha + Conservation Area: 128.14 Ha). For this report, UP decided to exclude the Self-Declared Conservation Area (128.14 Ha) which is not required to report as HCV. 128.14 ha has been classified in the Infrastructure & Other (ha).

**Out of 1,403.11ha under infrastructure and others, the coconut planted area is 789.26ha.

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6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
UIE Estate	0	5,166.41	3,783.15	0	8,949.56	0
Total (ha)	0	5,166.41	3,783.15	0	8,949.56	0

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Sept 2022 – Aug 2023)	Actual (Jun 2022 – Jun 2023)		Forecast (Sept 2023 – Aug 2024)
		Previous license period (Jun 2022 – Aug 2022)	Current license period (Sept 2022 – Jun 2023)	
UIE Estate	290,000.00	75,633.79	218,447.05	298,000.00
Total	290,000.00	294,080.84		298,000.00

Note: UP is the highest yielding amongst all palm oil companies in Malaysia in 2022. Based on the June 2022 – June 2023 data, the yield divided by the planted area (8,949.56ha) is 32.86 MT. Increase of 10 % per year as per top management expectation is possible. Furthermore, the fertilizer program is up to date for the estate and no carry forward fertilizer program for the last few years.

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Sept 2022 – Aug 2023)	Actual (Jun 2022 – Jun 2023)		Forecast (Sept 2023 – Aug 2024)
		Previous license period (Jun 2022 – Aug 2022)	Current license period (Sept 2022 – Jun 2023)	
N/A		-	-	
Total		N/A		

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Sept 2022 – Aug 2023)	Actual (Jun 2022 – Jun 2023)		Forecast (Sept 2023 – Aug 2024)
		Previous license period (Jun 2022 – Aug 2022)	Current license period (Sept 2022 – Jun 2023)	
N/A		-	-	
Total		N/A		

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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	June 2022	26,287.660	0	26,287.660
2	July 2022	25,483.980	0	25,483.980
3	Aug 2022	23,862.150	0	23,862.150
4	Sept 2022	24,557.630	0	24,557.630
5	Oct 2022	24,053.140	0	24,053.140
6	Nov 2022	23,030.450	0	23,030.450
7	Dec 2022	25,567.050	0	25,567.050
8	Jan 2023	20,521.250	0	20,521.250
9	Feb 2023	14,607.210	0	14,607.210
10	Mar 2023	21,511.300	0	21,511.300
11	Apr 2023	19,305.610	0	19,305.610
12	May 2023	23,132.820	0	23,132.820
13	June 2023	22,160.590	0	22,160.590
TOTAL		294,080.840	0	294,080.840

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Sept 2022 – Aug 2023)	Actual (Jun 2022 – Jun 2023)		Forecast (Sept 2023 – Aug 2024)
	Previous license period (Jun 2022 – Aug 2022)	Current license period (Sept 2022 – Jun 2023)	
FFB	FFB		FFB
290,000.00 mt	75,633.79 mt	218,447.05 mt	298,000.00 mt
	TOTAL	294,080.84 mt	
CPO (OER: 23.00 %)	CPO (OER: 21.335 %)		CPO (OER: 23 %)
66,700.00 mt	15,981.14 mt	46,761.01 mt	68,540.00 mt
	TOTAL	62,742.15 mt	
PK (KER: 4.80 %)	PK (KER: 4.351 %)		PK (KER: 4.80 %)
13,920.00 mt	3,235.20 mt	9,561.99 mt	14,304.00 mt
	TOTAL	12,797.19 mt	
Note:			

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10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	June 2022	5,403.03	1,123.38
2	July 2022	5,460.96	1,092.14
3	Aug 2022	5,117.15	1,019.68
4	Sept 2022	5,121.56	999.31
5	Oct 2022	5,112.09	979.18
6	Nov 2022	4,768.59	915.94
7	Dec 2022	5,131.62	1,152.88
8	Jan 2023	4,231.64	917.92
9	Feb 2023	3,136.46	660.06
10	Mar 2023	4,873.01	1,066.38
11	Apr 2023	4,343.96	922.75
12	May 2023	5,191.91	1,000.02
13	June 2023	4,850.17	947.55
TOTAL		62,742.15	12,797.19

11. Summary of Actual Volume sold					
Current License period (Sept 2022 – June 2023)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	48,369.82	0	0	54.69	48,424.51
PK (MT)	9,505.57	0	0	0	9,505.57
Credits	0	0	0	0	0
Previous License period (June 2022 – Aug 2022)					
CPO (MT)	16,800.50	0	0	0	16,800.50
PK (MT)	3,327.33	0	0	0	3,327.33
Credits	0	0	0	0	0

Note: The production volumes for CPO and PK in May 2022 are 5,302.75MT and 1,021.40MT, respectively. The closing stock as of May 2022 which is equivalent of opening stock as of June 2022 is much lower than the last 30 days production. The opening stock for CPO as of June 2022 is 3,174.26 MT and 337.99 MT for PK. Conventional is RSPO certified material but sold as non-RSPO.

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	Buyer A	TR-XXXXXXXX-XXXX	65,170.32	-

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2	Buyer A	TR-XXXXXXXX-XXXX	-	12,832.90
TOTAL			65,170.32	12,832.90
Note: Data is consolidated and each transaction were verified against PalmTrace				

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

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
1.	Buyer B	54.69	0
TOTAL		54.69	0

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

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			N/A			N/A			N/A
IS-CSPO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKE	N/A	N/A		N/A	N/A		N/A	N/A	
CSPK	N/A	N/A		N/A	N/A		N/A	N/A	

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

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				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				
Previous License period (Not Applicable)							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				

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

Section 2: Assessment Process

Certification Body:

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

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Mid Valley City, Lingkaran Syed Putra,

59200 Kuala Lumpur, Malaysia.

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

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **24/07/2023-27/07/2023**. The audit programme is included as Section 2.3.

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

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

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

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

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

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

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (RC 2)	Year 2 (ASA 2_1)	Year 3 (ASA 2_2)	Year 4 (ASA 2_3)	Year 5 (ASA 2_4)
UIE POM	✓	✓	✓	✓	✓
UIE Estate	✓	✓	✓	✓	✓

Tentative Date of Next Visit: April 4, 2024 - April 7, 2024

Total Number of Mandays: 9.5 Mandays

2.2 BSI Assessment Team

Name	Role	Competency
Nor Halis Abu Zar (NHA)	Team Leader	<p>Education: Holds a Bachelor of Science in Plantation Technology and Management, University Technology Mara</p> <p>Work Experience: He has 6 years' experience in Oil Palm Estate Management with Kulim Plantations Sdn. Bhd. The last position held was Assistant Manager. His experience includes the day-to-day estate operations and ensured the implementation of RSPO, ISCC and MSPO certification. He is a qualified Lead Auditor for MSPO and has accumulated more than 400 audit days throughout his current career as the auditor for multiple disciplines covering Malaysia.</p> <p>Training attended: He has completed ISO IMS 9001 and 14001 Lead Auditor Course, MSPO 2530:2013 Lead Auditor Course, Endorsed RSPO Lead Auditor Course, ISO 45001 Lead Auditor Course, ISO 9001:2015 Lead Auditor Course, MSPO SCCS Auditor Course, SMETA Requirement Training and RSPO Independent Smallholder (ISH) Standard Auditor Training.</p> <p>Language proficiency: Bahasa Malaysia and English.</p> <p>Aspect covered in this audit: During this assessment, he covered aspects of economic management plan, mill best practices, Occupation Health Safety requirement, HIRARC, training and management plan and RSPO supply chain requirements.</p>
Muhamad Naqiuddin Mazeli (MNM)	Team Member	<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,</p>

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		<p>HCV & HCS Introductory Training, Endorsed RSPO P&C Lead Auditor Course Social Auditing & SMETA Training, RSPO Independent Smallholder (ISH) Standard Auditor Training and Endorsed RSPO Auditor Refresher Training.</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English Language</p> <p>Aspect covered in this audit: During this assessment, he covered aspects Economic management plan, mill best practices, estate best practices, natural and biodiversity conservation, Waste management, GHG, HCV, and RSPO supply chain requirements.</p>
Mohd. Razaleigh Mohamad (MRM)	Team Member	<p>Education: Holds a Bachelor Degree in Plantation Management and Agrotechnology, University Technology Mara (UiTM).</p> <p>Work Experience: He has 5 years' experience in Oil Palm Estate Management with Tradewinds Plantation Berhad. The last position held was Senior Assistant Manager. He has more than 4 years of experience in Third Party Certification Audit with Control Union (M) Sdn Bhd for RSPO P&C, MSPO P&C and GLOBALG.A.P. IFA Fruits and Vegetables. Qualified as RSPO Lead Auditor and approved to conduct Environmental and Social elements.</p> <p>Training attended: He has completed ISO 9001:2015 Lead Auditor Course, ISO14001:2015 Lead Auditor Course, ISO45001:2018 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed MSPO P&C Lead Auditor Course, Social Accountability SA8000 Auditor Course, RSPO Independent Smallholder (ISH) Standard Auditor Training and Endorsed RSPO P&C and SCCS Refresher Training.</p> <p>Aspect covered in this audit: During this assessment, he covered aspects Policy and commitment, Social requirements, contract agreement, human rights, workers' welfare, smallholder welfare, Stakeholder Consultation, Legal Requirements, land & Legal issue</p> <p>Language proficiency: Bahasa Malaysia and English</p>

Accompanying Persons:

Name	Role
N/A	N/A

2.3 Assessment Plan

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

Date	Time	Subjects	NHA	MRM	MNM
Sunday 23/07/2023	-	Audit Team Travel from Kuala Lumpur to Teluk Intan Perak	√	√	√
Monday, 24/07/2023 UIE Estate	08.30 – 09.00	Opening Meeting: <ul style="list-style-type: none"> Opening Presentation by Audit team leader. Confirmation of assessment scope and finalize Audit plan 	√	√	√
	09.00 – 12.30	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	√	√	√
	12.30 – 13.30	Lunch/ Break	√	√	√
	13.30 – 16.30	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	√	√	√
	16.30 – 17.00	Interim Closing briefing.	√	√	√
Tuesday, 25/07/2023 UIE Estate & UIE POM	09.00 – 12.30	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	√	√	√
	10.00 – 12.00	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	√	√	√
	12.30 – 13.30	Lunch/ Break	√	√	√

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Date	Time	Subjects	NHA	MRM	MNM
	13.30 – 16.30	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.) Document Review P1 – P7: SOPs, Supply chain for CPO mill, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation.	√	√	√
	16.30 – 17.00	Interim Closing briefing.	√	√	√
Wednesday 26/07/2023 UIE POM	09.00 – 12.30	Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment. Laboratory, weighbridge and palm product storage area, staff, workers and contractor interview, housing and facility inspection, clinic, etc.	√	√	√
	12.30 – 13.30	Lunch/ Break	√	√	√
	13.30 – 16.30	Document Review P1 – P7: SOPs, Supply chain for CPO mill, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation.	√	√	√
	16.30 – 17.00	Interim Closing briefing.	√	√	√
Thursday 27/07/2023 UIE POM	09.00 – 12.00	RSPO SCC general requirements, internal audit, management review, sales and purchasing documents, mass balance accounting and other relevant documents and records.	√	-	-
	12.00 – 12.15	Audit Team Discussion and report preparation	√	√	√
	12.15 – 13.00	Closing Meeting	√	√	√
	-	Audit Team Travel back to Kuala Lumpur	√	√	-

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	PT. Surya Sawit Sejati is a subsidiary company of United Plantations Berhad. PT Surya Sawit Sejati have operate 1 palm oil mill that supplied by 2 Inti estates (Lada and Runtu Estates) and Plasma smallholders' estate (Plasma Kumai and Arut).	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	The RSPO Initial Assessment has been carried out on 11-15 th December 2017 on initial HGU areas and have successfully obtained RSPO certificate in November 2018 and Scope Extension Audit conducted in November 2019 for 6717.62ha. The balance area will be certified in tandem with the issuance of land titles (HGU, HGB, Hak Pakai, Hak Milik) by the Government of Indonesia.	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.	No	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	The new time bound of 2025 was approved by RSPO Secretariat on 26 May 2023.	Complied
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	Yes, the new time bound is 2025.	Complied
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	No	Complied
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	No. Refer to the new time bound of 2025 was approved by RSPO Secretariat on 26 May 2023. There have not been any isolated lapses in implementation of the plan.	Complied
Un-Certified Units or Holdings		
No replacement of primary forest or any area required to maintain or enhance	The company has identified HCV area for Lada Estate and Runtu Estate in 2008. However, the identification result is	Complied

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<p>HCVs and HCS in accordance with RSPO P&C criterion 7.12.</p>	<p>not considered sufficient by the company since there is no information on the hectare of HCV area and the location of the identified HCV. Therefore, the company re-identify the HCV area and delineate the HCV area based on HCV identification 2006. The delineation is conducted by Biodiversity Team of the company. Based on the delineation of HCV area there is HCV area that is opened by the company. The company has submitted RaCP proposal and successfully obtained the approval on 4th October 2019.</p> <p>In 2014, the company has also conducted HCV identification for smallholder scheme area and Kumai Arut Conservation Area for the area of 1,121.2 ha. However, the area of 49.572 ha is highly potential be opened as housing area of Benaning Bawah Villagers. The information is based on community aspiration to exclude the area from HCV area of Kumai Arut Estate Scheme Smallholder. The company with assigned consultant has approached and counselled local community through FPIC method. The company has consulted to RSPO Jakarta Office on 9 May 2016 in accordance with this situation for RSPO to accommodate community aspiration without disobey RSPO requirement on new area development.</p>	
<p>Any new plantings since January 1st 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>The company has identified HCV area for Lada Estate and Runtu Estate in 2008. However, the identification result is not considered sufficient by the company since there is no information on the hectare of HCV area and the location of the identified HCV. Therefore, the company re-identify the HCV area and delineate the HCV area based on HCV identification 2006. The delineation is conducted by Biodiversity Team of the company. Based on the delineation of HCV area there is HCV area that is opened by the company. The company has submitted RaCP proposal and successfully obtained the approval on 4th October 2019.</p>	<p>Complied</p>
<p>Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.</p>	<p>All land conflicts have been addressed in a mutually agreed manner as per RSPO Dispute Settlement Facility and internal SOP on stakeholder communication and consultation (SOP-HRD-07-R00) and land conflict procedure (SOP: SSS-COMDEV(HMS)-024). As of to date, there is no pending land conflict cases as verified during audit.</p>	<p>Complied</p>
<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2</p>	<p>There were no labour disputes reported. United Plantations Berhad continued to monitor the labour issue. Internal audit has been conducted latest on by June 2023 and Website checked confirmed that there is no issue on labor dispute.</p>	<p>Complied</p>
<p>Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C</p>	<p>United Plantations Berhad conducted annual legal audits by external consultant and there is no legal non-compliance raised. If there is legal non-compliance, the</p>	<p>Complied</p>

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criteria 2.1	internal PIC for handling such cases is our Senior Legal Advisor, Ibu Dewy. Personnel in charge to manage the legal documentation system are Legal Department (Led by Ibu Dewi). A system used for tracking any changes in laws and regulations was set-up through procedure No: SOP-HRD-017-R00.	
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.	PT. Surya Sawit Sejati has conducted annual RSPO internal audits. The last internal audit was conducted in June 2023 for all certified and non-certified units. Positive assurance statement has been available and verified.	Complied
Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?	There is no Non-Compliance against 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.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	Yes, United Plantations Berhad conduct stakeholders meeting annually. PT. Surya Sawit Sejati management conducted annual stakeholders meeting including Government authorities, NGOs, suppliers, contractors, workers representatives and communities. The last stakeholders meeting was conducted in July 2023.	Complied

3.2 Progress of scheme smallholders and/or outgrowers

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

Approved Time Bound Plan

Time Bound Plan				
Palm Oil Mill	Country	Supply Bases (estates, plantations, associations)	Targeted RSPO Certification Year	Current Certification Status as per this Audit
Lada POM PT Surya Sawit Sejati	Kotawaringin Barat District, Central Kalimantan	Lada Estate – 2097.60 ha	2025	For the additional area where HGU has been issued on 12 th March 2018, we undergo Scope Extension Assessment in 2019 and currently RSPO certified for <u>6717.62ha</u> . The balance area will be certified in tandem with the issuance of land use certificate by the Indonesian Government.
		Runtu Estate – 4,626 ha	2025	
		Plasma Lada, Runtu, Arut, Kumai – 1266.36 ha	2025	
		Conservation of Arut & Kumai – 1115.82 ha	2025	

*Approval by RSPO Secretariat on 25 May 2023

3.3 Details of Nonconformities

The nonconformities are listed below. The findings summary of the assessment by criteria are listed in Appendix A. During this Assessment there were Zero (0) Critical; one (1) Minor nonconformities and zero (0) Opportunity For Improvement raised. The United Plantations Berhad UIE POM and Estate Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. The below is the summary of the non-conformity raised during this assessment.

Non-conformity			
NCR Ref #	2373358-202307-N1	Issued Date	27/07/2023
Due Date	Next Assessment (ASA2_2)	Closure Date	TBC
Indicator & Category (Critical / Minor)	6.7.2 Minor		
Statement of Nonconformity:	Monitoring of First Aid Box Items was not effectively implemented		
Requirement Reference:	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.		
Objective Evidence:	During first aid box inspection at UIE POM, it was found 2 units of first aid box at Laboratory and New Boiler contained with expired contents which is 6 units of Triangular Bandage (Hospital Quality 100% Pure Cotton 36"x36"x51") Expired on 03/2021. Other than that, during First Aid Box Inspection at UIE Estate Field 102, it was found 2 items was not available (Plastic Forceps and Safety Pin) with reference 16 Items First Aid Box UPB Listing.		
Corrections:	<ol style="list-style-type: none"> The monitoring checklist for the items in first aid box has been further improved to include the expiry date for each item. Briefing on the revised checklist and items in first aid box has been provided by our Group Safety Officer to the Hospital Assistant of UIE with the presence of mill and estate management. 		
Root Cause Analysis:	Lack of awareness by the Hospital Assistant who is in-charge of the replenishment and monthly monitoring of the items in the first aid box to ensure all items with expiry date are included and monitored in the checklist.		
Corrective Actions:	<ol style="list-style-type: none"> The revised monitoring checklist for the items in first aid box will be circulated by the Group Safety Officer to all Estate Managers and Heads of Department. Unannounced OSH audits will be conducted by the Safety Officer from time to time in order to ensure the revised checklist has been utilized and incorporated with expiry date for all items. 		

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	2. The monitoring checklist for first aid box will be included in the OSH internal audit checklist.
Assessment Conclusion:	The CAP submitted found adequate to address the non-conformity. The effectiveness of CAP implementation will be assessed during next assessment.

Opportunity for Improvements	
OFI #	Description
OFI 1	N/A

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

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	2206324-202205-M1	Issued Date	3/6/2022
Due Date	1/9/2022	Closure Date	29/8/2022
Indicator & Category (Critical / Minor)	3.6.1 (Critical)		
Statement of Nonconformity:	Implementation of documented mitigation plans related to Permit to Work was insufficient.		
Requirement Reference:	All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.		
Objective Evidence:	<p>UIE POM establishes Safe Operating Procedure (SOP UIED 053) for Confined space in the storage tank where Authorized Entrant must declare that he is fit to perform the job by filing in Health declaration form. However, during verification found no record of health declaration for PTW implementation, dated 7/1/2022 CPO storage tank cleaning.</p> <p>These indicated the implementation of documented mitigation plans related to Permit to Work was insufficient. Hence a non-conformity has been raised.</p>		
Corrections:	<p>The SOP for confined space has been revised to reflect the requirement which shall be implemented on the ground.</p> <p>The workers who involved in the storage tank cleaning have been sent to OHD and certificates received.</p>		
Root Cause Analysis:	The management was not aware of the importance to include the requirement on OHD in the SOP.		

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Corrective Actions:	Training has been conducted by the mill management to the executives, staff and supervisor involved in confined space.
Assessment Conclusion:	Since Major NC was considered as low risk due only 1 objective evidence found and corrective action is related to training which can be verified offsite, CAP evidences has been submitted via email as following: - The SOP for confined space has been revised to reflect the requirement which shall be implemented on the ground; SOP UIED 037; HRC 038; Rev. 0; 2022 - The workers who involved in the storage tank cleaning have been sent to OHD and certificates received; Health Fitness Certificate & Medical Examination Checklist for Working in Confined Space; Date: 3/6/2022 - Training has been conducted by the mill management to the executives, staff and supervisor involved in confined space; Training date: 7/6/2022 Based on the evidences submitted, CAP was verified to be effective to address the issue. Hence, Major Nonconformity has been closed on 29/8/2022.
Effectiveness Closure (for previous audit closed Critical NC):	<ol style="list-style-type: none"> 1. Sighted SOP – Working in Confined Space has been established dated 2022 (Rev.0) with reference number SOP UIED 037 and HRC UIED 038. 2. Sighted Health Fitness Certificate for the purpose of permission to work in Confined Space dated 03/06/2022 from Poliklinik Kana with sample reference number NW-NRO-AE-2809-U 3. Latest Training on Confined Space has been conducted. Refer Training Authorized Entrant & Stand-By Person For Confined Space (AESP) dated 12-13/08/2022 with reference number 08-02/12/AESP/2022/15 from NIOSH. <p>Verifications found the mechanism to ensure compliance of the issue raised previously as Major NC was effectively implemented. Thus, Major NC was remained close.</p>

Non-conformity			
NCR Ref #	2206324-202205-N1	Issued Date	3/6/2022
Due Date	ASA 2-1	Closure Date	24/07/2023
Indicator & Category (Critical / Minor)	3.3.2 (Minor)		
Statement of Nonconformity:	Mechanism to check consistent implementation of procedures to ensure compliance was insufficient		
Requirement Reference:	A mechanism to check consistent implementation of procedures is in place.		
Objective Evidence:	<p>Directive from head of Group Manager Human Resources, Sustainability and Safety sighted dated 27/07/2018 stated that inspections on all areas within the mill/estate concession are to be carried out in weekly basis and to be verified by Manager/Head of Department.</p> <p>Line inspection checklist format is available and documented in the "Weekly inspection of workers and staff quarters, shophouses and office/mill complex". As per checklist, line site inspection needs to be conducted for specific parameters inside and outside the housing area in-line with applicable requirements of Workers Minimum Housing and Amenities Standard Act 1990.</p> <p>However, verification on the Line site inspection records done by hospital assistant for February 2022 on weekly basis and reported in the "Line site inspection logbook"</p>		

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	<p>instead of checklist established. Inspection also did not cover inside the workers house.</p> <p>Furthermore, it was observed during site visit at terrace housing (100 units) at house E4:</p> <ul style="list-style-type: none"> - Modification of ceiling fan wiring was made by the occupant. Based on interview he acknowledged that the wiring was modified by himself not by the licensed wireman/electrician. - Working tools such as motorized cutter @ CANTAS were kept in the house. Fuel @ petrol was also found in the house in white jerrycan. <p>These indicated the mechanism to check consistent implementation of procedures to ensure compliance was insufficient. Hence a non- conformity has been raised.</p>
Corrections:	<ul style="list-style-type: none"> - The checklist for worker quarters inspection has been revised and circulated to all business units in UP Group. - The Estates Director has briefed the UIE team on immediate attention to heightened the worker quarter inspection for interior and exterior of worker houses. - The HRSS Department has re-submitted the proposal to the Chief Executive Director on the installation of ceiling fan in worker quarters.
Root Cause Analysis:	<p>The monitoring of illegal wiring, petrol and working tools storage in the house was not specified in the existing checklist for worker quarters inspection.</p>
Corrective Actions:	<p>The sustainability team will monitor and ensure all Hospital Assistants and estate management utilize the latest checklist for worker quarters inspection.</p>
Assessment Conclusion:	<ol style="list-style-type: none"> a. Checklist for workers quarters revised on 03/06/2022 documented in the document "weekly inspection of workers and staff quarters, shophouses & office/mill complex and has been circulated to the hospital assistant and as verification, there is evidence that the checklist has been utilised and sample taken for Apr`23, May` 23 and June` 23. b. Communication to the UIE team and to improve of workers quarters inspection (interior and exterior) sighted base on the memo dated 03/06/2022 sent by group manager, human resources, Mr C. Mathews c. Proposal to installation of ceiling fan has been approved by chief executive director and verified in the document "Capital expenditure" and process of installing of ceiling fan is 75% completed. <p>Based on the verification done it was justified that the implementation of the correction and corrective action plans by the management have effectively address the raised minor non-conformity. Hence the minor non-conformity is closed on 27/07/2023</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>N/A</p>

Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement: 2206324-202205-I1</p> <p>7.12.4: Management plan to protect and/or enhance HCVs within UIE Estate 1B mainly for the river banks of Sg. Beras Riparian Self-Conservation area near Canal A could be further improved.</p> <p>Verification / Follow-up actions: As per verification at the time of audit on site at Canal A, sighted the bufferzone was available and maintained properly as per conservation management plan.</p>
OFI 2	<p>OFI Statement: 2206324-202205-I2</p> <p>6.2.4: Electricity has been provided by the management with subsidy total RM6.54 per house. It can be further improved to include details of electric subsidy in the employment contract.</p> <p>Verification / Follow-up actions: Details of subsidy still not in the employment contract. However, there is a memo from the management which has been communicated to all workers during morning muster call and has been signed by the workers which has detail up electric subsidy.</p>

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2206324-202205-M1	Critical	3.6.1	03/06/2022	Closed on 29/08/2022
2206324-202205-N1	Minor	3.3.2	03/06/2022	Closed on 27/07/2023
2373358-202307-N1	Minor	6.7.2	27/07/2023	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 United Plantations Berhad – UIE POM Certification Unit’s environmental and social performance, legal and any known dispute issues.

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

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

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Government agency	Mohd Hafize Abu Hassan/ Klinik Kesihatan Pantai Remis	Face to face
Contract workers	Manikandan Mana/ Estate canteen	Face to face
Internal stakeholders	B.M Nathan/ Temple committee	Face to face
Neighbouring estate	Hasbullah Mansor/ Ladang Gelung Pepuyu	Face to face
Internal stakeholder	Shakila Hassan/Gender committee	Face to face
Government agency	Muhammad Shamsul Anuar/ Pejabat Tenaga Kerja	Face to face
Local communities	Mohd Khairani/ Kampung Che Putih	Phone call
Services provider	Dr Pathamunathan/ Poliklinik Samudera Manjung	Phone call

Stakeholders comment	
1	<p>Feedbacks: Mohd Hafize Abu Hassan/ Klinik Kesihatan Pantai Remis</p> <p>Respond from Mohd Hafize that he has been communicated with the company policy and procedure during the stakeholder’s consultation. He also mentioned that there is major injuries or death accident happen in UIE business units in year 2022 and 2023. The management has maintained good relationships with Klinik Kesihatan and he also aware person in charge for consultation and communication.</p> <p>Audit Team verification and response: No further verification required.</p>
2	<p>Feedbacks: Manikandan Mana/ Estate canteen</p> <p>Mr Manikandan has been transferred from Pantai Remis restaurant to the estate canteen in July 2023 and works as cook at the canteen. He mentioned that his employer has sign up for bank account and contribution for SOCSO starting from July`23 salary. He also mentioned that he already attended food handling course and already vaccinated with typhoid injections. He also mentioned that he aware with Malaysia minimum wages and has sign employment contact with the employer.</p> <p>Audit Team verification and response: Verification has been done on his employment contracts, typhoid injection cards and registration for account bank and found out that everything is in order.</p>
3	<p>Feedbacks: B.M Nathan/ Temple committee</p> <p>Mr B.M Nathan said that he has been appointed as temple committee since the initial planning of establishment of the temple. The temple has been constructed from donation of the workers and additional funds has been provided by the management of UIE business units. He also mentioned that the land is under UIE business units and has been given for free. The management of UIE business units support the temple operation by assisting grass cutting or any repair.</p> <p>Audit Team verification and response No further verification required.</p>
	<p>Feedbacks: Hasbullah Mansor/ Ladang Gelung Pepuyu</p>

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<p>4</p>	<p>Ladang Gelung Pepuyu is located beside UIE, and they are using same roads to Ayer Tawar town which has been maintained by UIE Business Units. There are boundaries established for Ladang Gelung Pepuyu with UIE Estate with drainage and pole. There is no land dispute which Ladang Gelung Pepuyu have their own legal ownerships from Perak states. Good relationships have been maintained and issues will be discussed through meeting and phone call. He also aware method/mechanism of communication if there are any issues related to land.</p> <p>Audit Team verification and response. Site visit to the boundary area found out that clear demarcation of boundary has been established by both parties. There is no sign of land intrusion sighted.</p>
<p>5</p>	<p>Feedbacks: Shakila Hassan/Gender committee</p> <p>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 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.</p> <p>Audit Team verification and response: Verification through interview with Hospital assistant confirmed that there is no pregnancy test conducted for female workers</p>
<p>6</p>	<p>Feedbacks: Mohd Khairani/ Kampung Che Putih</p> <p>Head of village for Kampung Che Putih, Mohd Khairani 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. There are no cases of pollution has happened and identified by the villagers. There are also no issues of land dispute/ customary right land in UIE POM/Estate which has been confirmed by Mr Khairani who already reside at that area for than more than 20 years. Mr Khairani suggested that the management placed banner and appointed one person in each village to promote any vacancy in POM and estate</p> <p>Audit Team verification and response Verification has been done by auditor and there is evidence that banner has been place at the entrance of the estate for any vacancy. Other than that, sighted that communication of any vacancy has been done during the stakeholders meeting.</p>
<p>7</p>	<p>Feedbacks: Muhammad Shamsul Anuar/ Pejabat Tenaga Kerja Manjung</p> <p>JTK representative responded that UIE business units comply with JTK requirement as at the day of audit and there is no any grievance/ complaint received from any workers from UIE business units Representative from UIE business unites maintained good relationship with JTK and maintained update on any latest update of any requirement.</p> <p>Audit Team verification and response No further verification required.</p>


List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Not applicable as the estate already underwent two cycles of replanting	N/A	N/A	N/A	N/A	N/A

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

3.5 Impartiality and conflict of interest

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

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 United International Enterprises POM - UP 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 United International Enterprises POM - UP remain certified.</p>	
Report prepared by	Acceptance of Assessment Conclusion
Name: NOR HALIS ABU ZAR	Name: LEE KIAN WEI
Company Name: BSI SERVICES MALAYSIA SDN BHD	Company Name: UNITED PLANTATIONS BERHAD
Title: CLIENT MANAGER	Title: SUSTAINABILITY MANAGER
<p>Signature:</p> 	<p>Signature:</p> <p><i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i></p> 
Date: 30/07/2023	Date: 30/07/2023

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	(C) Documents that are specified in the RSPO P&C are made available to the public. - Critical (Major) compliance -	Documents that are publicly available outline in the "Policy on documents that can be publicly made available" which signed has been signed by Dato` Carl Bek-Nielsen on 11/01/2014 where list types of documents that can be requested by any stakeholders.	Complied
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders. - Minor compliance -	There is evidence that information has been provided in Bahasa Malaysia and English base on the documentation established and records maintained in the stakeholder's logbook. As per interview, if there any request for information required for other languages, the management will explain in an appropriate language.	Complied
1.1.3	(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -	There are 2 information requests received in year 2023 which is from Jabatan Tenaga Kerja on 15/02/2023 requested to Work respond form and Jabatan Keselamatan dan kesihatan Pekerja Negeri Perak requested for document related to safety and health. There is evidence that records have been properly maintained and responded to in a timely manner. Other than that, there is only request for assistance.	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 -	The management of UIE POM and estate adopted same procedure as previous year where it has been documented in Internal Grievance Redressal Procedure and External Grievance Redressal Procedure as part of Consultation and Communication procedures. As per interview with stakeholders, it has been confirmed that that they have been explained and they can demonstrate their	Complied

		understanding on the SOPs. Evidence of communication of the SOPs sighted during the stakeholder’s consultation on 22/05/2023 with attendance on 62 stakeholders.	
1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives. - Minor compliance -	List of stakeholders maintained, and latest update done on 20/04/2023. For UIE POM, a total of 4 contractors have been listed which are CPO and PK transporter. a) Sri Naresh Agency b) Uji Sakti Sdn Bhd c) Sakthy Transport Sdn Bhd d) United Fleet Palms Sdn Bhd While for UIE Estate, 2 sundry shops have been listed as stakeholder which are Mr. Moo Fann and Mr. Chew Koon Ong	Complied
Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts. - Minor compliance -	Policy for code of ethical conduct documented in the “Code of conduct and business ethics” signed by Dato` Carl Bek-Nielsen, chief executive director on 14/12/2009. Stated in the policy, commitment of the management on the ethical business covering obeying the law, consumers, shareholders, business partners and competition. Mentioned in the policy that United Plantations has zero tolerance to fraud, bribery, and corruption. As per interviews, all business operations and transactions will be tendering, and quotation will be provided by the supplier before decided by the management. Sample has been taken for 3 purchase orders that have been selected by the management for supplying parts. While for recruiting agents, 1 sample of recruiting agents has been taken, Dynamic Staffing Services PVT LTD dated 30/06/2022 where there pricing for 1 new worker recruited has been set by the management and agreed by the recruiting agent.	Complied

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1.2.2	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <p>- Minor compliance -</p>	<p>A system is in place to monitor compliance which was done through finance audit conducted by Account department on 11/5/2023 and 25/06/2023. Other than that, sustainability internal audit was conducted on 08/03/2023 on Human resources, sustainability and safety (HRSS) Department. The management also appointed KPMG as external parties to conduct finance external audit. There are no findings related to ethical conduct raised for all 3 audits.</p>	Complied
Principle 2: Operate legally and respect rights			
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	<p>(C) The Unit of Certification complies with legal requirements</p> <p>- Critical (Major) compliance -</p>	<p>The Mill and Estate under the Certification Unit continues to comply with all verified legal requirements. Compliance to each applicable law and regulation is monitored by the operating units and HQ. The sampled mill and estates had obtained and renewed license and permits as required by the law. Among others the licenses/permit verified were:</p> <p>UIE POM</p> <ol style="list-style-type: none"> 1. MPOB License #500124504000 valid until 31/01/2024. 2. Weighbridge Permit No. 1 #D096812 valid until 08/05/2024. 3. Weighbridge No. 2 #D096813 valid until 08/05/2024. 4. Permit for storage Diesel and Petrol #MJG/SK/D/04 valid until 24/08/2024. 5. Biogas Grid Permit #ST(IP/JPE)12/1/6/272 JLD II (12) valid until 14/03/2024. 6. Boiler No. 3 #PK PMD 80415 valid until 13/09/2023. 7. Biogas Engine Crane #PK PMA 6424 valid until 13/09/2023. 8. Air Compressor #PMT 90867 valid until 21/05/2024. 	Complied

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		<p>9. Competence person #CePPOME/201040 to Mill Engineer NRIC 811110-XX-XXXX.</p> <p>10. Competence person #CePSWaM/04202 to Asst Mill Engineer NRIC 830215-XX-XXXX dated 16/12/2020.</p> <p>UIE Estate</p> <ol style="list-style-type: none"> 1. MPOB License #502076202000 valid from 01/08/2023 to 31/07/2024. 2. Diesel & Petrol Permits #MJG/SK/D/04 valid from 25/08/2021 to 24/08/2024. 3. Energy Commission License #2022/02769 valid from 21/10/2023 to 20/10/2023. 4. Fire Arm License #Bil.(A)MJG/1132 valid until June 2024 5. Lorry License #AGH1091 valid until 23/12/2023. 	
2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.</p> <p>- Minor compliance -</p>	<p>Management Units continued to implement and maintain their established documented system for identifying, accessing, tracking updates and monitoring compliance with the legal requirements that are applicable to the operation. Each office of the operating unit (mill and estate) has its own legal requirements register (LRR) and was being evaluated individually from time to time for compliance mainly through internal audit. Among the applicable legal laws registered are EQA, OSHA, Factory & Machinery Act, Employment Act, Workers' Minimum Standard of Housing and Amenities Act. Document titled Mechanism for Tracking Changes in Law; revised on 20/04/2023 was available for verification. UP UIE Sustainability Unit Team will update the legal register if there is any new regulation or if there is amendment in the legal and will distribute it to each operating unit.</p> <p>There are 3 new laws have been captured in UP UIE registered as per below: -</p> <ol style="list-style-type: none"> 1. Additional Public Holiday (PH) dated 20/04/2023. 	Complied

		<p>2. "Pelaksanaan Pelan Kelonggaran Penggajian Pekerja Asing" dated 18/01/2023.</p> <p>3. Notification Under Section 8 – Holiday Act 1951.</p> <p>The sustainability team then issues the changes to all operating units to update existing records. Then the estate management implements applicable changes in law accordingly. The sustainability team monitors the implementation/updating of information via RSPO, MSPO & ISCC Internal Audits.</p>	
2.1.3	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p> <p>- Minor compliance -</p>	<p>All operating units have established a legal boundary based on the land title that they possess. The boundary has been demarcated with boundary stones, boundary markers, security trenches and security fences. Visit to the mill and respective estate's boundary were verified as below:</p> <p>The estate is surrounded by other estates and villages. Visited the Estate Boundary at Field 102 with Sungai Anak Machang Reserves. White and Blue poles were placed at the boundaries indicating the legal boundary of the estate with the others.</p>	Complied
<p>Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.</p>			
2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>List of contracted parties is maintained under stakeholder list dated 20/04/2023. From the list there are 3 contractors for CPO transporter listed under stakeholder list as per below:</p> <p>CPO Transporter</p> <ul style="list-style-type: none"> - Sri Naresh Agency - Uji Sakti Sdn Bhd - Sakthy Transport Sdn Bhd <p>PK Transporter</p> <p>United Fleet Palms Sdn Bhd</p>	Complied

2.2.2	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.</p> <p>Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.</p> <p>- Minor compliance -</p>	<p>All contracts (short and long term), contain specific clauses on meeting applicable legal requirements that were spelled out in the contract. The term contract of work sampled:</p> <p>Agreement for Transport of Crude Palm Oil; Agreement date: 01/01/2023 between Sakthy Transport Sdn Bhd (Transporter) and United Plantations Berhad.</p> <p>Due diligence for recruitment agent has been conducted during the visit to the origin countries which assessment has been done through previous records of recruitment by the recruiting agent. Latest due diligence has been done for 2 recruiting agents in India in June 2023. Base on the due diligence done, there is no negative issues has been identified.</p>	Complied
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <p>- Minor compliance -</p>	<p>Agreement for Transport of Crude Palm Oil; Agreement date: 01/01/2022 between Sakthy Transport Sdn Bhd (Transporter) and United Plantations Berhad already contain under clauses 11. a) As per Human Right Policy that disallowing child, forced and trafficked labor.</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>As per verification on UP UIE Mill FFB Source was only from UP plantation cause the mill is under IP. As per verification all record of such as geo location, ownership record, MPOB license is available as per document review.</p>	Complied

2.3.2	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1. - Minor compliance -	No indirectly sourced FFB as UIE POM is under Identity Preserved module.	Complied
Principle 3: Optimise productivity, efficiency, positive impacts and resilience			
Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.			
3.1.1	(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders. - Critical (Major) compliance -	UIE POM business plan is documented as per Annual Budget 2023, 2024 & 2025; Operating Revenue & Total Working Profit and Crop & Cost Comparison for Year 2023 -2027. The business plan contains the information about FFB processed, Estimated CPO Price, Estimated PK Price, Estimated Shell Price, Estimated Sludge Oil Price. The sampled estates are implementing the similar concept with the mill. The estates' business plans contain Projected Crop, Maintenance & Supervision, General Charges and Financial Cost. Sampling on the Budgetted for Roofing for EFB s per Jadual Pematuhan was verified with total 250K. The budget already brings forward from previous budget 2022 (11/10713) into May 2023 with total RM 239,813.29 and the building was in progress.	Complied
3.1.2	An annual replanting programme projected for a minimum of five years with yearly review, is available. - Minor compliance -	Replanting programme is available starting from 2035. Latest previous replanting was conducted in 2017. Hence, no projection for the next five years.	Complied
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 -	Management Review is done annually and was last conducted on 22/05/2023. It was chaired by the Mill Manager, and attended by 11 key personnel which includes AMs, staffs, office clerk, lab analyst, weighbridge clerk, etc. Based on the minutes of meeting, the following agendas were adequately recorded: <ul style="list-style-type: none"> Internal Audit Report 	Complied

		<ul style="list-style-type: none"> • Environmental aspect • SIA action plan • Production • Follow up action from previous management review • Safety & Health • Continual improvement manual • Other business 	
<p>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.</p>			
<p>3.2.1</p>	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<p>Action plan for continual improvement has been implemented, based on a consideration of the main social and environmental impacts and opportunities. Continuous improvement plan of main social impacts and environment impacts including following:</p> <ul style="list-style-type: none"> • Upgrading of old housing complex in phase and build new houses in line with Taman concept to ease congestions. • Gender meeting held regularly. • Public advertisement on recruitment of local employee. • Conduct verification on guest workers to monitor if there are any issues for recruitment fee has been charge to the newly recruited workers. • Reduction of pesticides consumption. • Maintaining zero burning practice and ensure pollution and contamination was managed properly. • Ensuring operation and production budget does not overran. • To achieve the budgeted FFB production. • Continue to observe all SOPs to prevent occupational incidents. 	<p>Complied</p>

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		<p>Sampling on pollution and contamination (spillage of vehicle lube oil into waterways /ground water, the management action was to ensure any leakage in mill will using saw dust for mopping up the spillage and ensure the vehicle using in good condition. For monitoring sample as per action plan verified as per daily monitoring checklist to ensure before operating the machine to checking the machine condition as per Planned Preventive Maintenance (Vehicle) at Engineering Workshop sample on 08/07/2023 with lubricant and fluid was in good condition. Sample on TIUE -027 only issue on electrical component.</p>	
<p>3.2.2</p>	<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: The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed. 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 metrics template submitted was verified its data to be consistent and reflective of raw data sources for both UIE POM and UIE Estate. Based on verification through various documents such as land titles, JKPP report, employees register, computer software recording system, to name a few, the data reported in the metrics template was found to be accurate.</p>	<p>Complied</p>
<p>Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.</p>			
<p>3.3.1</p>	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>Standard Operating Procedures (SOPs) for the estate and mill has been established. In United Plantations Berhad, SOPs for plantation were documented in:</p> <ol style="list-style-type: none"> 1. Field Management Manual 2. Standard Operating Procedure Engineering department 3. Standard working Procedure (S.O.P) 4. OSH Manual 	<p>Complied</p>

		<p>For the palm oil mill, Standard Operating Procedure Engineering department were adapted as guidance for mill operations. The SOPs contains:</p> <ol style="list-style-type: none"> 1. Reception 2. Fruit handling 3. Sterilization 4. Threshing 5. Empty bunch pressing 6. Digestion and pressing 7. Clarification 8. Kernel extraction 9. Boiler house 10. Engine room 11. Raw water plant 12. Effluent treatment and waste management 13. Laboratory 14. Store system 15. Workshop/maintenance/safety 16. Office procedure 17. Biogas plant 18. Traceability 19. Internal audit 20. Recruitment of guest workers 21. Supply chain <p>United Plantation has updated the SOPs as follows:</p>	
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		Standard Operating Procedures [MSPO Supply Chain Model: Segregation] [RSPO Supply Chain Module D – CPO Mills: Identity Preserved] Revision No.: 10, Dated 01/10/2022.	
3.3.2	A mechanism to check consistent implementation of procedures is in place. - Minor Compliance -	<p>A mechanism on checking the consistency of estate and mill implementation of their procedures were in place. The mechanism to check consistent implementation of procedures is through internal audit by HRSS Department. Non-compliances recorded with regards to P&C indicators have been closed effectively. Among the mechanisms such as Mill and Estate Advisory Visit, Agronomist Visit and Internal Audit. Mill and estate have implemented Good Milling Practice (GMP) and Good Agriculture Practices (GAP) as per their own SOP's and applicable Legal and Other Requirement.</p> <p>The mechanism of checking the consistent implementation was mainly carried out through mill supervision by mill supervisor, executive and managers. The monitoring reports was available in the mill and estate for review.</p> <p>Mechanism to check consistent implementation of procedures is in place that involved checking which includes the following:</p> <p>UIE POM</p> <ol style="list-style-type: none"> 1. Internal audit report dated 08/03/2023. 2. Chief Executive Director Visit dated 25/05/2023. 3. Director Of Engineering Upstream Visit dated 04/04/2023. <p>UIE Estate</p> <ol style="list-style-type: none"> 1. Internal Audit dated 26/03/2023. 2. Director Visit (EXCOM) dated 11/07/2023. 	Complied
3.3.3	Records of monitoring and any actions taken are maintained and available. - Minor Compliance -	The operating units maintain all the records of monitoring and actions taken for all issues raised during the visit. Reviewed the monitoring records as follows:	Complied

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		<p>UIE POM</p> <ol style="list-style-type: none"> 1. Internal audit report dated 08/03/2023. 2. Chief Executive Director Visit dated 25/05/2023. 3. Director Of Engineering Upstream Visit dated 04/04/2023. <p>UIE Estate</p> <ol style="list-style-type: none"> 1. Internal Audit dated 26/03/2023. 2. Director Visit (EXCOM) dated 11/07/2023. 	
<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.</p> <p>- Critical (Major) compliance -</p>	<p>Social and environmental impact assessment conducted on 22/05/2023 using method interview with total 126 sample of workers which has been conducted by Human resources, sustainability and safety (HRSS) department and consultation with stakeholders during the stakeholder consultation on 22/05/2023 with attendance on 62 stakeholders. As per respond, there are no negative issues have been raised by both internal and external stakeholders.</p> <p>Environmental aspect and impact reviewed on 22/05/2023. There also conducted the survey on Social and Environmental Impact Assessment (SEIA) for internal stakeholder dated 16/03/2023 with 126 respondent which using questionnaire that included housing and amenities, Occupational safety and health, Environmental pollution, religious and educational Amenities, code of conduct and other issue. From the conclusion, there 7 positive impact and 1 negative impact for the environment have been sighted during assessment. Sampling on negative impact was on pollution and contamination (spillage of vehicle lube oil into waterways /ground water, the management action was to ensure any leakage in mill</p>	<p>Complied</p>

		will using saw dust for mopping up the spillage and ensure the vehicle using in good condition.																	
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 has been established for positive issues since there is no negative issues has been highlighted during the assessment. The management plan covers plan for access and use rights, economics livelihood and working conditions, subsistence activities/amenities, human rights, cultural and religious values, medical & health facilities, and educational facilities. There is evidence that the management plan developed with consultation of affected stakeholders with additional management SOPs. Sample of management plan as per below</p> <ol style="list-style-type: none"> a. Upgrading of old housing complex in phase and build new houses in line with Taman concept to ease congestions. b. Gender meeting held regularly. c. Public advertisement on recruitment of local employee. d. Conduct verification on guest workers to monitor if there is any issues for recruitment fee has been charge to the newly recruited workers. <p>The aspect and impact covered the following activities/operations among others:</p> <table border="1" data-bbox="1151 1091 1906 1353"> <thead> <tr> <th></th> <th>Activities</th> <th></th> <th>Activities</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Poisoning of VOPs/ woodies</td> <td>7</td> <td>Vehicle maintenance by contractors</td> </tr> <tr> <td>2</td> <td>Circle spraying</td> <td>8</td> <td>EFB application</td> </tr> <tr> <td>3</td> <td>Management of empty containers</td> <td>9</td> <td>Fertilizer storage /application</td> </tr> </tbody> </table>		Activities		Activities	1	Poisoning of VOPs/ woodies	7	Vehicle maintenance by contractors	2	Circle spraying	8	EFB application	3	Management of empty containers	9	Fertilizer storage /application	Complied
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		4	Rat baiting	10	Grass slashing		
		5	Diesel Reception	11	Chemical's storage		
		6	Maintenance by Engineering Workshop	12	Grading of FFB		
3.4.3	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>Implementation of the management plan has been verified by auditor as follows:</p> <ul style="list-style-type: none"> a. Upgrading of old housing complex in phase and build new houses in line with Taman concept to ease congestions. - Capital expenditure budget has been approved by chief executive director to upgrade old 3X10 units labor quarters and to construct 3-unit foreign workers' barrack. b. Gender meeting held regularly- Gender meeting has been planned to be conducted on annual basis together for both POM and estate. Latest meeting conducted on 16/05/2023. c. Public advertisement on recruitment of local employee- based on photos provided, there is evidence banner has been set at the entrance of the estate to promote vacancy to local communities. It also has been communicated during stakeholders' consultation and has been confirmed through interview with stakeholders. d. Conduct verification on guest workers to monitor if there is any issues for recruitment fee has been charge to the newly recruited workers- Current process, recruiting process initiated with phone call from call centre, interview by representative by HRESH department. Once the candidate selected, the next process is to sign employment contract at origin country and explanation on the company, workers, and no recruitment fee. Induction will be done for 1 months and verification on 					Complied

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		<p>recruitment fee will be done again after the induction and 3 months after recruitment.</p> <p>e. For monitoring sample as per action plan verified as per daily monitoring checklist to ensure before operating the machine to check the machine condition as per Planned Preventive Maintenance (Vehicle) at Engineering Workshop sample on 08/07/2023 with lubricant and fluid was in good condition. Sample on TIUE -027 pertaining issue on electrical component.</p>	
<p>Criterion 3.5: A system for managing human resources is in place.</p>			
3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.</p> <p>- Minor Compliance -</p>	<p>Employment procedures for recruitment sighted in the document "Standard operating procedures-recruitment of guest workers" dated 31/03/2023/. As stated in the SOPs, identification of new guest workers is through recommendation by current guest workers or accredited recruiting agents. Stated also that recruiting process initiated with phone call from call centre, interview by representative by HRESH department. Once the candidate selected, the next process is to sign employment contract at origin country and explanation on the company, workers, and no recruitment fee. Induction will be done for 1 months and verification on recruitment fee will be done again after the induction and 3 months after recruitment.</p> <p>While for local workers, SOPs documented in the document "Standard operating procedures- recruitment of local workers" dated 31/03/2023</p>	Complied
3.5.2	<p>Employment procedures are implemented, and records are maintained.</p> <p>- Minor Compliance -</p>	<p>There is evidence that the SOPs has been implemented. Sample taken as per below:</p> <p>a. Kumar Ram Shakal Dhobi, India joined on 02/06/2022.</p> <p>b. Mohammad Harun Abdul Hamid, Bangladesh joined on 02/06/2022.</p>	Complied

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		<p>c. Arunkumar Sekar, India joined on 17/04/2022. d. Prakash Ramasamy, India joined on 17/04/2022. e. Diky Yadi, Indonesia date joined on 08/06/2022.</p>	
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. - Critical (Major) compliance -</p>	<p>Management Units have conducted risk assessments for all the operations and documented in the Hazard Identification, Risk Assessment, and Risk Control (HIRARC). The HIRARC was covered for all activities included motorized FFB cutter since 2018 and locomotive driver. Risk was identified and assessed in accordance with the established HIRARC an also incompliance to legal requirements as stated below.</p> <p><u>UIE POM</u></p> <ol style="list-style-type: none"> 1. HIRARC was available to address all the risks and hazards associated to the operations in the estate. The HIRARC was reviewed on 11/02/2022. Sample check on HIRARC Steriliser Station, Cage handling and Threshing Station. 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: HQ/08/ASS/00/250-2019/022; CHRA Assessor: CSK Murni Services Sdn Bhd; DOSH Reg Number: HQ/08/ASS/00/250; Date of Assessment: 08/07/2019. 3. Medical Surveillance Programme has been performed successfully for the year 2023 for the mill workers exposed to hazardous chemicals and fumes. A total of 18 workers have been examined on 26/06/2023 and 20/07/2023 at Kumpulan Poliklinik Manjung Sdn Bhd. The results indicated the workers was declared fit to work. 	Complied

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		<p>4. Noise Risk Assessment was conducted in compliance with Occupational Safety and Health Act (Noise Regulations) 2019. Noise Risk Assessment (NRA) has been conducted by AEQ Safety Respond And Engineering on 07/03/2020. NRA Report (Report Number: HQ/07/PEB/00/74-2020/002) available for verification. The recommendation stated by the assessor have been affectively addressed as verified.</p> <p>5. An audiometric testing was done on 03/03/2023 for 147 mill employees deemed to be exposed to excessive noise in the mill. The test was conducted by Ansonex Resources Group. The report indicated that workers got Normal Audiometric Results.</p> <p>6. LEV Monitoring has been conducted on 30/06/2023 by SEES Heavy Engineering. Report was in progress.</p> <p>7. Workplace Inspection has been conducted on monthly basis. Latest record sighted on 03/06/2023.</p> <p><u>UIE Estate</u></p> <p>1. HIRARC was available to address all risk and hazards associated to the operations in the estates. Verified the HIRARC for Harvesting, Spraying, Manuring and Office Operations. Verification done on the documentations and operations indicated that all the risk controls were adhered to. Last review conducted on 01/01/2023.</p> <p>2. Chemical Health Risk Assessment was conducted in compliance to the OSHA Act 1994 and the Use and Standard of Exposure of Chemicals Hazardous to Health (USECHH) Regulations 2000 to assess the risks associated to hazardous chemicals used in the estate. The Chemical Health Risk Assessment Report (Ref. Number: HQ/08/ASS/00/250-2020/025) conducted by CSK Murni Services (DOSH Registration: HQ/08/ASS/00/250) on 09/08/2020 was available for verification.</p>	
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		<p>3. Medical Surveillance were conducted in the estate 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> <p>The medical surveillance programme for the year 2022 has been performed on 31/01/2023 at Kumpulan Poliklinik Manjung Sdn Bhd for 51 workers identified to be exposed to hazardous chemicals and fertilisers, in the estate. The results indicated that all workers were fit to work.</p> <p>4. 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> <p>Noise Risk Assessment Report (NRA) was conducted in compliance to Occupational Safety & Health (Noise Exposure) Regulations 2019 in the estates. The assessment was conducted on 20/08/2020 by AEQ Safety Respond And Engineering. The assessment report (Ref. No: UPUIE2020-19.8) was available for verification.</p> <p>5. 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. Assessment was conducted on 17/02/2023 by Ansonex Resources Group. It was done on for 62 workers deemed to be exposed to excessive noise in the estate. The results indicated that 0 employees were found to have abnormal audiometry results.</p>	
3.6.2	(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.	Annual Health and Safety Plan available for the estate and mill are mostly implemented through Annual Training Program 2023 and	Complied

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	<p>- Critical (Major) compliance -</p>	<p>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 HRSS Department. • Monthly Work Site Inspection (WSI) by site OSH Committee. • Direct involvement of supervisor and rounds by Manager and Asst Manager. • Safety incidents reporting. • Health / medical surveillance. • Chemical exposure monitoring, and • 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>	
<p>Criterion 3.7: All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.</p>			
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,</p>	<p>The operating units visited has conducted training need analysis for all employee, management, and contractors. The need analysis was</p>	<p>Complied</p>

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	<p>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>conducted based on the job designation and training required by the job type.</p> <p>Trainings was identified for management, employee and contractors and programmed throughout FY 2023. The training identified covers the safety and health, environmental and social aspect.</p> <p>Means implemented by Mill and Estate certification units were to assess understanding of participants include:</p> <ul style="list-style-type: none"> • Participants completing post-training evaluation/feedback form and give suggestions. • Knowledge acquisition and behavioural application rated by immediate supervisor at workplace post training attended. <p>Random interviews with workers showed that they understood what RSPO is, the several subsidiaries' policies, what does their work/job SOP states and the consequences if deviated, the need to put on PPE and demonstrate donning PPE and when it should be changed, the use of fire extinguishers, understanding workplace hazards, risks and needed control measures, Covid-19 Safe Practices. etc. Documented training programmes established as UIE Sustainability and OSH Training Programme 2023 covering all estate and mill employees including external stakeholders.</p>	
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3.7.2	<p>Records of training are maintained. - Minor Compliance -</p>	<p>The operating units maintained the training records conducted. Reviewed the training records as follows:</p> <p><u>UIE POM</u></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 70%;">Training</th> <th style="width: 30%;">Date</th> </tr> </thead> <tbody> <tr> <td>Fire Drill Training</td> <td>09/01/2023</td> </tr> <tr> <td>Emergency Response Training</td> <td>26/02/2023</td> </tr> <tr> <td>Workshop – Tool Training</td> <td>26/02/2023</td> </tr> <tr> <td>PPE Usage & Safety At Workplace</td> <td>02/02/2023</td> </tr> <tr> <td>SOP HIRARC Laboratory</td> <td>02/03/2023</td> </tr> <tr> <td>Driver safety Training</td> <td>10/05/2023</td> </tr> <tr> <td>First Aid Training</td> <td>05/05/2023</td> </tr> <tr> <td>Policies Training</td> <td>03/06/2023</td> </tr> <tr> <td>Chemical Handling Training</td> <td>13/07/2023</td> </tr> <tr> <td>Hearing Conservation Training</td> <td>13/04/2023</td> </tr> </tbody> </table> <p><u>UIE Estate</u></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 70%;">Training</th> <th style="width: 30%;">Date</th> </tr> </thead> <tbody> <tr> <td>Fire Drill Training</td> <td>16/06/2023</td> </tr> <tr> <td>First Aid Training</td> <td>30/03/2023</td> </tr> <tr> <td>SOP HIRARC Harvesting</td> <td>06/01/2023</td> </tr> <tr> <td>PPE Training</td> <td>07/01/2023</td> </tr> <tr> <td>SOP HIRARC Water gate</td> <td>13/04/2023</td> </tr> </tbody> </table>	Training	Date	Fire Drill Training	09/01/2023	Emergency Response Training	26/02/2023	Workshop – Tool Training	26/02/2023	PPE Usage & Safety At Workplace	02/02/2023	SOP HIRARC Laboratory	02/03/2023	Driver safety Training	10/05/2023	First Aid Training	05/05/2023	Policies Training	03/06/2023	Chemical Handling Training	13/07/2023	Hearing Conservation Training	13/04/2023	Training	Date	Fire Drill Training	16/06/2023	First Aid Training	30/03/2023	SOP HIRARC Harvesting	06/01/2023	PPE Training	07/01/2023	SOP HIRARC Water gate	13/04/2023	Complied
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3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	<p>Training conducted from time to time to all personnel critical in SCCS effective implementation. Latest training was conducted by Assistant Mill Manager, to Weighbridge Supervisor and Operator, estate Assistant Manager. Refer Training record dated 01/03/2023.</p>	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</p>	<p>The mill received and processed only certified FFB from own company group. During the P&C assessment, the audit team verified the volumes and sources of certified FFB entering the mill, the implementation of processing controls and volume sales of RSPO certified products.</p>	Complied										

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	without physically separating them, then only Mass Balance Module is applicable.		
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>UIE POM is deemed to be Identity Preserved (IP) since the FFB processed mill are sourced from own company group estate that are certified against the RSPO Principles and Criteria (RSPO P&C).</p>	<p>Not Applicable</p>
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. The actual tonnage produced from last audit date is reported in the summary in Table 7 and Table 10.</p>	<p>Complied</p>
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>The mill has met all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organization, PalmTrace. The registration of PalmTrace will be carried out by the Marketing Department in HQ. Company has registered in PalmTrace system as follows:</p> <ul style="list-style-type: none"> - Palm trace Members ID: RSPO_PO1000000243 - License valid until 28/09/2023 - Member category: Oil Mill 	<p>Complied</p>
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>UIE POM has established procedure on supply chain. Refer SOP RSPO Supply Chain Module D – CPO Mills: Identity Preserved, Rev. No.10 dated 01/01/2022. The procedure element consists of:</p>	<p>Complied</p>

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	<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. 	<ol style="list-style-type: none"> 1. 1.0 – RSPO Supply Chain Model Module D – CPO Mills: Identity Preserved 2. 2.0 Definition RSPO SCCS 3. 3.0 General chain of custody requirements for the supply chain 4. 4.0 Objectives 5. 5.0 Sustainability Policy 6. 6.0 Management Representative 7. 7.0 Traceability (Purchasing and good in, Receiving and processing certified FFBs) 8. 8.0 Traceability – sales and goods out 9. 9.0 Claims and IP Platform 10. 10.0 Registration of Transaction (RSPO Certified products) 11. 11.0 Declassifying/ downgrading of Certified Sustainable CPO/PK (IP) 12. 12.0 Processing (RSPO) 13. 13.0 Procedure for handling of non-conforming palm oil products and/or documents. 14. 14.0 Grievances / Complaints 15. 15.0 Internal Audit 16. 16.0 Record Keeping 17. 17.0 Competency and Training 18. 18.0 Management Review <p>All the procedures have implemented accordingly. The management appoint Mr N. Saravanaganes dated 1/4/2021 as officer in-charge overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements.</p>	
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<p>3.8.6</p>	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill:</p> <p>a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b. Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>The procedure to conduct annual internal audit is addressed in the SOP RSPO Supply Chain Module D – CPO Mills: Identity Preserved, Rev. No.10 dated 01/01/2022 Section 15.0.</p> <p>The latest internal audit was carried out as per MSPO & RSPO Internal Audit Report; United Engineering International Enterprises (UIE) Engineering Department (POM) dated 22/03/2023.</p> <p>All the clauses in RSPO SCCS and RSPO Market Communications and Claims were covered during the audit. Latest UIE POM Sustainability Management Review for 2023. Refer MRM Minute of Meeting dated 15/05/2023. No finding raised during the last internal audit with regards to RSPO SCCS.</p>	<p>Complied</p>
<p>3.8.7</p>	<p>Purchasing and Goods In</p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>The accompanying documents of incoming FFB from own estate 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.</p> <p>As per verification on weighbridge ticket as per below: -</p> <p>Sample 1 Supplier: UIE Estate</p> <ul style="list-style-type: none"> • Date: 28/01/2023 • Batch No: 0000174644 • No of cages: 41 units • Weight: 66.16 MT <p>Sample 2 Supplier: UIE Estate</p> <ul style="list-style-type: none"> • Date: 11/03/2023 	<p>Complied</p>

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		<ul style="list-style-type: none"> • Batch No: 0000176699 • No of cages: 17 units • Weight: 31.52 MT <p>Sample 3 Supplier: UIE Estate</p> <ul style="list-style-type: none"> • Date: 19/06/2023 • Batch No: 0000182663 • No of cages: 38 units • Weight: 62.05 MT <p>There is no projected overproduction of certified tonnage as per verification of records.</p> <p>The procedure to handling non-conforming FFB is addressed in the SOP RSPO Supply Chain Module D – CPO Mills: Identity Preserved, Rev. No.10 dated 01/01/2022 Section 13.0.</p>	
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ol style="list-style-type: none"> 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; 	<p>For sale and good out from the mill, the mill already ensure the following minimum was available in document verification as per below:</p> <p>CPO</p> <ol style="list-style-type: none"> a) The name and address of the buyer; XXXXXXX BHD b) The name and address of the seller; UIE POM c) The loading or shipment / delivery date; 27/01/2023 d) The date on which the documents were issued; 27/01/2023 e) RSPO certificate number; RSPO693198 f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); CPO/IP 	Complied

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	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> g) The quantity of the products delivered; 43.96 MT h) Any related transport documentation; ALBXXXX i) A unique identification number: Weighbridge ticket; 0000174612 PK a) The name and address of the buyer; XXXXXXX SDH BHD b) The name and address of the seller; UIE POM c) The loading or shipment / delivery date; 10/03/2023 d) The date on which the documents were issued; 10/03/2023 e) RSPO certificate number; RSPO693198 f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); PK (IP) g) The quantity of the products delivered; 34.68 MT h) Any related transport documentation; KECXXXX i) A unique identification number: Weighbridge ticket; 0000176654 	
3.8.9	<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>No CPO and PK process, bulking facilities outsourced by the mill. Transporter for PK was assigned by buyer. Outsourcing only applicable for CPO dispatch based on the delivered contract with buyers. No outsourcing for PK dispatch that have mill contracts with buyers.</p> <p>Sighted the CPO transporter contract agreement as following; - Agreement for Transport of Crude Palm Oil; Agreement date: 01/01/2023 between Uji Sakti Sdn Bhd (Transporter) and United Plantations Berhad (UPB) has been signed by both parties representatives.</p>	Complied

	<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>The agreement document has been included with terms and conditions as following:</p> <ul style="list-style-type: none"> - UPB has legal ownership of transported CPO until it is delivered and received by buyer. - UPB reserved the rights that certification body has access to transporter if an audit is deemed necessary. - Transporter has acknowledged UPB outsource procedures through signing of the agreement which were explained by UPB prior to signing. - Transporter to provide relevant access for duly accredited CBs to their respective operations, systems and all information upon announcement of audit in advance. 	
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 all contractors used for the physical handling of CSPO listed under stakeholder list 20/04/2023.	Complied
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	There is no change of names and contract details of transporter for the physical handling of RSPO certified oil palm products.	Complied
3.8.12	<p>Record keeping</p> <ol style="list-style-type: none"> 1. 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. 2. 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>Addressed in the SOP RSPO Supply Chain Module D – CPO Mills: Identity Preserved, Rev. No.10 dated 01/01/2022 Section 16.0 Record Keeping</p> <ol style="list-style-type: none"> i) All the sampled records related to the movements of RSPO certified materials and products were found to be accurate, complete, up-to-date, and accessible. ii) The retention period for maintaining the traceability records is 3 years as stated in the Section 16.0 iii) The material and products movement on real-time basis is recorded in "Month End Production Report" for both CPO and PK. Among the information available in the format is date, FFB 	Complied

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	<p>3. 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>4. 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>processed, OER, CPO amount (opening, produced and closing) and transferred CPO (mill weight, refinery weight).</p> <p>iv) Not Applicable since the model use was IP.</p>							
<p>3.8.13</p>	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>Conversion factor of CPO and PK production is depending on the actual OER and KER. Verified OER and KER as below.</p> <table border="1" data-bbox="1151 943 1948 1042"> <thead> <tr> <th>Month</th> <th>OER</th> <th>KER</th> </tr> </thead> <tbody> <tr> <td>June 2022 – June 2023</td> <td>21.34%</td> <td>4.335%</td> </tr> </tbody> </table>	Month	OER	KER	June 2022 – June 2023	21.34%	4.335%	<p>Complied</p>
Month	OER	KER							
June 2022 – June 2023	21.34%	4.335%							
<p>3.8.14</p>	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>The facility is using the actual extraction rate and therefore updating of rates is not necessary. The average extraction rate is as per table 10 of this report.</p>	<p>Complied</p>						
<p>3.8.15</p>	<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>Refer SOP RSPO Supply Chain Module D – CPO Mills: Identity Preserved, Rev. No.10 dated 01/01/2022 Section 12.0 Processing. UIE POM only receives certified FFB from own certified supply base. Therefore, qualifies for the Identity Preserved supply chain system and module. During the P&C assessment, the audit team verified</p>	<p>Complied</p>						

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		the volumes and sources of certified FFB entering the mill, the implementation of processing controls and volume sales of RSPO certified products.	
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>	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. For the period of June 2022 to June 2023, there were 143 announcements for CPO and 24 announcements for PK made. All dispatches announcement was made within 3 months after shipment.	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>	United Plantations Berhad has obtained Trademark License from RSPO and seen the trademark license# 1-0004-04-100-00 which valid from 05/05/2022 to 04/05/2024 for IP Model. RSPO trademark was not use as POM producing raw product (CPO and PK).	Complied
General corporate communications			
4.1	A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.	A corporate communication was made by United Plantations Berhad that highlights its membership of the RSPO and commitment towards RSPO principles. United Plantations Berhad has obtained Trademark License from RSPO. Verified through document and site review (notice board, business card, shipping documentation, procurement/ purchasing document and promotional material etc). corporate communication only for 'off product' claim.	Complied
4.2	<p>In corporate communications a member is allowed to:</p> <p>a. Display its RSPO membership status</p> <p>b. Display the RSPO web address (www.rspo.org)</p>	United Plantations Berhad has stated the member's history with regard to RSPO in the company's website and annual report with the use of trademark logo. Trademark License from RSPO was verified. The facility is aware with the requirements of the RSPO	Complied

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	<p>c. State that the member supports the work of the RSPO</p> <p>d. State the member’s history with regard to the RSPO.</p> <p>e. Use the RSPO trademark to promote its membership of the RSPO.</p> <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>	Rules on Market Communications and Claims. The use of trademark logo was in compliance with the RSPO Trademark License.	
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.	The company does not make any statement that may misleading to the consumers to believe that RSPO membership by itself implies that selling of RSPO-certified oil palm products by verified through the website.	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.	The communication that made via website is consistent, clear and does not mislead the consumer and stakeholders as to the certified content of oil palm products in their own products.	Complied
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.	There was no RSPO corporate logo has been used verified through website, notice board, business card, shipping documentation and procurement/ purchasing document.	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. No claims have been made.	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 the product is CPO with RSPO certificate number: RSPO 693198.	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:	UIE POM is not under distributor or wholesaler category. Thus, this requirement is not applicable.	Not Applicable

	<p>a. If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer’s SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation.</p> <p>b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.</p>		
<p>MODULE A – IDENTITY PRESERVED & SEGREGATED SPECIFIC RULES</p>			
<p>Certified oil palm content (IP)</p>			
	<p>For IP, 95% or above of the oil palm content must be RSPO IP-certified.</p>	<p>Oil palm content is 100% CPO and claim as RSPO IP-certified.</p>	<p>Complied</p>
	<p>For SG, 95% or above of the oil palm content must be SG, or a combination of SG and IP.</p>	<p>No SG claim made.</p>	<p>Complied</p>
	<p>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 volume of non-certified oil palm products must be covered by the purchase of RSPO Credits of equivalent volume.</p>	<p>Oil palm content is 100% CPO and claim as RSPO IP-certified. All infeed material (FFB) is RSPO certified.</p>	<p>Complied</p>
<p>Labelling and trademark (IP)</p>			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> • RSPO trademark which includes the tag ‘CERTIFIED’ or • RSPO trademark which includes the tag ‘This product contains certified sustainable palm oil’. Wherever a RSPO trademark is displayed, the applicable trademark license number must be shown immediately 	<p>As to date, no RSPO trademark used on the RSPO products. United Plantations Berhad has stated the member’s history with regard to RSPO in the company’s website and Annual Report 2019 with the trademark logo used. The trademark logo was used in accordance with the format.</p>	<p>Complied</p>

	under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4pt (1.4 mm or 0.06 inch). In on-pack communications, the RSPO trademark can be printed anywhere on the pack.		
Messaging (IP)			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> • RSPO trademark which includes the tag 'CERTIFIED' or • RSPO trademark which includes the tag 'This product contains certified sustainable palm oil'. Wherever a 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 4pt (1.4 mm or 0.06 inch). In on-pack communications, the RSPO trademark can be printed anywhere on the pack. 	No RSPO label and storytelling in product-related communications used as CPO and PK is semi-finished product. No messaging involved since UIE POM is producing crude palm product and does not involve in any labelling of end product. As to date, no RSPO trademark used on the RSPO products. United Plantations Berhad has stated the member's history with regard to RSPO in the company's website and Annual Report 2022 with the trademark logo used. The trademark logo was used in accordance with the format.	Complied
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	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	Human right policy sighted and signed by the chief executive director, Dato` Carl Bek-Nielsen on 09/03/2020/ Stated in the policy that the management will adhere the fundamental element of international labour organization (ILO) conventional. Stated in the policy, management commitment to protect human rights and the management will prohibit retaliation, intimidation, and harassment against the human rights defender. As per interview the management, the management will not tolerate with any forms and harassment in the operations and perpetrator will be investigate if there is cases or complaint received and if found guilty, disciplinary actions will be taken.	Complied

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		<p>Communication of the policy has been done during morning muster briefing. For UIE POM, it has been conducted on 06/06/2023 for workers while For UIE Estate, training conducted on 22/02/2023 and 24/02/2023. While for stakeholders, it has been conducted during the stakeholder's consultation on 22/05/2023 with attendance on 62 stakeholders.</p> <p>As per interview with stakeholders and workers, there is no harassment and intimidation practices by UIE Business Unit management.</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>UP Plantation Berhad prohibits any form of harassment in their operation as per policy that has been established. Interviewed with the workers and stakeholders confirmed that they are aware prohibition for any harassment by the management and action will be taken for any cases of harassment happen. As for the day of audit, there is no harassment cases happen in both UIE POM and estate 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			
4.2.1	<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>United Plantations Berhad has established internal policy title whistle blower policy which the objective to provide channel for stakeholders to raise concerns and reassurance that they will be protected from reprisal or victimization for whistleblowing.</p> <p>UP Downriver Business Unit implemented the company's documented Internal Grievance Redressal Procedure and External Grievance Redressal Procedure for grievance handling. Stated in the procedure that complaint received, 4 steps need to be followed which 1st step, 4 days, 2nd step and 3rd step is 7 days.</p>	Complied
4.2.2	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p>	<p>Grievances procedure is in place where it has been posted at the muster call ground, office and at the workers quarter as part of</p>	Complied

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	- Minor compliance -	<p>medium of communication. Other than that, workers representative selected is responsible to communicate the procedure to the workers. Communication of the procedure has been done during morning muster briefing. For UIE POM, it has been conducted on 06/06/2023 for workers while For UIE Estate, training conducted on 22/02/2023 and 24/02/2023. While for stakeholders, it has been conducted during the stakeholder’s consultation on 22/05/2023 with attendance on 62 stakeholders.</p> <p>As per interview with stakeholders and workers, all of them can demonstrate their understanding on the procedure which include who can be contacted, period to resolve any complaint and mechanism to make any complaint. There are no illiterate parties has been identified by auditor.</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>All complaints/grievances received will recorded in the stakeholders and will be classified under complaint and grievances. Complaint received in year 2023 is on accommodation repair. Details as per below</p> <ol style="list-style-type: none"> Leakage of water tank hall to room received on 20/03/2023. Complaint received during the workers representative meeting on mosque roof that required repaired on 14/06/2023. <p>As per verifications during site visit, repairs have been done and completed and as per interview with the complainant, they has been made aware on the progress and according to the time frame.</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 stated in the Internal Grievance Redressal Procedure and External Grievance Redressal Procedure, complainant has been given option of access to independent legal and technical advice as part of the conflict resolution mechanism.</p> <p>Neither any complaints nor land dispute occurred in UIE POM and estate at the time of audit that require the option of access to</p>	Complied

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		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.	
Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.			
4.3.1	Contributions to community development that are based on the results of consultation with local communities are demonstrated. - Minor compliance -	<p>United Plantations Berhad continuously made contribution to the internal and external stakeholders. Documented in the Annual Report, FY 2022, the company has made contribution as follows:</p> <ol style="list-style-type: none"> 1. Hospital & medicine for employees, dependents and nearby communities @ RM 3,004,886 2. Retirement benevolent fund @ RM 915,963 3. Education, welfare, scholarships & others @ RM 344,857 4. Bus subsidy for school children @ RM 288,372 5. External donations @ RM 135,620 6. New infrastructure – road, TNB and water supply for domestic use @ RM 129,800 7. Employee housing @ RM 8,460,864 8. Infrastructure project building, community hall and place of worship @ 1,881,688 9. Provision of social amenities @ RM 5,918,837 <p>As for the operating units, the contributions were made upon request from the stakeholders’ reviewed the records as follows:</p> <ol style="list-style-type: none"> 1. Contribution to SJKT Ladang Huntley for School Sports day dated 21/07/2022. 2. Contribution for surau operations expenses received form Mr Haji Asmun Hashim, chairman for surau Gelong Gajah dated 25/03/2023. 	Complied

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		Consultation to identify any contribution required by stakeholders has been done during stakeholders' consultation conducted on 22/05/2023 with attendance on 62 stakeholders.																																											
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>UIE complexes consist of UIE POM and estate and total land bank of 10,365.20 hectare. There 8 land titles which 6 of the land title is lease from Perak state government and 2 land title is freehold land that has been acquired by United Plantations Berhad. Details as followed:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>No.</th> <th>Tenure</th> <th>District</th> <th>Land category</th> <th>Lot No.</th> <th>Land used condition</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Leasehold</td> <td>Manjung</td> <td>Agriculture</td> <td>11455</td> <td>Oil Palm</td> </tr> <tr> <td>2</td> <td>Leasehold</td> <td>Manjung</td> <td>Agriculture</td> <td>10425</td> <td>Oil Palm</td> </tr> <tr> <td>3</td> <td>Leasehold</td> <td>Manjung</td> <td>Agriculture</td> <td>11444</td> <td>Oil Palm</td> </tr> <tr> <td>4</td> <td>Leasehold</td> <td>Manjung</td> <td>Agriculture</td> <td>10423</td> <td>Oil Palm</td> </tr> <tr> <td>5</td> <td>Free hold</td> <td>Manjung</td> <td>Agriculture</td> <td>1189</td> <td>Forest</td> </tr> <tr> <td>6</td> <td>Free hold</td> <td>Manjung</td> <td>Agriculture</td> <td>1188</td> <td>Fruit Farms</td> </tr> </tbody> </table> <p>Land usage condition for 2 land title outlines as forest and fruit farms and as per site visit, there is no breaching of requirement as per stated in the land title where the area is still been planted with fruits farm and forest tree.</p>	No.	Tenure	District	Land category	Lot No.	Land used condition	1	Leasehold	Manjung	Agriculture	11455	Oil Palm	2	Leasehold	Manjung	Agriculture	10425	Oil Palm	3	Leasehold	Manjung	Agriculture	11444	Oil Palm	4	Leasehold	Manjung	Agriculture	10423	Oil Palm	5	Free hold	Manjung	Agriculture	1189	Forest	6	Free hold	Manjung	Agriculture	1188	Fruit Farms	Complied
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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 which is since 1989. It has been further confirmed with one office staff that has been working UIE Business units from 1989 and one of stakeholders who	Not Applicable																																										

		reside was born and grow up in Perbadanan Gula Perak which previously owned the land. Therefore, this indicator is 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 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 which is since 1989. It has been futher confirmed with one office staff that has been working UJE Business units from 1989 and one of stakeholders who reside was born and grow up in Perbadanan Gula Perak which previously owned the land. 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 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 which is since 1989. It has been futher confirmed with one office staff that has been working UJE Business units from 1989 and one of stakeholders who reside was born and grow up in Perbadanan Gula Perak which previously owned the land. 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. - Minor compliance -	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 which is since 1989. It has been futher confirmed with one office staff that has been working UJE Business units from 1989 and one of stakeholders who reside was born and grow up in Perbadanan Gula Perak which previously owned the land. Therefore, this indicator is not applicable	Not Applicable
4.4.3	(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping	There is no evidence of any local community land that requires maps of appropriate scale showing the extent of recognized legal,	Not Applicable

	involving affected parties (including neighbouring communities where applicable, and relevant authorities). - Critical (Major) compliance -	customary or user rights affected local communities. Therefore, this indicator is 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 -	<p>UIE complexes consist of UIE POM and estate and total land bank of 10,365.20hectare. There 8 land titles which 6 of the land title is lease from Perak state government and 2 land title is freehold land that has been acquired by United Plantations Berhad. Details as followed:</p> <table border="1"> <thead> <tr> <th>No.</th> <th>Tenure</th> <th>District</th> <th>Land category</th> <th>Lot No.</th> <th>Land used condition</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Leasehold</td> <td>Manjung</td> <td>Agriculture</td> <td>11455</td> <td>Oil Palm</td> </tr> <tr> <td>2</td> <td>Leasehold</td> <td>Manjung</td> <td>Agriculture</td> <td>10425</td> <td>Oil Palm</td> </tr> <tr> <td>3</td> <td>Leasehold</td> <td>Manjung</td> <td>Agriculture</td> <td>11444</td> <td>Oil Palm</td> </tr> </tbody> </table>	No.	Tenure	District	Land category	Lot No.	Land used condition	1	Leasehold	Manjung	Agriculture	11455	Oil Palm	2	Leasehold	Manjung	Agriculture	10425	Oil Palm	3	Leasehold	Manjung	Agriculture	11444	Oil Palm	Complied
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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 UIE estate that requires FPIC process since the last audit.</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 UIE Business unit 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 field 97, 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 UIE business unit management in recent years. 	Complied																		
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say ‘no’ to operations planned on their lands before and during initial discussions, during the stage of information gathering and</p>	<p>There is no new planting for UIE business units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring</p>	Complied																		

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	<p>associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>- Minor compliance -</p>	<p>estate (Ladang Gelung Pepuyu and Kampung Che Putih). Based on the interview, UIE business unit has been established since 1989 and there is no latest expansion since then. Site visit to immature area confirm that the area is replanting area.</p>	
4.5.4	<p>To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.</p> <p>- Minor compliance -</p>	<p>There is no new planting for UIE business units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate (Ladang Gelung Pepuyu and Kampung Che Putih). Based on the interview, UIE business unit has been established since 1989 and there is no latest expansion since then. Site visit to immature area confirm that the area is replanting area.</p>	Complied
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	<p>There is no new planting for UIE business units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate (Ladang Gelung Pepuyu and Kampung Che Putih). Based on the interview, UIE business unit has been established since 1989 and there is no latest expansion since then. Site visit to immature area confirm that the area is replanting area.</p>	Complied
4.5.6	<p>Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.</p> <p>- Minor compliance -</p>	<p>There is no new planting for UIE business units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate (Ladang Gelung Pepuyu and Kampung Che Putih). Based on the interview, UIE business unit has been established since 1989 and there is no latest expansion since then. Site visit to immature area confirm that the area is replanting area.</p>	Complied
4.5.7	<p>New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent</p>	<p>There is no new planting for UIE business units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring</p>	Complied

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	under the right of eminent domain of the federal and state land acquisition legislations. - Minor compliance -	estate (Ladang Gelung Pepuyu and Kampung Che Putih). Based on the interview, UIE business unit has been established since 1989 and there is no latest expansion since then. Site visit to immature area confirm that the area is replanting area.	
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 UIE business units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate (Ladang Gelung Pepuyu and Kampung Che Putih). Based on the interview, UIE business unit has been established since 1989 and there is no latest expansion since then. Site visit to immature area confirm that the area is replanting area.	Complied
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 United Plantations Berhad adopted the same procedure which is documented in the Grievances Redressal Procedures for Land Dispute as displayed on the company's website. The procedure has separated into three phases. Phase 1 is regarding the lodging of complaints by the local communities on the dispute with supporting documents to be submitted. Phase 2 involves the land dispute team, GIS team and complainant to measure and check the location of the disputed land. If the claim is valid, then the negotiation process takes place to decide whether to compensate via payment or other methods of compensation. If mutual agreement is not achieved, then the complaint will be passed to court to make a final decision which come under phase 3 of the complaint procedure.	Complied
4.6.2	(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented,	There are no changes compared to last year where United Plantations Berhad adopted the same procedure which document in the procedure for calculating and distributing fair compensation has been established under SOP for land compensation No. HRD-015- R00	Complied

	monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. - Critical (Major) compliance -	dated 1 January 2016. The SOP explains the standard of compensation calculation which also gives the compensated person a bargaining/negotiation position.	
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 -	UIE Business Unit operate under Identity preserve which only received FFB from own supply bases that has been certified. It has been further confirmed that there are no scheme small holders at surrounding area base on stakeholders maps and interview local communities.	Complied
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 -	UIE complexes consist of UIE POM and estate and total land bank of 10,365.20hectare. There 8 land titles which 6 of the land title is lease from Perak state government and 2 land title is freehold land that has been acquired by United Plantations Berhad. Land title which is classified country leased and district grant has been verified by auditor.	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 -	There are no changes compared to last year where United Plantations Berhad adopted the same procedure which is documented in the Grievances Redressal Procedures for Land Dispute as displayed on the company's website. The procedure has separated into three phases. Phase 1 is regarding the lodging of complaints by the local communities on the dispute with supporting documents to be submitted. Phase 2 involves the land dispute team, GIS team and complainant to measure and check the location of the disputed land. If the claim is valid, then the negotiation process takes place to decide whether to compensate via payment or other methods of compensation. If mutual agreement is not achieved, then the complaint will be passed to court to make a final decision which come under phase 3 of the complaint procedure.	Complied

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>	<p>There are no changes compared to last year where United Plantations Berhad adopted the same procedure which document in the procedure for calculating and distributing fair compensation has been established under SOP for land compensation No. HRD-015- R00 dated 1 January 2016. The SOP explains the standard of compensation calculation which also gives the compensated person a bargaining/negotiation position.</p>	Complied
4.7.3	<p>Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development.</p> <p>- Minor compliance -</p>	<p>There is no customary right land for UIE business units. It has been verified by the auditor through interview with local communities and neighbouring estate (Ladang Gelung Pepuyu and Kampung Che Putih).</p>	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>	<p>There is no customary right land for UIE business units. It has been verified by the auditor through interview with local communities and neighbouring estate (Ladang Gelung Pepuyu and Kampung Che Putih).</p> <p>UIE complexes consist of UIE POM and estate and total land bank of 10,365.20hectared. There 8 land titles which6 of the land title is lease from Perak state government and 2 land title is freehold land that has been acquired by United Plantations Berhad.</p> <p>Land title which is classified country leased and district grant has been verified by auditor.</p>	Complied
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</p>	<p>There is no customary right land for UIE business units. It has been verified by the auditor through interview with local communities and neighbouring estate (Ladang Gelung Pepuyu and Kampung Che Putih).</p>	Complied

	<p>certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p> <p>- Critical (Major) compliance -</p>	<p>UIE complexes consist of UIE POM and estate and total land bank of 10,365.20hectare. There 8 land titles which 6 of the land title is lease from Perak state government and 2 land title is freehold land that has been acquired by United Plantations Berhad.</p> <p>Land title which is classified country leased and district grant has been verified by auditor.</p>	
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 is no customary right land for UIE business units. It has been verified by the auditor through interview with local communities and neighbouring estate (Ladang Gelung Pepuyu and Kampung Che Putih).</p> <p>UIE complexes consist of UIE POM and estate and total land bank of 10,365.20hectare. There 8 land titles which 6 of the land title is lease from Perak state government and 2 land title is freehold land that has been acquired by United Plantations Berhad.</p> <p>Land title which is classified country leased and district grant has been verified by auditor.</p>	Complied
4.8.4	<p>For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).</p> <p>- Minor compliance -</p>	<p>There is no customary right land for UIE business units. It has been verified by the auditor through interview with local communities and neighbouring estate (Ladang Gelung Pepuyu and Kampung Che Putih).</p> <p>UIE complexes consist of UIE POM and estate and total land bank of 10,365.20hectare. There 8 land titles which 6 of the land title is lease from Perak state government and 2 land title is freehold land that has been acquired by United Plantations Berhad.</p> <p>Land title which is classified country leased and district grant has been verified by auditor.</p>	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 -	Not applicable since UIE Business Unit operate under Identity Preserve Supply Chain Model. There are no smallholders involved.	Not Applicable
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). - Critical (Major) compliance -	Not applicable since UIE Business Unit operate under Identity Preserve Supply Chain Model. There are no smallholders involved.	Not Applicable
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 -	Not applicable since UIE Business Unit operate under Identity Preserve Supply Chain Model. There are no smallholders involved.	Not Applicable
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 -	Not applicable since UIE Business Unit operate under Identity Preserve Supply Chain Model. There are no smallholders involved.	Not Applicable
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe. - Minor compliance -	Not applicable since UIE Business Unit operate under Identity Preserve Supply Chain Model. There are no smallholders involved.	Not Applicable
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 -	Not applicable since UIE Business Unit operate under Identity Preserve Supply Chain Model. There are no smallholders involved.	Not Applicable

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 -	Not applicable since UIE Business Unit operate under Identity Preserve Supply Chain Model. There are no smallholders involved.	Not Applicable
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 -	Not applicable since UIE Business Unit operate under Identity Preserve Supply Chain Model. There are no smallholders involved.	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 -	Not applicable since UIE Business Unit operate under Identity Preserve Supply Chain Model. There are no smallholders involved.	Not Applicable
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 -	Not applicable since UIE Business Unit operate under Identity Preserve Supply Chain Model. There are no smallholders involved.	Not Applicable
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).	Not applicable since UIE Business Unit operate under Identity Preserve Supply Chain Model. There are no smallholders involved.	Not Applicable

	- Minor compliance -		
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	Not applicable since UIE Business Unit operate under Identity Preserve Supply Chain Model. There are no smallholders involved.	Not Applicable
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	Not applicable since UIE Business Unit operate under Identity Preserve Supply Chain Model. There are no smallholders involved.	Not Applicable
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	Not applicable since UIE Business Unit operate under Identity Preserve Supply Chain Model. There are no smallholders involved.	Not Applicable
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 -	Statement for non-discrimination and equal opportunity sighted in Human right policy sighted and signed by the chief executive director, Dato` Carl Bek-Nielsen on 09/03/2020. Stated commitment of the management to ensure equal opportunities provided to all personal including recruitment, promotion, and remunerations with regard diversification of religion, gender, origin countries and etc. Communication of the policy has been done during morning muster briefing. For UIE POM, it has been conducted on 06/06/2023 for workers while For UIE Estate, training conducted on 22/02/2023 and 24/02/2023. While for stakeholders, it has been conducted during the stakeholder's consultation on 22/05/2023 with attendance on 62 stakeholders.	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.	It has been verified based on interview that there is no discrimination has been practised in both operating units. Wages has been according to scope of works and in line with employment contract	Complied

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	<p>- Critical (Major) compliance -</p>	<p>and minimum wages order 2022. Other than that, all workers eligible for free water, electricity, same sick leave, annual leave. While for foreign workers, there is no recruitment fees has been charged since all expenses borne by the management. Sighted evidence of flight ticket purchase by the management and reimbursement of cost incurred for workers travelling from their hometown to the airport including train/bus tickets and meals. Further verification done through interview with Indonesian, Bangladeshi and Indian workers confirmed that there are no recruitment fees paid and reimbursement payment received.</p>	
<p>6.1.3</p>	<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>UIE POM and UIE Estate can demonstrate that recruitment, selection is based on skills, capabilities, and medical fitness. For foreign workers, interview has been conducted by HRSS at origin countries and medical assessment has been done through FOMEMA. While for local workers, medical check-up done hospital assistant. Review of recruitment document such as interview records, medical check-up records and interview with sample confirmed the statement. Sample of newly recruited workers as per below:</p> <ol style="list-style-type: none"> a. Kumar Ram Shakal Dhobi, India joined on 02/06/2023. b. Mohammad Harun Abdul Hamid, Bangladesh joined on 02/06/2023. c. Arunkumar Sekar, India joined on 17/04/2023. d. Prakash Ramasamy, India joined on 17/04/2023. e. Diky Yadi, Indonesia date joined on 08/06/2023. <p>While for training, there is no restriction for training to all workers where all workers have been trained based on scope of works and has been confirmed through training program, training records. It also has been further confirmed through interview with sample workers.</p>	<p>Complied</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>Pregnancy test only been conducted for newly recruited female workers as part of pre recruitment process where it will be done by hospital assistant and verified by VMO. As per interview, the purpose of the test is to ensure that position offered is suitable for pregnant women. As interview with female workers, it has been confirmed that there is no prohibition for pregnant women to be recruited. She also mentioned that that there is no pregnancy test conducted for current workers.</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>Gender committee meeting for UIE Estate and POM conducted on 16/05/2023 with attendance staff and workers. Issues that have been discussed during the meeting such as explanation on the policy, to remind workers on complaint procedure if there is any sexual harassment. Minutes meeting prepared by Mr Laliya Paramasuum, gender committee secretary. As per interview, with Puan Syakilla, account clerk who is one of the gender committee members, she understands the objective and function of establishment of the gender committee as one of the channels for any grievances/complaint and to improve value of the female workers. Sample of the activities that has been done is women medical check-up that has been planned in August 2023 that will be done by Klinik Kesihatan Pantai Remis and explanation on importance of women health that will be conducted in August during the gender committee meeting.</p>	Complied
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	<p>Sample of workers' payslips has been taken by auditor to verified if there is divergence of salary payment between different workers categories such as gender, origin countries and religion and it has been confirmed that all the workers has been paid equally for same work scope and according to Minimum Wages Order 2022 and MAP NUPW collective agreement for both POM and estates.</p>	Complied

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	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<p>Pays and benefits has been outlined in 2 document which are collective agreement with MAPA/NUPW and employment contract.</p> <p>Collective agreement between United Plantations Berhad and MAPA/NUPW sighted in the document "MAPA/NUPW Field and other general employers and fringe benefits agreement" and "MAPA/NUPW agreement on the wages of harvesters, harvesting kanganies, loaders and other loaders on oil palm estates, 2020". For UIE POM, collective agreement sighted in the document MAPA/NUPW Palm Oil Mill, employees' agreement, 2019 signed 29/03/2019. Revision of collective agreement is still under discussion between both parties.</p> <p>All workers also need to sign employment contract which established in different languages depending on the origin countries. As per interview with sample workers, it has been confirmed that the employment contract has been explained to the workers and they can demonstrate their understanding on the contract.</p>	Complied
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.</p> <p>- Critical (Major) compliance -</p>	<p>Employment contract has been established in 8 different languages which details up payment and condition of employment and other than that, payment of workers salary has been details up in pay slips which has been provided to the workers. Working hours has been set at 7 and half hours daily, 14 days of annual leave and 60 days of sick leave. Mentioned also in the employment contract, termination process which workers will be given 1 months' notice. There is evidence that accurate information has been given which the auditor has verified between pay slips and workers earning report. Sample has been taken for workers that comes from different work scope, gender, religion, and origin countries for the month of November 2022, January 2023 and May 2023 as follows:</p>	Complied

		<p>UIE Estate</p> <ul style="list-style-type: none"> • ID#310848 • ID#124772 • ID#124726 • ID#124732 • ID#124888 • ID#312365 • ID#1106 • ID#563 • ID#547. <p>UIE POM</p> <ol style="list-style-type: none"> 1. ID#416113 2. ID#415224 3. ID#411826 4. ID#401740 5. ID#309062 6. ID#416278 7. ID#209862 8. ID#123255 9. ID#416546 	
6.2.3	<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>Working hours has been set at 7 and half hours daily (45 hours per week regulation), 14 days of annual leave and increasing of maternity leaves from 60 to 98 days for female workers. Mentioned also in the employment contract, termination process which workers will be given 1 months' notice. There is evidence that accurate information</p>	Complied

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	- Critical (Major) compliance -	has been given which the auditor has verified between pay slips and workers earning report. Sample has been taken for workers that comes from different work scope, gender, religion, and origin countries for the month of November 2022, January 2023 and May 2023. Details of samples workers as per indicator 6.2.2.	
6.2.4	<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 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>UIE complex management has provided adequate housing where foreign workers has been allocated in workers’ hostel with 4 rooms and 2 toilets with 8 persons per house. While for local workers, they have been allocated at semi-D workers house per family. Domestic waste collection done by UIE estates using estate tractor and will be dumped at land fill. Water supplies supplied through Lembaga Air Perak and electricity through Tenaga Nasional Berhad for free. Estate clinic has been established and services provided for free which accommodate with medical equipment and medicine. The nearest school located at Pantai Remis which are Sekolah Kebangsaan 40 rantai, SJK (C) Sungai Batu, SJK (T) Ladang Sogamana and also located in Ayer Tawar and the management free transport for school kids. Surau and temple has been established at UIE complex land and cost of construction supported by the management. Sport facilities such football field, takraw, volleyball is also available at the housing area. Linesite inspection has been done on weekly basis by hospital assistant and 2 times once for appointed VMO from Klinik Samudera Manjung. Sample has been taken for month May and June 2023</p>	Complied
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>The management of both operating units has established 2 sundry shops in the complex compound which one of the efforts to improve access for foods. UIE complex also located nearby to local village where there are local sundry shops available which the nearest is around 3km for the estate. Other than that, all workers have alternative to purchase foods from Pantai Remis town which located around 15km from the UIE complex. Pricing monitoring has been done by the management to ensure that food price is reasonable and</p>	Complied

		affordable and confirmed by the auditor during the site visit and interview with sample workers. Sighted those wet foods such as chicken, fish, vegetables, dried foods and others which found adequate for daily life usage.	
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>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)</i></p>	<p>Decent living wages have been calculated by referring to RSPO Guidance On Calculating Prevailing Wages with Collaboration with Monash University, Sime Darby Berhad & IOI Berhad based on RSPO Guidance On Calculating Prevailing Wages.</p> <p>The assessment also referred to the Benchmark Living Wage (Based on Monash University’s Study) and Benchmark Living Wage in Source Country (Bangladesh, India and Indonesia).</p> <p>As a summary, prevailing wages for local workers were within RM1,700 to RM1,800 while for guest workers were within RM1,700 to RM2,200 comparing to minimum wages for Malaysia is RM1,500.</p>	Complied

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	<p><i>shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage (RSPO Guidance for Implementing a Decent Living Wage. The RSPO will also develop further guidance and tools to calculate DLW in line with the RSPO endorsed methodology which may include independent studies by local experts in their respective region or country).</i></p> <p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> • 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>All workers for both UIE POM and UIE Estate have been recruited as permanent workers and performing core workers in POM and estate operations. There is no contractor workers have been recruited.</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>There are no changes compare to last year where United Plantations Berhad adopt the same policy Human Rights Policy dated 9/3/2020 signed by Chief Executive Director which stated that the management respect the right of personnel to form, join and participate in registered trade unions and to bargains collectively.</p>	Complied

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		<p>Communication of the policy has been done during morning muster briefing. For UIE POM, it has been conducted on 06/06/2023 for workers while For UIE Estate, training conducted on 22/02/2023 and 24/02/2023.</p> <p>Other than that, the management has taken initiative to communicate the policy through handbook that has been established in 8 different languages and has been provided to all the workers. As per interview, there is evidence that workers aware on the policy and their right to joins any union.</p>	
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.</p> <p>- Minor compliance -</p>	<p>There is prohibition by the management of United Plantation Berhad to join any trade unions which has been further confirmed through National Union Plantation Workers (NUPW) representative and the workers itself. However, there is no sign up for both local and foreign workers for NUPW. The management has taken initiative to established workers representative committee as an alternative for the workers and as one of the grievances channels. Meeting conducted together for both POM and estate. Sighted minutes meetings for the meeting conducted on 21/06/2023 that has been documented in Bahasa Malaysia. Minutes meeting has been classified as publicly available and can be requested when needed.</p>	Complied
6.3.3	<p>Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p>There is evidence that there is no interference by the management in selection of workers representative where they have been selected by the workers base on the origin countries which will represent them during the workers representative meeting and channel for any grievance.</p>	Complied
Criterion 6.4: Children are not employed or exploited.			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p>	<p>There are no changes compare to last year where United Plantations Berhad adopt the same policy title Human Rights Policy dated 9/3/2020 signed by Chief Executive Director which stated that the</p>	Complied

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	- Minor compliance -	management will not tolerate the use of child or forced labour, slavery or human trafficking in any plantation and facilities. The definition of child labour as United Nations Convention on the of the child which is less than 18 years old.	
6.4.2	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<p>As per stated in the in the company policy, the management will ensure that all workers recruited is more than 18 years old and as per sample workers, sighted that all workers recruited is above 18 years old. It has been verified based on employment contract, workers list and interview with workers itself.</p> <p>Screening verification procedure document in the document title "recruitment of local workers" which stated the process of age screening.</p>	Complied
6.4.3	<p>(C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	Not applicable since there is no young workers has been recruited.	Complied
6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	Communication of the policy has been done during morning muster briefing. For UIE POM, it has been conducted on 06/06/2023 for workers while For UIE Estate, training conducted on 22/02/2023 and 24/02/2023. While for stakeholders, it has been conducted during the stakeholder's consultation on 22/05/2023 with attendance on 62 stakeholders.	Complied
Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	<p>(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	There are no changes compare to last year where United Plantations Berhad adopt the same policy title Human Rights Policy dated 9/3/2020 signed by Chief Executive Director where they committed to the protection and advancement of human rights including prohibiting violence and sexual harassment among all employees.	Complied

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		<p>Communication of the policy has been done during morning muster briefing. For UIE POM, it has been conducted on 06/06/2023 for workers while For UIE Estate, training conducted on 22/02/2023 and 24/02/2023. While for stakeholders, it has been conducted during the stakeholder’s consultation on 22/05/2023 with attendance on 62 stakeholders.</p> <p>As per interview with sample workers, there is evidence that the workers can demonstrate their understanding of the policy and the management is very sensitive with any issues related to any harassment.</p>	
6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes compare to last year where United Plantations Berhad adopt the same policy title Gender Policy dated 25/4/2015 signed by Chief Executive Director where they committed to protect the reproductive rights of all employees, especially of women.</p> <p>Communication of the policy has been done during morning muster briefing. For UIE POM, it has been conducted on 06/06/2023 for workers while For UIE Estate, training conducted on 22/02/2023 and 24/02/2023. While for stakeholders, it has been conducted during the stakeholder’s consultation on 22/05/2023 with attendance on 62 stakeholders.</p> <p>There is evidence that the policy has been implemented where there is no prohibition by the management to reproduce for local workers. There are no women workers that working works direct contact for chemical.</p>	Complied
6.5.3	<p>Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified.</p> <p>- Minor compliance -</p>	<p>It has been identified that there is no new mother in UIE Business Units hence this indicator not applicable. Verification done through interview and maternity leave records.</p>	Complied

6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>United Plantations Berhad has established internal policy title whistle blower policy which the objective to provide channel for stakeholders to raise concerns and reassurance that they will be protected from reprisal or victimization for whistleblowing.</p> <p>UP Downriver Business Unit implemented the company’s documented Internal Grievance Redressal Procedure and External Grievance Redressal Procedure for grievance handling. Stated in the procedure that complaint received, 4 steps need to be followed which 1st step, 4 days, 2nd step, and 3rd step is 7 days. There are several channels to make any complaint which is through complaint box, workers representative, hotline number, and representative from the human resources department.</p> <p>Grievances procedure is in place where it has been posted at the muster call ground, office and at the workers quarter as part of medium of communication. Other than that, workers representative selected is responsible to communicate the procedure to the workers.</p> <p>Communication of the procedure has been done during morning muster briefing. For UIE POM, it has been conducted on 06/06/2023 for workers while For UIE Estate, training conducted on 22/02/2023 and 24/02/2023.</p> <p>There is no complaint of harassment has been received by the management for previous audit period and it has been further confirmed by auditor through complaint records, interview with workers and stakeholders which is Jabatan Tenaga Kerja.</p>	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) 	<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</p>	Complied

<ul style="list-style-type: none"> • Charging the workers for recruitment fees. • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>	<p>passports unless these are needed for passport/work permit renewal. Sample of Indonesian, Bangladeshi and Indian workers have 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 United Plantations Berhad with the recruitment agents. Interviews conducted with workers also confirmed that they have not been charged any recruitment fees. All expenses incurred such as transportation costs from hometown, meals have been reimbursed by the management. Other than that, newly recruited workers have been paid RM150 to buy their own needs.</p> <p>c. Involuntary overtime: Based on interviews conducted with the workers, all overtime work was carried out on a voluntary basis. Workers are free to decline any offers for overtime work.</p> <p>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 conditions for any resignation and the flight tickets will be borne by the operating units. Sighted sample of 1 Indian worker recruited in May 2023 and has repatriated in July 2023. The flight ticket has been borne by the management.</p> <p>e. Debt bondage: There is no evidence of any incidence of debt bondage. It has been verified based on sample of pay slips where there is no deduction of salary for debt. Further verification has been done through interview that confirmed that there is no loan/borrowing money given by the management to the workers. There is also no recruitment fee charged to the workers, hence confirmed that there is no debt bondage</p>	
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		<p>implemented. As per the interview, there is no cost borne by the workers during the recruitment process. From the workers' response, they only used money which is for their own goods. Other costs have been paid by the management.</p> <p>f. Withholding of wages: There is no evidence of withholding of wages. Workers' wages have been paid by the management via Bank Simpanan Nasional and can be withdrawn at the nearest ATM and sighted evidence of payment that has been signed by the workers. There is evidence that there were no workers' wages being withheld by the management. It has been further confirmed through interview with the workers.</p>	
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 UIE POM and Estate. As a commitment to manage migrant workers in a good manner and compliance to the requirement United Plantations 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

Criterion 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.

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<p>6.7.1</p>	<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>The management has established Safety Committee Member consist of Secretary, representatives from Employer and representatives from Employee as per appointment letter by the Estate/Mill Manager. The mill and estates manager has been appointed as person responsible for safety and health cum chairman for safety and health as Appointment latter to Resident Engineer dated 01/04/2021 and Group manager dated 01/01/2023. All correspondence was sighted and verified. The OSH committee discussed regarding the safety and health of the workers on quarterly basis during the OSH committee meeting. In the meeting discussed on the matters arising from the previous meetings, accident and incident report, workplace inspection, and training. Concerns on issue related health, safety and welfare were discussed at these meetings and recorded. The OSH Committee meeting for Estate was conducted on quarterly basis. Reviewed the latest minutes meeting FY 2022 and 2023 as follows:</p> <table border="1" data-bbox="1137 863 1928 1114"> <thead> <tr> <th>OSH Meeting 2022</th> <th>UIE POM</th> <th>UIE Estate</th> </tr> </thead> <tbody> <tr> <td>1st Quarter</td> <td>22/03/2022</td> <td>11/03/2022</td> </tr> <tr> <td>2nd Quarter</td> <td>09/06/2022</td> <td>20/06/2022</td> </tr> <tr> <td>3rd Quarter</td> <td>27/09/2022</td> <td>13/09/2022</td> </tr> <tr> <td>4th Quarter</td> <td>06/12/2022</td> <td>27/12/2022</td> </tr> </tbody> </table> <table border="1" data-bbox="1137 1161 1928 1310"> <thead> <tr> <th>OSH Meeting 2023</th> <th>UIE POM</th> <th>UIE Estate</th> </tr> </thead> <tbody> <tr> <td>1st Quarter</td> <td>28/03/2023</td> <td>14/03/2023</td> </tr> <tr> <td>2nd Quarter</td> <td>22/06/2023</td> <td>17/06/2023</td> </tr> </tbody> </table> <p>Workplace inspections are made prior to the ESH meeting. Latest workplace inspection was conducted on the month of March 2023.</p>	OSH Meeting 2022	UIE POM	UIE Estate	1 st Quarter	22/03/2022	11/03/2022	2 nd Quarter	09/06/2022	20/06/2022	3 rd Quarter	27/09/2022	13/09/2022	4 th Quarter	06/12/2022	27/12/2022	OSH Meeting 2023	UIE POM	UIE Estate	1 st Quarter	28/03/2023	14/03/2023	2 nd Quarter	22/06/2023	17/06/2023	<p>Complied</p>
OSH Meeting 2022	UIE POM	UIE Estate																									
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2 nd Quarter	22/06/2023	17/06/2023																									

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<p>6.7.2</p>	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>Procedures for accidents and emergencies have been established. There is formation of ERP Team & ERP for all the identified incidences. In addition the procedures have been summarized in a chart flow form and displayed for information of all employees in the estates and mill. They includes emergencies relating fire, chemical spillage, flood and accident at work place. Emergency Response Plan Flow Charts were available to address emergencies such as Accident and Dangerous Occurrence, Physical Injury, Chemical Spillage, Vehicle Accident, Fire Outbreak, Major Spillage, Chemical Poisoning & Prevention of Covid-19 Infection in UIE.</p> <p>The operating units continuously provide training to the workers to ensure the awareness on the ERP. Reviewed the training records as follows:</p> <table border="1" data-bbox="1137 807 1928 957"> <thead> <tr> <th>Estate/ Mill</th> <th>ERP Training date</th> </tr> </thead> <tbody> <tr> <td>UIE POM</td> <td>09/01/2023</td> </tr> <tr> <td>UIE Estate</td> <td>16/06/2023</td> </tr> </tbody> </table> <p>The operating provided first aid kit/box and located in designated places or assigned to competent first aider. The operating units has also established an information on the location of first aid box, name and contact no. of the assigned first aider and communicated through briefing, training and displayed on notice board. First aid kit was monitored on monthly basis for estate and mill. Latest inspection as follows:</p> <table border="1" data-bbox="1137 1198 1919 1378"> <thead> <tr> <th>Estate/ Mill</th> <th>First Aid Training date</th> <th>Latest First Aid Monitoring Record</th> </tr> </thead> <tbody> <tr> <td>UIE POM</td> <td>05/05/2023</td> <td>July 2023</td> </tr> <tr> <td>UIE Estate</td> <td>30/03/2023</td> <td>July 2023</td> </tr> </tbody> </table>	Estate/ Mill	ERP Training date	UIE POM	09/01/2023	UIE Estate	16/06/2023	Estate/ Mill	First Aid Training date	Latest First Aid Monitoring Record	UIE POM	05/05/2023	July 2023	UIE Estate	30/03/2023	July 2023	<p>Non-compliance</p>
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		<p>UIE POM Accident records were maintained and updated monthly at the mill. The JKPP 8 form has been submitted for the year ending 2022 on 25/01/2023 with reference number JKPP8/125519/2022. There were No Accident reported.</p> <p>UIE Estate Accident records were maintained and updated monthly at the estate. The JKPP 8 form has been submitted for the year ending 2022 on 17/01/2023 with reference number JKPP8/130821/2022. There was 1 accident recorded with 57 days TLA.</p> <p>Monitoring of First Aid Box Items was not effectively implemented. During first aid box inspection at UIE POM, it was found 2 units of first aid box at Laboratory and New Boiler contained with expired contents which is 6 units of Triangular Bandage (Hospital Quality 100% Pure Cotton 36"x36"x51") Expired on 03/2021.</p> <p>Other than that, during First Aid Box Inspection at Field 102, it was found 2 items was not available (Plastic Forceps and Safety Pin) with reference 16 Items First Aid Box UPB Listing. Thus, Minor NC was raised.</p>	
6.7.3	<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.</p> <p>- Critical (Major) compliance -</p>	<p>The mill and estates visited provided appropriate PPE to all workers according to the job type. The PPE given as per HIRARC and safe Operating Procedure.</p> <p>All workers have been provided with appropriate personal protective equipment (PPE), which is provided by the management free of charge. During the field visit to the Harvesting Gang and Loose fruit Operation and visit to the stores of the respective estates and mill, it was sighted that PPEs were worn by the personals.</p>	Complied

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		The estate has well maintained facilities for the workers to sanitise themselves prior to returning home from work. The showers were all in good working condition.															
6.7.4	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law.</p> <p>- Minor compliance -</p>	<p>All workers are provided with medical care which is borne by the operating units management. Each operating unit has its own dispensary managed by a certified Hospital Assistant. There are no restrictions for workers to obtain medical aid from the dispensary. In case of major injuries or health issues, workers are referred to private clinics or hospitals which is totally borne by the management as well.</p> <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 as following.</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="2">UIE POM & UIE Estate</td> <td>Jan 2023</td> <td>596</td> <td>RM 17,XXX.XX</td> </tr> <tr> <td>May 2023</td> <td>647</td> <td>RM 17,XXX.XX</td> </tr> </tbody> </table>	Operating Units	Month	Total Workers	Amount	UIE POM & UIE Estate	Jan 2023	596	RM 17,XXX.XX	May 2023	647	RM 17,XXX.XX	Complied			
Operating Units	Month	Total Workers	Amount														
UIE POM & UIE Estate	Jan 2023	596	RM 17,XXX.XX														
	May 2023	647	RM 17,XXX.XX														
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 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</th> </tr> <tr> <th>Cases</th> <th>Days</th> <th>Cases</th> <th>Days</th> </tr> </thead> <tbody> <tr> <td>UIE POM</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Operating Units	2022		2023		Cases	Days	Cases	Days	UIE POM	0	0	0	0	Complied
Operating Units	2022			2023													
	Cases	Days	Cases	Days													
UIE POM	0	0	0	0													

		UIE Estate	1	57	2	62	
Principle 7: Protect, conserve and enhance ecosystems and the environment							
Criterion 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.							
7.1.1	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>IPM is documented in United Plantation SOP no.7 OP Pest Management. The estates continued to implement biological control for the oil palm pest such as leaf eating pest and rat. IPM techniques applied at the estates includes:</p> <ol style="list-style-type: none"> 1. Beneficial Flowering Plants 2. Natural Control Agents 3. Monitoring of pest numbers and the use of triggers for initiation of control measures. 4. Introduction of barn owls Tyto Alba for biological control of rats. Barn owl boxes are constructed at the rate of 1 box for every 15 ha. 5. Planting of beneficial plants Cassia Cobanensis, Antigonon Leptopus and Tunera subulata at ratio of 60:20:20 along roadsides to attract natural predators. <p>Sampling on implementation, the management conducted the barn owl box census (BOB) in estate. There was sighted the barn owl box in field and the target was 1:15 was still in progress to add up the BOB in the field. The occupancy rate was less than 30%.</p> <p>Verification on IPM plan implementation, rhinoceros beetle (RB) census has been conducted daily basis and as per record in the pheromone trap, the quantity of RB was not more than 20 in one</p>	Complied				

		census. If the census sighted was more than 20 RB, the management need to use cypermethrin for chemical control.	
7.1.2	Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented. - Minor compliance -	There were 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 UIE estate.	Complied
7.1.3	There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities. - Minor compliance -	There were no changes since previous year, from the verification and interview UIE Estate does not practice the use of fire to control pests and no evidence of it was seen during field visit.	Complied
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 of all pesticides used was demonstrated. Written justification of all pesticides used is documented in Field Manual (Safe Use of Pesticide) S4-S4.2. Selected products are specific to the target pest, weed and disease. Sighting of records showed the following practice is evident: 1. Circle spray (mature) – e.g. glyphosate + amine + methylsulfuron 2. Circle spray (immature) – e.g. Basta (a.i.: glufosinate isophrophylamine) 3. Bagworm & rhino beetles’ treatment – e.g. cypemethrin (turbomiser) 4. Rat baiting – e.g. warfarin 5. Cover crop spray – e.g. fusillade.	Complied

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<p>7.2.2</p>	<p>(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 -</p>	<p>UIE Estate maintained and kept records of pesticides use (including active ingredients used and their LD 50, area treated, amount of a.i. applied per ha and number of applications).</p> <table border="1" data-bbox="1137 475 1944 938"> <thead> <tr> <th rowspan="2">Chemicals</th> <th rowspan="2">% of AI</th> <th colspan="4">Ai / Ha</th> </tr> <tr> <th>Apr</th> <th>May</th> <th>June</th> <th>July</th> </tr> </thead> <tbody> <tr> <td>Glyphosate Isopropylamine</td> <td>41.00%</td> <td>0.52</td> <td>0.50</td> <td>0.47</td> <td>0.60</td> </tr> <tr> <td>MSMA</td> <td>39.50%</td> <td>0.04</td> <td>0.03</td> <td>0.01</td> <td>0.01</td> </tr> <tr> <td>Diuron</td> <td>7.80%</td> <td>0.01</td> <td>0.01</td> <td>0.002</td> <td>0.001</td> </tr> <tr> <td>Metsulfuron</td> <td>60%</td> <td>0.0198</td> <td>0.0223</td> <td>0.0246</td> <td>0.0286</td> </tr> <tr> <td>2,4D Dimethylamine</td> <td>60%</td> <td>0.09</td> <td>0.10</td> <td>0.12</td> <td>0.06</td> </tr> <tr> <td>Tricopyr Butotyl</td> <td>32%</td> <td>0.12</td> <td>0.12</td> <td>0.14</td> <td>0.13</td> </tr> </tbody> </table>	Chemicals	% of AI	Ai / Ha				Apr	May	June	July	Glyphosate Isopropylamine	41.00%	0.52	0.50	0.47	0.60	MSMA	39.50%	0.04	0.03	0.01	0.01	Diuron	7.80%	0.01	0.01	0.002	0.001	Metsulfuron	60%	0.0198	0.0223	0.0246	0.0286	2,4D Dimethylamine	60%	0.09	0.10	0.12	0.06	Tricopyr Butotyl	32%	0.12	0.12	0.14	0.13	<p>Complied</p>
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<p>7.2.3</p>	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans. - Critical (Major) compliance -</p>	<p>The quantity of agrochemicals required for various field conditions are documented and justified in United Plantation UIE Standard operating procedure to reduce use of herbicides and pesticides. The implementation in the field was consistent. The estates have implemented a Continuous Improvement Plan where they have stated the intention to reduce the usage of chemicals through implementation of Integrated Pest Management Plan. Sighted during the site visit at all the estates, the establishment of beneficial plants along the estate roads and immature areas as well as barn owl boxes placed at strategic areas. Paraquat was eliminated. In replace, alternatives such as Glyphosate is used instead.</p>	<p>Complied</p>																																														

7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p> <p>- Minor compliance -</p>	<p>There is no prophylactic use of pesticides in estate visited.</p>	<p>Complied</p>
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to:</p> <ul style="list-style-type: none"> 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 sampled estates were available for verification and reviewed yearly and as and when there are introductions of new chemicals in the operations. 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 Acephate was used instead. UIE Estate has adopted UP Plantation Berhad no use of paraquat and pesticides categorized by WHO as class 1A or 1B as per Occupational Safety and Health Policy dated 18/8/2017. Paraquat is totally banned at UIE Estate and this was confirmed through interviews with workers at field assessed. In its place, alternatives agrochemicals such as Metsulfuron Methyl and Glyphosate Isopropylamine were used to control weeds.</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>The pesticides operators have been given training regarding the usage safety and health issue and proper way for chemical application and attend monthly health surveillance done by the Medical Assistant. Pesticide operators are given training on the safe handling and application of the pesticides. Suitable personal protective equipment's and application equipment provided to the operators based on the PPE issuance forms. The staff and workers such as the storekeeper, sprayers, fertilizer applicator and rat bait workers were trained (cross reference indicator 3.7.1 above) and they had understood the hazards involved and how the chemicals should be used in a safe manner. The trade and generic names of the chemicals were made known to the workers through the SDS training. It was also noted that the SDS were available at chemical store during the audit.</p> <p>Reviewed the training records as per criteria 3.7.2.</p> <p>Sampled the training conducted for pesticide handlers as below: -</p> <p><u>UIE POM</u></p> <table border="1" data-bbox="1137 954 1912 1102"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>SOP HIRARC Laboratory</td> <td>02/03/2023</td> </tr> <tr> <td>Chemical Handling Training</td> <td>13/07/2023</td> </tr> </tbody> </table> <p><u>UIE Estate</u></p> <table border="1" data-bbox="1137 1153 1912 1343"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>SOP Chemical Handling</td> <td>07/02/2023</td> </tr> <tr> <td>SOP Chemical Pre-Mixing</td> <td>07/02/2023</td> </tr> <tr> <td>Chemical Spillage Handling Training</td> <td>07/02/2023</td> </tr> </tbody> </table>	Training	Date	SOP HIRARC Laboratory	02/03/2023	Chemical Handling Training	13/07/2023	Training	Date	SOP Chemical Handling	07/02/2023	SOP Chemical Pre-Mixing	07/02/2023	Chemical Spillage Handling Training	07/02/2023	<p>Complied</p>
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7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices. - Critical (Major) compliance -</p>	<p>Pesticides were found stored in the mill and all estate’s Chemical Store in accordance with the Occupational Safety and Health Act 1994 (Act 514) and Pesticides Act 1974 (Act 149) and their Regulations. The stores were at all times locked and at the time of visit the storekeeper was seen to unlock the padlock to open entrance door for auditor to inspect the store. At the entrance door, signage requiring donning of PPE were visibly posted. The Chemical Store signage with required Hazard Symbols were available at the entrance. The facility ventilation fan was found working with adequate ventilation available, up-to-date chemical register, trade and generic names, and their Safety Data Sheet were available.</p>	Complied
7.2.8	<p>All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes. - Minor compliance -</p>	<p>Empty pesticides containers had been tripled rinsed, holes punched in them and stored separately as recycle waste. The management of the empty chemical containers is guided by SOP Triple rinsing. All pesticide containers have been tripled rinsed and punctured before disposed to contractors. Refer latest disposal record dated 04/07/2023 with Consignment note number: 0000183471 by Prakkas Enterprise: disposal Empty Plastic drum 0.53 MT and 20/07/2023 with Consignment note number: 0000184584 by Prakkas Enterprise: disposal Light Scrap Iron 1.56 MT.</p>	Complied
7.2.9	<p>(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 -</p>	<p>Aerial spraying is strictly prohibited by United Plantation and no evidence of its use was sighted during field visit.</p>	Complied
7.2.10	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated. - Critical (Major) compliance -</p>	<p>The CHRA of each operating units have recommended the necessity of annual medical surveillance for pesticide applicators exposed to pesticides that are classified as organophosphates. Results of annual</p>	Complied

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		<p>medical surveillance were available in the estate for verification as follows.</p> <p>UIE POM - Medical Surveillance Programme has been performed successfully for the year 2023 for the mill workers exposed to hazardous chemicals and fumes. A total of 18 workers have been examined on 26/06/2023 and 20/07/2023 at Kumpulan Poliklinik Manjung Sdn Bhd. The results indicated the workers was declared fit to work.</p> <p>UIE Estate - The medical surveillance programme for the year 2022 has been performed on 31/01/2023 at Kumpulan Poliklinik Manjung Sdn Bhd for 51 workers identified to be exposed to hazardous chemicals and fertilisers, in the estate. The results indicated that all workers were fit to work.</p>							
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>	<p>No underage person nor women are hired to work with pesticides. This was confirmed viewing Employees Registration Record of Employment.</p>	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>There are several types of waste that have been identified in UIE mill as per waste management plan. There is domestic waste, scheduled waste, Sewage waste, laboratory waste empty fruit bunches and scrap metal. As per document reviewed the method of disposal was available in the management plan a per below:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 33%;">Types of waste</th> <th style="width: 33%;">Method of disposal</th> <th style="width: 33%;">Action to reduce waste</th> </tr> </thead> <tbody> <tr> <td>Chemical container</td> <td>Disposal as scheduled waste at license contractor</td> <td>Optimum usage of the chemical to avoid wastage</td> </tr> </tbody> </table>	Types of waste	Method of disposal	Action to reduce waste	Chemical container	Disposal as scheduled waste at license contractor	Optimum usage of the chemical to avoid wastage	Complied
Types of waste	Method of disposal	Action to reduce waste							
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		Empty fruit bunch	Mulching in field to retain the moisture of soil	Maximize the area of EFB mulching in field	
		Domestic wastes	All waste from workers quarters will be sent to composting pit and segregation work to be carried out.	Educate the workers to practice reusable container and bags instead of plastic bags.	
7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated. - Minor compliance -	<p>Record training as per verification was available dated 22/05/2023. Record of EFB application was available as per Laporan Inventori Pelupusan Tandan Kosong Kelapa Sawit for 01/06/2023 – 30/06/2023 with total 5,260.39 mt for mulching purpose at UIE estate. This report was sent to DOE on 03/07/2023.</p> <p>Procedure under United Plantations Berhad File 13, Waste Management described in flowchart is available. Disposal method of all identified wastes (see column 2 in table in above indicator 7.3.1) were included in the pollution prevention plan for UIE Mill and Estate. 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 as following: Disposal of SW 102 (Battery) – consignment note 2023011316BVEW2N dated 13/01/2023 with total 1.12 mt at Yokohama Reclamation Sdn Bhd Disposal of SW 110 (electrical waste) – consignment note 20230608097HDILA dated 08/06/2023 with total 0.0330 mt at EDSHA Solutions Sdn Bhd</p>			Complied

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		SW 322 (waste of non-halogen) – consignment note 2023051009QL1XE date 10/05/2023 with total 0.0150 mt at Riyaland Sdn Bhd. SW 409 (Disposed Container) – Consignment note 2023060810CU5FIJ dated 08/06/2023 with total 0.21 mt at EDSA Solutions Sdn Bhd	
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	The unit of certification does not use open fire for waste disposal, and none was sighted during site visit at mill, field visit at estate and visit to landfill area.	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	Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts. - Minor compliance -	Good agriculture practices which follow the SOP manual contains Standard Operating Procedures to ensure soil fertility is managed to a level that ensures optimal and sustained yield, SOP No. 8: Manuring Immature and Mature Oil Palm. It covers the applications of fertiliser for various stages of palm age and techniques. Recommendation of type of fertilisers and dosage is given by the agronomy unit through analysis of foliar and soil.	Complied
7.4.2	Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health. - Minor compliance -	The recommendation from the agronomist for year 2023 was available referred 9.010(h)/1800/2022 dated 18/10/2022. 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. 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 21/07/2022.	Complied

<p>7.4.3</p>	<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>A nutrient recycling strategy is in place as per Guidelines for Mulching with EFB or Shredded Palm Chips:</p> <p>EFB</p> <table border="1" data-bbox="1137 483 1926 683"> <thead> <tr> <th>Year</th> <th>Hectarage</th> <th>EFB Tonnage</th> </tr> </thead> <tbody> <tr> <td>2021</td> <td>2,523</td> <td>36,050</td> </tr> <tr> <td>2022</td> <td>2,533</td> <td>64,842</td> </tr> <tr> <td>2023</td> <td>1,400</td> <td>22,404</td> </tr> </tbody> </table> <p>POME land application at field 23B</p> <table border="1" data-bbox="1137 730 1926 930"> <thead> <tr> <th>Month</th> <th>Total Discharge (m³)</th> </tr> </thead> <tbody> <tr> <td>07/04/2023</td> <td>755</td> </tr> <tr> <td>10/05/2023</td> <td>757</td> </tr> <tr> <td>08/06/2023</td> <td>892</td> </tr> </tbody> </table>	Year	Hectarage	EFB Tonnage	2021	2,523	36,050	2022	2,533	64,842	2023	1,400	22,404	Month	Total Discharge (m ³)	07/04/2023	755	10/05/2023	757	08/06/2023	892	<p>Complied</p>
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<p>7.4.4</p>	<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> <p>Records of programs and applications of fertilizers were reviewed by the auditors. Review of the records revealed that the actual fertilizers applied in 2023 was in line with the program. The record was available and verified during audit. The fertiliser application verified as per below:</p> <p>Field 83 – Soil type Erong</p> <table border="1" data-bbox="1137 1273 1926 1367"> <thead> <tr> <th>Type of Fertiliser</th> <th>Date</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>Urea</td> <td>28/01/2023</td> <td>0.8</td> </tr> </tbody> </table>	Type of Fertiliser	Date	Rate	Urea	28/01/2023	0.8	<p>Complied</p>														
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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>	<p>Description of the soil characteristics such as texture, depth, drainage, parent material and key aspect for management is available. UIE estates have soil maps detailing their soil profile including marginal and fragile soils. Soil Survey Report of UIE Estate; January 2018 collaboration survey by UP Research and Param Agriculture Soil Survey (PASS). Latest map was available as per mapped by Vijiandran JR dated Oct 2019 with total planted hectarage 1206 ha. Majority peat soil was base Penor, Gondang and Erong.</p>	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>There was no steep area in UIE estate, from the contour map the highest was 10° to 15°. 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>	Complied																		

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7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	Neither new planting nor steep terrain is presence within UIE Estate.	Complied
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.			
7.6.1	(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. - Critical (Major) compliance -	The procedure namely SOP for Peat Subsidence Measurement dated 31/3/2014 was implemented accordingly. Annual peat subsidence measurements report was sighted for two areas (Bek Nielsen Sanctuary field 51 and field 97). Latest Soil Survey was conducted as per sample report by Research Unit; Trial # 2.427 (3); Field # 32; Date: 10/4/2022.	Complied
7.6.2	Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices. - Minor compliance -	Soil surveys are made and available in a soil map for UIE estates. Topographic contour maps 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. During site verification sighted no extensive planting on peat soil or fragile soil. All management was according to SOP for Peat Subsidence Measurement dated 31/3/2014.	Complied
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	There were no changes as per the previous report. Soil surveys and topographic information (including map showing highest point is Bukit Kecil, 156m above MSL covering an area 10.7 ha) guide the planning of drainage, irrigation systems, roads, railroads and other infrastructure. Latest Soil Survey was conducted as per sample report by Research Unit; Trial # 2.427 (3); Field # 32; Date: 10/4/2022.	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.	There were no changes as per previous report. At this UIE Estate, no new planting has taken place since there was no land acquisition nor	Complied

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	- Critical (Major) compliance -	conversion of undeveloped area. All planting of oil palms is 3rd generation planting on already established oil palm estate.											
7.7.2	<p>Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat.</p> <p>PROCEDURAL NOTE:</p> <p>Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).</p> <p>- Minor compliance -</p>	The peat inventory has been submitted to RSPO Secretariat in June 2020 as per email verification dated 5/6/2021 for the 1 st submission. The latest submission was sent on 13/01/2023 for updated peat area for all United Plantation Estate to RSPO secretariat.	Complied										
7.7.3	<p>(C) Subsidence of peat is monitored, documented and minimised.</p> <p>- Critical (Major) compliance -</p>	<p>Based on Soil Survey Report of UIE Estate; January 2018 collaboration survey by UP Research and Param Agriculture Soil Survey (PASS). The latest map was available as per mapped by Vijiandran JR dated Oct 2019 with total planted hectarage 1206 ha. The majority of peat soil was base Penor, Gondang and Erong. The monitoring was done weekly basis for water level and record verified as per below:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%;">Date</th> <th style="width: 50%;">Water level (cm)</th> </tr> </thead> <tbody> <tr> <td>01/07/2023</td> <td>35</td> </tr> <tr> <td>08/07/2023</td> <td>35</td> </tr> <tr> <td>15/07/2023</td> <td>40</td> </tr> <tr> <td>22/07/2023</td> <td>45</td> </tr> </tbody> </table> <p>As per verification, when the water level has reach low than 40 cm, the management will hold water to increase the water level and ensure the water was around the 40 – 60 cm as per procedure dated 31/03/2014. The management also monitored the subsidence soil and result as per below:</p> <p>Probe ID 01</p>	Date	Water level (cm)	01/07/2023	35	08/07/2023	35	15/07/2023	40	22/07/2023	45	Complied
Date	Water level (cm)												
01/07/2023	35												
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7.7.4	<p>(C) A documented water and ground cover management programme is in place.</p> <p>- Critical (Major) compliance -</p>	<p>The documented water and ground cover management available under water management, the management implement water table monitoring by weekly basis as per Standard Operating Procedures; 4.5 Peat Subsidence Measurements; Date issued: 31/3/2014; Date revised: 1/8/2020.</p> <p>Programme includes a Study Methodology – Piezometer Placement and Monitoring in Peat Areas; 1 piezometer to be place every 120 hectares to monitor natural water table of the peat areas.</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 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>The early replanting for peat will be conducted on year 2035. Replanting before January 2019, completed in 2018. Drainability assessment was carried out based on UP Research Department’s Guidance as per Internal Memorandum; Ref. # 0.007/987/2016; Date: 20/4/2016; Field drains intensity of 1:4 rows of palm tree with planting density of 160 palms per hectare.</p>	Complied																		

	<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>The existing planting on peat was followed as per RSPO Manual on Best Management Practice where the SOP have integrated in the UIE SOP under SOP for Peat Subsidence Measurement dated 31/3/2014. Verification on implementation was verified as per indicator 7.7.3.</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>Set-aside includes two areas (Bek Nielsen Sanctuary field 51 and field 97) which were managed as per Standard Operating Procedures; 4.5 Peat Subsidence Measurements; Date issued: 31/3/2014; Date revised: 1/8/2020. From the verification as per indicator 7.7.3, the management has properly managing the peat area and followed 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>	Complied						
<p>Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.</p>									
7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>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 water management plan was available for both estate and mill in one management plan. This management plan has been included the management water in peat area, usage or consumption of water included at line site, mill, and operation. This also included with wastewater that generate from the mill operation. The source of water for UIE mill and estate was from LAP (Lembaga Air Perak) and per verification the management also recorded the water usage by operation and domestic usage. The record of usage was available and monitored to ensure the water consumption was efficient and verified as per below:</p> <table border="1" data-bbox="1137 1305 1926 1385"> <thead> <tr> <th>Year</th> <th>Total water usage (m³)</th> <th>Usage per day (m³) per capita</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Year	Total water usage (m ³)	Usage per day (m ³) per capita				Complied
Year	Total water usage (m ³)	Usage per day (m ³) per capita							

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		2023	74,437	0.33																														
		2022	149,377	0.38																														
7.8.2	<p>(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>- Critical (Major) compliance -</p>	<p>Water courses and wetlands are protected. Buffer zones are maintained at 20m width. No trace of agrochemicals seen used at the visited riparian reserve. Some 273 forest trees of different species were planted to restore vegetation along the buffer zone of Sg Beruas and Sg Anak Macang. Water analysis upstream and downstream of Sg Beruas and Anak Macang is done once a year.</p> <p>Water analysis coordinate have been approved by DOE as per letter approval dated 23/08/2022 to DOE was available in mill as per below:</p> <table border="1"> <thead> <tr> <th>Location</th> <th>Latitude</th> <th>Longitude</th> </tr> </thead> <tbody> <tr> <td>Upstream</td> <td>4°30'11.81" N</td> <td>100°43'8.20" E</td> </tr> <tr> <td>Downstream</td> <td>4°29'29.52" N</td> <td>100°39'53.79" E</td> </tr> </tbody> </table> <p>The water analysis result for quarterly was available: -</p> <table border="1"> <thead> <tr> <th rowspan="2">Parameter</th> <th>Incoming</th> <th>Out going</th> </tr> <tr> <th>Sg Anak Macang</th> <th>Canal A</th> </tr> </thead> <tbody> <tr> <td>pH</td> <td>6.2</td> <td>6.1</td> </tr> <tr> <td>BOD</td> <td><2</td> <td>16</td> </tr> <tr> <td>COD</td> <td>34</td> <td>77</td> </tr> <tr> <td>DO</td> <td>3.3</td> <td>1.4</td> </tr> <tr> <td>Oil & Grease</td> <td><1</td> <td><1</td> </tr> </tbody> </table>			Location	Latitude	Longitude	Upstream	4°30'11.81" N	100°43'8.20" E	Downstream	4°29'29.52" N	100°39'53.79" E	Parameter	Incoming	Out going	Sg Anak Macang	Canal A	pH	6.2	6.1	BOD	<2	16	COD	34	77	DO	3.3	1.4	Oil & Grease	<1	<1	Complied
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<p>7.8.3</p>	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored. - Minor compliance -</p>	<p>Mill effluent is treated to be in compliance with DOE license, DOE approve for land application with maximum BOD 5000 mg/m3. The verification on BOD as per below: Land Application discharge analysis</p> <table border="1" data-bbox="1137 515 1926 829"> <thead> <tr> <th>Parameter</th> <th>07/04/2023</th> <th>10/05/2023</th> <th>08/06/2023</th> </tr> </thead> <tbody> <tr> <td>Total Discharge (m³)</td> <td>755</td> <td>757</td> <td>892</td> </tr> <tr> <td>BOD</td> <td>191</td> <td>93</td> <td>125</td> </tr> <tr> <td>AN</td> <td>24.30</td> <td>60.80</td> <td>24</td> </tr> <tr> <td>Total N</td> <td>100.10</td> <td>71.50</td> <td>85.80</td> </tr> </tbody> </table>	Parameter	07/04/2023	10/05/2023	08/06/2023	Total Discharge (m ³)	755	757	892	BOD	191	93	125	AN	24.30	60.80	24	Total N	100.10	71.50	85.80	<p>Complied</p>
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Total N	100.10	71.50	85.80																				
<p>7.8.4</p>	<p>Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -</p>	<p>The mill continues to monitor its water use per tonne FFB processed which data obtained from flowmeters i.e. at mill process, boiler operation and fire hydrant. Based on the records, the mill has consumed:</p> <table border="1" data-bbox="1137 994 1926 1276"> <thead> <tr> <th>Year</th> <th>Water usage</th> <th>FFB Process</th> <th>Water/FFB process</th> </tr> </thead> <tbody> <tr> <td>2023 (to date)</td> <td>160970</td> <td>121239</td> <td>1.327</td> </tr> <tr> <td>2022</td> <td>367560</td> <td>281922</td> <td>1.303</td> </tr> <tr> <td>2021</td> <td>398690</td> <td>284199</td> <td>1.402</td> </tr> <tr> <td>2020</td> <td>385560</td> <td>271187</td> <td>1.421</td> </tr> </tbody> </table> <p>The water usage was in target and not higher as per baseline and showed in decreasing due to water management plan was implementing accordingly.</p>	Year	Water usage	FFB Process	Water/FFB process	2023 (to date)	160970	121239	1.327	2022	367560	281922	1.303	2021	398690	284199	1.402	2020	385560	271187	1.421	<p>Complied</p>
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Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised								
7.9.1	<p>A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented.</p> <p>- Minor compliance -</p>	<p>At the mill, the utilisation of fibre and shell as biofuel for boiler operation is consistently implemented to generate electricity through turbines. This helps to reduce the dependency to fossil fuel.</p> <p>The use of Diesel, Electricity and Water were monitored on a monthly basis in the mill and estates and records were as follows.</p> <table border="1" data-bbox="1137 596 1926 746"> <thead> <tr> <th>Year</th> <th>Diesel usage</th> </tr> </thead> <tbody> <tr> <td>2021</td> <td>0.32</td> </tr> <tr> <td>2022</td> <td>0.47</td> </tr> </tbody> </table>	Year	Diesel usage	2021	0.32	2022	0.47
Year	Diesel usage							
2021	0.32							
2022	0.47							
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>Both the mill and the estates had identified emission of greenhouse gas (GHG) from their operations such as emission from their farm tractor and operation.</p> <p>The management from both estate and mill had planned to reduce emission by daily inspection and monitoring for their farm tractor and gen set to prevent any leakage and problem that could adversely impact the environment.</p> <p>Fuel Consumption, POME and reported in the Palm GHG Summary Report.</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 estate and mill have calculated the GHG using RSPO Palm GHG calculator and the calculation option used is Option 1. The CU records NIL new development within the certified area. There is no new planting in There is soil categorized as marginal or fragile soil in all the estates visited nor there is no new planting within.</p>						

<p>7.10.3</p>	<p>(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored. - Critical (Major) compliance -</p>	<p>Identification of significant pollutants and greenhouse gas (GHG) emissions has been done e.g. POME, diesel/fuel and fertilizer. Their usage has been recorded and documented at each of the operating units. Identification of significant pollutants and greenhouse gas (GHG) emissions has been done e.g. Land conversion, Emissions from Fertilizer, Emissions from peat, Fuel Consumption, and crop sequestration. Their usage has been recorded and documented at each of the operating units. Sampling on Isokinetic and air emission monitoring & dark smoke report for Stack 3: - MURNI/1222/5617 20/12/2022</p> <table border="1" data-bbox="1137 710 1926 874"> <thead> <tr> <th>Source Description</th> <th>Parameter monitored</th> <th>Result</th> <th>EQA Limit</th> </tr> </thead> <tbody> <tr> <td>Stack No. 3</td> <td>Dust Concentration</td> <td>132</td> <td>150</td> </tr> </tbody> </table> <p>Isokinetic and air emission monitoring & dark smoke report for Stack 4: - MURNI/1122/5938 dated 21/11/2022</p> <table border="1" data-bbox="1137 997 1926 1161"> <thead> <tr> <th>Source Description</th> <th>Parameter monitored</th> <th>Result</th> <th>EQA Limit</th> </tr> </thead> <tbody> <tr> <td>Stack No. 4</td> <td>Dust Concentration</td> <td>83</td> <td>150</td> </tr> </tbody> </table> <p>The management also conducted the meeting to monitor the implementation of environmental in mill. The latest meeting conducted on 19/06/2023 at laboratory in mill attended 10 management representatives. Previously meeting conducted on 13/03/2023. Verification on monitoring of implementation was</p>	Source Description	Parameter monitored	Result	EQA Limit	Stack No. 3	Dust Concentration	132	150	Source Description	Parameter monitored	Result	EQA Limit	Stack No. 4	Dust Concentration	83	150	<p>Complied</p>
Source Description	Parameter monitored	Result	EQA Limit																
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		verified on vorcep cleaning to ensure emission was complied with the regulation. Verification on record dated July 2023	
Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area			
7.11.1	(C) Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -	There was no new planting and replanting which prepared by burning and in lined with Environmental and Biodiversity Policy which signed by UPB CEO on 5th February 2020.	Complied
7.11.2	The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification. - Minor compliance -	There were no changes and no record of report from GFWF. For fire watch, for aerial monitoring was conducted mainly for hot spot area/peat soil area through Global Forest Watch Fires (GFWF). UPB has subscribed to GFWF since 10/09/2017. In case of any fire detected by GFWF, an alert will be sent to PIC for mill and estate. On site preparedness, 3200 gallon of portable water browser is readily available to fight any potential fire. On top GFWF, field patrolling was performed as per record sighted. The patrolling is conducted daily by auxiliary police according to the patrolling schedule. The monitoring of any fire at the estate will also be conducted by workers and mandores. In case of any fire detected, mandores will report to the management/security head. There is a watch tower near the main office for fire observation.	Complied
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures. - Minor compliance -	Engagement with adjacent stakeholders was conducted during the latest external stakeholder meeting on 22/05/2023 at community hall UIE estate. Attended by 61 stakeholder included JPS Manjung, Kg Tersusun Gelung Gajah, Bomba and etc. Estate's commitment towards zero burning and request the mentioned neighbors not to conduct any open burning at their premises without permission from DOE for better management of the environment.	Complied
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.			

<p>7.12.1</p>	<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>There was no new land clearing since November 2004 in UIE estate. This was confirmed with land statement and site verification. There also confirm during with stakeholder consultation.</p>	<p>Complied</p>
<p>7.12.2</p>	<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>Initial HCV assessment was conducted by Wild Asia as per report entitled "A Conservation Assessment of United Plantation's Perak Estates – Conservation Values & Recommendations"; Report date: 14/1/2008. HCV report has been reviewed on 05/08/2020 by Sustainability Manager, Lee Kian Wei. Mr Lee Kian Wei has attended the RSPO Lead Auditor Training by Proforest and Wild Asia in 2015 and HCV Awareness Training by Proforest in 2016. From the declaration of HCV, the UIE estate only has 1 HCV 4 (riparian Sg Anak Machang) with total 12.53ha. The in-house assessment was referred to the Common Guidance for the identification of High Conservation Values endorsed by HCV Resource Network in September 2017.</p> <p>There is also the area that is recognized by the management as conservation area. The total conservation area was 128.10 ha as per below verification:</p> <ul style="list-style-type: none"> • Kingham-Cooper Nursery with total 20.23 ha • Bek-Nielsen Sanctuary with total 74.42 ha • Bukit Kecil Jungle Reserve with total 10.53 ha • Sg Beruas reserve land (bund) with total 22.92 ha <p>From the verification on report, site visit on all area conservation and also interview with the stakeholder and workers, the summary of high conservation area (HCV) in UIE estate as per below:</p>	<p>Complied</p>

		Area	HCV	Hectarage	
7.12.3	<i>Indicator is not applicable in Malaysia context</i>	Sg Machang Riparian	HCV 4	12.53	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 already identified the HCV and RTE that available in estate, there already put under 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. As per verification at the time of audit on site at Canal A, sighted the bufferzone was available and maintained properly as per conservation management plan.</p> <p>The monitoring for HCV and other conservation area have been conducted weekly basis. The monitoring record was available and verified as per below:</p> <ul style="list-style-type: none"> • 03/07/2023 at Field 18 sighted <i>Python reticulatus</i> • 14/06/2023 at Bukit 58 sighted <i>N. sumatrana</i> • 24/05/2023 at Field 27 sighted <i>Sus scrofa</i> <p>Specific Management plan has been prepared by management units dated 10/07/2023 which included protection of water catchments and control of erosion or vulnerable soils and slopes. The impact and status of implementation has been monitored by the management units.</p>			Complied

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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>As per interview and document review there was no local communities available in HCV area. The HCV report already indicated that:</p> <ul style="list-style-type: none"> • The HCV Assessment report indicated that there is no threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill operations. • There is only common bird, presence of wild boar and monkeys occasionally sighted. The appropriate measures that are expected to maintain and/or enhance them were implemented through an action plan reviewed in Jan 2022 	Complied
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> <p>22/02/2023 training on HCV to all workers with evaluation of awareness was verified and available</p>	Complied
7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>The audit findings have confirmed that there is no new HCVs, HCS forests peatland and other conservation areas been identified after 15 Nov 2018 in UIE estates. Monitoring of these areas are made through the daily field supervision by the field staff and executives. There were also visits by the Mr Lee Kian Wei and also personnel from the sustainability Unit. Sighting of RTE is made and recorded during the AP and workers rounds in the estate if any.</p>	Complied
7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15</p>	<p>The audit findings have confirmed that there is no new land clearing affecting areas of HCVs, HCS forests peatland and other conservation</p>	Complied

	November 2018, the Remediation and Compensation Procedure (RaCP) applies. - Critical (Major) compliance -	areas. Not applicable since there is no land clearing after November 2005.	
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Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2022** for **UIE POM** and supply base was calculated using the PalmGHG Calculator version 3.0.1. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in **2022** for **UIE POM** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	2.56
PKO	0

Extraction	%
OER	21.28
KER	4.37

Production	t/yr
FFB Process	281,921.00
CPO Produced	59,997
PKO Produced	0

Land Use	Ha
OP Planted Area	7,742.80
OP Planted on peat	1,206.76
Conservation (forested)	91.00
Conservation (non-forested)	0
Total	9,040.56

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	88,386.08	0.31	0	0	0	0	88,386.08	0.31
CO ₂ Emission from fertilizer	88,715.21	0.03	0	0	0	0	88,715.21	0.03
NO ₂ Emission	21,459.20	0.07	0	0	0	0	21,459.20	0.07
Fuel Consumption	1,542.72	0.01	0	0	0	0	1,542.72	0.01
Peat Oxidation	65,889.10	0.23	0	0	0	0	65,889.10	0.23
Sink								
Crop Sequestration	-83,783.39	-0.30	0	0	0	0	-83,783.39	-0.30
Conservation Sequestration	-834.47	0	0	0	0	0	-834.47	0
Total	181,410.45	0.64	0	0	0	0	181,410.45	0.64

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	6,123.94	0.02
Fuel Consumption	364.72	0
Grid Electricity Utilization	0	0
Credit		
Export of Grid Electricity	-806.87	0
Sales of PKS	-1,715.89	-0.01
Sales of EFB	0.00	0
Total	3,965.91	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 (%)	0.00
Divert to anaerobic diversion (%)	100

POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	0.00
Divert to methane captured (flaring) (%)	15
Divert to methane captured (energy generation) (%)	85

Appendix C: Location Map of Certification Unit and Supply bases

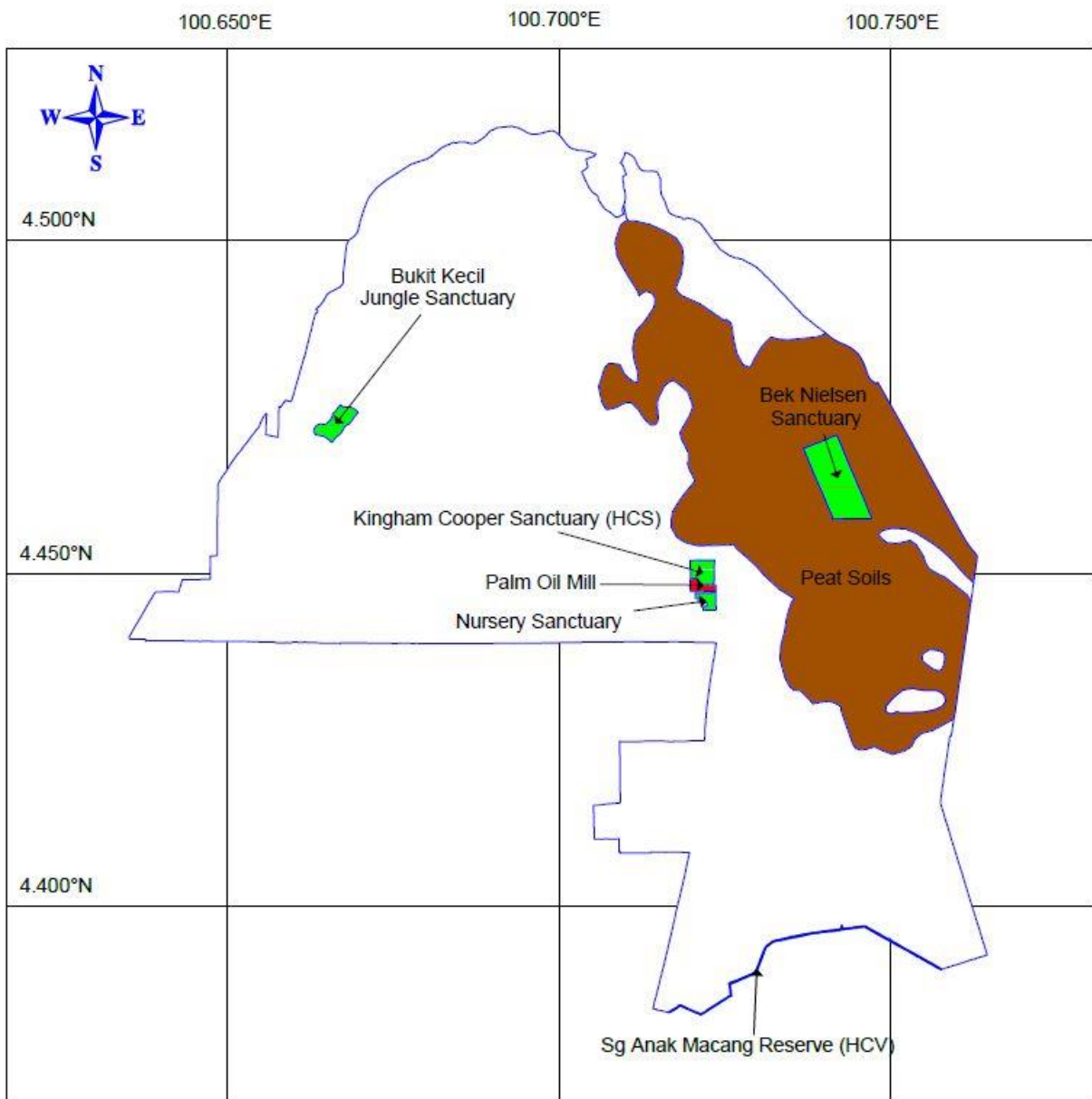


Appendix D: Estate Field Map

UIE Estate



United Plantations Berhad
UIE Estates



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Appendix E: List of Smallholder Registered and/or sampled

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total Certified Area	Planted Area			
Not Applicable									
Total									

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