

**Roundtable on Sustainable Palm Oil Certification
RSPO**

Stage-1 Stage-2 Surveillance Re-Certification

Name of Management : UNITED INTERNATIONAL ENTERPRISE PALM OIL MILL,
Organisation : UNITED PLANTATION BERHAD
Plantation Name : United International Enterprise Estate
Location : Pantai Remis, Perak Darul Ridzuan - Malaysia
Certificate Code : **MUTU-RSPO/066**
Date of Certificate Issue : 21 AUGUST 2015 **Date of License Issue** : 21 AUGUST 2015
Date of Certificate Expiry : 20 AUGUST 2018 **Date of License Expiry** : 20 AUGUST 2018

Assessment	Assessment Date	PT. Mutuagung Lestari Auditor	Review by	Approve by
ASA-2	June 1, 2, 4 & 5, 2015	Oktovianus Rusmin (Lead Auditor), Yap Chin Hung, Dinesh Nadarajah, Mohd. Nizam, Mohd. Hairimi, Mohd. Aman Samsurey	Octo HPN Nainggolan	Tony Arifarachman

Assessment	Approved by MUTUAGUNG LESTARI on:
ASA-2	28 July 2015



**PT. MUTUAGUNG
LESTARI
ASSESSMENT REPORT**

TABLE OF CONTENT

FIGURE

Figure 1. Location Map of UIE, United Plantation Bhd, Malaysia	3
Figure 2. Operational Map of UIE, United Plantation Bhd, Malaysia	4

Abbreviations Used	5
--------------------	---

1.0 SCOPE of the CERTIFICATION ASSESSMENT

1.1 Assessment Standard Used	6
1.2 Organisation Information	6
1.3 Type of Assessment	6
1.4 Location of Mill and Plantations	6
1.5 Description of Area Statement	6
1.6 Planting Year and Cycles	7
1.7 Description of Mill and Supply Base	7
1.8 Estimate Tonnage of Certified Product	8
1.9 Other Certifications	8
1.10 Time-Bound Plan	9

2.0 ASSESSMENT PROCESS

2.1 Assessment Team	10
2.2 Assessment Methodology, Assessment Process and Locations of Assessment	11
2.3 Stakeholder Consultation and Stakeholders Contacted	12
2.4 Determining Next Assessment	12

3.0 ASSESSMENT FINDINGS

3.1 Summary of Assessment Report of the RSPO Certification	13
3.2 Summary of Assessment Report of Supply Chain Requirement	28
3.3 Conformity Checklist of Certificate and Logo Use	31
3.4 Summary of RSPO Partial Certification	32
3.5 Identification of Findings, Corrective Actions, Observations, Opportunity for Improvement and Noteworthy Positive Components	35
3.6 Summary of Arising Issues from Public, Management and Auditor Responses	37

4.0 CERTIFIED ORGANIZATION'S ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY

4.1 Formal Signing of Assessment Findings	39
---	----

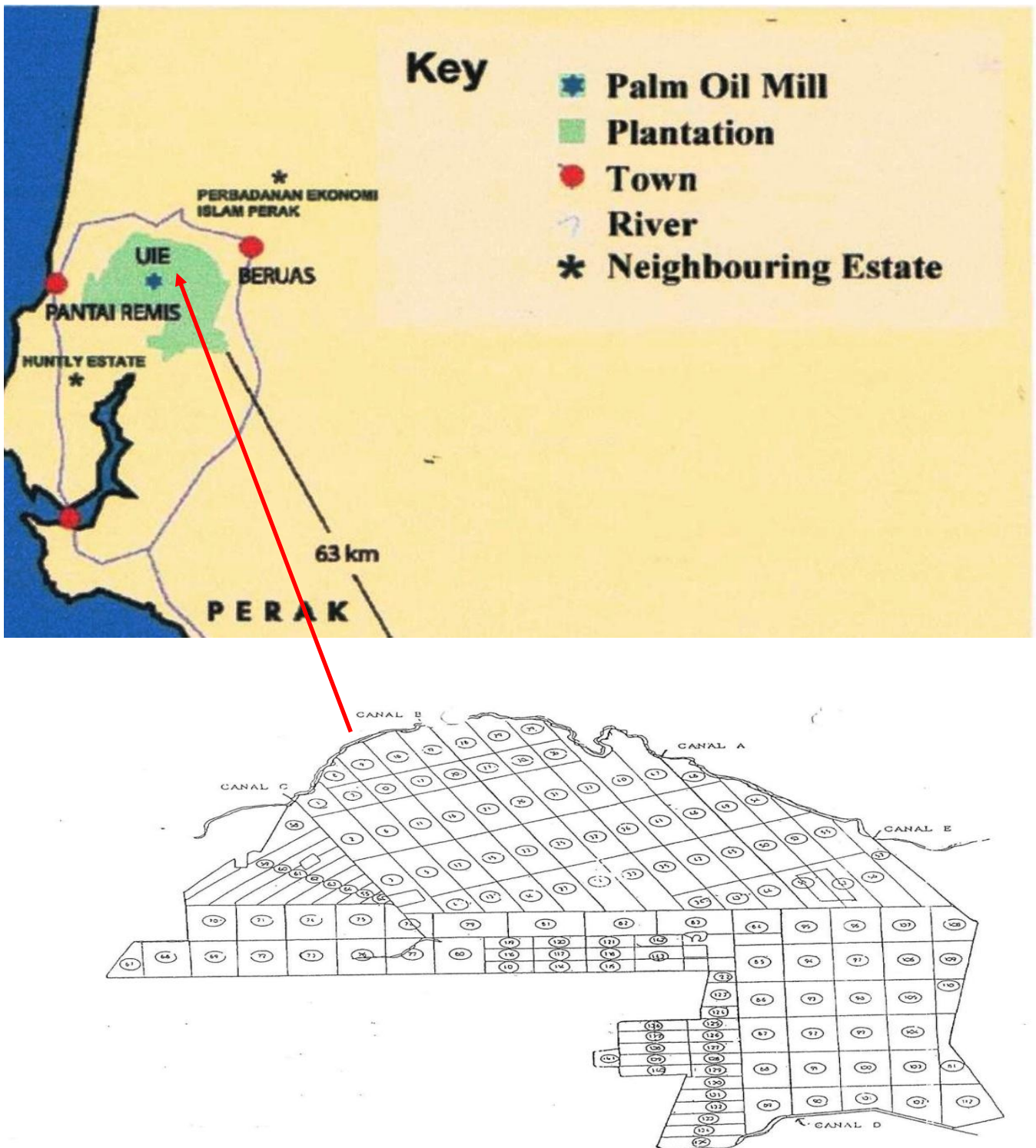
APPENDICES

1. List of Stakeholders Contacted in the RSPO Certification Process	40
2. Assessment Program	43

Figure 1. Location Map of UIE, United Plantation Bhd, Malaysia



Figure 2. Operational Map of UIE, United Plantation Bhd, Malaysia



Abbreviations Used

ASA	:	Annual Surveillance Audit
BOD	:	Biological Oxygen Demand
CPO	:	Crude Palm Oil
CSR	:	Corporate Social Responsibility
DOE	:	Department of Environment
EFB	:	Empty Fruit Bunch
ESH	:	Environment and Safety and Health
FFB	:	Fresh Fruit Bunches
HCV	:	High Conservation Value (Nilai Konservasi Tinggi)
HIRARC	:	Hazard Identification Risk Assessment and Risk Control
IPM	:	Integrated Pest Management
MPOB	:	Malaysian Palm Oil Board
MSDS	:	Material Safety Data Sheet
LTA	:	Lost Time Accident
NUPW	:	National Union Plantation Workers
OHS	:	Occupational Health and Safety
OER	:	Oil Extraction Rate
P&C	:	Principle and Criteria
PK	:	Palm Kernel
PKO	:	Palm Kernel Oil
POM	:	Palm Oil Mill
POME	:	Palm Oil Mill Effluent
PSQM	:	Plantation Sustainability Quality Management
PMU	:	Plantation Management Unit
PPE	:	Personal Protection Equipment
RSPO	:	Roundtable on Sustainable Palm Oil
SCCS	:	Supply Chain Certification System
SEDA	:	Sustainable Energy Development Authority
SEIA	:	Social and Environmental Impact Assessment
SHC	:	Safety Health Committeez
SIA	:	Social Impact Assessment
SOP	:	Standard Operating Procedure
UPB	:	United Plantation Berhad
UPRD	:	United Plantations Research & Development

1.0	SCOPE OF THE CERTIFICATION ASSESSMENT		
1.1	Assessment Standard Used	<ul style="list-style-type: none"> • <i>The Malaysian National Interpretation (MYNI), RSPO Principles and Criteria (P&C) for Sustainable Palm Oil Production endorsed on 6th March 2015</i> • <i>RSPO Supply Chain Certification Systems (SCCS) endorsed on 21st November 2014 for CPO Mill.</i> 	
1.2	Organisation Information		
1.2.1	Organisation name listed in the certificate	United Plantation Berhad	
1.2.2	Contact person	C. Mathews	
1.2.3	Organisation address and site address	Pantai Remis, 36009 Teluk Intan, Perak Darul Ridzuan, Malaysia	
1.2.4	Telephone	+605-6411411	
1.2.5	Fax	+6605-6416220	
1.2.6	E-mail	cmm@unitedplantations.com	
1.2.7	Web page address	www.unitedplantations.com	
1.2.8	Management Representative who completed the application for certification	C. Mathews	
1.2.9	Registered as RSPO member	1-0004-04-000-00, 21 August 2008	
1.3	Type of Assessment		
1.3.1	Scope of Assessment and Number of management unit	1 (One) unit Palm Oil Mill (UIE POM and UIE Estate)	
1.3.2	Type of certificate	Single	
1.4	Locations of Mill, Plantations and Area Statement		
f1.4.1	Location of Mill		
	Name of Mill	Location	Coordinate
			Latitude Longitude
	UIE Palm Oil Mill	UIE Palm Oil Mill, Mail Bag No.1, 34900 Pantai Remis Perak Darul Ridzuan	N 1° 40' 1" E 104° 1' 37"
1.4.2	Location of Supply Base		
	Name of Supply Base	Location	Coordinate
			Latitude Longitude
	UIE Estate (Division 1 & 2)	UIE Estate Mail Bag No.1, 34900 Pantai Remis Perak Darul Ridzuan	N 4° 25' 00" E 100° 40' 00"
1.5	Description of Area Statement		
1.5.1	Tenure		
	• State		- Ha
	• Private		10,370.5 Ha
1.5.2	Area Statement		
	• Total area		10,370.5 Ha

• Mature area	7,216	Ha
• Immature area	2,519	Ha
• Mill	0.6	Ha
• Workers Quarters	20.5	Ha
• Infrastructure	0.3	Ha
• Nursery	32	Ha
• Conservation area	91	Ha
• Others area (Airstip, Office Building, Biogas Plant, railway, drain etc.)	491.1	Ha
• HCV	-	Ha

1.6 Planting Year and Cycles
1.6.1 Age profile of planting year

Planting Year	Hectarage (Ha)
1988	35.38
1989	1081.05
1991	1,797.17
1999	208.12
2000	35.5
2009	3,13.61
2010	1,239.16
2011	1,114.56
2012	1,298.16
2013	1,322.77
2014	833.83
2015	455.69
TOTAL	9,735

1.6.2 New Planting area after January 2010 (new planting) - Ha

1.6.3 Planting Cycle 2ndCycle

1.7 Description of Supply Base
1.7.1 Description of Mill

Name of Mill	Capacity (tonnes/ hour)	FFB Processed (tonnes/ year)	CPO		Palm Kernel	
			Out put (tonnes)	Extraction (%)	Out put (tonnes)	Extraction (%)
UIE Palm Oil Mills	60	111,199	24,957	22.44	6,273	5.64

**Production Data from May 2014 – April 2015*

1.7.2 Description of Certification Scope of Supply Base

	Name of Estate	Total Area (Ha)	Planted Area (Ha)	FFB (tonnes/year)	Yield (tonnes/ha/year)	Supplied to Mill	
						FFB (tonnes/year)	%
	UIE Estate	10,370.5	9,735	111,199	11	111,199	100
	TOTAL	10,370.5	9,735	111,199	11	111,199	100
<i>*Production Data from May 2014 – April 2015</i>							
1.7.3	FFB description from other source						
	Name of sources	Organisations	Location			Supplied to Mill	
						FFB (tonnes/year)	
	M/S VKK Estates Sdn Bhd	-	M/S VKK Estates Sdn Bhd 34900 Pantai Remis Perak			3,401.38	
	M/S Huntly Estate	-	M/S Huntly Estate 34900 Pantai Remis Perak			11,783.83	
	M/S Arunamari Plantations SDN Bhd	-	M/S Arunamari Plantations Sdn Bhd Batu 29 Jalan Taiping 32700 Bruas Perak			7,889.28	
	TOTAL						23,074.49
<i>*Production Data from May 2014 – April 2015</i>							
<i>* Only process on Saturday, separate from Certified products (CPO and PK tank is separate) & claimed as uncertified products</i>							
1.7.4	Product categories			FFB, CPO, PK			
1.8	Estimate Tonnage of Certified Product						
1.8.1	Past Annual Claim Certified Product			Previous Certificate Claim (tonnes/year)		Actual certified product (tonnes/year)	
	• FFB Production			140,021		111,199	
	• CPO Production			30,262		20,009	
	• Palm Kernel (PK) Production			8,471		6,273	
1.8.2	Estimate of Certified FFB Claim						
	Name of Estate	Total Area (Ha)	Planted Area (Ha)	FFB (tonnes/year)	Yield (tonnes/ha/year)		
	UIE Estate	10,370.5	9,735	118,300	12		
	TOTAL	10,370.5	9,735	118,300	12		
1.8.3	Estimate of Certified Palm Product Claim						
	Name of Mill	Capacity (tonnes/ hour)	FFB Processed (tonnes/year)	CPO		Palm Kernel	
Out put (tonnes)				Extraction (%)	Out put (tonnes)	Extraction (%)	
	UIE Palm Oil Mill	60	118,300	25,749	21.77	6,520	5.51
1.9	Other Certifications						
	ISO 9001:2008			-			

	ISO 14001: 2004	-																																																													
	OHSAS 18001:2007	-																																																													
	ISCC	-																																																													
	Others																																																														
1.10	Time Bound Plan																																																														
1.10.1	Time Bound Plan for Other Management Units																																																														
	<table border="1"> <thead> <tr> <th colspan="2">Management Unit</th> <th rowspan="2">Estate (Supply Base)</th> <th rowspan="2">Time Bound Plan</th> <th rowspan="2">Location</th> <th rowspan="2">Status</th> </tr> <tr> <th>Mill</th> <th>Time Bound Plan</th> </tr> </thead> <tbody> <tr> <td colspan="6">Indonesia</td> </tr> <tr> <td>Lada POM PT Surya Sawit Sejati</td> <td>2016</td> <td>Lada Estate</td> <td>2016</td> <td>Kotawaringin Barat District, Central Kalimantan</td> <td>Planning</td> </tr> <tr> <td></td> <td></td> <td>Runtu Estate</td> <td>2016</td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td>PT. Sawit Seberang Seberang (PTSSS2)</td> <td></td> <td>Kotawaringin Barat District, Central Kalimantan</td> <td>Liquidated</td> </tr> <tr> <td colspan="6">Malaysia</td> </tr> <tr> <td>Jendarata POM</td> <td>2008</td> <td>Jendarata Estate, Seri Pelangi Estate, Ulu Basir Estate, Ulu Bernam Estate, Sungai Ering Estate, Sungai Chawang Estate, Changkat Mentri Estate, Lima Blas Estate</td> <td>2008</td> <td>Teluk Intan, Perak Darul Ridzuan, Malaysia</td> <td>Re-Certified 2014 Audited (ASA-2)</td> </tr> <tr> <td>Ulu Basir POM</td> <td>2008</td> <td>Jendarata Estate, Seri Pelangi Estate, Ulu Basir Estate, Ulu Bernam Estate, Sungai Ering Estate, Sungai Chawang Estate, Changkat Mentri Estate, Lima Blas Estate</td> <td>2008</td> <td>Teluk Intan, Perak Darul Ridzuan, Malaysia</td> <td>Re-Certified 2014 Audited (ASA-2)</td> </tr> <tr> <td>Ulu Bernam POM</td> <td>2008</td> <td>Jendarata Estate, Seri Pelangi Estate, Ulu Basir Estate, Ulu Bernam Estate, Sungai Ering Estate, Sungai Chawang Estate, Changkat Mentri Estate, Lima Blas Estate</td> <td>2008</td> <td>Teluk Intan, Perak Darul Ridzuan, Malaysia</td> <td>Re-Certified 2014 Audited (ASA-2)</td> </tr> <tr> <td>UIE POM</td> <td>2008</td> <td>UIE Estate</td> <td>2008</td> <td>Pantai Remis, Perak Darul Ridzuan, Malaysia</td> <td>Re-Certified 2014 Audited (ASA-2)</td> </tr> </tbody> </table>	Management Unit		Estate (Supply Base)	Time Bound Plan	Location	Status	Mill	Time Bound Plan	Indonesia						Lada POM PT Surya Sawit Sejati	2016	Lada Estate	2016	Kotawaringin Barat District, Central Kalimantan	Planning			Runtu Estate	2016					PT. Sawit Seberang Seberang (PTSSS2)		Kotawaringin Barat District, Central Kalimantan	Liquidated	Malaysia						Jendarata POM	2008	Jendarata Estate, Seri Pelangi Estate, Ulu Basir Estate, Ulu Bernam Estate, Sungai Ering Estate, Sungai Chawang Estate, Changkat Mentri Estate, Lima Blas Estate	2008	Teluk Intan, Perak Darul Ridzuan, Malaysia	Re-Certified 2014 Audited (ASA-2)	Ulu Basir POM	2008	Jendarata Estate, Seri Pelangi Estate, Ulu Basir Estate, Ulu Bernam Estate, Sungai Ering Estate, Sungai Chawang Estate, Changkat Mentri Estate, Lima Blas Estate	2008	Teluk Intan, Perak Darul Ridzuan, Malaysia	Re-Certified 2014 Audited (ASA-2)	Ulu Bernam POM	2008	Jendarata Estate, Seri Pelangi Estate, Ulu Basir Estate, Ulu Bernam Estate, Sungai Ering Estate, Sungai Chawang Estate, Changkat Mentri Estate, Lima Blas Estate	2008	Teluk Intan, Perak Darul Ridzuan, Malaysia	Re-Certified 2014 Audited (ASA-2)	UIE POM	2008	UIE Estate	2008	Pantai Remis, Perak Darul Ridzuan, Malaysia	Re-Certified 2014 Audited (ASA-2)
Management Unit		Estate (Supply Base)	Time Bound Plan					Location	Status																																																						
Mill	Time Bound Plan																																																														
Indonesia																																																															
Lada POM PT Surya Sawit Sejati	2016	Lada Estate	2016	Kotawaringin Barat District, Central Kalimantan	Planning																																																										
		Runtu Estate	2016																																																												
		PT. Sawit Seberang Seberang (PTSSS2)		Kotawaringin Barat District, Central Kalimantan	Liquidated																																																										
Malaysia																																																															
Jendarata POM	2008	Jendarata Estate, Seri Pelangi Estate, Ulu Basir Estate, Ulu Bernam Estate, Sungai Ering Estate, Sungai Chawang Estate, Changkat Mentri Estate, Lima Blas Estate	2008	Teluk Intan, Perak Darul Ridzuan, Malaysia	Re-Certified 2014 Audited (ASA-2)																																																										
Ulu Basir POM	2008	Jendarata Estate, Seri Pelangi Estate, Ulu Basir Estate, Ulu Bernam Estate, Sungai Ering Estate, Sungai Chawang Estate, Changkat Mentri Estate, Lima Blas Estate	2008	Teluk Intan, Perak Darul Ridzuan, Malaysia	Re-Certified 2014 Audited (ASA-2)																																																										
Ulu Bernam POM	2008	Jendarata Estate, Seri Pelangi Estate, Ulu Basir Estate, Ulu Bernam Estate, Sungai Ering Estate, Sungai Chawang Estate, Changkat Mentri Estate, Lima Blas Estate	2008	Teluk Intan, Perak Darul Ridzuan, Malaysia	Re-Certified 2014 Audited (ASA-2)																																																										
UIE POM	2008	UIE Estate	2008	Pantai Remis, Perak Darul Ridzuan, Malaysia	Re-Certified 2014 Audited (ASA-2)																																																										
1.10.2	Progress of Associated Smallholders and Outgrowers for Certifiable Standard																																																														
	<i>There is no FFB supply from Associated Smallholders and Outgrowers. The FFB supply from outside is temporary contract.</i>																																																														

2.0	ASSESSMENT PROCESS
2.1	Assessment Team
ASA-02	<ol style="list-style-type: none"> 1. Oktovianus Rusmin (Lead Auditor). Indonesian Citizen. Bachelor's Degree in Social & Political Sciences Department of Anthropology. Specialists in the field of Social and Cultural (Social Impact & Conflict Resolution) and HCV. Already participated in Forest Management Auditor Training (FSC Standard), ISO 14001 Environmental Management System Training, SVLK (wood legality) Auditor, Indonesian Sustainable Palm Oil (ISPO) and RSPO Lead Auditor Training. He was several times involved in the assessment of Sustainable Forest Management Certification (Standard LEI) and Gap Analysis Audit (FSC Standard). Had worked at the Center for study of Anthropology University of Indonesia and Social Advisor at Tropical Forest Trust (TFT) Indonesia. He was numerously involved in Social Impact Assessment and HCV Identification in Palm Oil Plantations and Natural Forest concessions and was approved as HCV assessor by RSPO for Social Discipline Specialist. Have been involved in several palm oil certifications as Auditor and Lead Auditor. In Annual Surveillance Audit 3, he conducted an assessment on Social aspect and SCCS. 2. Dinesh Nadarajah. Founder and managing director of MALAYSIANA EHS Consultants Sdn Bhd, a specialist environmental consultancy company. He has more than 20 years experience undertaking consultancy assignments in Environmental Impact Assessments (EIA), Environmental Management Plans (EMP), Wildlife Management Plans (WMP), Environmental Screening &/ Scoping Studies (ESS), Environmental Audit (Legal compliance, Eco-label, ISO 14001 EMS), ISO 14001 Environmental Management Systems, (EMS), Environmental Training including Environmental Law, Integrated Management System (IMS) covering ISO 14001, OHSAS 18001 Occupational Health & Safety Management Systems, ISO 9001 Quality Management Systems (QMS) and/ or Hazard Analysis and Critical Control Point (HACCP), RSPO, Waste Management, Chemical Health Risk Assessments (CHRA) and Emergency Response Plans (ERP) within a wide range of sectors in the region. He has conducted more than 850 training programmes for a diverse range of clients throughout South East Asia. In Initial Audit Stage 2, he conducted an assessment on <i>Best Practices Mill and OHS aspect</i>. 3. Yap Chin Hung (Auditor). Graduate from University of Malaya with a Bachelor of Engineering (Honours) Degree in Manufacturing Engineering. He is a member of the Institute of Engineers, Malaysia. He had consulted and trained clients from various industries such as chemical, metal fabrication, engineering, electronics, manufacturing, fabrications, plastics, construction and trading in setting up and implementing the Management Systems based on ISO 9001, ISO 14001, ISO 13485, ISO 2200, HACCP, GMP, FSC and OHSAS 18001. Along his service as ISO consultant, he has assist more than 100 companies to obtain the ISO certification from various Certification Body. Yap is also the associate auditor for QE Certification, UK helping in carrying out 3rd party certification audit for ISO 9001, ISO 14001, ISO 22000 & OHSAS 18001. In Annual Surveillance Audit 3, he conducted an assessment on Health and Safety aspect. 4. Mohd. Nizam (Auditor). Graduated from University Malaya with a Bachelor of Sciences with Honours (Ecology). Registered as a DOE environmental auditor EA 0012 and EIA consultant AC 0808. He had a 7 years experience on plantations as assistant manager at Asiatic Development Berhad. He had 21 years experience on auditing works on ISO 14000 Advanced EMS Auditing, Identifying Environmental Aspects & Impacts by Sirim Training Services S/B, Environmental Assessment & Management (Aberdeen, Scotland), Project Management Training Course & Train The Trainer Course (MIM). In Annual Surveillance Audit 3, he conducted an assessment on environment (conservation) and Best Agriculture Practices. 5. Mohd. Hairimi (Auditor). Graduated from University Kebangsaan Malaysia with a Masters of Social Science (Social and Environmental Impact Assessment) and Bachelor of Social Sciences with Honours (Geography). Registered as assistant consultant on Social Impact Assessment with DOE Malaysia AC 1105, and certified on CESSWI 3756 (Certified Erosion Sediment and Storm Water Inspector). He was involved for past 5 years in environment auditing and in Social and Environmental Impact Assessment Report (EIA and SIA). In Annual Surveillance Audit 3, he conducted an assessment on Social aspect (Social Impact Assessment) and Community Development. <p>Mohammad Aman Samsurey (Auditor). Graduated in Biochemistry for his first degree from University of Arizona, United States of America in 1997 and received his Executive Masters in Management from Asia-e-University in 2012. He has 18 years' experience in environmental consultancy service covering various types of projects and has become the Team Leader in a few Environmental Impact Assessment (EIA) projects and a Team Member in some other EIA projects as well as other environmental projects like Environmental Management Plan (EMP),</p>

	<p>Environmental Monitoring And Audit Report (EMAR) etc. He is registered as an EIA Consultant with DOE since 2007 carrying DOE registered no.(C0101) with 3 fields registered namely water quality, noise and vibration and general environmental management. He is also a registered,CESSWI(3530), CPECS(7468), MIS-BOSET , OGSP , and CIDB. He has also done a few environmental compliance audits covering areas in industries and housing development and acted as an assistant to the registered auditor with DOE.</p>
2.2	Assessment Methodology, Assessment Process and Locations of Assessment
2.2.1	Figure of person days to implement assessment
ASA-02	<p>Number of auditors : 6 auditor assisted by 1 assisstants Number of days for ASA-02 at site : 4 days Number of working days for ASA-02 at site : 24 Working days for auditor</p>
2.2.2	Detail process of assessment
ASA-02	<p>The assessment was conducted by measuring the sufficiency of implementation with the consistency done by the United International Enterprise POM, UIE POM (United Plantation Berhad) to the requirements of <i>The Malaysian National Interpretation (MYNI)</i>, <i>RSPO Principles and Criteria (P&C) for Sustainable Palm Oil Production endorsed on 6th March 2015</i> and the <i>RSPO Supply Chain Certification Systems (SCCS) endorsed on 21st November 2014 for CPO Mill</i>.</p> <p>The assessment was conducted in three methods: (1) document review, aiming to observe the sufficiency of types or substances from required documents; (2) <i>interview</i>, aiming to obtain more detailed information and cross check the information; and (3) field observation, aiming to observe directly the sufficiency of implementation on site.</p> <p>Some opportunities for improvement of the results ASA-02 delivered by the MUTU auditor to the management unit and the results are the subject will be verified at the next assessment phase.</p> <p>Improvement of findings from main assesment findings were observed by auditors at this ASA-02. All information obtained was recorded in Check List of PT Mutuagung Lestari (MUTU) and part of Surveillance report.</p> <p>The assessment program please finds Appendix 2.</p>
2.2.3	Locations of Assessment
ASA-02	<p>1. UIE Mill</p> <ul style="list-style-type: none"> • SCCS verification and observation of weighbridge, loading ramp and interview of related personal in charge in relation of supply chain implementation. • Observation of process from incoming FFB to POME, carried out physical EHS inspection of facilities, operations & machinery included of : <ul style="list-style-type: none"> - Mill operations, Schedule Waste store, workshop - Boilers, CEMS, witnesses testing alarm - Scheduled waste store, lab, tractor workshop, - Water treatment plant – discharge point - POME ponds, final discharge point, sludge drying pit & furrows - Biogas plant - Construction of gas engine building The gas engine house build for electricity generation supply for commercial usage (power generation sell to TNB) - Jungle tree sanctuary <p>2. UIE Estate</p> <ul style="list-style-type: none"> • Agri-chemical Store, observation of chemical store and interviewed with personal in charge in relation of chemical hazardous management • Field 85, observation of spraying process and interviewed with of sprayer (safety and workers welfare aspects). • Anak Machang River (riparian reserve), Buffer Zone was observed along the river.

	<ul style="list-style-type: none"> • Tan Sri Bek Nelsen forest sanctuary, observation of naturally grown forest with native species and invaded by wildlife. • Domestic Waste Dumping site, observation of domestic dump site (good maintenance of dumpsite observed and rubbish was segregated) • Field 85, observation of harvesting activity and interview the worker (safety and workers welfare aspects). • Field 88, observation of pruning process (mechanized tool used for pruning process and effective pruning observed) • Observation for boundary stone point 25, LAT 4.26.23 N, LONG 100.42.45 E.
2.3	Stakeholder Consultation and Stakeholders Contacted
2.3.1	Summary of stakeholder consultation process.
ASA-02	<p>Stakeholder consultation of UIE POM:</p> <ul style="list-style-type: none"> • Public Notification at MUTU website on May 01, 2015. • Interview the internal stakeholders on June 02, 2015 in audit process (particularly to foreign workers, eq. from Indonesia, Bangladesh, etc). • Public consultation on June 04, 2015 was participated by related agency and local peoples or community surrounding <p>Numbers of input from stakeholders were clarified by Jendarata POM, Ulu Bernam POM & Ulu Basir POM. Numbers of inputs from stakeholders both positive and negative were received by the audit team and clarified by the management. The consultation results are captured under 3.6 (Summary of Arising Issues from Public, Management and Auditor Response).</p>
2.3.2	Stakeholder contacted
	<i>Please find appendix 1</i>
2.4	Determining Next Assessment
	The next visit (Surveillance-3) will be determined nine to twelve months after the date of certificate issued with the approval from Unit Management.

3.0. ASSESSMENT RESULT

3.1. Summary of Assessment Report of the RSPO Certification

MUTUAGUNG LESTARI has conducted an assessment of UIE Palm Oil Mill – United Plantation Berhad operation consisting of one (1) mill and one (1) oil palm estates.

During the assessment, there were zero (0) Nonconformities were assigned against Major Compliance Indicator(s) zero (0) nonconformity(s) were assigned against Minor Compliance Indicators five (5) Opportunity for Improvement and zero (0) nonconformance(s) against supply chain requirement for CPO mill identified.

MUTUAGUNG LESTARI found that UIE POM, United Plantation Bhd, complied with the requirements of *The Malaysian National Interpretation (MYNI)*, *RSPO Principles and Criteria (P&C) for Sustainable Palm Oil Production endorsed on 6th March 2015* and the *RSPO Supply Chain Certification Systems (SCCS) endorsed on 21st November 2014 for CPO Mill*.

Therefore MUTUAGUNG LESTARI Recommends RSPO Certification of compliance is ***maintained***.

Ref Std.	VERIFICATION RESULT of MUTU-Certification	
PRINCIPLE #1 COMMITMENT TO TRANSPARENCY		
1.1		
Growers and millers provide 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.		
<u>UIE Estate</u>		
Some of the available documents are listed below:-		
1) Letter from DOE Perak - Pollution / Effluent Waste Discharge Into Sungai Raja Hitam and Sungai Anak Machang dated 5/11/2012 2) Letter from C. Mathews, Group Manager, Human Resources And ESH dated 30/4/2015 on tft. Ferrero & Danone 3) Donation for Surau As-Salam by Contract Workers dated 27/04/2015 4) Chapel Donation dated 17/05/2015 5) Temple deduction dated 20/01/2015		
Based on document review and stakeholder consultation, there is no issue regarding the information request.		
Status: Full Compliance		
1.2		
Management documents are publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.		
<u>UIE Mill</u>		
Based on document of Record of Request & Responses is there are no information request by stakeholder. Only any request :		
Invitation Letter for Seminar Related to Pematuhan Akta Kualiti Alam Sekeliling and the regulation of Air Sanitation 2014, dated July 2014 and evidence of response evidence dated on 27 August 2015 (Certificate of attendant).		
<u>UIE Estate</u>		
Some of the available documents are listed below:-		
1) Summary of land title for UIE estate observed. Title ref no. and use of land observed on the summary list. Land title ref no. 17027 and Bil Cukai Tanah dated 26/5/2014 observed. 2) United Plantations Berhad Occupational Safety And Health Policy 23/3/2013 & OSHA Training Programme 2015. 3) A few Environment Risk Assessment (ERA) documents are:-		

- * United Plantations Berhad, ERA - 2015 (Operation - Nursery)
- * United Plantations Berhad, ERA - 2015 (Operation - Replanting), continue to.....
- * United Plantations Berhad, ERA - 2015 (Operation - Construction of Housing And Other Related Facilities)

4) HCVs:-

- * Map of HCV - Conservation Area; Bio-Diversity Conservation Area (Lagoon, Bruas River, Canal C, Anak Machang River, Green Corridor, Pond For Wildlife Estate 2A, Jungle Reserve, The Bek-Nielsen Wildlife Sanctuary (80 ha), Bukit Kecil 40 Ha)
 - * List of HCVs Identified (HCV Management)
 - * A Conservation Assessment of United Plantation's Perak Estates - Conservation Values & Recommendations
 - * Assessment, management and monitoring of High Conservation Value Forest
 - * Alam Sekitar Dan Biodiversiti Polisi
 - * List of HCVs Identified (HCV Monitoring)
 - * List of tree species
- Continue to.....

5) United Plantations Berhad (Human Rights Policy) - 23/3/2013

Status: Full Compliance

PRINCIPLE #2 COMPLIANCE WITH APPLICABLE LAWS AND REGULATIONS

1.3

Growers and millers commit to ethical conduct in all business operations and transactions.

UIE Mill

There was available document of Ethical Conducts, 2014, page 39 that explain of:

- Standard of conduct
- Obeying of the Law
- Consumers
- Shareholders
- Business Partners
- Community Involvement
- The Environment
- Competition
- Business Integrity
- Conflict of interest
- Whistle Blowers
- Employees
- Right of Employees
- Gender Policy
- Guest Worker Policy
- Occupational safety and Health

UIE Estate

The standard work ethics code and integrity policy was made available and listed as the following:

There was available of UP Bhd's Code of Conduct & Business Ethics (same with document at UIE Mill).

Based on interview with the workers at mill and estate, they have been understood about the Ethical Conduct.

Status: Full Compliance

2.1

There is compliance with all applicable local, national and ratified international laws and regulations.

UIE MILL

The UIE POM has established a Legal Requirement Register which listed legislation applicable to operations and activities. At UIA mill a comprehensive List of Approvals File was sighted which was effectively used to facilitate the tracking and renewal process of permits, approvals and licenses from the authorities. UIE had full time competent persons which included Boilerman, Steam Engineer, Scheduled Waste Manager and Authorised Gas Tester. There was evidence of compliance to identified legal requirements and implementation was verified by conducting internal audits and/ or

inspection by the SHO and/or HRSHE Manager. There was evidence corrective action being implemented to address audit findings. The mill also maintains log books and/or records of comments noted by authorities that conducted inspections of the mill. Changes in legal requirements was tracked via receiving MAPA circulars, correspondence from the authorities and subscribing to www.lawnet and the Tracking Changes File was sighted. The mills receive memos from the HRSHE Manager regarding new applicable regulations and there was evidence of actions to ensure compliance were being implemented. The mills were in progress of obtaining the Fire Certificate from BOMBA and documented evidence the application to BOMBA was sighted. There was good compliance of POME final discharge and air emissions from the boiler stacks with legal limits stipulated by DOE in the mill license.

UIE Estate

Legal Register covering the applicable local and international laws and regulations is available at the estates. The identified legislations were regarding to safety and health, environmental management, pollution management, chemical handling, usage & storage, schedule waste management, worker welfare, wild life protection, infrastructure requirements, etc. Relevant required licensing and document such as MPOB license, competence driver license, land title, etc observed.

Based on the site assessment, interviews and evidence checking at the estate, there were evidences of compliance with the relevant laws, regulations, local and International laws. Good legal compliance practice level observed.

There were no cases of any violation or actions imposed by relevant authorities.

Communication to worker on legal requirements was held in regular basis. Good understanding and awareness level observed among the workers.

Evaluation of compliance performed and found compliance with relevant requirements.

Periodic review of legal compliance observed. Tracking of law changes system in place and coordinated by HR department. Information on the new revised legal requirement communicated via circular. Effective law changes tracking system observed.

Status: Full Compliance

2.2

The right to use the land can be demonstrated, and is not legitimately contested by local communities with demonstrable rights

Relevant land title for estates was available. The Land Use Rights (Ketuanpunyaan) reference number 17027 is observed. The Land Righth wil be valid until year 2103. Summary of land title observed and found relevant land use purpose complied. Land title awarded and observed with sufficient evidence documents. No land right dispute observed in the estates.

Status: Full Compliance

2.3

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.

The lands at the estates are legally owned by United Plantations Berhad.

Records are available to show that the legality of land use.

The lands are not encumbered by any customary lands or user rights and therefore the process of participatory mapping is not required. Therefore, the estate does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.

Status: Full Compliance

PRINCIPLE #3 Commitment to long-term economic and financial viability

3.1

There is an implemented management plan that aims to achieve long-term economic and financial viability.

UIE Mill

From the observation at UIE mill, there is a current operation budget (year 2015), at year record and revenue and also projection of the operation for the next 3 years. Those budget were include :

- Palm Oil operation
- Palm Kernel operation
- Handling charges and operation
- Mill machinery and maintenance

All the operation at the stations are properly planned and for the next 3 years projection were based on FFB production by the estate. The production projected are details on table below:

Month	Number		
	FFB	CPO	PK
May - Jul 2014	19,760	4,565	1,367
Aug - Oct 2014	32,404	6,963	2,029
Nov 2014 -Jan 2015	27,028	6,519	1,418
Feb-Apr 2015	32,006	6,910	1,459
Total	11,199	24,957	6,273

UIE Estate

Annual budget for estates observed for year 2015 ~ 2018. Proper budget data observed and showed good projection towards next three years.

Replanting program properly planned and will end by year 2018. Replanting program to year 2018 and good monitoring of progress observed. The 5 year replanting programme for UIE Estate observed.

Replanting programme

- a) Year 2015 – 954.56 Ha
- b) Year 2016 – 1022.46 Ha
- c) Year 2017 – 790.28 Ha
- d) Year 2018 – 592.65 Ha
- e) Year 2019 – Nil

Status: Full Compliance

PRINCIPLE #4 Use of appropriate best practices by growers and millers

4.1

Operating procedures are appropriately documented and consistently implemented and monitored.

UIE Mill

United Plantation Berhad (UPB) has established documented Standard Operating Procedures for the Mill Engineering Department. A total of 16 SOP were listed and an additional SOP was developed specifically for the Biogas Plant which covered safe operation, maintenance, training of staff and highlighted safety precautions. The mechanism to check consistent implementation of SOP was reviewed and records of monitoring and actions taken for selected mill processes and boiler operations were sighted. Mill operations were very well controlled and monitored in accordance to SOPs by competent personnel and this was reflected in the consistent high OER achieved. The UIA mill and estate have a mechanized locomotive system which facilitates transportation of FFB from the UIA estates right into the sterilizers with minimum handling. The mill production lines were being progressively upgraded from mild steel to stainless steel. There is available SOP Safe Working Practices in Mill. It is included as part of Standard Operating Procedures Oil Palm Field Practices, Revised 14/04/2015 (OSHA Practices for Mill). Based on document review and field visit at Mill, shows that every operator in surround area of mill are used PPE properly.

The UIE Mill received FFB from outside by temporary contract. The supplier are:

- VKK ESTATES SDN BHD, 34900 Pantai Remis, Perak (Since 2013, New Agreement on 11 Dec 2014)
- VKK ESTATES SDN BHD, M 34900 Pantai Remis, Perak (Since 1993, New Agreement on 11 Dec 2014)
- ARUNAMARI PLANTATIONS SDN BHD, BATU 29 JALAN TAIPING 32700 BRUAS, Perak (Since 1993, New Agreement on 11 Dec 2014)

UIE Estate

Standard Operating Procedures for Oil Palm Field Practices is a standard SOP used within UPB group. Revised version is added to the main SOP. Checking mechanism was done by agricultural practices checklist. Records of monitoring were

<p>implemented through warning and reminder letters. Based on field observation in spray area, shows that all spraying workers were equipped with proper PPEs.</p>	
<p>Status: Full Compliance</p>	
<p>4.2 Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>	
<p>All the United Plantation Berhad (UPB) estates were using Field management manual as a SOP Fertilizer recommendation was provided by UPB. Annual Fertilizer Recommendation and input was monitored through record of application. Nutrient recycling implementations were by EFB and POME. Based on document review, there is available Monthly Fertilizer application progress 2015 (refer to recommendation 2015) and Summary of total fertilizer applied in 2014. By result of field visit observation at Field 85 that sighted is the workers have attended fertilizer training prior to enter the field and have good knowledge of fertilizer activity. There is available soil sampling last done on 10/10/2014. Soil sampling in field management manual or when necessary. There was sighted document of EFB and POME application MAP for 2015, and EFB in rows, POME in irrigation canal.</p>	
<p>Status: Full Compliance</p>	
<p>4.3 Practices minimize and control erosion and degradation of soils.</p>	
<p>Management of fragile soil concentrated on peat and acid sulphate soil. Soil map indicating fragile soil was available. Water management plan including drainage system, irrigation system, water pump, weirs and sand bags. Monitoring of water table was a priority. Erosion control was done via LCC planting, Vertifer grass planting along bund and drain edge and EFB application. There was no record of steep slopes within the estate. There is available of Soil Map and Fragile soil : Sedu series, Peat (Erong and Gondang) series. There was sighted report of Rail maintenance (wooden to steel). and Road maintenance for 2015 (Estate field = 520 M, Main entrance = 2316 M).</p>	
<p>Status: Full Compliance</p>	
<p>4.4 Practices maintain the quality and availability of surface and ground water.</p>	
<p>United International Enterprise POM obtains surface water from a lagoon which is treated for use as mill processing water. A jungle tree sanctuary has been established around the lagoon which acts as a buffer strip that filters surface runoff. During the dry season groundwater is used at the mill. Drinking water for the workers was obtained from the Perak Water Supply concessionaire. Water quality monitoring was being carried out by United Plantations Research & Development (UPRD) upstream and downstream of the mill. POME was treated using a conventional Anaerobic-Facultative-Aerobic Pond System which has been modified to include a Biogas Plant. All treated effluent was applied to the fields in the vicinity of the mill using a furrow system. The POME ponds were recently sludge and the final discharge point was inspected. The POME treatment system effectively treated effluent to consistently meet the land application discharge limits stipulated in the DOE license. POME BOD quality and field application rates were being monitored. Water use per ton FFB was being monitored monthly by the mill and trends were being monitored. UPB has embarked on a Water Footprint initiative and has installed flow meters to better measure usage at the mills and for residential use. Water usage was being monitored and benchmarked internally.</p>	
<p>Status: Full Compliance</p>	
<p>4.5 Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.</p>	
<p>Manual for IPM (2004) and Map of IPM implementation was available. Monitoring was through beneficial plants, Barn Owl and Pheromone trap. Training to applicators was recorded in training file. There is available of: Manual for IPM, dated 2004 and Monitoring result of IPM and Map of IPM implemented 2015 was available. Based on field visit observation and interview foreman (Mandor) that shows if their understood and was implemented of Integrated Pest Management. There is available forecast (plan) for IPM program period 2015 – 2019. The program it will plant for <i>cassia cobanensis</i>, <i>antigonon leptopus</i> and <i>turnera</i>. It will planting along the Roads to attract beneficial insects such as bees & wasps to predate on oil palm leaf eating caterpillars.</p>	

Status: Full Compliance

4.6

Agrochemicals are used in a way that does not endanger health or the environment.

Pesticides used listed was approved by MPOA. Usage was controlled by conducting CHRA report where each chemical was used with targeted weeds. Paraquat has stopped since 2010. To ensure efficiency in pesticides used appropriate training was given to management, staff and workers and record was available. Chemical storage was proper with MSDS available and used containers disposal record was available. Continual training was provided and annual medical surveillance was conducted by Group Hospital.

The United Plantation Berhad has been shows documents of :

- Chemical 1A & 1B usage record, latest 2015.
- Rotterdam = Monocrothophos, latest used 2013.
- WHO = brodifacum stop using. Bromodialone latest used 2014.

The document report for medical surveillance of worker that shows if all sprayers were send to United Plantation Berhad Hospital, latest done 13/4/15. Based on document verification, field visit observation and information by foreman interview that shows there is no breast-feeding or pregnant workers in spraying (*meracun*) activities.

Status: Full Compliance

4.7

An occupational health and safety plan is documented, effectively communicated and implemented.

UIE Mill

United Plantation Berhad have established a documented OHS policy and there was evidence the policy was being implemented at the UIE mill. OHS action plans were sighted at the mill and control measures for selected high risk operations were verified being implemented. Noise Monitoring and Audiometric Testing has been conducted at the mills and the latest reports were sighted. Actions implemented to control noise exposure included engineering control measures, conducting a hearing conservation program, providing PPE to workers as well as visitors and posting hazard signage.

A procedure for HIRARC has been established and was consistently conducted for all operations. Selected HIRARC for high risk activities were sighted were found to be comprehensive, specified pragmatic risk control measures and were cross referred to documented Safe Operating Procedures. The HIRARC for the Biogas plant at UIE mill was sighted.

The annual training plan for 2015 was sighted at the mill and there evidence training program were being implemented. The mill had established documented Safe Operating Procedures for all key mill operations after conducting the HIRARC and workers were trained on the SOPs.

United International Enterprise practiced developing internal personnel for key jobs and selected competency certificates were sighted at the mills which included Boilerman, Scheduled Waste Manager and Authorized Gas Tester.

All mill has established a Safety & Health Committee (SHC) that clearly indicate the person designated for safety & health as well included representatives of guest workers. The latest SHC minutes was sighted which included specific issues covering noise, hazardous chemical, training and other matters arising. Issues relating to safety, health and welfare that were raised were discuses and actions to be taken were recorded in the quarterly SHC meeting minutes. Implementation of actions was verified by confirming the previous meeting minutes.

UIE has established Emergency Response Teams (ERT) that covered every shift. Emergency evacuation and fire fighting procedures were sighted and assembly points were marked on site. Emergency procedures for the boiler, sterilizer, oil room, kernel plant, crane, press and laboratory were also sighted. Firefighting and drill training has been conducted.

UPB provides good medical care and has comprehensive insurance coverage for local and guest workers. Local workers were covered by SOCSO whilst union members were also insured under the Group Premium Insurance scheme of the National Union Plantation Workers (NUPW). Guest workers were verified covered under the Workman Compensation Scheme underwritten by Berjaya Somp Insurance Bhd. Medical care is provided at UP Group Hospitals for all workers, dependents and guest workers and ambulances were readily available.

At UIE, LTA was being monitored using JKKP 8 form and the latest submission to DOSH was sighted. Only 1 accident was recorded in 2014. The mills also tracked safety performance which was based on LTA and this was reported in the SHC meetings.

UIE Estate

Occupation Safety and Health Policy observed. Relevant safety operating procedure (SOP) observed with coverage of overall estate operation process. OSH Manual and relevant SOPs developed as documentation of OSH management system. Good design of OSH management system observed.

Occupational health and safety plan observed for estates. Progress of health and safety plan monitored and recorded. All planned program performed according to planned schedule. Good implementation of safety & health programme observed which involvement of total staff in the training.

HIRADC procedure developed with proper criteria attached for risk assessment at estates. All estates activities covered for HIRADC study. Relevant action proposed for identified hazard.

Several operation controls defined with relevant procedures. Overall implementation of operation controls were at satisfactory level.

Sufficient and suitable PPE had been distributed to workers. Relevant PPE training provided to estates staff and workers. PPE usage assessed during the field observation and good practice observed.

Safety & Health Committee established for estates. Safety & Health meeting conducted at least on quarter yearly basis and comply with legal requirement. Safety and health related issue discussed during the meeting and proper action plan observed for outstanding issue.

Emergency Response Procedure observed with description of emergency situation handling for estates. Accident and emergency procedures had been written and briefed to staff, workers, contractors and visitors. Good understanding level observed among the workers.

Accident records for estates assessed and found details investigation in place together with corrective action.

Effectiveness of corrective action reviewed and found all accidents closed with effective corrective action. Submission of accident records to JKKP observed.

Fire drill training conducted at mill and estates for improving of staff and workers awareness. Functionality of firefighting system and first aid equipment assessed during the field observation. Good condition maintained.

Medical insurance provided to all workers. Insurance agreement observed for all workers. Field observation performed and found hospital facility provided.

Status: Full Compliance

4.8

All staff, workers, smallholders and contractors are appropriately trained.

UIE Mill

The UIE Mills has established an annual training plan 2015 that covered safety & health, SOPs and RSPO training. Whilst the plan covered training that were conducted in-house by nominated internal and external trainers, some workers were also sent for external competency based training program conducted by training organizations approved by the authorities. At UIE training records of each employee was sighted and included records for guest workers.

From the document sighted at the mill, there is training record of each workers and staff which include social, environmental and operation aspect. The record of each person is properly keep and maintained throughout the year of operation based on their name and nos. of training they have been through. Amongst the training that have been done are :

- Field clinic on safe use of Highly Toxic Pesticides
- Review HIRARC on all operation within estate , oil mill, refinery
- Emergency & Fire drills
- First Aid training to staff, store keepers
- CHRA review

UIE Estate

Training program for year 2015 observed for estates. Sufficient training planned for improving of RSPO awareness among workers observed.

Relevant training arranged according to Training Program. Training records for each training captured for training date, participant list, training venue and trainer. Training record for employees observed with evaluation performed.

Status: Full Compliance

PRINCIPLE #5 Environmental responsibility and conservation of natural resources and biodiversity

5.1

Aspects of plantation and mill management, including replanting, that have environmental impacts are identified, and plans to negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continuous improvement.

UIE Mill

Aspect impact of the plant management being identified at UIE mills as one of their management planning to tackle the risk. There is also social and environmental aspect applicable at the mills and properly documented to ensure a good environment and communication between the management and workers. The operation station at the mills has been properly monitored and the risk and assessment were divided into those criteria :

Ranking (Severity X Quantity X Probability)=S X Q X P	SIGNIFICANCE
57-64	CRITICAL
43-56	HIGH
29-42	MEDIUM
15-28	LOW
1-14	NEGLIGIBLE

UIE Estate

A few Environment Risk Assessment (ERA) documents are:-

- United Plantations Berhad, ERA - 2015 (Operation - Nursery)
- United Plantations Berhad, ERA - 2015 (Operation - Replanting)
- United Plantations Berhad, ERA - 2015 (Operation - Construction of Housing And Other Related Facilities)

A few Environmental Risk Assessment (ERA) documents are:-

- Environmental Risk Assessment - Evaluation Criteria Chart (Received 15/8/2007)
- Environmental Risk Assessment - Ranking (Responsibility under the Group Manager)

Status: Full Compliance

5.2

The status of rare, threatened or endangered species and other High Conservation Value habitats, if any, that exist in the plantation or that could be affected by plantation or mill management, shall be identified and operations managed to best ensure that they are maintained and/or enhanced.

The United Plantation Berhad in Teluk Intan Complex has have Report of High Conservation Value Identification and the Management Plan. Based on identification results was there are not High Conservation Value have identified of area surround. There was any few rivers of categorized as conservation area with buffer zone. The river buffer zone (*Rizab*) in Malaysia is manage and under the government control. The management unit has have Conservation Action Plan and Conservation Review Plan in relation to manage and protect of conservation area, for example Green Corridor, Pond For Wildlife Estate 2A, Jungle Reserve, the Bek-Nielsen Wildlife Sanctuary and Bukit Kecil. Based on field visit on Beruas River and Anak Machang River, was shows well maintained as riparian reserve. The management unit has been implemented program and still continuously right now for biodiversity conservation was assist by retired planter James Kingham. The process for implementation the program of biodiversity conservation is under supervision of Group Manager of UIE for manage and socialization to related staff.

Status: Full Compliance

5.3

Waste is reduced, recycled, re-used and disposed of in an environmentally and socially responsible manner.

The mill has established a documented waste management matrix which listed the types of waste generated and the action plan to reduce/ utilize waste for 2015. Biomass waste that was reused &/ recycled in the fields include EFB and decanter solids for mulching, POME by 100% land application and boiler ash for surfacing collection roads. At UIE mills

POME was used to generate biogas which was fired in the boiler. All treated POME from the mill was applied to the fields in the vicinity of the mill and there was no discharge to surface waters. All used chemical containers that were triple rinsed and punctured, scrap metal, used batteries and used oil was collected and recycled by licensed authorized contractors. Scheduled waste generated at the mills include used oil (SW 305), contaminated filters and rags (SW 410) and used batteries (SW 102). Scheduled waste was verified being collected by contractors licensed by the Department of Environment (DOE) and the e-consignment note system was verified being used. The scheduled waste was being managed by a competent scheduled waste manager. Solid waste was recycled and/ or disposed at the disposal site within the estate.

Status: Full Compliance

5.4

Efficiency of energy use and use of renewable energy is maximized.

UIE Mill

UPB have implemented various initiatives to improve efficiency of energy used and maximize renewable energy used at the UIE mill. A Biomass Reciprocating Boiler which fired PPF, shell and biogas from POME, i.e. all of which are renewable energy, generated steam and electricity for use in the mill. Methane capture was being monitored on a monthly basis at the biogas plants. A Biogas Engine was being installed at the Biogas plant to convert biogas into electricity which will be fed back into the national grid via the feed in tariff mechanism implemented by the Sustainable Energy Development Authority (SEDA). The Biogas Engine building were under construction during the audit. When completed the UIE mill will be able to maximize harnessing energy from biomass with the added options of generating electricity for the grid and/ or using biogas for the boilers whilst minimizing flaring. Fossil fuel used per ton of FFB processes was being monitored. At the mill, boiler flu gas was used to dry decanter solids that was used as an organic fertilizer. At the estates the use of the locomotive system minimized the use of fossil fuels.

Renewable energy planning and programmed sighted at the mill. There is record of monitoring being applied at the mill to ensure maximizing usage of palm oil by product to re use back as power source for the mills. It include :

- The generation of fuel boiler by methane gas capture from the biogas plant.
- Shell and fibre from FFB by product used as boiler fuel
- V scupper drain for biomass (replanting programmed)
- Furrow irrigation method utilizing POME for land application
- Biogas connection to TNB- using Gas Engine to produce power .

UIE Estate

Some documents observed are:-

- FFB, CPO and Palm Kernel Estimate And Actual Production UIE + OUTSIDE YEAR 2015
- Monitoring of Direct Fossil Fuel Usage Mill + Estate
- Value of Diesoline, Petrol And Lubricant Oil Usage Mill + Estate 2015 Till April
- Renewable Energy Use Per Tonne of Palm Product At UIE Engineering Department

Status: Full Compliance

5.5

Use of fire for waste disposal and for preparing land for replanting is avoided except in specific situations, as identified in the ASEAN guidelines or other regional best practice.

The management of United Plantation Berhad has have document in relation of zero burning

- 1) Announcement Notes for No Open Burning, dated February 18, 2008
- 2) Zero-Burn Replanting Field Management Manual And Standard of Operating Procedure

Based on field visit to UIE Estate was indicated there are no burning activities for waste disposal and replanting.

Status: Full Compliance

5.6

Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.

UIE Mill

The mill has carried out Environmental Risk Assessments which identified significant types of wastes and emissions generated. Plans to reduce pollution and emissions and various initiatives that have implemented were sighted. At the

mill, the Biomass Reciprocating Boiler installed was more efficient and emitted lower levels of TSP than conventional boilers. The boiler flue gas from the mill was used to dry decanter solids to produce organic fertilizer, a process which reduced particulates in emissions and cools the flue gas temperature.

UPB has embarked on a Carbon Footprint initiative and has conducted Life Cycle Assessments (LCA) by an international consultant. UPB has implemented a total of 4 projects under the Clean Development Mechanism (CDM) that have been registered under the UNFCCC. The Biogas plants installed at UIE mill were inspected. GHG emissions were calculated annually by a 3rd party to independently verify the GHG savings achieved and the 3rd party report was sighted. UPB has set targets and implemented initiatives to reduce its carbon footprint per ton CPO produced. According to UPB annual report sighted, the projects implemented achieved 70% reduction in CO₂, and 80% reduction in CH₄ compared to pre-2005 levels.

The UIE mills have a CEMS and CCTV system installed at the boilers and isokinetic monitoring was conducted biannually by a 3rd party laboratory. The stack emission results sighted consistently complied with stipulated emissions limits.

UIE Estate

Plans to reduce pollution were available by preparing waste management plan, environmental risk assessment plan and action plan. GHG plan was prepared by LCA Consultant from Denmark. The UPB management has committed to reduce GHG by 50% in year 2018.

The management of UP was sighted an evidence report of Carbon Footprint Reductions through ACOP 2013 and 2014. These reports were submitted to the RSPO Emission Reduction Working Group.

Status: Full Compliance

PRINCIPLE #6 Responsible consideration of employees and of individuals and communities affected by growers and mills

6.1

Aspects of plantation and mill management, including replanting, that have social impacts are identified in a participatory way, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate the continuous improvement.

- Social Risk Assessment (SRA) has been made with latest on 13 April 2015 for internal and external stakeholder duration 2015. SRA has been done for various activities :-
 - Operation - Nursery
 - Operation - Replanting
 - Operation - Weeding
 - Operation - Pruning
 - Operation - Circle Sanitation
 - Operation - EFB Mulching
 - Operation - Water Management
 - Operation - Roads, Paths, and Railways
 - Operation - Boundary
 - Operation – Oil Palm Pest and Disease Management
 - Operation – Foreign Workers

- An evidence of meeting for stakeholder on 13 April 2015 for UIE Estate 49 people attended. The stakeholder meeting is held on a yearly basis. Based on the results of the stakeholder meeting there are 7 issues raised and actions have been taken. A complete timetable with responsibilities is presented in Review Plan (Social) latest reviewed on 13 April 2015. The list of activities that can be effective to the social issues has been ranked and mitigation measures are stated in the plans.

- A complete timetable with responsibilities is presented in Review Plan (Social Action Plan SAP) latest reviewed on 13 April 2015. The list of activities that can be effective to the social issues has been ranked and mitigation measures are stated in the plans and updated on an annual basis.

There is no smallholder in UIE Estate, however estate management is pay attention to a positive and negative impact for the internal and external stakeholder have been identified such as improve of living standards and increase of health, education facilities and cultural and religious values. The Social Risk Assessment also assess the impact of foreign workers to the estate and local community and the Social Action Plan (SAP) are reviewed and implemented to mitigate the negative issues

Status: Full Compliance

6.2

There are open and transparent methods for communication and consultation between growers and/or millers, local communities and other affected or interested parties.

- There is a Grievance Redressal Procedure for communication and consultation in clearing up misunderstanding/ conflict/grievances or raising any issues with United Plantations Berhad, the procedure is adopted, in an effective, timely and appropriate manner that is open and transparent to any affected parties. The procedure stated that all grievances are formally recorded at point of receipt and settled as soon as possible but not more than 30 days and grievances acknowledged by letter within 7 working days to stakeholder and estate manager/head of department from the company secretary.
- There is a transparent method for communication and consultation with public, a meeting had been done on 13 April 2015, the issues and response are documented in the minutes of meeting. There is an appointment letter for RSPO Communication Officer for United Plantations Berhad.

There is a list of stakeholders in at UIE Estate, included the information of the internal and external stakeholders including organization name, Contact Number and address, Email / Contact Number. The stakeholder list including External and internal such as Statutory Bodies, Local Communities, Workers Organizations, Smallholders, Local NGO's and National NGO's.

Status: Full Compliance

6.3

There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all parties.

- A mutual agreed and documented system for dealing with complaints that is whistle blower policy signed by Mr Ho Dua Tiam, Chief Executive Director 11 July 2011. And there is a procedure for communication and consultation been established at UIE Estate.
- A Grievance Redressal Procedure for communication and consultation in clearing up misunderstanding/conflict/ grievances or raising any issues with United Plantations Berhad, the procedure is adopted, in an effective, timely and appropriate manner that is open and transparent to any affected parties. There is a procedure to resolve dispute and displayed in the office and in the stakeholder booklets. All complaint are properly recorded and the action are been taken to resolve the issues. There is a complaint book at UIE Estate latest on 25 May 2015 by Margist regarding the food issues.

Based on the interview the workers are aware with the procedure and know how to make a complaints.

Status: Full Compliance

6.4

Any negotiations concerning compensation for loss of legal or customary 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.

There is a Grievance Redressal Procedure for communication and consultation in clearing up misunderstanding/conflict/ grievances or raising any issues with United Plantations Berhad, the procedure is adopted, in an effective, timely and appropriate manner that is open and transparent to any affected parties. Until the audit there is no dispute by any parties relating to legal and customary right recorded at UIE Estate.

Status: Full Compliance

6.5

Pay and conditions for employees and for employees of contractors always meet at least legal or industry minimum standards and are sufficient to provide decent living wages.

- Based on the audit, all workers have an agreement with management and been signed by the foreign workers India regarding the labour laws, union agreements including (working hours, deductions, overtime, sickness, holiday

entitlement, maternity leave, reasons for dismissal.

- All workers are given the pay slips and the minimum basics salary is RM 900.00 Seksyen 4 (2) Akta 732 Perenggan 6 Perintah Gaji Minimum 2012 at UIE Estate.
- There is a clear contract between United International Enterprises (M) Sdn Bhd with workers regarding the labour laws, union agreements in English and Indian language for UIE Estate workers and made understanding to the workers. The contracts are signed by the workers and the copy are given to them.
- A guidelines for foreign workers limitation for overtime works (Had Kerja Lebih Masa di bawah Seksyen 60 A (4) (a) Akta Kerja 1955 – Dibenarkan Sehingga 130 Jam). Minimum Wage Order 2012 and Rates of Pay and Term and Conditions of Employment of Palm Oil Mill Employees 2010.
- The management have complied workers Minimum Standards of Housing and Amenities Act 1990 (Act 446). Based on the field visit UIE are build a new building for foreign workers quarters. Foreign workers housing (Line site) are provided with 24 hours electricity and clean water from State of Perak. Based on the interview, it can verified that all facilities are good and adequate for the workers.

Based on the observation there is a Sundry Shops, Estate Canteen, and UIE outside Vendors to cater the demand for food supplies for the workers.

Status: Full Compliance

6.6

The employer respects the right 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.

There is a policy (Human Rights Policy) for freedom for United Plantation Workers the mill and estate workers are free to bargain collectively either through the National Union of Plantation Workers (NUPW) or by forming groupings on their own to collectively bargain with the management.

An evidence record of minutes of meetings for foreign workers welfare committee at UIE Estate latest on 25 May 2015.

Workers union meeting are held in every 3 month.

Status: Full Compliance

6.7

Children are not employed or exploited.

- There is a clear policy that prohibited under aged workers (below 16 years) Human Rights Policy, Signed by Dato' Carl Bek-Nielsen, Chief Executive Director on 23 March 2013.

- At UIE Estate, there is an evidence of local workers consist of Name, Id Number, Date of join, Service year, Date of Birth, Age, Race and Sex. For Foreign workers the evidence in foreign workers list 2015 latest on 28 May 2015 consist of Name, Passport, Permit Valid, Nationality, Division, Date of birth, Age and gender.

From the list, clearly stated that all of the list of name is fulfilled the minimum requirement age and also verified during the site visit.

Status: Full Compliance

6.8

Any form of discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age, is prohibited.

- There is a policy regarding the gender policy signed by Dato' Carl Bek-Nielsen, Chief Executive Director (24 April 2015). Based on the interview, there is no issues raises at the UIE Estate.

- There is a detail of specification for employment in (MAPA'S Manual of Job Classification in Respect of Clerical, Medical & Health and Technical Staff non-clerical staff and a guidelines for employment by United Plantation Berhad.
- For foreign workers, the recruitment and selection are based on passing the medical fitness by FOMEMA.

Status: Full Compliance

6.9

Policy to prevent sexual harassment and all other forms of violence against women and to protect their reproductive rights is developed and applied.

- There is a policy to prevent the sexual harassment and violence (Sexual Harassment Policy) signed by Ho Dua Tiam, Senior Executive Director. There is a clear procedure to channel the sexual harassment in the workplace, and there

is a specific form (Misconduct Report Form) and (Sexual Harassment & Violence) to launch a complaint to the management.

- A committee members at UIE Estate, the gender committee meeting are held twice a year the latest minute of gender committee meeting on 29 December 2014.
- For women workers, there is a policy to protect the reproductive rights for women (Gender Policy) to protect the reproductive rights and Motherhood responsibilities of women as under the Universal Declaration of Human Rights and Labour laws. A meeting of gender committee down driver business unit United Plantation Berhad and the latest of second meeting of Gender Committee held on 29 December 2014.
- There is a procedure (Grievance and redressal procedure for sexual harassment in the workplace) in accordance with United Plantations Berhad sexual harassment & violence policy for handling the complaint made by workers. The procedure were available to manage grievance and complaint form stakeholder and workers.
- There is a specific mechanism is established with the procedure and process flow to channel the complaint, but there is no complaint are been made at UIE Estate.

Based on interviews that knows if company has have policy to prevent the sexual harassment and violence, and protect the reproductive rights for women (Gender Policy). There are no issue related to woman harassment & discrimination.

Status: Full Compliance

6.10

Growers and mills deal fairly and transparently with smallholders and other local businesses.

- There is no smallholders at UIE Estate.
- An evidence of Memorandum of Agreement (MOA), between United Plantation Berhad and Ki Fatt Enterprise (06316250) regarding the FFB Collection.
- Form has been sign and detailing about the work description and pricing are properly stated in the document.
- Payment are made promptly by United Plantation Berhad through cheque payment voucher latest on 15 May 2015 (625030210).
- The payment to supplier is confirmed that all payments have been made in a timely manner.

Status: Full Compliance

6.11

Growers and millers contribute to local sustainable development wherever appropriate.

- A contribution towards local communities has been made by the UIE Estate for :
 - Financial Assistant for workers and communities
 - Free Mouth & teeth inspection for Malaysian Citizen above 20 years in ages by UIE Medical Service.
 - Blood Donations.
 - Providing the School Bus
- No smallholder at the UIE Estate.

Based on document verification and stakeholder consultation that knows the company was sighted an evidence of CSR has been implemented, for example: amenities Kindergarten School, provide new bus, annually blood donation, etc.

Status: Full Compliance

6.12

No forms of forced or trafficked labour are used.

- There is a policy on Guest Workers Policy signed by Dato' Carl Bek-Nielsen, Chief Executive Director stated that foreign workers employment there will no contract substitution.
- For foreign workers, there is a policy on Guest Workers Policy stated that foreign workers will have a minimum wages based on the minimum wages Act of Malaysia.

Based on interview of the worker (Srinivasam - India) there are aware with their contract document and their minimum wages, no contract substitution, there are no discrimination and the company provide the facility for the workers (housing, electric and fresh water).

Status: Full Compliance

6.13

Where temporary or foreign workers are employed, a special labour policy and procedures shall be established and implemented	
A policy for human rights has been established in Human Rights Policy and Guest Workers Policy signed by Dato' Carl Bek-Nielsen, Chief Executive Director on 23 March 2013. The policy stated that no form of forced labour or trafficked labour are used, no difference is made between guest and local workers, all guest and local workers are in possession of a valid work permit in accordance with Malaysian Immigration Regulations, 1963 and all guest and local workers are covered under the purview of "Workers' Minimum Standards of Housing and Amenities Act 1990" all policies are available and displayed at UIE Estate.	
	Status: Full Compliance
PRINCIPLE #7 Responsible development of new plantings	
7.1	
A comprehensive and participatory independent social and environmental assessment is undertaken prior to establishing new plantings or operations, or expanding existing ones, and the results incorporated into planning, management and operations.	
There is no new planting in area of United Plantation-Malaysia. Replanting program in UIE estate for second period was actively done since 2010.	
	Status: Full Compliance
7.2	
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.	
There is no new planting in area of United Plantation-Malaysia. Replanting program in UIE estate for second period was actively done since 2010.	
	Status: Full Compliance
7.3	
New plantings since November 2005, have not replaced primary forest or any area required to maintain or enhance one or more High Conservation Values.	
There is no new planting in area of United Plantation-Malaysia. Replanting program in UIE estate for second period was actively done since 2010.	
	Status: Full Compliance
7.4	
Extensive planting on steep terrain, and/or on marginal and fragile soils, is avoided.	
There is no new planting in area of United Plantation-Malaysia. Replanting program in UIE estate for second period was actively done since 2010.	
	Status: Full Compliance
7.5	
No new plantings are established on local peoples' land without their free, prior and informed consent, dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.	
There is no new planting in area of United Plantation-Malaysia. Replanting program in UIE estate for second period was actively done since 2010.	
	Status: Full Compliance
7.6	
Local people are compensated for any agreed land acquisitions and relinquishment of rights, subject to their free, prior and informed consent and negotiated agreements.	
There is no new planting in area of United Plantation-Malaysia. Replanting program in UIE estate for second period was actively done since 2010.	
	Status: Full Compliance
7.7	
Use of fire in the preparation of new plantings is avoided other than in specific situations, as identified in the ASEAN guidelines or other regional best practice.	

<p>There is no new planting in area of United Plantation-Malaysia. Replanting program in UIE estate for second period was actively done since 2010.</p>	
	<p>Status: Full Compliance</p>
<p>7.8 New plantation developments are designed to minimize net greenhouse gas emissions.</p>	
<p>There is no new planting in area of United Plantation-Malaysia. Replanting program in UIE estate for second period was actively done since 2010.</p>	
	<p>Status: Full Compliance</p>
<p>PRINCIPLE #8 Commitment to continuous improvement in key areas of activity</p>	
<p>8.1 Growers and millers regularly monitor and review their activities and develop and implement action plans that allow demonstrable continuous improvement in key operations.</p>	
<p>Continual improvement sighted at the mill include:</p> <ul style="list-style-type: none"> • Installation of a Biogas Engine and Bio Scrubber system as part of the initiative to generate electricity from biogas and feed in into the national grid using the feed in tariff mechanism. • Replacement of mild steel with stainless steel particularly for the EFB and CPO processing equipment • Reduction usage of diesel for the tractor, locomotive system and small trucks (2008- 2015) • Usage of boiler ash as road repairing and maintenance. • Replacement of wooden to steel slippers for the railing system of locomotives • Reduction of spent lubricant filters usage • Reduction of spent batteries (2010 till April 2015) <p>Continual improvement sighted at the estate include:</p> <ul style="list-style-type: none"> • Monitoring of GHG started in 2004, Report done annually, latest report done by LCA Consultant from Denmark and Forecasted 50% reduction by 2018 • Buffalo collection contributes effectively towards reduction of fossil fuel usage • Mowing of harvesters path, greater emphasis is given to the mowing of the harvesters' path to control weeds, soil erosion and rutting. These practice effectively reduces the use of herbicides and associated smell and odour problems, including air pollution in general. • Chantas Mechanized Harvesting for increases productivity & harvesting becomes less strenuous • Coated with diamond powder sharpens blades more effectively and faster 	
	<p>Status: Full Compliance</p>

3.2. Summary of Assessment Report of Supply Chain Requirement

Clause	MODULE D – CPO MILLS: IDENTITY PRESERVED										
1	Definition										
<p>1.1 A mill is deemed to be Identity Preserved (IP) if the FFB used by the mill are sourced from its own supply base certified to the RSPO Principles and Criteria (RSPO P&C). 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. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own certified land base. If a mill processes certified and uncertified FFB without physically separating the material then only Module E is applicable.</p> <p>Certification scope of UIE POM is UIE Estate These supply bases claimed as Certified sources since 2008. The FFB is supplied from own estate. Table of FFB receive on UIE POM from May 2014 until April 2015:</p> <table border="1"> <thead> <tr> <th>FFB</th> <th>Number (Ton)</th> </tr> </thead> <tbody> <tr> <td>UIE Estate</td> <td>111,199</td> </tr> <tr> <td>Total</td> <td>111,199</td> </tr> </tbody> </table>			FFB	Number (Ton)	UIE Estate	111,199	Total	111,199			
FFB	Number (Ton)										
UIE Estate	111,199										
Total	111,199										
<p>Status: Comply</p>											
2	Explanation										
<p>2.1 The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill must 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 palm oil 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 UIE Mill is supplied by one own estate (UIE Estate). Based on data of certified products of CPO and PK, the actual tonnage produced on May 2014 until April 2015 are description on table below.</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>CPO (Ton)</th> <th>PK (Ton)</th> </tr> </thead> <tbody> <tr> <td>UIE Estate</td> <td>24,957</td> <td>6,273</td> </tr> <tr> <td>Total</td> <td>24,957</td> <td>6,273</td> </tr> </tbody> </table>			Estate	CPO (Ton)	PK (Ton)	UIE Estate	24,957	6,273	Total	24,957	6,273
Estate	CPO (Ton)	PK (Ton)									
UIE Estate	24,957	6,273									
Total	24,957	6,273									
<p>Status: Comply</p>											
<p>2.2 The mill must also meet all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organization (RSPO IT platform or book and claim).</p> <p>Standard Operating Procedure Oil Mill Supply Chain Module (No. 240-A), page 6 point 1.3.7 CLAIMS : The Oil Mill only make claim regarding the use of or support of RSPO certified palm oil that that are compliance with the RSPO Rules for Communication and Claims. The United International Enterprise (UIE) POM was registered in RSPO eTrace with ID Number RSPO PO 1000 000 243.</p>											
<p>Status: Comply</p>											
3	Documented procedures										

3.1	The site shall have written procedures and/or work instructions to ensure the implementation of all the elements specified in these requirements. This shall include at minimum the following: a) Complete and up to date procedures covering the implementation of all the elements in these requirements; b) 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 site's procedures for the implementation of this standard.
	The UIE Palm Oil Mill – United Plantation has work procedure as guideline to ensure the implementation for the entire required elements. The procedure is Standard Operating Procedure for Traceability and RSPO Supply Chain Certification System (Issued on August 06, 2014, has revised on June 02, 2015). It is aim for identifying product's traceability with supply chain Identity Preserve (IP) Model. Person in charge to ensure the operation of mill based on the applicable procedure is the Head of Oil Mill (Group Engineer, Senior Resident Engineer & Resident Engineer), Weighbridge Operator and Oil Mill Staff. Based on an field visit observation and interview with staff in weighbridge and grading area that indicated the personal in charge was understood the mechanism to handle of supply chain system and aware if UIE Mill it has been RSPO certified.
	Status: Comply
3.2	The site shall have documented procedures for receiving and processing certified and non-certified FFBs.
	The UIE Palm Oil Mill – United Plantation has work procedure as guideline to ensure the implementation for the entire required elements. The procedure is Standard Operating Procedure for Traceability and RSPO Supply Chain Certification System (Issued on August 06, 2014, has revised on June 02, 2015). It is aim for identifying product's traceability with supply chain Identity Preserve (IP) Model. The FFB was supplied by own estate (UIE Estate) was certified since August 2008.
	Status: Comply
4	Purchasing and goods in
4.1	The site shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.
	Until Surveillance 2, the processed FFB in UIE Palm Oil Mill is supply from nucleus estate, which is from UIE Estate. Therefore the processed FFB and generated product is entirely product claimed as RSPO Certified product. Company has have a mechanism for loading ramp, which is by requiring driver to show fruit delivery note from each estate namely FFB Delivery Note and Weighbridge Ticket (after FFB is checked in weighbridge). UIE Estate <ul style="list-style-type: none"> • FFB Delivery Note (No.38241) on 02nd June 2015 • Weighbridge Ticket (after FFB is checked in weighbridge) - No 0000029782 on 02nd June 2015 from DIV 2A (0504) with net weight is 50,600 Kg (after recheck at mill weighbridge). Both of document is stamped with code CERTIFIED SUSTAINABLE FFB C822190CU-RSPO-01.2014. All FFB from UIE Estate was transported to UIE Mill by Light Railway System (Locomotive) and all FFB in cages.
	Status: Comply
4.2	The site shall inform the CB immediately if there is a projected overproduction of certified tonnage.
	The UIE Palm Oil Mill – United Plantation has work procedure as guideline to ensure the implementation for the entire required elements. The procedure is Standard Operating Procedure for Traceability and RSPO Supply Chain Certification System (SOP No.240-A, has revised on June 02, 2015). Page 2 Point 1.1.3 RECORDING-PHURCHASING AND GOODS IN, sub point f was explain that The Oil Mill shall inform the Certification Body immediately if there is a projected overproduction. Based on verification data of FFB's processed in May 2014 – April 2015 it's known that the actual projection is CPO = 15,443.99 ton and PK = 4,906.19 ton. These total number of product claimed does not over the projected one, which is CPO = 29,680 ton and PK = 8,020 ton (Based on annex Certificate ASA1).
	Status: Comply
5	Record keeping

5.1

The site shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a three-monthly basis.

The UIE Palm Oil Mill – United Plantation has have a Monthly Report of RSPO Certified of FFB, CPO & PK. The table below are description of RSPO production of UIE POM – UP in three month basis.

Month	Number		
	FFB	CPO	PK
May - Jul 2014	19,760	4,565	1,367
Aug - Oct 2014	32,404	6,963	2,029
Nov 2014 –Jan 2015	27,028	6,519	1,418
Feb-Apr 2015	32,006	6,910	1,459
Total	111,199	24,957	6,273

Status: Comply

6

Processing

6.1

The site shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept segregated from non-certified material including during transport and storage.

Based on document verification that showed he UIE Palm Oil Mill – United Plantation has have work procedure as guideline to ensure the implementation for the entire required elements. The procedure is Standard Operating Procedure for Traceability and RSPO Supply Chain Certification System (SOP No.240-A, has revised on May 25 2012). It is aim for identifying product's traceability with supply chain Identity Preserve (IP) Model. All of the FFB was supplied by own estate (UIE Estate) was certified since August 2008. Until Surveillance 2 the FFB processed at UIE Mil was supply from own estate (UIE Estate). There was available sampling of FFB Delivery Note and Weighbridge Ticket (after FFB is checked in weighbridge).

UIE Estate

- FFB Delivery Note (No.38241) on 02nd June 2015
- Weighbridge Ticket (after FFB is checked in weighbridge) - No 0000029782 on 02nd June 2015 from DIV 2A (0504) with net weight is 50,600 Kg (after recheck at mill weighbridge).

Both of document is stamped with code CERTIFIED SUSTAINABLE FFB C822190CU-RSPO-01.2014. All FFB from UIE Estate was transported to UIE Mill by Light Railway System (Locomotive) and all FFB in cages.

Status:

6.2

The objective is for 100 % segregated material to be reached.

Based on document verification and field visit that indicated the UIE Mill only processed FFB being CPO and PK is 100 % is FFB supplied from own estate. The CPO and PK all is produced and dispatch are totally produced by own estate.

Status: Comply

3.3. Conformity Checklist of Certificate and Logo Use

1.	Evidence of permission or approval certificate and logo from Certification Body which submitted by Client	X or √
ASA-02	United International Enterprise (UIE) Palm Oil Mill, United Plantation Berhad has had approval/permit the use of the certificate by Control Union Certification with CERTIFICATE CODE: CU-RSPO- 822190	√
	Status: Full Compliance	
2.	Implementation of certificate and logo used by Client comply with size and type (shape) against Guideline of Logo Use	X or √
ASA-02	United International Enterprise (UIE) Mill does not use the logo both in the on-product and off-product.	√
	Status: Not Applicable	
3.	Implementation of Certificate and Logo is not used on product	X or √
ASA-02	United International Enterprise (UIE) Mill does not use the logo both in the on-product and off-product.	√
	Status: Not Applicable	
4.	Controlling of Certificate and Logo, including withdrawing inappropriate logo.	X or √
ASA-02	United International Enterprise (UIE) Mill does not use the logo both in the on-product and off-product.	√
	Status: Not Applicable	

3.4. Summary of RSPO Partial Certification.

Summary:		
The rules for partial certification allow organizations that have a majority holding in and / or management control of more than one autonomous company growing oil palm to certify individual management units and / or subsidiary companies subject to certain rules.		
United Plantation Bhd is a member of RSPO and has been involved in the certification since 19 July 2004. The membership number with RSPO is 1-0004-04-000-00 .		
Management unit(s) observed: PT Surya Sawit Sejati		
2.1	There is compliance with all applicable local, national and ratified international laws and regulations.	X or√
	<p><u>Restructuring of PTSSS1 and Liquidation of PT SSS2</u></p> <p>The Company in its pursuit to achieve 20% of its land bank as PLASMA has restructured its holdings as follows. PTSSS1 received a new IJIN Lokasi for 3157.29 hectares. The 3157.29 hectares consist of the following:-</p> <ul style="list-style-type: none"> - 915 hectares from the transfer of planted area - 1140 hectares for conservation - 1102.29 for potential new planting <p>By the liquidation of PTSSS2 all employees will be paid their dues based on the labour laws of Indonesia/reabsorbed into PTSS1. It is a commendable initiative of the Company to convert the planted area of PT SSS2 into PLASMA for the surrounding small farmers. The process of converting PTSSS2 planted area from HP and HPK into APL areas is being processed as per PP No 60 year 2012.</p> <p>By the above exercise PT SSS1 now has an inti area of approximately 9000 Hectares and a PLASMA of approximately 1779.80 hectares (including existing PLASMA, conversion of the 915 hectares from PT SSS2, and finally from the development of approximately 600 hectares of additional land derived from the 1102.29 hectares from the liquidation of PTSSS2 concession).</p> <p><u>Progress of application for forest land release by the Ministry of Forestry of Indonesia as per PP No 60 year 2012 for HP and HPK areas.</u></p> <p>HP land (approximately 4757 hectares). The BPKH (Forestry Dept) from Palangka Raya visited the Company's Lada Estate on 23rd Nov 2013 to conduct the primary survey for demarcation for tata batas (boundary stones). On 22nd April 2014 a meeting between the Company and the Demarcation Team was held at the Bupati's office (pl. refer the letter dated 3rd April 2014). As per the protocol the Company has also embarked on the necessary process for land swap for the HP areas please refer Appendix A and B depicting the various correspondences and chronology of land swap process to date. On 7/4/2015 the Company received the Governor's recommendation for the land swap process with the Dept. of Forestry.</p> <p><u>HPK Land</u> (approximately 5132 hectares)</p> <p>The survey team has completed the installation of the boundary stones and on 3rd March 2014 the final report has been submitted to the Governor and his recommendations were received on 7/4/2015. Please refer Appendix C and D depicting the various correspondences and chronology of the "Pelepasan".</p> <p>In view of the complexity of the process of the forest release by the various Government authorities of Indonesia, it is envisaged that the Company will only be able to obtain the HGU by late 2016.</p> <p>With the restructuring United Plantations will own 1 plantation company as follows with 1 Palm Oil</p>	✓

	<p>Mill in Central Kalimantan:</p> <p>1) PT. Surya Sawit Sejati (PT SSS-1)</p> <p>The Palm Oil Mill (PKS PT. Surya Sawit Sejati) is located at PT. Surya Sawit Sejati's Lada Estate. It has 2 supply bases, Lada Estate and Runtu Estate.</p> <p>Certification forecast:</p> <p>1) Lada Estate – 2016</p> <p>2) Runtu Estate - 2016</p> <p>PT. Sawit Seberang Seberang plantation has been liquidated for PLASMA.</p> <p>By the above exercise PT SSS1 now has an inti area of approximately 9000 Hectares and a PLASMA of approximately 1779.80 hectares (including existing PLASMA, conversion of the 915 hectares from PT SSS2, and finally from the development of approximately 600 hectares of additional land derived from the 1102.29 hectares from the liquidation of PTSSS2 concession). The certification of the Plasma shall take place from 2019 onwards. Under the circumstances the time bound plan is challenging and a realistic plan.</p>	
	Status: Compliance	
2.2	The right to use the land can be demonstrated, and is not legitimately contested by local communities with demonstrable rights.	X or√
	<p>Legal ownership of land and its land use is available for all operating units and demonstrated through the respective land titles.</p> <p>There was available of land use right</p> <p>Land Use Right Certificate Number 42, based on Decision Letter by National Land Agency of Indonesia, Number 81/HGU/BPN/2005, dated July 4, 2005, located at Lada Mandala Jaya Village and Sungai Rangit Jaya Village, valid until September 24, 20140 (2.508,472 Ha). Certificate was issued by National Land Agency of Kotawaringin Barat District, dated August, 2005.</p>	✓
	Status: Compliance	
6.3	There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all parties.	X or√
	<p>A documented process in resolving labour disputes is maintained. Evidence of complaints lodged, reviewed, and closed by mutual agreement are maintained.</p>	✓
	Status: Compliance	
6.4	Any negotiations concerning compensation for loss of legal or customary 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.	X or√
	<p>Copies of land compensation agreement and land dispute completion was archived in each estate office (Lada Estate & Runtu Estate). There was available of land compensation record:</p> <ul style="list-style-type: none"> • Lada Estate: 453 Ha with 43 land owner • Runtu Estate : 569,12 Ha, with 37 land owner 	✓
	Status: Compliance	
7.3	New plantings since November 2005, have not replaced primary forest or any area required to maintain or enhance one or more High Conservation Values.	X or√
	<p>As a follow-up from last year audit, there has been no replacement of primary forest area. The existing planted PLASMA has yet to undergo the NPP notification and the Company has shared this with RSPO. The company is in the process of meeting the NPP requirements and has taken steps, including a "Self-Declaration" to RSPO concerning the planted PLASMA. The new planting for additional PLASMA has undergone the HCV,HCS,EIA,SEIA assessments and the NNP was duly conducted and was posted on the RSPO website for 30 days and no complaints were lodged and given the approval by RSPO Secretariat .to commence the project.</p> <p>The Company has also made a self disclosure under the RSPO Remediation and Compensation Procedure and is currently at Stage 2.</p>	✓
	Status: Compliance	

7.5	No new plantings are established on local peoples' land without their free, prior and informed consent, dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.	X or ✓
	For any new land acquisitions, the RSPO NPP procedure is followed where the company will complete the required HCV and EIA assessments.	✓
	Status: Compliance	
7.6	Local people are compensated for any agreed land acquisitions and relinquishment of rights, subject to their free, prior and informed consent and negotiated agreements.	X or ✓
	<p>As a follow-up and update from the last audit, the following updates are noted.</p> <p>Late Hermansyah's Family PLASMA (compromised agreement)</p> <p>The Late Hermansyah's family has elected Ibu Husliati as their representative for the 33 members of the family, as Ali Badri has an internal family fued and has ceased to represent them. The MOU for 65hectares of PLASMA was signed on 8th April 2014 by Ibu Husliati the new representative for the Late Hermansyah's family.PI refer Appendix E depicting the chronology of Ali Badri and Late Hermansyah family.</p> <p>The on-going working procedures are being implemented well by the management. They are maintain the "Buku Penerimaan Klaim (Register Claim Book), Minutes of meeting of negotiations ,checklist required documents, location map and land conflicts, field inspections, minutes of meeting, Surat perjanjian pembayaran;/receipts, photographs, etc,Ali Badri is as yet to agree and did not join his family members in the Plasma Package given to the Hermansyah family.The 1st payment of Plasma was done on 20th July 2014 to the Hermansyah family.All payment records are kept in Lada Main Office.The Plasma payment portion for Ali Badri are kept in the outstanding account until Ali Badri agrees to join the programme and collect the payments.</p>	✓
	Status: Compliance	

3.5 Identification of Findings, Corrective Action, Observations, Opportunity for Improvement and Noteworthy Positive Components.

No Major NCRs were raised in previous audits (ASA1).

3.5.1 Identification of Findings, Corrective Actions and Observations at S2 Assessment

CAR No	Ref Std	Finding	Area	Grade	Time Limits	Corrective Action	Observation	Status	Closing Date
-	-	--	-	-	-	-	-	-	-

3.5.2 Opportunity for Improvement

No	Ref Std	Descriptions
1	SCCS	Consideration for refresh training to staff (<i>Personal in Charge</i>) in relation of SCCS implementation.
2	Minor 4.4.1	Consider for specifying parameter limits on process monitoring forms &/ indicating it on gauges to enhance monitoring of critical processes.
3	4.7.1 Major	Consider for enhancing the effectiveness of the safety & health plan for the following: <ul style="list-style-type: none"> • Implement noise control measures and monitor the effectiveness of measures implemented. • Ensure consistent implementation of the permit to work system for all confined space entry • Enhance the safety inspection conducted by the safety & health committee • Review location for installation of emergency eye wash &/ showers at all location where corrosive chemicals are handled • Review the safety control measures at the Biogas plants Strengthen safety control of contractors
4	Major 4.7.3	Consider enhance training of Biogas Plant operators to cover all precautions specified in the Biogas Plant Standard Operating Procedure
5	Minor 5.6.3	Consider ensure the boiler stack CEMS &/ CCTV is maintained in good working order at all times.

No	Ref Std	Descriptions
6		The management of United Plantation has been provided map of Location Area and Operational Area. Consideration for provide of map with complete coordinate point.







3.5.3 Noteworthy Positive Components

No	Descriptions
1	Company has commitment to implement the principle of sustainable palm oil management.
2	Has certified for RSPO in 2008
3	Land application of POME using the furrow &/ cascading flatbed system.
4	Biogas from POME was used to generate steam at the mill, and a gas engine was being installed to generate electricity that will be fed into the national grid.
5	At the mill mild steel being replaced by stainless steel

3.6 Summary of Arising Issues from Public, Management and Auditor Response

Public Issues (Institution/ NGO/Community)	Management Responses	Auditor Responses
<p>Foreign Workers (Indonesia)</p> <ul style="list-style-type: none"> Have been 8 years working in United Plantation (UP) and grateful to UP for giving them the PPE to the workers. All the workers have 24 hours electricity supply with sufficient room to live. Salary also never been late. 	<p>We will uphold the good values and enhance where possible.</p>	<p><u>Good perception from the workers</u></p> <ul style="list-style-type: none"> Based on field visit observation and workers interview that shows if company was provide PPE for the workers. The management have complied workers Minimum Standards of Housing and Amenities Act 1990 (Act 446). Based on field visit observation, foreign workers house are provided with 24 hours electricity and clean water treatment plant.
<p>Worker</p> <ul style="list-style-type: none"> She is thanking to the Dato Karl for helping them to build a new temple, tarmac road is all along the wayas soon the complaint being made. 	<p>We will uphold the good values and enhance where possible.</p>	<p>Based on field visit observation that shows any temple for Hindust in a few estate.</p>
<p>Worker</p> <p>As the chairman of temple, there was a report being made to management and the response from them was immediately act. There is also monkey disturbing the cemetery due to coconut trees and the fence has been installed after complain made.</p>	<p>With the fencing the sanctity of the house of worship is preserved.</p>	<p>Based on field visit observation that shows if temple facility is available properly by the company.</p>
<p>Women Worker</p> <p>She is thanking UP for giving scholarship and basic amenities to the wokers, damage house being report immediately, and the domestic waste being immediately cleared.</p>	<p>We will uphold the good values and enhance where possible.</p>	<p>Based on field visit observation that shows if company was provide a school building, school bus and another support facilities (Sundry Shops, Estate Canteen, ATM Machine (BSN), Police station, Dispensary for Workers, Mosque, Temple, Creche, Community Halls, Tamil School, Football Fields).</p>
<p>Worker</p> <p>There Is a suggestion from one of the workers requesting for the overtime being divided equally among the workers.</p>	<p>We encourage entrepreneurship for our worker by offering piece rated tasks in the afternoons after normal working hours.</p>	<p>Based on interview with the workers that knows if company was pay the overtime based workers limitation for overtime works (Had Kerja Lebih Masa di bawah Seksyen 60 A (4) (a) Akta Kerja 1955 – Dibenarkan Sehingga 130 Jam).</p>
<p>Women Worker (Indonesia)</p>	<p>We will uphold the good values and enhance where possible.</p>	<p>Based on woman workers interviews that knows that company has have policy to prevent the sexual harassment and violence, and protect the reproductive</p>

Public Issues (Institution/ NGO/Community)	Management Responses	Auditor Responses
Represent the committee gender and working already 10 years in UP. She is very happy to works in UP and there is no discrimination gender between the workers.		rights for women (Gender Policy). There are no issue related to woman harassment & discrimination.
Woman Worker She is very proud to works in UP and she has 6 children being scholarship by UP	We will uphold the good values and enhance where possible.	Based on woman workers interviews that good perception and United Plantation was contributed to educational aspect through United Plantation Berhad Scholarship and subsidized School Transport.
Gender Committee She has been 20 years working in Jenderata and very proud to work and stay in UP. There is new temple being built and no sexual harassment happen at the area.	We will uphold the good values and enhance where possible.	Based on woman workers interviews that knows that company has have policy to prevent the sexual harassment and violence, and protect the reproductive rights for women (Gender Policy). There are no issue related to woman harassment & discrimination.
Foreign Worker He has been working for 7 years in UP and during the works, all PPE supplied by UP and very satisfied with workers hostel.	We will uphold the good values and enhance where possible.	Based on field visit observation and worker interview that shows if company was provide PPE and workers hostel and another support facilities (for examples: Sundry Shops, Estate Canteen, ATM Machine (BSN), Police station, Dispensary for Workers, Mosque, Temple, Creche, Community Halls, Tamil School, Football Fields).
Gender Committee Secretary Safety of the female workers is secured, there is no discrimination of gender at the estate.	We will uphold the good values and enhance where possible.	Based on woman workers interviews that knows that company has have policy to prevent the sexual harassment and violence, and protect the reproductive rights for women (Gender Policy). There are no issue related to woman harassment & discrimination.
Foreign Worker (Bangladesh) Has just 6 months working at UP and find the company was really taking care about their workers welfare.	We will uphold the good values and enhance where possible.	Based on workers interview are knows if management of United Plantation was given the minimum basics salary is RM 900.00 Seksyen 4 (2) Akta 732 Perenggan 6 Perintah Gaji Minimum and have complied workers Minimum Standards of Housing and Amenities Act 1990 (Act 446). Foreign workers housing are provided with 24 hours electricity and clean water treatment plant.
Foreign Worker (Indonesia) The United Plantation was provide facilities (Housing and supporting facilities) in a good condition and we are comfort as part of UP employee.	We will uphold the good values and enhance where possible.	Based on field visit observation and worker interview that shows if company was provide workers hostel and another support facilities (Sundry Shops, Estate Canteen, ATM Machine (BSN), Police station, Dispensary for Workers, Mosque, Temple, Creche, Community Halls, Tamil School, Football Fields).

4.0	CERTIFIED ORGANISATION'S ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY		
4.1	Formal Sign-off of Assessment Findings		
	<p>Hereunder sign by management representative from inspected company to acknowledge a field assessment and agree for all content explained in this assessment report, included of non-compliance findings.</p> <p style="text-align: center;">Signed on behalf of:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <p>United Plantation Berhad, Malaysia Management Representative</p> <div style="text-align: center;">  </div> <p><u>C. Mathews</u> 14 July 2015</p> </td> <td style="width: 50%; vertical-align: top;"> <p>Mutuagung Lestari Lead Auditor</p> <div style="text-align: center;">  </div> <p><u>Oktovianus Rusmin</u> 14 July 2015</p> </td> </tr> </table>	<p>United Plantation Berhad, Malaysia Management Representative</p> <div style="text-align: center;">  </div> <p><u>C. Mathews</u> 14 July 2015</p>	<p>Mutuagung Lestari Lead Auditor</p> <div style="text-align: center;">  </div> <p><u>Oktovianus Rusmin</u> 14 July 2015</p>
<p>United Plantation Berhad, Malaysia Management Representative</p> <div style="text-align: center;">  </div> <p><u>C. Mathews</u> 14 July 2015</p>	<p>Mutuagung Lestari Lead Auditor</p> <div style="text-align: center;">  </div> <p><u>Oktovianus Rusmin</u> 14 July 2015</p>		

Appendix1. List of Stakeholder Contacted in the RSPO Certification Process

No	Institution/NGO/Community	Address	Phone/Email	Form of Communication	Date of Contact	Response	
						Yes	No
1	Malaysian CropLife & Public Health Association (MCPA)	11 (1st Floor), Jalan SS 26/8, Taman Mayang Jaya, Selangor Darul Ehsan		Email	25/52015		✓
2	All Women's Action Society (AWAM)	85, Jalan 21/1, Sea Park, 46300 Petaling Jaya		Email	25/52015		✓
3	Pertubuhan Tindakan Wanita Islam PERTIWI	63 Jalan SS3/53, Kelana Jaya, 47300 Petaling Jaya		Email	25/52015		✓
4	Women's Aid Organisation - Pertubuhan Pertolongan Wanita	PO Box 493, Jalan Sultan, 46760 Petaling Jaya		Email	25/52015		✓
5	Tenaganita Sdn Bhd	38, Jalan Gasing 46000 Petaling Jaya, Malaysia		Email	25/52015		✓
6	Pesticide Action Network Asia and the Pacific (PAN AP)	P.O. Box 1170, Penang, 10850 Malaysia		Email	25/52015		✓
7	BCSDM - Business Council for Sustainable Development in Malaysia	Suite 803, MBE Pavilion KL, Lot No. B1.03.00, Level B1, Pavilion KL, 168, Jalan Bukit Bintang, 55100 Kuala Lumpur.		Email	25/52015		✓
8	Sustainable Development Network Malaysia (SUSDEN)	B-2114 Tingkat Satu, Jalan Merpati 25300 Kuantan, Pahang		Email	25/52015		✓
9	Centre for Environment, Technology and Development, Malaysia – CETDEM	17 Jalan SS2/53, 47300 Petaling Jaya		Email	25/52015		✓
10	Environmental Management and Research Association of Malaysia (ENSEARCH)	30-3, Jalan PJU 5/16, Dataran Sunway, Kota Damansara, 47810 Petaling Jaya, Selangor		Email	25/52015		✓
11	Environmental Protection Society Malaysia (EPSM)	No. 60, Jalan 21/35, 46300 Petaling Jaya, Selangor, Malaysia		Email	25/52015		✓
12	Friends of the Earth, Malaysia	Sahabat Alam Malaysia (Headquarters) No. 258 Jalan Air Itam 10460		Email	25/52015		✓

		Penang, Malaysia					
13	Global Environment Centre	Global Environment Centre 2nd Floor, Wisma Hing, 78, Jalan SS2/72 47300 Petaling Jaya, Selangor		Email	25/52015		✓
14	Institute of Foresters, Malaysia (IRIM)	Pejabat Sekretariat IRIM, Jabatan Perhutanan Semenanjung Malaysia, Jalan Sultan Salahuddin, 50660 Kuala Lumpur		Email	25/52015		✓
15	Malaysian Environmental NGOs – MENGO	No. 41, Lorong Burhanuddin Helmi 11, Taman Tun Dr. Ismail, 60000 Kuala Lumpur, Malaysia.		Email	25/52015		✓
16	Treat Every Environment Special Sdn Bhd. (TrEES)	No.72, Jalan SS4/10, 47301, Petaling Jaya, Selangor Darul Ehsan, Malaysia		Email	25/52015		✓
17	Center for Orang Asli Concerns COAC	P.O. Box 3052, Subang Jaya, Malaysia		Email	25/52015		✓
18	JERIT - Jaringan Rakyat Tertindas - Coalition of the Oppressed People	72b, Jalan Reko, Taman Sri Langat Kajang Selangor, Malaysia 43000		Email	25/52015		✓
19	JUST - International Movement for a Just World	International Movement for a Just World, JKR, 1258, Jalan Telok Off Jalan Gasing, P.O. Box 288. Petaling Jaya, Selangor.		Email	25/52015		✓
20	National Council of Welfare & Social Development Malaysia - NCWSDM	No. 17, Jalan 1/48A, Bandar Baru Sentul, 51000 Kuala Lumpur		Email	25/52015		✓
21	National Union of Plantation Workers (NUPW)	No 2, Jalan Templer, 46000 Petaling Jaya, Selangor		Email	25/52015		✓
22	SUARAM - Suara Rakyat Malaysia	433A, Jalan 5/46, Gasing Indah, 46000 Petaling Jaya		Email	25/52015		✓
23	SUHAKAM - National Human Rights Society - Persatuan Kebangsaan Hak Asasi Manusia	11th Floor, Menara TH Perdana, Jalan Sultan Ismail, 50250 Kuala Lumpur.		Email	25/52015		✓
24	United Nations Development Programme - UNDP Malaysia	Wisma UN, Block C Kompleks Pejabat Damansara, Jalan Dungun, Damansara Heights, 50490 Kuala Lumpur		Email	25/52015		✓

25	UNION - AMESU	No. 29-3, Jalan USJ 1/1A 47620 Subang Jaya Selangor Darul Ehsan		Email	25/52015		✓
26	Malaysian Employers Federation - MEF	3A06-3A07, Block A, Pusat Dagangan Phileo Damansara II, 15 Jalan 16/11, Off Jalan Damansara, 46350 Petaling Jaya		Email	25/52015		✓
27	Transparency International - Malaysian Chapter	23 Jalan Pantai 9/7 46000 Petaling Jaya, Selangor, Malaysia.		Email	25/52015		✓
28	Future in Our Hands Society	No 10, Jalan T.S. Manikawasagam, 10 Taman Menara Maju, 41200 Klang Selangor		Email	25/52015		✓
29	EcoKnights	EcoKnights, 41, Lorong Burhanuddin Helmi 11, Taman Tun Dr. Ismail, 60000 Kuala Lumpur,		Email	25/52015		✓
30	Amnesty International Malaysia	D-2-33A, 8 Avenue Jalan Sungai Jernih 8/1, Section 8, 46050, Petaling Jaya, Selangor.		Email	25/52015		✓
31	Malaysian National Animal Welfare Foundation - MNAWF	Wisma Medivet, 8, Jalan Tun Razak, 50400 Kuala Lumpur, Malaysia		Email	25/52015		✓
32	TRAFFIC - the wildlife trade monitoring network	Unit 3-2, 1st Floor, Jalan SS23/11, Taman SEA, 47400 Petaling Jaya, Selangor, Malaysia.		Email	25/52015		✓
33	Malaysian Nature Society (MNS) Kuala Lumpur	JKR 641, Jalan Kelantan, Bukit Persekutuan, 50480 Kuala Lumpur		Email	25/52015		✓
34	Proforest - South East Asia Regional Office	Suite #303 MBE Desa Sri Hartamas No. 30G, Jalan 25/70 A 50480 Kuala Lumpur		Email	25/52015		✓
35	Wetlands International (Malaysia)	3A31 Block A, Kelana Centre Point, Jalan SS7/19, 47301 Petaling Jaya		Email	25/52015		✓
36	Wild Asia Sdn Bhd	Upper Penthouse, Wisma RKT, No 2 Jalan Raja Abdullah, 50300 Kuala Lumpur		Email	25/52015		✓

Appendix 2. Assessment Program

DATE TARIKH	JUNE 1, 2, 4 & 5, 2015	
PLANNED TIME PELAN MASA	PROCESSES / CLAUSES TO BE AUDITED PROSES / FASAL YANG DIAUDIT	AUDITOR
Isnin / Monday 1 June 2015 08.00 – 09.30	Opening Meeting at UP Research Center <ul style="list-style-type: none"> • Auditee Speech (Introduction of PIC, Profile of Mill and Estates Management Unit) • Auditor Team Speech (Introduction, Audit Objective, Audit Scope, Audit Plan Discussion, Determine of Audit Sample, Determine of Field Visit Audit, Transparency and Confidentiality Clarification) 	ALL Auditors

DATE TARIKH	JUNE 1, 2, 4 & 5, 2015	
PLANNED TIME PELAN MASA	PROCESSES / CLAUSES TO BE AUDITED PROSES / FASAL YANG DIAUDIT	AUDITOR
Selasa / Tuesday 2 June 2015 08.00 – 13.00	Document Audit and Field Visit to UIE Estate <ul style="list-style-type: none"> • Agronomy (Harvesting & Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application, Land Application of POME) • Environmental, Occupational Health & Safety Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Fire Control Facilities, Waste Management) • Worker's Facilities Aspect (Housing, Daycare, Sports Facilities, Employees Meeting Hall, Sanitary Facilities) • Legal Demarcation Aspect (Inspection of Legal Boundary Stones, Community Buffer Area/Enclave) • Conservation Aspect (Inspection of HCV Identified Area, Riparian/Waterways Zone, Reservoir, Forest Area) 	ZAM / YAP / HAI / MAN
13.00 – 14.00	Break and Lunch	
14.00 – 17.00	Document Audit and field visit to UIE PALM OIL MILL <ul style="list-style-type: none"> • Supply Chain verification (FFB Receiving, Weighbridge, FFB Sorting, Processing Activity, Despatch CPO) • Occupational Health & Safety Aspect (Inspection to Chemical Storage, Hazardous Waste Storage, Fire Control Simulation, POME Pond) • Interview with Worker's Union Mill, Contractor of CPO Transporter, Gender Committee. 	ORN / DIN
	Continue, audit at UIE Estate <ul style="list-style-type: none"> • Agronomy (Harvesting & Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application, Land Application of POME) • Environmental, Occupational Health & Safety Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Fire Control Facilities, Waste Management) • Worker's Facilities Aspect (Housing, Daycare, Sports Facilities, Employees Meeting Hall, Sanitary Facilities) • Legal Demarcation Aspect (Inspection of Legal Boundary Stones, Community Buffer Area/Enclave) • Conservation Aspect (Inspection of HCV Identified Area, Riparian/Waterways Zone, Reservoir, Forest Area) 	ZAM / YAP / HAI / MAN
	Continue, audit at UIE PALM OIL MILL <ul style="list-style-type: none"> • Supply Chain verification (FFB Receiving, Weighbridge, FFB Sorting, Processing Activity, Despatch CPO) • Occupational Health & Safety Aspect (Inspection to Chemical Storage, Hazardous Waste Storage, Fire Control Simulation, POME Pond) • Interview with Worker's Union Mill, Contractor of CPO Transporter, Gender Committee. 	ORN / DIN
Khamis / Thursday 4 June 2015 16:00 – 18:00	Stakeholder Consultation with local community, local authorities, gender committee leaders, etc	ORN / HAI

DATE TARIKH	JUNE 1, 2, 4 & 5, 2015	
PLANNED TIME PELAN MASA	PROCESSES / CLAUSES TO BE AUDITED PROSES / FASAL YANG DIAUDIT	AUDITOR
Jumaat / Friday 5 June 2015 08.00 – 13.00	Preparation for closing meeting	All Auditors
13.00 – 14.00	Break and Lunch	
14.00 – 16.00	Closing Meeting at UP Research Center <ul style="list-style-type: none"> • Presentation of Assessment Findings by Auditor Team (Explanation of Identified Nonconformities and Completion of Corrective Timeline, Answer & Questions) • Auditee Response against Assessment Findings 	All Auditors
16.00 – 18.00	Travelling from Teluk Intan and back to Kuala Lumpur	All Auditors