

***Roundtable on Sustainable Palm Oil Certification
R S P O***

[] Stage-1 [✓] Stage-2 [] Surveillance [] Re-Certification

Name of Management Organisation : SELENDANG Palm Oil Mill – FELDA PALM INDUSTRY SDN. BHD.
Subsidiary of FELDA

Plantation Name : FELDA GLOBAL VENTURES PLANTATIONS (M) SDN. BHD; FGVP SELENDANG 03, FGVP SELENDANG 04, FGV BERABONG 01, FTP SELENDANG 01, FTP SELENDANG 02, FELDA ENDAU

Location : Sub District of Kuala Rompin, District of Rompin, State of Pahang, MALAYSIA

Certificate Code : MUTU-RSPO/084

Date of Certificate Issue : December 8th, 2015 **Date of License Issue :** December 8th, 2015

Date of Certificate Expiry : December 7th, 2020 **Date of License Expiry :** December 7th, 2016

Assessment	Assessment Date	PT. Mutuagung Lestari Auditor	Reviewed by	Approved by
ST-1	8 September 2014	Y. Wisnu Rahmanto (Lead Auditor), Nur Diana MP	Ganapathy Ramasamy	Tony Arifarachman
ST-2	22 – 26 September 2014	Y. Wisnu Rahmanto (Lead Auditor), Mahas Maliyapan, Ravi Menon, Ramani Ramasamy		

Assessment	Approved by MUTUAGUNG LESTARI on:
ST-2	December 8 th , 2015

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FIGURE

Figure 1. Location Map of SELENDANG COMPLEX – FELDA



Figure 2. Operational Map of SELENDANG COMPLEX

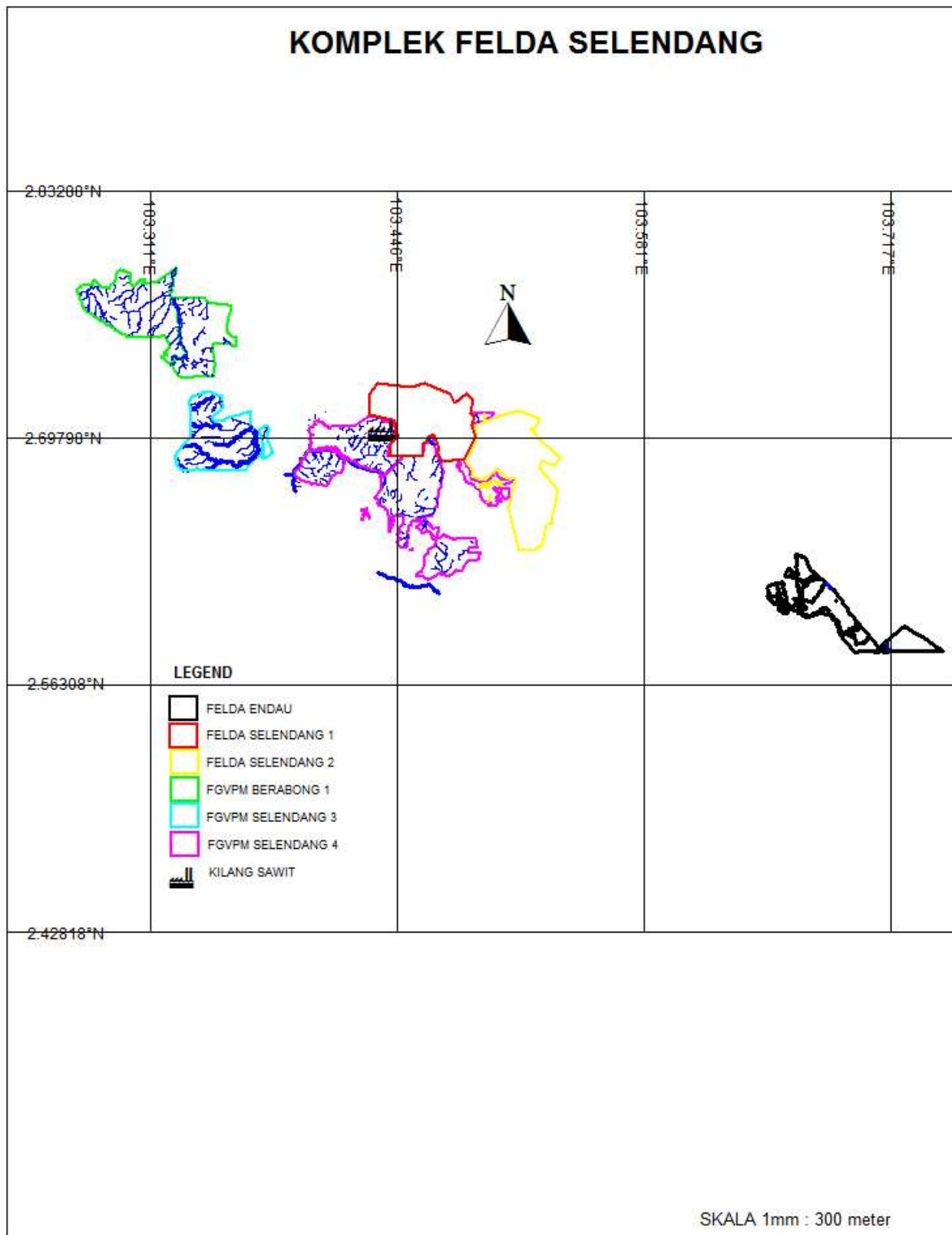


Figure 3. Operational Map of FGVP Selendang 03

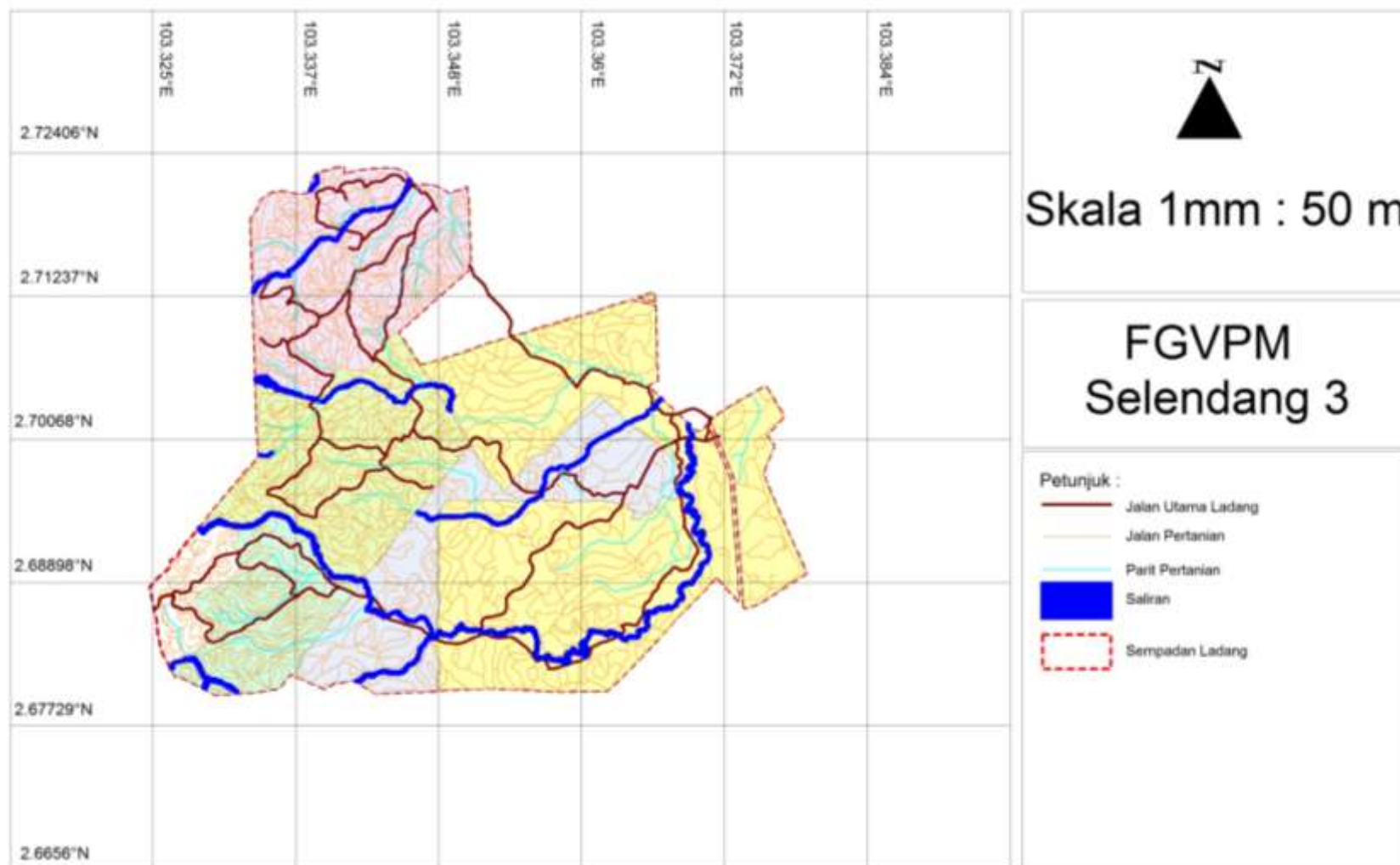


Figure 4. Operational Map of FGVP Selendang 04

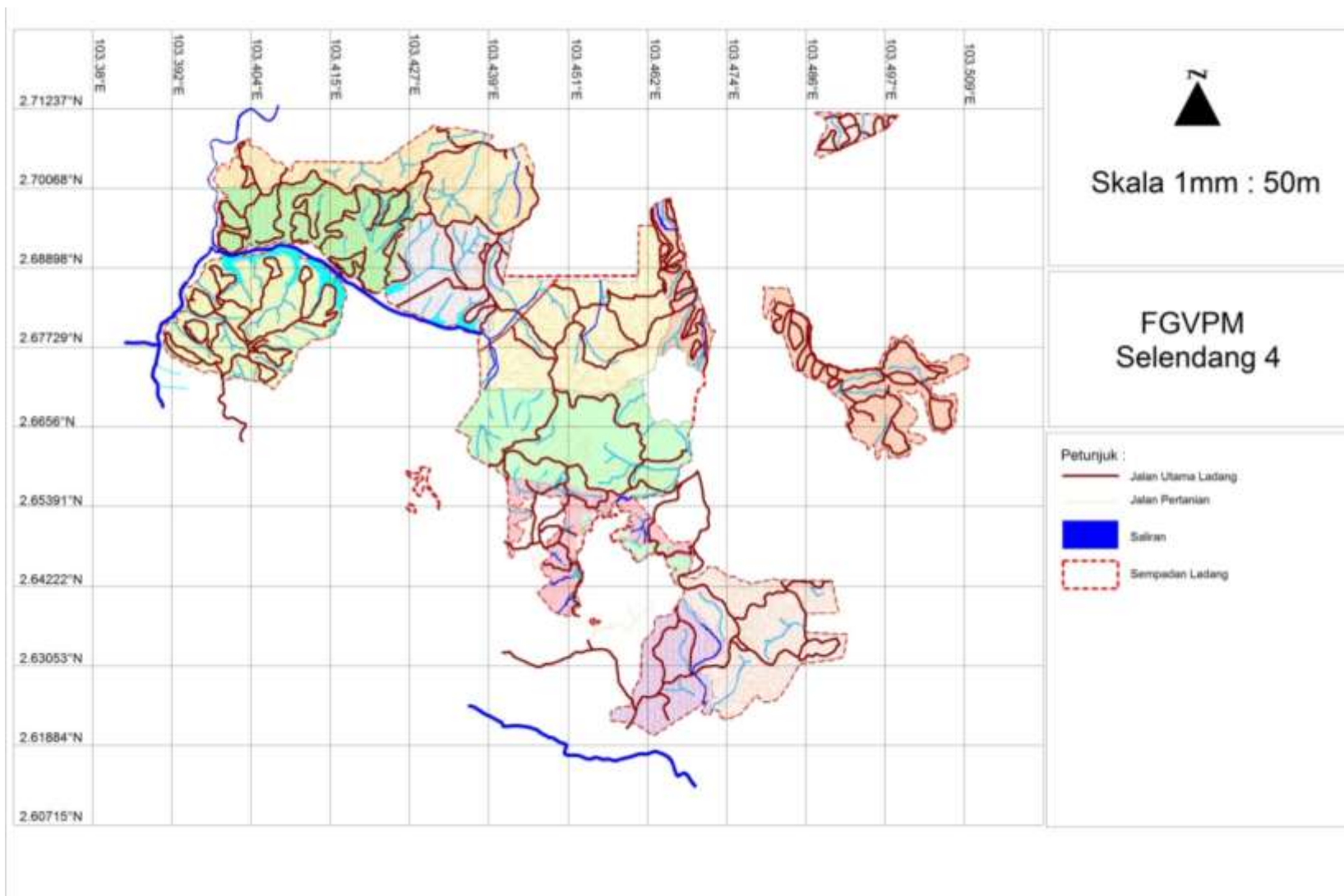


Figure 5. Operational Map of FGV Berabong 01

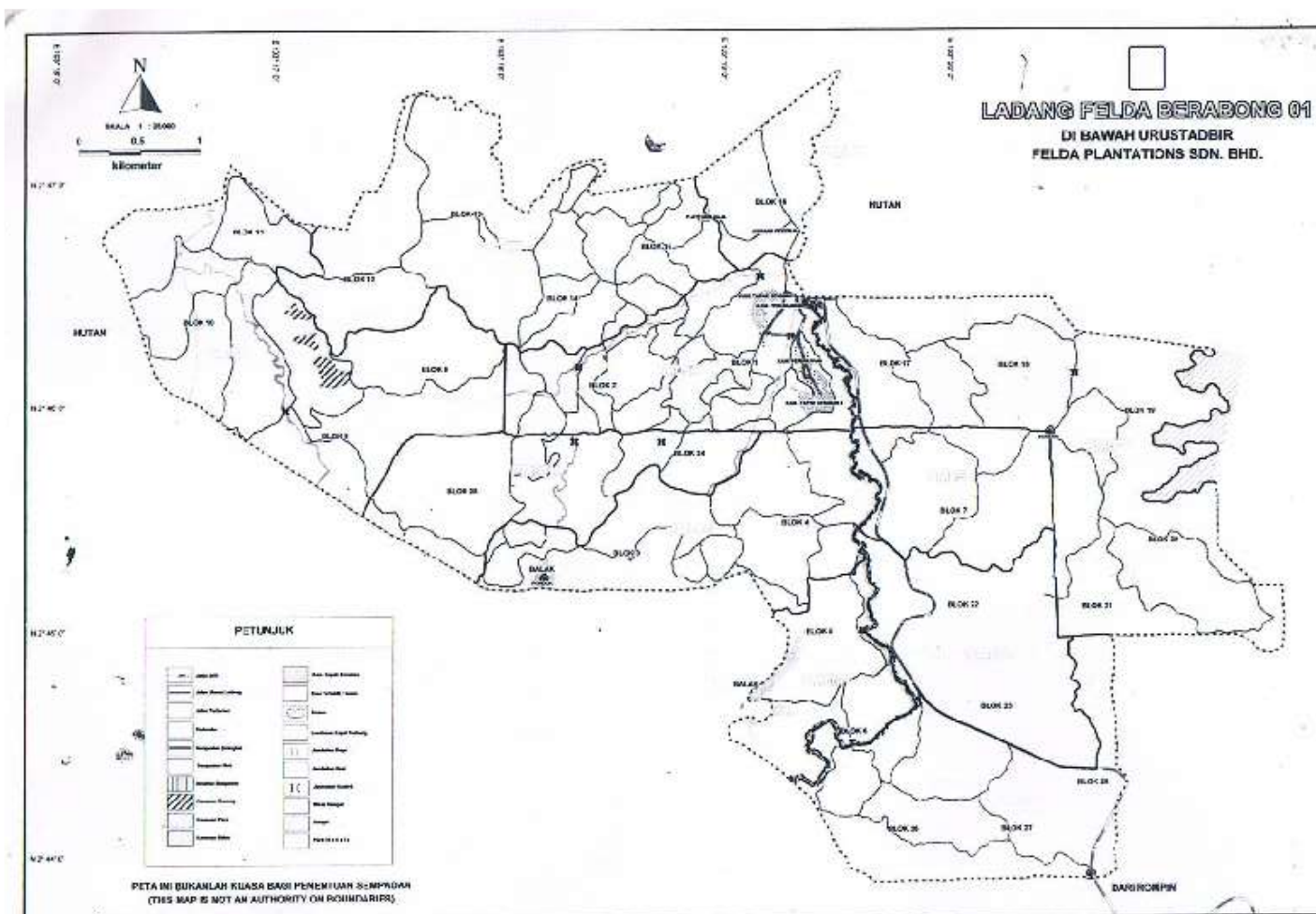


Figure 6. Operational Map of FTP Selendang 01

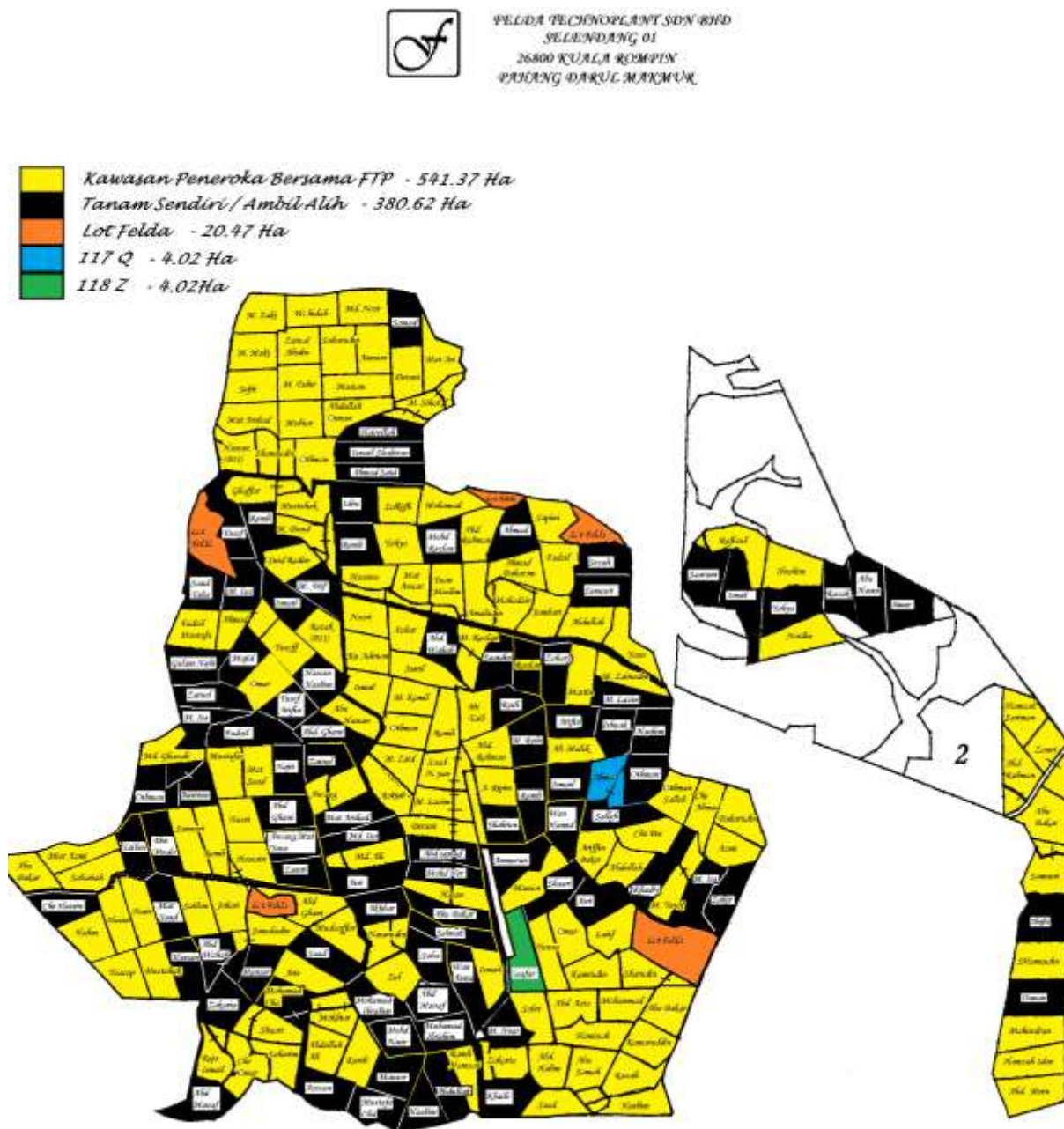
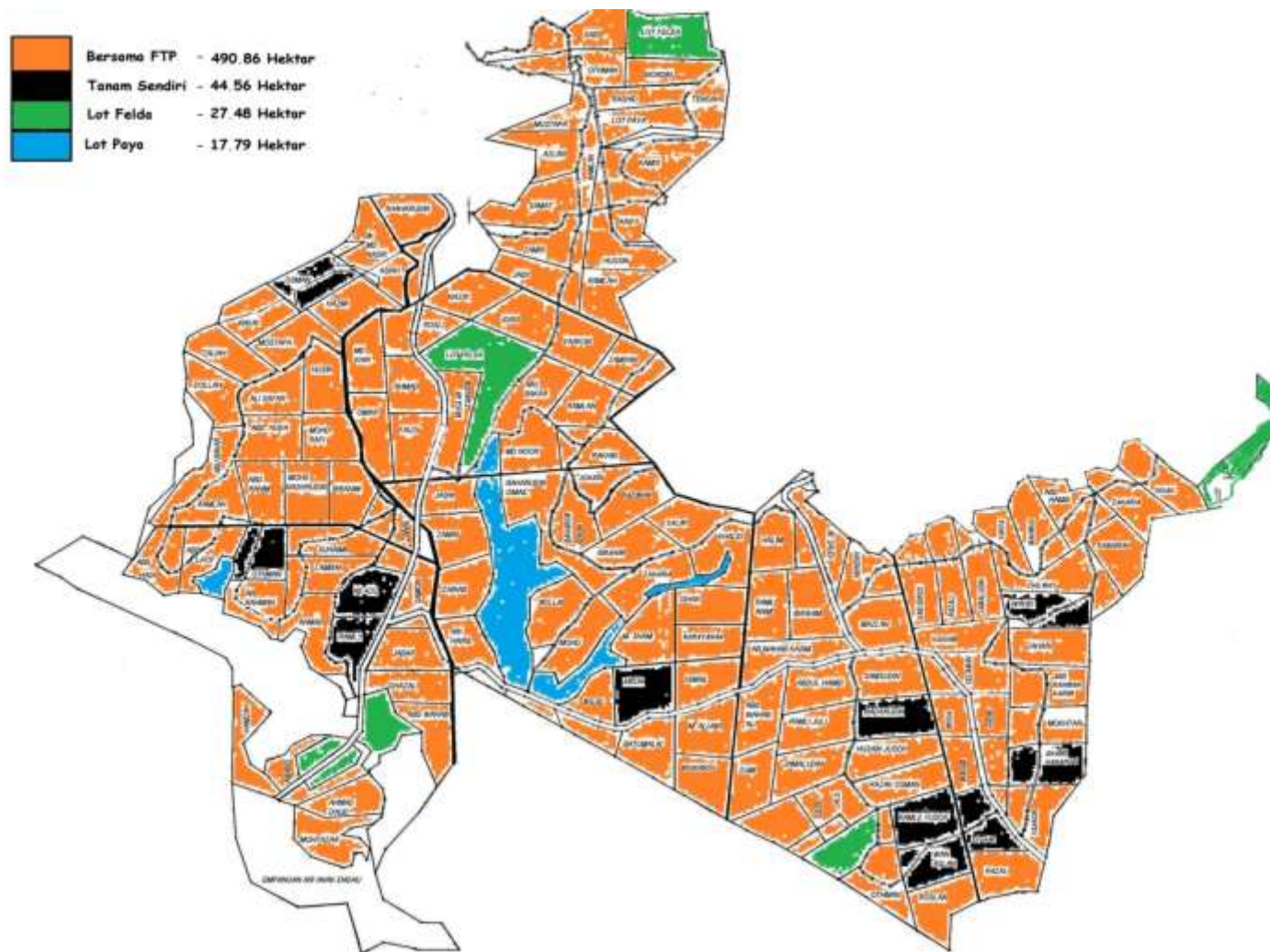


Figure 7. Operational Map of FTP Selendang 02



Glossary

BOD	:	Biological Oxygen Demand
CSR	:	Corporate Social Responsibility
CPO	:	Crude Palm Oil
EFB	:	Empty Fruit Bunch
ESH	:	Environment and Safety and Health
FELDA	:	Federal Land Development Authority
FFB	:	Fresh Fruit Bunches
FGVP	:	FELDA Global Ventures Plantations
FTP	:	Felda Techno Plant
HCV	:	High Conservation Value
HIRARC	:	Hazard Identification Risk Assessment and Risk Control
MPOB	:	Malaysian Palm Oil Board
MSDS	:	Material Safety Data Sheet
NC	:	Non Conformance
OHS	:	Occupational Health and Safety
OER	:	Oil Extraction Rate
P&C	:	Principle and Criteria
IPM	:	Integrated Pest Management
PK	:	Palm Kernel
PKO	:	Palm Kernel Oil
POM	:	Palm Oil Mill
PSQM	:	Plantation Sustainability Quality Management
PMU	:	Plantation Management Unit
PPE	:	Personal Protection Equipment
RSPO	:	Roundtable on Sustainable Palm Oil
SEIA	:	Social and Environmental Impact Assessment
SIA	:	Social Impact Assessment
SOCISO	:	Social Security Organisation / Malaysia's Personal Accident Insurance
SCCS	:	Supply Chain Certification System
SOP	:	Standard Operating Procedure
WWTP	:	Wastewater Treatment Plant

1.0 SCOPE OF THE CERTIFICATION ASSESSMENT				
1.1 Assessment Standard Used		<i>National Interpretation, RSPO Principles and Criteria (P&C) for Sustainable Palm Oil Production, Malaysia National Interpretation Working Group (MY- NIWG, April 2008 and RSPO Supply Chain Certification Standard November 2011.</i>		
1.2 Organisation Information				
1.2.1	Organisation name listed in the certificate	FELDA GLOBAL VENTURES subsidiary of FELDA		
1.2.2	Contact person	Mr. Norazam Abdul Hameed		
1.2.3	Organisation address and site address	<ul style="list-style-type: none"> Head Office: PSQM, Felda Global Ventures Plantations (M) Sdn Bhd Tingkat 8 Balai Felda, Jalan Gurney Satu, 54000 Kuala Lumpur, Malaysia 		
1.2.4	Telephone	+60-3-26005349		
1.2.5	Fax	+60-3-26987816		
1.2.6	E-mail	anthonius.s@feldaglobal.com		
1.2.7	Web page address	www.felda.net.my		
1.2.8	Management Representative who completed the application for certification	Mr. Anthonius Sani		
1.2.9	Registered as RSPO member	1-0013-04-000-00, 17 October 2004		
1.3 Type of Assessment				
1.3.1	Scope of Assessment and Number of Management Unit	One (1) Palm Oil Mill: Selendang POM, supplied by Six (6) Estates: FGVP Selendang 3, FGVP Selendang 4, FGV Berabong 01, FTP Selendang 1, FTP Selendang 2 and FELDA Endau.		
1.3.2	Type of certificate	Single		
1.4 Locations of Mill and Plantation				
1.4.1	Location of Mill			
	Name of Mill	Location	Coordinate	
			Latitude	Longitude
	SELENDANG POM	Kilang Sawit Selendang, Pejabat Pos Kuala Rompin, 26800 Rompin, Pahang	N 2° 42' 6"	E 103° 26' 20"
1.4.2	Location of Certification Scope of Supply Base			
	Name of Supply Base	Location	Coordinate	
			Latitude	Longitude
	FGVPM SELENDANG 3	Ladang Felda Selendang 03, Pejabat Pos Kuala Rompin, 26800 Kuala Rompin, Pahang Darul Makmur	N 2° 7' 00"	E 103° 37' 07"
	FGVPM SELENDANG 4	Ladang Felda Selendang 04, Pejabat Pos Kuala Rompin, 26800 Kuala Rompin Pahang Darul Makmur	N 2° 39' 31"	E 103° 25' 37"
	FGVPM BERABONG 1	Ladang Felda Berabong 01, Pejabat Pos Kuala Rompin, 26800 Kuala Rompin, Pahang Darul Makmur	N 2° 43' 51"	E 103° 20' 42"

	FFELDA SELENDANG 1	Felda Selendang 01/02, P.O. Kuala Rompin, 26800 Kuala Rompin, Pahang Darul Makmur.	N 2° 39' 16"	E 103° 26' 14"			
	FELDA SELENDANG 2	Felda Selendang 01/02, P.O. Kuala Rompin, 26800 Kuala Rompin, Pahang Darul Makmur.	N 2° 39' 16"	E 103° 26' 14"			
	FELDA ENDAU	Felda Endau, P.O. Box 102, 86900 Endau, Johor Darul Takzim.	N 2° 37' 6"	E 103° 40' 18"			
1.5 Description of Area Statement							
1.5.1	Tenure						
	• Private (FGV/P)		9,322.22	Ha			
	• Community (FELDA/FTP)		3,109.79	Ha			
1.5.2	Area Statement						
	• Total area		12,432.01	Ha			
	• Mature area		10,155.59	Ha			
	• Immature area		549.12	Ha			
	• Mill		30.20	Ha			
	• Infrastructure		34.55	Ha			
	• Others area (kampong/public facilities/settlers housing)		1,662.55	Ha			
	• Conservation area		-	Ha			
1.6 Planting Year and Cycles							
1.6.1	Age profile of planting year						
	Planting Year	Hectarage (Ha)					
		FGVP SLD 3	FGVP SLD 4	FGV BRB 1	FTP SLD 1 & 2	FELDA ENDAU	TOTAL
	2004	128.88	390.36	467.29	950.49	147.90	2,084.92
	2005	242.72	365.37	664.54	-	-	1,272.63
	2006	261.86	1049.89	620.52	-	-	1,932.27
	2007	-	187.26	951.27	-	-	1,138.53
	2008	153.54	427.54	-	-	-	581.08
	2009	-	126.53	-	-	-	126.53
	2010	421.70	437.33	-	446.74	-	1,305.77
	2011	431.95	377.43	-	-	282.03	1,091.41
	2012	149.92	181.36	-	-	291.17	622.45
	2013	-	-	-	-	549.12	549.12
	TOTAL	1,790.57	3,543.07	2,703.62	1,397.23	1,270.22	10,704.71
	Note: Age profile of planting year consist of FELDA owned estate, smallholders managed by FELDA and owned managed by smallholders it self. Total planted area for owned manage smallholders is 149.73 Ha (FELDA SELENDANG 1&2) in age profile of						

	planting year 2010.							
1.6.2	New Planting area after January 2010			No new planting after January 2010, it's under replanting program.			Ha	
1.6.3	Planting Cycle			2 nd Cycle				
1.7 Description of Mill and Supply Base								
1.7.1	Description of Mill							
	Name of Mill	Capacity (tonnes/hour)	FFB Processed (tonnes/year)	CPO		Palm Kernel		
				Out put (ton)	Extraction (%)	Out put (ton)	Extraction (%)	
	SELENDANG	54	153,701.70	32,046.80	20.85	7,239.35	4.71	
	<i>*Source: Laporan Penerimaan BTS Mengikut Status Pembekal period Jan – Aug 2014.</i>							
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)	%
	FGVPM SELENDANG 3		2,204.38	1,790.57	11,744.31	6.6	11,744.31	100
	FGVPM SELENDANG 4		4,009.15	3,543.07	35,376.00	10.0	35,376.00	100
	FGVPM BERABONG 1		3,108.69	2,703.62	36,913.59	13.7	36,913.59	100
	FELDA SELENDANG 1/2 (327 smallholders by FELDA/FTP)		1,643.15	1,397.23	17,408.42	12.5	17,408.42	100
	FELDA ENDAU (385 smallholders by FELDA)		1,466.64	1,270.22	3,347.76	2.6	3,347.76	100
	TOTAL		12,432.01	10,704.71	104,790.08	9.8	104,790.08	100
	<i>*Source: Laporan Penerimaan BTS Mengikut Status Pembekal period Jan – Aug 2014. * FELDA Global Ventures Plantation (M) Sdn Bhd Letter on November 11th, 2015 number (32) FGVPM/PSQM/SPO/HQ/01 regarding the exclusion of own manage smallholders (Peneroka Urus Sendiri) from RSPO certification scope in estate which have smallholders.</i>							
1.7.3	FFB description from other source							
	Name of sources		Location			Supplied to Mill		
						FFB (tonnes/year)		
	Independent Smallholders		Kuala Rompin, Pahang, Endau, Johor			1,294.01		
	Dealer		Kuantan, Johor, Pahang			47,617.61		
	TOTAL					48,911.62		
	<i>*Source: Laporan Penerimaan BTS Mengikut Status Pembekal period Jan – Aug 2014.</i>							
1.7.4	Jenis Produk				FFB, CPO, PK			
1.8 Estimate Tonnage of Certified Product								
1.8.1	Past Annual Claim Certified Product			Previous Certificate Claim to (tonnes/year)		Actual certified product to (tonnes/year)		
	• FFB Production			NA		NA		
	• CPO Production			NA		NA		
	• Palm Kernel (PK) Production			NA		NA		
1.8.2	Estimate of Certified FFB Claim							

	Name of Estate(s)	Total Area (Ha)	Planted Area (Ha)	FFB (tonnes/year)	Yield (tonnes/ha/year)
	FGVPM SELENDANG 3	2,204.38	1,790.57	12,566	7.02
	FGVPM SELENDANG 4	4,009.15	3,543.07	37,852	10.68
	FGVPM BERABONG 1	3,108.69	2,703.62	39,498	14.61
	FELDA SELENDANG 1/2 (327 smallholders by FELDA/FTP)	1,643.15	1,397.23	18,627	13.33
	FELDA ENDAU (385 smallholders by FELDA)	1,466.64	1,270.22	3,582	2.82
	TOTAL	12,432.01	10,704.71	112,125	10.47
	<i>*Source: Based on FFB production 2014 (projected) approximate increase is 7%</i> <i>*Projected FFB's consist of FELDA own estate and Smallholders managed by FELDA/FTP (not include own manage smallholders).</i>				
1.8.3	Estimate of Certified Palm Product Claim				
	Name of Mill	Capacity (tonnes/ hour)	FFB Processed (tonnes/year)	CPO	Palm Kernel
				Out put (ton)	Extraction (%)
	SELENDANG	54	112,125	24,028	21.43
	<i>*Source: Based on FFB production 2014 (projected)</i>				
1.9 Other Certifications					
	ISO 9001:2008		Certified by SIRIM		
	ISO 14001: 2004		Certified by SIRIM		
	OHSAS 18001:2007		Certified by SIRIM		
	ISCC		Certified by SIRIM		
	Others		Certified by SIRIM		
1.10 Time Bound Plan					
1.10.1	Time Bound Plan for Other Management Units				
	Management Unit	Address	Hectarage (Ha) *	Time Bound Plan (Planned Audit Year)	Status (Actual/Target Certification Year)
1	Kota Gelanggi 6	Kilang Sawit Kota Gelanggi 6, W/Pos Felda Kota Gelanggi.27000 Jerantut, Pahang	10,334	Q4, 2009	Certified: 2010
2	Lepar Utara 6	Kilang Sawit Lepar Utara 6, Peti Surat 12 & 2020 26400 Bandar Pusat Jengka Pahang	11,538	Q4, 2009	Certified: 2010
3	Jengka 21	Kilang Sawit Felda Jengka 21, Bandar Pusat Jengka, 26400 Pahang	14,319	Q3, 2011	Certified: 2013
4	Jengka 3	Kilang Sawit Jengka 3, 26400 Bandar Jengka. Pahang	13,720	Q1, 2011	Certified: 2012
5	Jengka 8	Kiilang Sawit Jengka 8, 26400, Bandar Tun Abdul Razak Jengka, Pahang	13,895	Q1, 2011	Certified: 2012
6	Lepar Utara 4	Kilang Sawit Lepar Utara 04, Peti surat	9,415	Q3, 2011	Certified: 2012

		55, Pejabat Pos Bandar Pusat Jengka, 26400 Bandar Pusat Jengka, Pahang			
7	Jengka 18	Pejabat Felda Jengka 18 (Seroja) palm Oil Mill, 26400 Bandar Pusat Jengka, Jengka, Pahang	12,296	Q3, 2011	Certified: 2013
8	Padang Piol	Kilang Sawit Padang Piol, 27040 Jerantut, Pahang	4,960	Q1, 2011	Certified: 2012
9	Adela	Kilang Sawit Adela, Po Box 73, Bandar Penawar, Kota Tinggi 81930 Johor	12,930.04	Q1, 2011	Certified: 2012
10	Lok Heng	Kilang Sawit Lok Heng, PO Box 55, 81907 Kota Tinggi, Johor	12,799	Q1, 2011	Certified: 2012
11	Semenchu	Kilang Sawit Semenchu, Peti Surat 63, 81907 Kota Tinggi, Johor	15,797	Q2, 2011	Certified: 2012
12	Wa Ha	Kilang Sawit Waha, Karung Kunci S24, 81907 Kota Tinggi, Johor	9,597	Q1, 2013	Certified: 2012
13	Bukit Kepayang	Kilang Sawit Bukit Kepayang, 28300 Triang, Pahang	10,164.44	Q4, 2011	Certified: 2013
14	Bukit Mendi	Kilang Sawit Bukit Mendi, 28320 Triang, Pahang	7,838	Q4, 2011	Certified: 2012
15	Kemasul	Kilang Sawit Kemasul, 28300 Triang, Pahang	10,150	Q4, 2011	Certified: 2012
16	Tementi	Kilang Sawit Tementi, 38300 Triang, Pahang	11,696	Q4, 2011	Certified: 2013
17	Triang	Kilang Sawit Triang, 28300 Triang, Pahang	10,142	Q4, 2011	Certified: 2012
18	Segamat (GC)	Felda Segamat Region Complex, KM 5, Jalan Genuang, 89000 Segamat, Johor	11,192	Q1, 2011	Certified: 2012
19	Belitong	Kilang Sawit Belitong, Peti Surat 61, 86007 Kluang, Johor	7,110	Q4, 2012	Certified: 2014
20	Bukit Besar	Kilang Sawit Bukit Besar, W/P Bukit Besar, 81450 Kulai, Johor	4,716	Q4, 2012	Certified: 2014
21	Kahang	Kilang Sawit Kahang, Karung Berkunci No. 533, 86007 Kluang, Johor	5,134	Q4, 2012	Certified: 2014
22	Kulai	Kilang Sawit Kulai, Felda Taib Andak, 81000, Kulai, Johor	7,531	Q4, 2012	Certified: 2014
23	Nitar	Kilang Sawit Nitar, Felda Nitar 2, 86700 Kahang, Johor	5,819	Q4, 2012	Certified: 2014
24	Penggeli	Felda Peggeli Palm Oil Mill, Peti Surat 28, 81440 Bandar Tenggara, Johor	9,456	Q4, 2012	Certified: 2014
25	Lepar Hilir	Pejabat Felda Lepar Hilir palm Oil Mill, Gambang, Pahang	14,575	Q4, 2012	Certified: 2014
26	Bukit Sagu	Kilang Kelapa Sawit Bukit Sagu, Peti surat 331, 26130 Kuantan, Pahang	11,684	Q4, 2012	Certified: 2014
27	Baiduri Ayu	Kilang Sawit Felda Baiduri Ayu, Peti Surat 29, Pos Cenderawasih, 91150 Lahad Datu, Sabah	7,450	Q4, 2013	Certified: 2014
28	Fajar Harapan	Kilang Sawit Felda Fajar Harapan, Peti Surat 27, Pos Cenderawasih, 91150 Lahad Datu, Sabah	13,668	Q4, 2013	Certified: 2014
29	Kembara Sakti	Kilang Sawit Kembara Sakti, Peti Surat 24, 91150, Cenderawasih, Lahad Datu, Sabah	10,208	Q3, 2014	2014/2015
30	Mercu Puspita	Kilang Sawit Mercu Puspita, Peti Surat	12,734	Q3, 2014	2014/2015

		29, 91150, Cenderawasih, Lahad Datu, Sabah			
31	Nilam Permata	Kilang Sawit Nilam Permata, Peti Surat 23, 91150, Cenderawasih, Lahad Datu, Sabah	8,359	Q3, 2014	2014/2015
32	Hamparan Badai	Kilang Sawit Hamparan Badai, Peti Surat 25, 91150, Cenderawasih, Lahad Datu, Sabah	17,212	Q3, 2014	2014/2015
33	Embara Budi	Embara Budi Peti Surat No. 28, 91105 Lahad Datu, Sabah	15,070	Q2, 2014	2014/2015
34	Lancang Kemudi	Lancang Kemudi, Felda Sahabat 45, Lahad Datu, Sabah	10,698	Q2, 2014	2014/2015
35	Kalabakan	Kilang Sawit Kalabakan, Peti Surat No. 62007, 91030 Tawau, Sabah	7,352	Q2, 2014	2014/2015
36	Umas	Kilang Sawit Umas, WDT 43,91009, Tawau, Sabah	8,356	Q2, 2014	2014/2015
37	Besout	Kilang Sawit Besout, 35600 Sungkai, Perak	12,201.80	Q3, 2014	Certified: 2014
38	Trolak	Kilang Sawit Trolak, Pejabat POS Sungkai, 35600 Sungkai, Perak	6,899	Q3, 2014	2014/2015
39	Krau	Kilang Sawit Krau, Peti Surat 17, 28700 Bentong, Pahang	14,619	Q3, 2014	Certified: 2015
40	Pancing	Kilang Sawit Pancing, Peti Surat 257, 25730 Kuantan, Pahang	3,850	Q3, 2014	2014/2015
41	Neram	Kilang Sawit Neram, Pejabat Pos Mini Felda Neram 1, 26160 Kuantan, Pahang	15,262	Q3, 2014	2014/2015
42	Mempaga	Kilang Sawit Mempaga, 28600 Karak, Pahang	7,648	Q3, 2014	2014/2015
43	Chalok	Kilang Sawit Chalok, 21450 Setiu Terengganu	8,730.67	Q4, 2014	2014/2015
44	Sg Tenggi	Kilang Sawit Sg. Tenggi, Felda Gedangsa, 44010 Kuala Kubu Bahru, Selangor	7,320	Q3, 2014	2014/2015
45	Serting	Kilang Sawit Serting, Bandar Baru Serting, 72109 Jempol, Negeri Sembilan	17,947.93	Q3, 2014	2014/2015
46	Keratong 2	Kilang Sawit Keratong 02, Peti Surat 28, 26900 Bandar Tun Razak, Pahang	15,276	Q3, 2014	2014/2015
47	Keratong 03	Kilang Sawit Keratong 03, Peti Surat 21, 26900 Bandar Tun Razak, Pahang	12,036.48	Q3, 2014	Certified: 2015
48	Pasoh	Kilang Sawit Pasoh, 72300 Simpang Pertang, Negeri Sembilan	8,197.34	Q3, 2014	Certified: 2015
49	Kerteh	Kilang Sawit Kerteh, Beg berkunci No. 3, 23309 Ketengah Jaya, Terengganu	13,170.13	Q4, 2014	Certified: 2015
50	Selendang	Kilang Sawit Selendang, Pejabat Pos Kuala Rompin, 26800 Rompin, Pahang	13,944.20	Q3, 2014	2014/2015
51	Selancar 2A	Kilang Sawit Selancar 2A, Peti Surat 98, 85007 Segamat, Johor	8,399.40	Q4, 2014	Certified: 2015
52	Selancar 2B	Kilang Sawit Selancar 2B, Peti Surat 98, 85007 Segamat, Johor	7,555	Q3, 2014	2014/2015
53	Jerangau Barat	Kilang Sawit Jerangau Barat, Wakil POS Felda Jerangau, 21820 Ajil Terengganu, Terengganu	1,556	Q4, 2014	2014/2015
54	Jerangau Baru	Kilang Sawit Jerangau Baru, Wakil POS Felda Jerangau, 21820 Ajil Terengganu, Terengganu	10,805	Q4, 2014	2014/2015

		Terengganu			
55	Palong Timur	Kilang Sawit Palong Timur, Peti Surat 2, 73400 Gemas, Negeri Sembilan	26,331	2014/2015	2015
56	Serting Hilir	Kilang Sawit Serting Hilir, 72120 Bandar Baru Serting, Negeri Sembilan	24,689	2014/2015	2015
57	Maokil	Kilang Sawit Maokil, Jalan Kilang, Rancangan Felda Maokil, 85300 Labis, Johor	8,777	2014/2015	2015
58	Tenggaroh	Kilang Sawit Tenggaroh, 86810 Jemalung, Johor	16,812	2014/2015	2015
59	Tenggaroh Timur	Kilang Sawit Tenggaroh Timur, Karung Berkunci No. 534, 81907 Kota Tinggi, Johor	4,420	2014/2015	2015
60	Keratong 09	Kilang Sawit Keratong 09, Peti Surat 32, 26900 Bandar Tun Razak, Pahang	7,810	2014/2015	2015
61	Kechau A	Kilang Sawit Kechau A, Peti Surat 16, 27207 Kuala Lipis, Pahang	15,963	2014/2015	2015
62	Kechau B	Kilang Sawit Kechau B, Peti Surat 57, 27200 Kuala Lipis, Pahang	8,712	2014/2015	2015
63	Ciku	Kilang Sawit Ciku, Peti Surat 29, 18300 Gua Musang, Kelantan	10,796	2015/2016	2016
64	Aring A	Kilang Sawit Aring A, Peti Surat 46, 18300 Gua Musang, Kelantan	6,920	2015/2016	Certified: 2015
65	Kemahang	Kilang Sawit Kemahang, Peti Surat 35, 17507 Tanah Merah, Kelantan	7,775	2015/2016	Certified: 2015
66	Tersang	Kilang Sawit Tersang, 27600 Raub, Pahang	10,044	2015/2016	2016
67	Cini 2	Kilang Sawit Chini 2, 26690 Chini, Pahang	9,422	2015/2016	2016
68	Cini 3	Kilang Sawit Chini 3, 26690 Chini, Pahang	7,730	2015/2016	2016
69	Sampadi	Kilang Sawit Sampadi, Peti Surat 18, 94507 Lundu, Sarawak	7,680	2016/2017	2017
70	Air Tawar	Kilang Sawit Air Tawar, 81900 Kota Tinggi, Johor		2016/2017	2017
71	Pontian Plantation	Kilang Sawit Pontian Plantation, KM52 off Jalan Sandakan-Lahad Datu, PO Box 60525, 91114 Lahad Datu, Sabah	14,978	2016/2017	2017
1.10.2	Progress of Associated Smallholders and Outgrowers for Certifiable Standard				
	Associated smallholders are include within scope certification under FELDA Selendang Complex, Outgrower will be submitted within scope certificate in maximum 3 years after Selendang POM certified.				

2.0	ASSESSMENT PROCESS
2.1	Assessment Team
ST-2	<p>1. YUDWI WISNU RAHMANTO (Lead Auditor)</p> <p>Bachelor Degree of Forestry with Silviculture background. He worked at professional independent Certification Body as an Auditor for last 4 years and has involved in auditing activities with various certification schemes. Selected training which have been followed, such as RSPO Endorsed Lead Auditor Training Course, ISPO Auditor/Lead Auditor Course, Quality Management System (QMS) ISO 9001:2008 Auditor/Lead Auditor Course, GIS-Basic Mapping and Spatial Analysis, Timber Legality Assurance System (SVLK), Verification Organization Training C.A.F.E Practices (Starbucks) and others internal training programs. He has involved in auditing activities, such as Sustainable Forest Management by FSC FM/COC Scheme, Sustainable Palm Oil by RSPO and ISPO Scheme, Coffee And Farmer Equity (C.A.F.E Practices) Starbucks, Organic Standard (EU, NOP, JAS) for Coffee Farmers and Organic Exchange for Textile. During this audit, he assigned to verify of HCV and Best Practices Agronomy aspect.</p> <p>2. MAHAS MALIYAPAN (Auditor)</p> <p>Mr. Mahaswaran has more than 15 years of working experience in various industries in Malaysia that covering the full spectrum of Quality and Environmental Management systems. As a certified lead auditor and being the Principle Consultant for Devmenn Management Services, he too has vast exposure and experience in Quality Environmental Management Systems as well the Occupational, Health and Safety auditing. With more than 700 man- hours of audits, Mr. Mahaswaran owns proven track records of auditing various multinational companies both locally and internationally. With his wide knowledge and experience in both manufacturing and auditing line, he is able to identify and to participate in every organization for their part of continuous improvement. Some of his training programs that includes initial stage to certification process, internal quality auditing, awareness programs and managed consultancy projects which include preparation of consultancy, training and audit contracts, preparation of budget projections, review and analysis audit reports for presentation to management.</p> <p>He has the capability in conducting his training programs in both English and Bahasa Malaysia. He has vast exposure in providing trainings from small to large group of corporate management that inclusive of manufacturing, construction, recycling, service and many other industries. He has successfully assisted different organizations in the development, implementation and maintenance of a Quality Management System and Environmental Management System based on ISO 9001 and ISO 14001 requirements, respectively. He is also a qualified lead auditor for RSPO P&C and SCCS. During this audit, he assigned to verify of Legal, Land Conflict and Supply Chain aspect.</p> <p>3. RAMANI RAMASAMY (Auditor)</p> <p>Mr. Ramani has been involved in the palm oil industry for over 25 years. He has served as a fellow researched with the Malaysian Palm Oil Board (MPOB) and is a mill expert. He has also served as a Technical Controller for an Indonesian based company overseeing mill operations for all their facilities. He has participated in many RSPO audits in Indonesia as a mill expert and is knowledgeable in all elements pertaining to mill management. During this audit, he assigned to verify of Best Practices Mill and Health and Safety aspect.</p> <p>4. RAVI MENON (Auditor)</p> <p>Mr. Ravi Menon is a Senior Researcher with Malaysian Palm Oil Board (MPOB) since 1997. He is a qualified MPOB Lead auditor for mills, estates. He is involved with the publication of 'Engineering Bulletin' –a MPOB journal disseminating latest development on innovations and new technologies to the palm oil industry. A research Consultant on Palm Oil Milling & design. Training officer for Palm Oil Mill Engineers Diploma Course-milling & management. Designing, commissioning & Due Diligence -Palm Oil Mills. Lead auditor for conducting code of practice under the government for certifying palm oil mills on sustainability of the industry, food safety and quality. Technical expert for Malaysia Green Energy Corporation (Previously Malaysia Energy Centre). Expertise cover Palm Oil Mill management including administration, operation & maintenance and problem solving for efficiency enhancement. Involved in lectures on palm oil mill project planning, mill infrastructure and training of palm oil mill engineers on palm oil mill design. Through his career, he has also served as a Process Engineer, Mill Manager, and Group Engineer for over 19 years with Guthrie Berhad.</p>

5. NUR DIANA MP (Trainee Auditor and Social Local Expert)

Nur Diana as a trainee auditor, which covers social aspect of the audit. Graduated with Bachelor of Human Science and then perusing her postgraduate study focusing in Communication in one of the local university in Malaysia. She has various experience involving with Malaysian Non-Profit Organisation for about three years. In addition, she has a well exposure in human rights, women's rights and worker welfare issues. During this audit, she assigned to verify of Social and Worker's Rights aspect (under witnessed by Lead Auditor).

2.2 Assessment Methodology, Assessment Process and Locations of Assessment
2.2.1 Figure of person days to implement assessment

ST-2 Number of auditors: 5 auditor
Number of days for **ST-2** at site : 5 days
Number of working days for **ST-2** at site: 25 Working days

2.2.2 Assessment Process

ST-2 The assessment was conducted by measuring the sufficiency of implementation with the consistency done by the FELDA Global Ventures Plantations (FGVP) Selendang Complex to the requirements of National Interpretation of the Malaysia from RSPO Principles and Criteria for Sustainable Palm Oil Production (RSPO MY-NIWG, April 2008) and Supply Chain Requirement for CPO Mill (November 2011).

The assessment was conducted in three methods: (1) document review, aiming to observe the sufficiency of types or substances from required documents; (2) *interview*, 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. The level of sampling to take place during a certification assessment shall include every mill and be based on a minimum sample of $0.8 \sqrt{y}$ where y is the number of management sub-units.

Sample taken during this assessment is one (1) Mill: Selendang POM and two (2) Estates: FELDA Selendang 1 and FELDA Selendang 4.

Some opportunities for improvement of the results **ST-2** delivered by the auditor Mutuagung to the management unit and the results are the subject will be verified at the next assessment phase (**S-1**).

Improvement of findings from main assesment findings were observed by auditors at this **ST-2** assessment. All information obtained was recorded in Check List of PT Mutuagung Lestari (MUTU) and part of **ST-2**.

The assessment program please find Appendix 2

2.2.3 Location of Assessment

ST-2 Sampling area during this audit is following the formula $0.8 \sqrt{y}$: Selendang Palm Oil Mill, FELDA Selendang 4 and FELDA Selendang 1.

1. **Harvesting Activities.** PM08Q Block 27 (Selendang 4 Estate). Interview with harvester for gathering information related to best practices implementation, PPE providing, welfare aspect, complaint mechanism, contract agreement of migrant workers, etc.
2. **Spraying Activities.** PM06K Block 06 (Selendang 4 Estate). Interview with spraying operators for gathering information related to best practices spraying, PPE providing, welfare aspect, complaint mechanism, contract agreement of migrant workers, training of pesticide application, medical check-up, etc.
3. **Manuring Activities or Fertilizer Application.** PM06K Block 06 (Selendang 4 Estate), Rock Phosphate application. Interview with spraying operators for gathering information related to best practices spraying, PPE providing, welfare aspect, complaint mechanism, contract agreement of migrant workers, training of pesticide application, medical check-up, etc.
4. **Stakeholder consultation at Meeting Hall "Balai Raya".** Gathering information from relevant stakeholders, such as settlers "peneroka/wati", Teacher, Land Agency Officer of Rompin area.

5. **Riparian Area Sungai Serai at PM105 Block 35.** Serai River to ensure of riparian zone management according to conservation management plan.
6. **Field visit at settler/smallholder area Mr. Said Idrus (managed by FELDA) and Mr. Afsah bin Daud (managed by himself).** Gathering information related to FELDA influence against community.
7. **Safety.** Interview with upkeep contractor and with migrant workers regarding the use of PPE, work skill and training, complaint mechanism, payments, facilities given by the company, labour permit facilities given by contractor, work agreement, social and health insurance.
8. **Supply chain verification.** Observation and interview with the operators regarding their job descriptions and responsibilities. Ensuring the operators' awareness on the Supply Chain System applied in the work.
9. **Processing Stage (from Loading Ramp to Dispatch):** observation on the processing steps of the FFB to become Crude Palm Oil (CPO), the implementation of OHS, the mill's emergency response facility, and First Aid facility.
10. **Hazardous Waste Temporary Warehouse.** Observation on the hazardous waste management that shall comply with the applicable regulations and interviews with the warehouse staff regarding the procedure of hazardous waste management, and the availability of the facilities to handle contamination and exposure.
11. **Water Treatment Plan:** observation on the pre-processed clean water supply.
12. **Waste Water Pond/ Disposal:** observation on how to handle the mill's effluent and the WWTP's condition which is well-maintained without any leakage and runoff.
13. **Workshop.** Observation on the safety signboard is available. The first aid box is available but the content of the first aid box is not complete.
14. **Chemical Store.** Observation on the chemical storage and the way the kept all the chemicals. The ventilation and security is proper.
15. **Worker interviews.** There several foreign workers (Indonesian) that the auditor interviewed and some of them are aware about OSH, sexual rights, and religious rights and racial. They are well aware on the pay and contract agreement between the employer and employee.

2.3 Stakeholder Consultation and Stakeholders Contacted

2.3.1 Summary of stakeholder consultation process.

ST-2 Summary of stakeholder consultation process
Public Notification 30 days before the initial assessment (21 August 2014) and uploaded on RSPO website (www.rspo.org) company and certification body website.
Consultation of stakeholders for FELDA SELENDANG Complex was held by public consultation meeting with internal stakeholders by interviews and local stakeholders conducted by visits to villages and interviews with local peoples (24 September 2014). Numbers of input from stakeholders were clarified by FELDA SELENDANG Complex

2.3.2 Stakeholder contacted

Please find appendix 1

2.4 Determining Next Assessment

The next visit (**S-1**) will be determined at least 9 months after certificate issued.

3.0 ASSESSMENT FINDINGS

3.1 Summary of Assessment Report of the RSPO Certification

MUTUAGUNG LESTARI has conducted an assessment of SELENDANG POM – FELDA Global Ventures Plantations (M) Sdn. Bhd. operation consisting of one (1) mill and six (6) oil palm estates.

During the assessment, there were Three (3) nonconformities were assigned against Major indicators, Seven (7) nonconformities were assigned against Minor indicators and Twelve (12) opportunities for improvement were identified.

Further explanation of the non-conformities raised and corrective actions taken by the company are provided in section 3.5. The company has already prepared and implemented the corrective action(s) that had been reviewed and accepted by Auditor(s) in form of documentation evidence(s) e.g. (document record/photographic/etc.).

MUTUAGUNG LESTARI found that SELENDANG POM – FELDA Global Ventures Plantations (M) Sdn. Bhd. **HAVE COMPLIED** with the requirements of ***RSPO Principles & Criteria and National Interpretation, RSPO Principles and Criteria (P&C) for Sustainable Palm Oil Production, Malaysia National Interpretation Working Group (MY- NIWG), April 2008 and Supply Chain requirements November 2011.***

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

Ref Std.	VERIFICATION RESULT of MUTU-Certification	
PRINCIPLE #1 COMMITMENT TO TRANSPARENCY		
1.1	Oil palm growers and millers provide adequate information to other stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making	
	<p>Selendang Mill and Estates management has a mechanism to providing adequate information from/to other stakeholders through Log Book (In and Out), also they were using “<i>Question and Respond Form / Borang Pertanyaan dan Maklumbalas</i>”. This form contains of two (2) sections, A: Information Request and B: Respond of Management. Meanwhile, Estate management unit has its own mechanism how to manage and providing adequate information from related stakeholders through the Log Book (Buku Rekod Surat Masuk). All of information (including requests) can be delivering with three (3) options: email, pos and fax and recorded. Records of information and requests are well maintained and responded, in example: Log Book at FTP Selendang 1, records period 1 April 2011 – 24 September 2014.</p> <p>According to stakeholder consultation on 24 September 2014, FELDA have positive comments from settlers, related agencies and other stakeholders which attended in the meeting. Also, FELDA is very transparent related to any kind of information with requested by stakeholders.</p>	
	Status: COMPLY	
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.	
	<p>The management unit (Mill and Estate) has have Standard Operational Procedure of Participative Communication and Negotiation (Document Number : ML-1A/L2-PR3(0) valid since March 2012. These procedure aim to provide good communication system between the management unit with the internal and external stakeholder in related impact of plantation and mill activities to environment (e.q ; hazard risk and impact to social aspect). These procedure described too that the external stakeholder can acces the information from the management unit under mechanism and permit by the top</p>	

management level or decision maker. Some of Information below is category can access by the external stakeholder :		
<ul style="list-style-type: none"> • Plan of the Health and Safety • Plan and Analyze of Environment and Social Impact • Plan of Pollution Mitigation • Plan of Continuous Improvement, etc 		
According to interview with stakeholder and workers, it was clear that FELDA have been implementing the procedure for participative communications and negotiation. Most of settlers declare that FELDA have good relationship and communicative to all stakeholders.		
	Status: COMPLY	
PRINCIPLE #2 COMPLIANCE WITH APPLICABLE LAWS AND REGULATIONS		
2.1		
There is compliance with all applicable local, national and ratified international laws and regulations.		
The legal requirements that applicable generally maintained well at both mill and estate. Sighted I being effectively communicated and necessary records were updated accordingly. The breakdown is due to new RSPO team members in executing the implementation not well exposed to the audit requirements. Estates have demonstrated the legal permits, licenses and records renewed, maintained and understood by the process owner. The Head Quarter plays the major role in initiating any legal changes.		
	Status: COMPLY	
2.2		
The right to use the land can be demonstrated, and is not legitimately contested by local communities with demonstrable rights		
Legal documents on land title well kept. Due to the land belongs to state government, therefore no land disputes, negotiations, compensation and legal actions corresponded to this management. During site visit, sighted the boundary marks and territory well managed.		
	Status: COMPLY	
2.3		
Use of the land for oil palm does not diminish the legal rights, or customary rights, of other users, without their free, prior and informed consent.		
No claims and dispute recorded. Even there is no negotiation, dispute or customary rights issues raised, but a procedure [FPI/L2/QOHSE-23.0] is made available as a contingency plan.		
	Status: COMPLY	
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.		
The main ingredients of the budget are prepared by Head Quarter in close consultation with the local management. The budget report comprising the individual budgets are incorporated in the book called "Budget FELDA". It is compressive and is designed achieve long-term economic and financial commitment. Apart from this, each installation, have three year projections with about 18 major items.		
Auditors have seen the budget of each unit for at least next 3 years. The budget comprises of financial needs in all activities. Also, the auditor checked the production in both Mill and Estates.		
The actual realization is following the forecast which has been made by each unit.		
	Status: COMPLY	
PRINCIPLE #4 Use of appropriate best practices by growers and millers		
4.1		
Operating procedures are appropriately documented and consistently implemented and monitored.		

Well documented SOP is in place for both estates as well as the mill. Implementations of SOP's are sufficient applied by each sampling unit during the audit. Subcontractors are not found in the sampling units, then verification on this part is not done by the team.

Observation at Selendang POM:

1. The implementation system is ineffective as the toilet was found to be in a deplorable condition with unsatisfactory maintenance of the building. The monitoring report was found to be erratic based on visual observation.
2. The Good milling practice (GMP) stipulates clean surroundings to induce good working environment in the mill. However, the mill compound was found to be far from satisfactory in terms of cleanliness as the mill compound is littered with mesocarp fibre and other biomass waste. The biomass byproducts although is serving as spare fuel need be stored in an orderly manner to reflect that the mill is churning out edible product.

Observation at Selendang Estate 4:

1. The recent storm (a week ago) caused the roof cap of the fertilizer store to rip off from its original position and lodge itself away a few feet down exposing the gap to the elements. In the absence of immediate action to close the gap rain water had been pouring down into the fertilizer store containing a few thousand bags of fertilizer. This contravenes good agricultural practice, as no positive effort was forthcoming from the management to prevent the unwelcome entry of water into the fertilizer store.

Root cause: (filled by client)

Update and maintain the review on the implementation of GMP and GAP for mill and estates because it does not covers all areas of the project.

Corrective action: (filled by client)

Update and maintain the implementation of GMP for Mill covering maintenance mesocarp Fiber, Unused Steel & EFB.

Update and maintenance of GAP implementation for estates covering Roof & Wall in Fertilizer Store.

Preventive action: (filled by client)

Responsible Officer need to ensure the report and monitor the implementation of the mill and estate issues in full.

Auditor conclusion: (filled by CB):

November 11th, 2014.

Corrective action to fulfill this Major NC has sent by client through email. The documents containing:

- a. Three (3) pictures of updating condition surrounding the EFB conveyor station and Summary Safety Checking Form (September 2014). These pictures shown that location was clean and well maintain from previous visit. Improvement has made by Mill managers to comply this criterion and GMP.
- b. Selendang 4 Estate sent the pictures as evidence for Fertilizer Store 1 and 2 that has been repaired in well maintain. Roof materials covered the roof cap, so that the current condition is better than previous. Rainwater is unable to re-seep into the store.

Based on this corrective evidence, auditor team concludes that **NC Major 4.1.1** has been **CLOSED**.

Status: COMPLY

4.2

Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.

Monitoring of fertilizer inputs through annual fertilizer recommendations is handled by FELDA Agricultural Services S B (FASSB). Yearly recommendation is provided to all estates. Foliar and soil sampling record is provided by FASSB in a well detailed report. During field observation at Selendang 4 Estate and Selendang 1 Estate, there was no fertilizing activity due to fertilizer application has been done on 3rd cycle. An interview to the workers was carried out in the office only. No POME is applied but EFB (bunch ash) in 1,000 ha immature area and Zero burning are practiced.

Status: COMPLY

4.3

Practices minimize and control erosion and degradation of soils.

The document indicates there was soil erosion at certain area of this estate. To minimize the soil erosion they are applying the Mucuna cover plant to contain the soil erosion. Still need more effort to minimize the soil erosion as sited in the estates. Mucuna cover plant and the *Calopogonium mucunoides* (legume crops) plus terracing were applied to minimize the soil erosion. The Estate 4 located bare or exposed soil. Located and verified the site for the above task. All SOP are documented in the reference but action not implemented for this matter.

The road maintenance programme was managed well and condition was good.

No presence of peat soil in this estate. No peat soil detected during site visit or in the plantation map. According to the soil map reference we located and verified, there are sites for the bare area and exposed soil in both estates during site visit. However, has not been proven that conservation action was implemented by estates management. **Minor NC No. 2014.03**

Auditor conclusion:

November 13th, 2014.

Evidence of improvements have been sent by Selendang 4 Estate management unit in order to fulfillment of conformity this indicator. The documents following are:

- 1). Pictures of EFB application.
- 2). A warrant work of EFB application (dated 23 Apr 2014) on area PM08Q & PM09R.
- 3). Progress report EFB transportation (dated 30 Sep 2014).
- 4). A warrant work of road maintenance (dated 22 May 2014).

Meanwhile, documents provided by Selendang 1 following are:

- 1). EFB application record (No. Contract: 2000124256, period Aug – Sep 2014).
- 2). Working record of Road Side drainage (No. Contract: 2000108145, period May-Jun 2013).
- 3). Progress report of cover crop nursery (Mucuna) period Dec 2010 – Jan 2011.

Based on these documents, there is still lack of evidence to prove that bare area is well-managed and appropriate manner. There is no evidence that cover crops have planted on field. Auditor team conclude this **NC minor 4.3.2 is still OPEN.**

During site visit sighted the Empty Bunch application for mulching and the cover crop practice and frond stacking in the straight planting area for fragile and other problem soil.

The Empty Bunch was applied to overcome the low organic matter since other conditions are in good order. Currently there is no soil problem as verified by the agronomist the soil condition is in good condition.

Minor 4.3.2 | Status: COMPLY

4.4

Practices maintain the quality and availability of surface and ground water.

Water management program for mill seen associated with laboratory test results which produced the compliances statement. A matrix is available indication of the frequency, responsibility, legal indicators and parameters for the monitored activities. In Selendang 4, a shallow river called, Sungai Serai is passing the estate and the water not being used for any reason. Since the Sungai Serai is rather small and most of the time dries-off, therefore no construction of bunds allowed In Selendang 1, seen no river is passing thru the estate and communities settlement, however a small stream passing block 8. The stream water not being use for any reason by any party. Sighted the estate management started to enforcing buffer zone of 20M at both river sides.

Since there isn't any river, therefore no construction of bunds allowed. Mill effluent final discharge are drain to river with the specification of BOD limits at <100 ppm approved by DOE as to avoid water contamination of surface and ground water. Both in Selendang 1 & 2, water sampling not required as no outgoing water into main natural waterways. In estates, the record of rainfall is maintained daily and monthly. In mill, the monitoring of the water usage per MT of FFB is recorded in the water treatment record. Water management plan made available.

According to the stakeholder's consultation, there was no issues related surface and ground water. This is because the creek is not passing to the community's settlement and there is no water flow.

Status: COMPLY

4.5

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

For integrated pest management, Selendang 4 and Selendang 1 Estate has the following manuals:

- (1) MLSL (ed.2) Sec.4(1.0) – *Mengumpun Tikus Di Ladang Sawit Matang* (rat bait)
- (2) MLSL (ed.2) Sec.4(2.0) - *Merumput di Kawasan Sawit berhasil* (weeding)
- (3) *Risalah Kawalan Tanaman keluaran FELDA* dated December 2002
- (4) Rat attack monitoring (*Banci Serangan Tikus*) dated 13.01.15

Training on IPM implementation were recorded as follows:

- (1) FELDA/FP/FTP/FPI/FASSB dated 31.03.2015
- (2) First Aid training dated 4.3.2015
- (3) RSPO Training for executives dated 19.3.2015

IPM has been implemented effectively and data on its application and management well documented. Efforts are under way to further reduce the use of herbicide. The pest infestation is mainly limited to rodents as incidents of crop destruction by rhinoceros beetle and other pests are not significant. Although barn owls are used as predators for eliminating rodents the present population of 35 ha per owl is inadequate as the recommended ratio is 20 ha/ owl.

Paraquat concentration is being reduced to 13% now and class I herbicides has been downgraded to class II. Monitor of IPM implementation was performed every three months. The active pests are: Rats –(Severe), bag worms- (minor), Rhynoceros beetle: (minor). Control of rats was difficult because only 33% of the crop was delivered from Selendang 1&2 estate. The remaining 66% was delivered from the 232 small holders and private estates where the pest control is less efficient compared to Felda estates.

Status: COMPLY

4.6

Agrochemicals are used in a way that does not endanger health or the environment. There is no prophylactic use of pesticides, except in specific situations identified in national Best Practice guidelines. Where agrochemicals are used that are categorized as World Health Organization Type 1A or 1B, or are listed by the Stockholm or Rotterdam Conventions, growers are actively seeking to identify alternatives, and this is documented.

Interviewed the store keeper and verified all agrochemical herbicide, pesticide and insecticide and storage at the chemical store. Chemical store according to the SOP organized and all handling are practiced as stated in SOP. .

Sighted all agrochemical stored at the chemical store at main office. All approved list of pesticide usage for oil palm was documented by MPOA for these usages in the plantation were referred at this estate.

All agrochemical were organized in the chemical store. There was one specific chemical Ory-x for the rhinoceroses beetle prevention was kept in the general store due to lack of space. The fertilizer store was leaking due to roof damage.

The empty chemical containers for disposal were not punctured according to the SOP. The fertilizer store roof was leaking because the roofing was damaged.

Corrective action of NCR 2014.04 MAJOR 4.6.1:

Auditor conclusion: (filled by CB)

November 13th, 2014.

The evidence sent is improvement of chemical storage, currently agrochemical used (Ory-X) has been stored into chemical storage. Meanwhile, ex-agrochemical containers management has been follow the SOP and DOE standards that containers are perforated before disposed into appropriate place.

Based on this corrective evidence, auditor team concludes that **NC Major 4.6.1** has been **CLOSED**.

Excess fertilizer bags were arranged outside the side walk covered with canvas. The general stores have equipment and chemical kept together due to lack of space. Need to extend the store to separate these two items. Collection of these chemical empty containers from DOE appointed contractors not available at this estate. Inspected the PPE for the worker during mixing was not kept in the store.

Corrective action of NCR 2014.05 MAJOR 4.6.3:

Auditor conclusion: (filled by CB)

November 13th, 2014.

The client sent a picture of evidence. This evidence shown that pesticides and general equipment has been placed separately. Separation is using marking tape and completed with sign board and MSDS.

Based on this corrective evidence, auditor team concludes that **NC Major 4.6.3** has been **CLOSED**.

All pesticide was stored according to the SOP with labels and kept separated from other agrochemicals. Bromodilone for the pest control of rats were applied at the plantation. Cypermethrin for rhinoceros beetle which is approved list of pesticide registered for oil palm utilization. The two mentioned pesticide are approved under the USECHH regulations.

The practice was followed accordingly to the sop documented and regulation and orders and pesticides Act 1974

Viewed the training records for information regarding chemical usage hazard trade and available in language understood by workers.

The medical surveillance was not carried out at estates for worker and settlers under FTP. Approval from HQ already received but not enforced yet by estate. Not available for records and documents

Site visit at estate didn't indicate any pregnant or breast feeding women involved in this task.

The usage of Paraquat for the field for 2012 was 0.6386 litre/hectar and 2013 was 0.6219 litre/hectar. The year 2014 from January to August the amount was 0.340 litre/hectar which shows reduction on the usage. Based on field visit at one of smallholder farm, it was clearly found that Gramoxone (*Paraquat dichloride*) as chemical Type 1B WHO is used by the settler.

NC No: 2014.06 (Minor 4.6.7)

Corrective action of NCR 2014.06 Minor 4.6.7:

Auditor conclusion:

November 13th, 2014.

The management unit provided the corrective evidence to fulfill this requirement. Following documents is applicable for Selendang 01&02 Estate:

- 1). Safety briefing related to usage of pesticides to all staff and scheme manager.
- 2). Minutes of safety briefing of pesticides usage (dated October 10th, 2014).
- 3). Minutes of meeting JKRR (Development Committee) dated 14 September 2014 and attendant list of settlers.
- 4). List of registered and approved pesticides by MPOA (October 29th, 2007).

However, based on list of registered and approved pesticides by MPOA, brand name of Gramoxone is not listed even though an active ingredient *Paraquat dichloride* is registered. Furthermore, settler uses Gramoxone improperly. They used the pesticide to poison the palm trunk (during replanting) not for weeding used. This **NC Minor 4.6.7 is still OPEN**.

There is no aerial spraying for agrochemical in this estate. CPO was only tested for the quality control purpose. Only carried out for mill.

Records shows the pesticide usage active ingredients area treated and applied per hectare and number of application for minimum of 5 years was located in the pesticide recording book kept in the main office.

Corrective action of NCR 2014.07 Minor 4.6.9:

Auditor conclusion: (filled by CB)

November 13th, 2014

The management unit provided the report of CPO testing from Lotus Laboratory Servicees (M) Sdn. Bhd. No: LS/OST/C4114/14, dated 21st October 2014. The result analysis is valid until 8 December 2014. It proved that no toxic parameters were detected in Palm Oil product.

Based on this corrective evidence, auditor team concludes that **NC minor 4.6.9** has been **CLOSED**.

Minor 4.6.7 | Status: COMPLY

4.7

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

Reviewed the Dasar Keselamatan & Kesehatan pekerjaan which was issued on 30th Mac 2012. A copy was provided for this purpose. The safety and health implementation needs more attention at the operation site as the first aid, fire hose reel was not in proper condition.

All fire fighting equipments and PPE was in order at the estate store, chemical and fertilizer store. All workers were given training on most aspect on the safe working practice. Verified in the File Latihan and showing all the training attended by workers.

Reason training for Method on the usage of PPE during harvesting 4/2/2014 and attended by 6 estate worker. The team consists of 6 people from estate worker and has their meeting every 3 months for matters and updates. Last meeting was on the 30/6/2014 at Bilik Gerakan Main office Estate 1 attended by 6 people.

All records and documents are in order during the audit. Site visit shows most of the station seem to be safe condition with valid fire extinguisher kept for its purpose. Interviewed the workshop foreman for the accident at the mill. Record show the last accident was on 25/9/2013 where mill operator was involved in the hot steam spray. All records are well recorded and reviewed every 3 months during the Safety committee meeting. All records are in good order and documented.

Review the salary slips for the mill worker shown in the salary file kept in the main office.

The insurance provided by Great Eastern Life Assurance and government insurance SOCSO.

All training for staff worker and contractor were carried out and documented in the staff, worker and contractor was available in the file as provided. Interviewed the workshop foreman and internal and external training was provided to fulfill his job and responsibility as documented. According to interview with workers (Mill and Estates) it was clear that the workers are understand how to work in safe and how to communicate if the accident were happened.

The training for workshop fitter on SKF Bearing Technology was provided on 23 – 25/9/2014 at SKF Msia Sdn. Bhd. Jalan Ipoh Kuala Lumpur.

All training were provided for this purpose and document during the auditing and kept in the training file but the assessment for the capability and competency were not documented. All training was provided for this purpose and assessment was carried and records kept for reference

Status: COMPLY

4.8

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

Interviewed the assistant manager (Mill and Estates) at Mill, Selendang 4 Estate and Selendang 1 Estate Office. An internal and external training was provided. All training on safety aspect, PPE usage and firefighting was conducted and assessed by the manager for the capability and further training needed. All training were provided for this purpose but no document were available yet at the findings. **NC No: 2014.08 (Minor 4.8.1)**

Corrective action of NCR 2014.08 Minor 4.8.1:

Auditor conclusion: (filled by CB)

November 13th, 2014

Mill and Estate has provided the evidence "Summary Feedback of Training Course for Operational and Safety" which held on 12 September 2014. There are 57 persons involved in the training and giving satisfactory of understanding with average > 70%.

Based on this corrective evidence, auditor team concludes that **NC minor 4.8.1** has been **CLOSED**.

Status: COMPLY

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.

There is documented impact assessment in Selendang 1&2 Estate and Selendang 4 Estate, reference as "RSPO 2010 (KRITERIA 5.1/5.3/5.6)" last reviewed assistant manager, on 17/06/2014. In the report, there is score summary on environmental impact from waste product that include information on activity, aspect, impact, score and status. Verified the assessment conducted for pre-mixed area, whereby the risk rating is 16 that require a management plan [rating above 12 needs a management program to reduce the environmental impact]. There also actions plan to reduce environmental impact and to control pollution.

In mill the assessment well identified the entire activities or aspects of the mill, such as schedule waste store, chemical store,

boiler, etc. In estates, seen the assessment attached with rating criteria, risk factors and mitigation measures.. A minor NC was issued as there is no improvement plan to mitigate the negative impacts and promote the positive ones, is developed, implemented and monitored. **NC No: 2014.09 (Minor 5.1.2).**

Corrective action of NCR 2014.09 Minor 5.1.2:

Auditor conclusion: (filled by CB)

November 13th, 2014

Selendang POM has provided the environmental management plan through Significant Environmental Aspect and Impacts Register Form (No: FPI/L4/QOHSE-1.8 Pind 0). There are 88 categories/parameters that should be monitored by Mill management. However, implementation of this issue will be priority check during next assessment.

Based on this corrective evidence, auditor team concludes that **NC minor 5.1.2** has been **CLOSED**.

Status: COMPLY

5.2

The status of rare, threatened or endangered species and 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 their conservation taken into account in management plans and operations.

Identification and Management Plan of HCV and Biodiversity have been made by Plantation Sustainability and Quality Management (PSQM) FELDA on 7 September 2014. Scope of HCV Identification study is Selendang complex: Selendang POM, Felda Selendang 1&2, Felda Endau, Ladang FGVP M Selendang 3, Ladang FGVP M Selendang 4 and Ladang FGVP M Berabong. The RTE's species were identified is Asian elephant (*Elephas maximus*) – EN by IUCN Redlist, this species foraging in the forest reserve (Hutan Bukit Sejabur).

Summary of HCV Area in Selendang Complex (based on summary executive HCV assessment report) stated that no HCV was found in Selendang Complex Area.

Area	HCV Identify	Adjacent Conservation Area
FELDA Selendang 1&2	None	Hutan Bukit Sejabur
FELDA Endau	None	Hutan Simpan Gunung Arong
FGVPM Selendang 3	None	Sg. Teroh, Sg. Kayu Ara & Hutan Lesung
FGVPM Selendang 4	None	Sungai Serai, Hutan Bukit Sejabur & Hutan Lesung
FGVPM Berabong 1	None	Sg. Penil, Sg. Sawak & Hutan Lesung

During the field observation in Selendang 2 and Selendang 4, sighted the conservation area is well maintained according to management plan. Sighted reserved forest area in Selendang 2 ("Hutan Bukit Sejabur") and Selendang 4: Riparian zone (Sungai Serai). Actions to maintaining the conservation area is erect the sign board No Trespassing, No Encroachment, etc.

Management representative who responsible to monitor of adjacent conservation area and information from settler (peneroka) said that no illegal activities were identified, particularly in border of forest border (Hutan Bukit Sejabur).

Status: COMPLY

5.3

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

The document and identification of all waste products and source of pollution are used hydraulic oil, lubrication oil, oil filter, gloves, tyres and cotton rags was documented in schedule waste disposal file. The document for the above are all in good order and follow with the DOE standards.

Identification of all waste products has been documented by Estates. However, during the field visit:

- The auditor sighted the workshop site not organized with the waste disposal. The oil and diesel leakage into the ground and no proper implementation for this matter. Also, the domestic waste dumping site is not well implemented in proper method.
- Sighted the scheduled waste disposal site, the containers were recycled for field usage and later kept in the chemical store. The triple rinse was not actually practiced for the disposal where the puncturing of the container not done before. The empty containers were left in the plantation after usage.

- c. Domestic waste collected for the residential home were not disposed in order and the dump pit as no reference date of preparation or close up after filling. They have dumped the rubbish on the flat ground and recently have dug the pit for waste dumping.
- d. At one of smallholder farm, auditor found that pesticide containers are disposed off inappropriate with applicable regulations. **NC No: 2014.10 (Minor 5.3.2)**

Corrective action of NCR 2014.10 Minor 5.3.2:

Auditor conclusion: (filled by CB)

November 13th, 2014

Corrective actions was taken by unit management estate Selendang 1&2 through improvement documents, following are:

- Minutes of socialization about agrochemical safety usage, dated 10 October 2014. This brief presented by estate manager.
- Evidences of socialization to all settlers and pictures of new constructed landfill at Selendang 1&2 area, including signboard.
- Procedures of recycle to all ex-agrochemical containers.
- Pictures of Domestic waste management disposal surrounding the workers housing, workshop and access road.

All the provided evidences can be accepted by auditor team, consistency of implementation will be observed during next Surveillance audit. This NC can be **CLOSED with Observation**.

The crop residues and biomass are recycled at site during mill visit. POME, EFB, Fibre and Shell are utilized as explained above.

The crop residues and biomass are recycled at site during mill visit.

EB are applied at the estate for mulching purpose from the mill. The EB are applied around the palm trees as fertilizer and to cover the bare soil.

Status: COMPLY

5.4

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

The Renewable Energy development in FELDA is centralized and sights are selected based on finance allocation by HQ. Until allocation to Serendang mill is approved the mill is unable to pursue Renewable Energy. However the mill can still make technical calculation and financial analysis on the potential of Renewable Energy if the Felda settlement can be electrified by the mill.

Status: COMPLY

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.

No land burning activities in Selendang Estate. Policy of Zero Burning [dated 01/06/2014, approved by President & CEO FGV Mr. Mohammed Emir Mavani Abdullah well implemented. Field visit by auditor proved no open burning activities and appropriate signages were made available where appropriate. In Selendang, the last replanting was done in 2012 and the next replanting will be in 2035. In Selendang 1, the last replanting was done in 2004 and the next replanting will be in 2029. New planting not applicable at both estates.

During the line-site visit Selendang 4 (House No.33/91), found domestic waste being openly burn. The surrounding environment on site creates the impression that, open burning in the line-site not could have happens few times but no remedies action taken by the management. The workers have limited knowledge on restriction of open burning. NC No: 2014.11 (Minor 5.5.3).

Corrective action of NCR 2014.11 Minor 5.5.3:

Auditor conclusion: (filled by CB)

November 13th, 2014

Corrective documents was provided by Selendang 4 Estate, there are:

- Minutes of RSPO introduction by Estate Manager Selendang 4 (dated 26 August 2014) during roll call to the workers.

<ul style="list-style-type: none"> Evidence shown that domestic waste which burnt has been disposed through hoarded. <p>Improvement evidences can be accepted by auditor team, consistency of implementation will be observed during next Surveillance audit. This NC can be CLOSED with Observation.</p>	
Status: COMPLY with Observation	
5.6 Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.	
<p>Estates have recorded the system of PP bags, its storage and re-use for bunch ash packing. The mill has complied with the DOE requirements for effluent and boiler smoke emission.</p>	
Status: COMPLY	
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.	
<p>Document of Social Impact Assessment (SIA) Positive and Negative Result, Management Plan and Action Plan for the Positive and Negative Assessment have been made by Estates (Selendang 1&2 and Selendang 4). There are 5 points of positive and negative impact identified according to the feedback and respond from local workers, estate officer, settlers, inhabitants, local traders/dealers, migrant workers, contractors, non-government organization through questionnaire form and participatory way.</p> <p>During the interview with relevant stakeholders on 24 September 2014, it was clearly that no adverse social impact in the estate or mills. The workers and communities (mostly settlers) are well cared for in terms of housing, access roads, well equipped health clinic, education of the children, and free transport to shopping areas.</p>	
Status: COMPLY	
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.	
<p>Open and transparent methods for communication and consultation between Estate, Mill and relevant stakeholders applied through SOP 3.4 Participation and Consultation Communication procedures / Prosedur Komunikasi Penglibatan dan Rundingan; No. Doc: ML-1A/L2-PR3 (0); Date of Issued: March 2012. Furthermore, log book of incoming mail / letters and suggestion box is applied in estates or mill office. Each management unit (estate and mill) have responsible officer for communication and consultation issues. Records of all communication and consultations with relevant stakeholders during 2013-2014 are available in place.</p> <p>According to stakeholder consultation on 24 September 2014, FELDA have positive comments from settlers, related agencies and other stakeholders which attended in the meeting. Also, FELDA is very transparent related to any kind of information with requested by stakeholders.</p>	
Status: COMPLY	
6.3 There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all parties.	
<p>Documented procedures for dealing with complaints and grievances is covered under SOP 3.4 Participation and Consultation Communication procedures / Prosedur Komunikasi Penglibatan dan Rundingan; No. Doc: ML-1A/L2-PR3 (0); Date of Issued: March 2012. Based on interview with management representative (estates and mill), there is no grievances and/or complaint raised from stakeholders.</p> <p>According to stakeholder consultation on 24 September 2014, FELDA have positive comments from settlers, related agencies and other stakeholders which attended in the meeting. Also, FELDA is very transparent related to any kind of information with requested by stakeholders. There is no complaint or grievance is raised during FELDA start to develop their plantations.</p>	
Status: COMPLY	

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.	
	<p>Documented procedure for identifying legal and customary rights is available in place (Manual Lestari 1A (Jenis Dok: 3.13 Prosedur Mengenalpasti Hak Perundangan dan Adat; No. Dok: ML-1A/L2-PR12 (0); Date of Issued: March 2012). During interview with management representative and settlers/smallholders, customary land within Selendang complex is not available. The land of Selendang complex is owned by government and managed by FELDA Plantations, therefore no customary land and land claims were identified.</p> <p>According to stakeholder consultation on 24 September 2014, FELDA have positive comments from settlers, related agencies and other stakeholders which attended in the meeting. Also, FELDA land is legal government owned and there is no issue relating tenure complaint.</p>	
	Status: COMPLY	
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.	
	<p>Migrant workers are legalised, and a separate employment agreement has been drawn up to meet immigration requirements for foreign workers. It is clearly stated in the Hiring policy that FGV Allowed foreign worker to be hired by the estates and they will get the salary based on Minimum Wages Payment that has been announced by the Malaysian government. However, the Minimum Wages Payment does not shown in the contractor Monthly Salary Slip. However, the calculation of the payment is more than RM900. All the calculation is clearly stated in the monthly payment slip and a copy of the slip will be given to the workers.</p> <p>According to the workers interview in estates (Selendang 1&2, Selendang 4), pay and conditions for foreign workers are met the legal requirements.</p>	
	Status: COMPLY	
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.	
	<p>There is a statement about the freedom of association being published in Malay language at the mill. The employees and contractors has the right to form associations. Based on <i>Polisi Hak Kebebasan Bersuara & Menganggotai Kesatuan</i>, it has been mentioned that all the FELDA workers are free to join registered society in Malaysia. The workers are well aware that they have the freedom to join in any association.</p> <p>The worker union form in FELDA is JKKR (Jawatan Kuasa Kemajuan Rancangan), GPW (Gerakan Pekerja Wanita) and Kesatuan Pekerja-Pekerja FELDA.</p>	
	Status: COMPLY	
6.7	Children are not employed or exploited. Work by children is acceptable on family farms, under adult supervision, and when not interfering with education program. Children are not exposed to hazardous working conditions.	
	<p>Based on Manual Lestari 1A (3.10 Prosedur Mengelak Pengambilan Pekerja Kanak-Kanak) it was clearly stated in the manual that children worker should not be hired. Moreover, individual that has not reach 16 is considered and children and they are not allowed to work.</p> <p>In order to ensure this, the management will hire someone after they have seen the applicant identification card, birth certificate and high school graduation certificate and after it is confirmed that they are above the age limitation, they will be hired by the management.</p>	
	Status: COMPLY	
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.	

Polisi Kesetaraan Peluang - All the worker have the same rights to receive all the facilities that has been provided by the management. The management is not supporting any kind of discrimination based on race, nationality, religious, disabilities, gender, age, sexual, union bodies and political views.

Status: COMPLY

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.

The management unit are responsible and committed in given attention on any sexual harassment issue align with section 22, Code of ethics and conduct of workers. The management will also preserve women rights such as rights to have families, rights to breast feed and there is no discrimination on women.

Based on *Manual Lestari 1A, 3.11 Prosedur Menangani Aduan oleh Gender Committee (ML-1A/L2-PR 10(0))* dated March 2012, has clearly stated the process of complaints if there is any complaint on sexual harassment.

However, during the interviews the workers are not aware of the sexual harassment policy and they are not aware of the complaint procedure.

Status: COMPLY

6.10

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

Aspects of plantation/mill including replanting that have social impacts are identified in a participatory way and plans to mitigate the negative impacts are promote the positive ones are made, implements, and monitored to demonstrate continuous improvement. Regular meetings are held between smallholders and the company. Pricing is followed by actual MPOB pricing system. Felda's online system from the head office, with clear procedures and records were sighted and pricing of FFB are posted on bulletin boards. There was evidence contractual agreement between FELDA and Growers regarding the FFB enter to the Palm oil MILL (POM) for the price of FFB. This agreement mentioned that the FFB shall comply with the requirements such as the quality FFB received, the calculated fees of FFB, FFB prices against the MPOB updated announcement; and the FFB from growers shall be supplied to the POM under FELDA.

Status: COMPLY

6.11

Growers and millers contribute to local sustainable development wherever appropriate.

Contributions to local development was distributed through financial ways (i.e: Pengagihan Duit Raya), because infrastructure (meeting hall, sports facilities, health centre, building, place of worship, etc.) was developed by FELDA. Meanwhile, schools is prepared and constructed by government.

According to stakeholder consultation on 24 September 2014, FELDA have positive comments from settlers, related agencies and other stakeholders which attended in the meeting. They feels satisfied with FELDA relationship.

Status: COMPLY

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.

No establishing new plantings operations in Selendang complex. Replanting is commenced in a part of managed area. Social and environmental assessment is undertaken by internal (PSQM FELDA) prior to replanting.

Status: NOT APPLICABLE

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.

All documents were records after the findings done by the agronomist and records of the analysis carried out. Soil survey to establish long term suitability for oil palm cultivation was done from 2012 – 2014 April. The total yield and leaf nutrient recorded

was available in the file. Viewed the soil suitability maps in the file showed the rain fall type of soil, topography and oil palm standing.

The topography was viewed and all record as mentioned above was located for drainage and irrigation, roads and other infrastructure was documented. All documented and recorded in good order.

Status: NOT APPLICABLE

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.

No establishing new plantings operations in Selendang complex. Replanting is commenced in a part of managed area. Social and environmental assessment is undertaken by internal (PSQM FELDA) prior to replanting. Identification and Management Plan of HCV and Biodiversity have been made by Plantation Sustainability and Quality Management (PSQM) FELDA on 7 September 2014. No HCV were identified within this area.

Status: NOT APPLICABLE

7.4

Extensive planting on steep terrain, and/or on marginal and fragile soils, is avoided.

There is no new development or expansion of plantation within the estates/plantations, only replanting activities were sighted.

Status: NOT APPLICABLE

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.

No establishing new plantings operations in Selendang complex. Replanting is commenced in a part of managed area. Social and environmental assessment is undertaken by internal (PSQM FELDA) prior to replanting. Identification and Management Plan of HCV and Biodiversity have been made by Plantation Sustainability and Quality Management (PSQM) FELDA on 7 September 2014. No HCV were identified within this area.

Status: NOT APPLICABLE

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.

No establishing new plantings operations in Selendang complex. Replanting is commenced in a part of managed area. Social and environmental assessment is undertaken by internal (PSQM FELDA) prior to replanting. Identification and Management Plan of HCV and Biodiversity have been made by Plantation Sustainability and Quality Management (PSQM) FELDA on 7 September 2014. No HCV were identified within this area.

Documented procedure for identifying legal and customary rights is available in place (Manual Lestari 1A (Jenis Dok: 3.13 Prosedur Mengenalpasti Hak Perundangan dan Adat; No. Dok: ML-1A/L2-PR12 (0); Date of Issued: March 2012). During interview with management representative and settlers/smallholders, customary land within Selendang complex is not available. The land of Selendang complex is owned by government and managed by FELDA Plantations, therefore no customary land and land claims were identified.

Status: NOT APPLICABLE

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.

Neither new planting nor extension of existing one seen during this audit. Replanting program in planned for period of 2029 - 2035. There is a SOP established for new planting. The management claimed there is no oil palm extension in Malaysia. Felda has a zero burning Policy and SOP-09 that seen effectively documented and communicated among all the interested parties. During field visit not observed any open burning in the operating units. Apart from the policy, Guidelines for the implementation of the ASEAN policy on zero burning used for reference.

Status: NOT APPLICABLE

PRINCIPLE #8 Commitment to continuous improvement in key areas of activity	
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.	
Continuous improvement plan for 2014/2015 is available and sighted by the auditors. Improvements are seen under the clauses: C4.6: minimized the use of class I herbicide C5.1, Mills use dust cyclone to prevent dust pollution C5.3, EFB is incinerated or used as mulch in the estate. C6.1: Improved working conditions of the estate workers e.g. housing, roads, health clinics, wages, social benefits	
	Status: COMPLY

3.2 Summary of Assessment Report of Supply Chain Requirements

Clause	(Module E) CPO Mills - Mass Balance Requirements
1	Documented Procedures
1.1	<p>The facility 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:</p> <ol style="list-style-type: none"> Complete and up to date procedures covering the implementation of all the elements in these requirements. The name 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 facilities procedures for the implementation of this standard. <p>Mill management unit have Standard Operating Procedure For Mill RSPO Supply Chain Certification System (No. Doc: FGVPM-RSPO SCCS, Version 1.0 dated 1 December 2012). FPISB Kilang Sawit SOP Perkilangan untuk pematuhan Sistem Persijilan RSPO SCCS. The document contains of:</p> <ol style="list-style-type: none"> Management Functions & Job Descriptions: Mill Manager, Assistant Mill Manager, Weighbridge Clerk, Laboratory Analyzer, Traceability. Mass Balance, Supply Chain Verification, Claim: MB Reporting of Certified CPO/PK. Supply Chain Verification – FFB Delivery Plantation to Mill. Supply Chain Verification – CPO/PK Delivery Mill to Customer. Claim Record Keeping. Training.
	Status: Comply as required
1.2	<p>The facility shall have documented procedures for receiving and processing certified and non-certified FFBs.</p> <p>Mill management unit have Standard Operating Procedure For Mill RSPO Supply Chain Certification System (No. Doc: FGVPM-RSPO SCCS, Version 1.0 dated 1 December 2012). Under MB Reporting of Certified CPO/PK, the procedure stated: <u>Weighbridge Clerk</u></p> <p>Receiving Material must be contain information of:</p> <ul style="list-style-type: none"> > Delivery Notes should be informed name of supply base under scope RSPO certification, stamp of RSPO Mass Balance must be available on document. > Entering of information on Delivery Notes to the FELDA computerized systems. > Ensuring of all information on FFB Delivery must be categorized certified and Non-Certified. > All data records of FFB received should be reported through Reporting Spreadsheet by FELDA reporting systems.
	Status: Comply as required
2	Purchasing and goods in
2.1	<p>The facility shall verify and document the volumes of certified and non-certified FFBs received.</p> <p>SELENDANG POM has no certified yet. But they having identify of FFB sources, there are 2 sources namely Certified FFB's (supplied by scope certification) and Non-Certified FFB's (from out growers). The FFB Supplier is: FELDA Holdings, Dealer (FFB Collector), Estate (Other company), and Persendirian (Individual SH).</p>
	Status: Comply as required

2.2

The facility shall inform the CB immediately if there is a projected overproduction.

NA yet. SELENDANG POM not certified yet.

Status: Not Applicable

3
Record keeping
3.1

The facility shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of these requirements.

Certification scope of SELENDANG POM is FGVP SELENDANG 3, FGVP SELENDANG 4, FGV BERABONG, FTP SELENDANG 1&2, FELDA ENDAU. These supply bases will be claimed as Certified sources (if SELENDANG POM have certified). Based on Receiving Data January – September 2014, SELENDANG POM also received of FFB from out growers, which is as Non-Certified sources. Sample document for FFB Delivery Note (goods in) are:

FFB from Own Estate:

1. Gate Pass No: 01019526 (FFB Receiving / Penerimaan BTS FELDA/FPSB/FTP/FASSB)
 Vehicle No.: CBS2853
 Driver ID: A2397231
 Driver name: Ozan
 Company: BERABONG 01
 Incoming date: 22 September 2014
 Time: 14:34:00
 Delivery Note: 2552042
 Average FFB Weight: 10 kg/bunch, Sample 1: 100 bunches
 OER grading: 20.05 % (OER approximate after grading)
 UnRipe: 2 bunch; Over Ripe: 2 bunch; Empty Bunch: - tandan; Under Ripe: 5 bunch; Dirt: 2 bunch
2. Weighbridge Slip
 Supplier Code: 5457-010
 Supplier Name: FGVPM BERABONG 01
 Delivery Note: 2552042
 No. Truck: CBS2853
 Gross: 08.91 MT; Tare: 02.85 MT; Reject: 00.04 MT; Nett: 06.02 MT

FFB from Outgrowers (BTS Luar)

1. Gate Pass No: 02008502 (Penerimaan BTS Luar)
 Vehicle No: CDD5095
 Driver ID: 571014035511
 Driver name: Ishak bin Harun
 Company: BKF
 Incoming date: 22 September 2014
 Time: 14:33:22
 Delivery Note: 0247
 Unripe: - bunch; Under Ripe: 6 bunches; Dirt: 6 bunches;
2. Weighbridge Slip
 No Pass: 02008502
 No Akuan Terima: A00027540
 Penjual: 8824 SKB: 6055327

Nama Penjual: BKF BERHAD
 No Lesen MPOB: 538531115000
 Nota Hantaran: 0247
 No. Lori: CDD5095
 Purata Berat (BJR): 15 kg/tandan; Sampel 3: all tandan
 KPG: 19.55 (OER approximate after grading)
 Harga/Tan: 420.33
 Jumlah Nilai: 1,828.44
 Gross: 07.70 MT; Tare: 03.35 MT; Reject: 00.00 MT; Nett: 04.35 MT

Status: Comply as required

3.2

Retention times for all records and reports shall be at least five (5) years.

All the data recorded into Felda Prodata System, Computerized Software.

Status: Comply as required

3.3

- (a) The facility shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO, PKO and palm kernel meal on a three-monthly basis.
- (b) All volumes of palm oil and palm kernel oil that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.
- (c) The facility can only deliver Mass Balance sales from a positive stock. However, a facility is allowed to sell short.

SUMMARY OF MONTHLY PRODUCTION 2014 (LAPORAN PENERIMAAN BTS MENGIKUT STATUS PEMBEKAL TAHUN 2014) – KILANG SAWIT SELENDANG.

FFB RECEIVING – SELENDANG POM

Supplier	January (MT)	February (MT)	March (MT)	Total (MT)	
1. Internal					
FELDA	1,221.29	929.91	1,152.67	3,303.87	29,761.30
FGVPM	7,808.83	6,315.27	9,214.07	23,338.17	
FTPSB	1,117.41	866.69	1,135.16	3,119.26	
2. External (Outgrowers)					
Dealer (FFB collector)	4,760.27	2,846.96	3,767.95	11,375.18	16,565.53
Other company	1,461.35	1,247.10	2,113.34	4,821.79	
Independent	136.70	103.23	128.63	368.56	
Sub total	16,505.85	12,309.16	17,511.82	46,326.83	

Supplier	April (MT)	May (MT)	June (MT)	Total (MT)	
1. Internal					
FELDA	1,223.62	1,289.97	1,502.36	4,015.95	42,761.68
FGVPM	11,536.13	11,031.39	12,009.69	34,577.21	
FTPSB	1,222.15	1,463.50	1,482.87	4,168.52	
2. External (Outgrowers)					
Dealer (FFB collector)	2,749.98	2,305.96	2,617.34	7,673.28	17,894.13
Other company	2,723.20	3,055.74	3,803.77	9,582.71	
Independent	177.53	210.52	250.09	638.14	

Sub total	19,632.61	19,357.08	21,666.12	60,655.81	
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Supplier	July (MT)	August (MT)	Total (MT)	
1. Internal				
FELDA	992.39	1,260.45	2,252.84	33,639.07
FGVPM	12,009.69	15,480.80	27,490.49	
FTPSB	1,686.90	2,208.84	3,895.74	
2. External (Outgrowers)				
Dealer (FFB collector)	2,884.17	3,296.26	6,180.43	14,446.54
Other company	3,701.94	4,201.41	7,903.35	
Independent	195.11	167.65	362.76	
Sub total	21,470.20	26,615.41	48,085.61	

FFB PROCESSED AND PALM OIL PRODUCTION – SELENDANG POM

Months	Processed (MT)	OER (%)	CPO (MT)	KER (%)	PK (MT)	CPO DELIVERY (MT)	PK DELIVERY (MT)
January	16,370.00	21.01	3,439.34	5.26	861.06	3,439.40	861.18
February	12,400.00	21.96	2,723.04	5.28	654.72	2,722.81	654.67
March	17,330.00	21.51	3,727.68	5.28	915.02	3,728.54	915.75
Sub total	46,100.00		9,890.06		2,430.81	9,890.75	2,431.60
April	18,330.00	22.08	4,047.26	5.15	944.00	4,046.59	943.76
May	18,000.00	21.81	3,925.80	4.80	864.00	3,926.38	863.39
June	19,660.00	21.60	4,246.56	4.13	811.96	4,246.51	811.07
Sub total	55,990.00		12,219.62		2,619.95	12,219.48	2,618.22
July	21,200.00	21.50	4,558.00	4.70	996.40	4,557.22	995.98
August	26,020.00	20.67	5,378.33	4.60	1,196.92	5,378.14	1,196.10
Sub total	47,220.00		9,936.33		2,193.32	9,935.36	2,192.08
TOTAL	149,310.00	21.52	32,046.02	4.90	7,244.08	32,045.59	7,241.90

Status: Comply as required

3.4
The following trade names should be used and specified in relevant documents, e.g. purchase and sales contracts, e.g. *product name*/MB or Mass Balance. The supply chain model used should be clearly indicated.
SELENDANG POM have not been certified, this clause are not available for the mean time until this POM are certified. Anyhow, this management unit should be prepared for the document sampling to ensure this requirements (Modul-E: CPO Mills) will be implemented, after getting certificate.
Alihantar BTS Bersijil dan BTS Tidak Bersijil (Basic Delivery of FFB Certified and Non-Certified)
Documents of Certified FFB Delivery are:

- Manual Procedure of Controlling on Delivery FFB In and Out.
- Separation of FFB Certified and Non-Certified at Loading Ramp.
- Delivery Note must be including: RSPO Certified FFB stamp, Name and Address of Mill, Type of Goods, Date, Quantity, Approval Stamp by Mill Manager.
- Valid of RSPO Certificate.
- Mill Spreadsheet "Sustainability Verification Information Spreadsheet" for Certified Product.

Status: Comply as required

3.5

In cases where a mill outsources activities to an independent palm kernel crush, the crush still falls under the responsibility of the mill and does not need to be separately certified. The mill has to ensure that the crush is covered through a signed and enforceable agreement.

NA. Selendang POM does not have Kernel Crushing Plant.

Status: Not Applicable

4

Sales and goods out

4.1

The facility shall ensure that all sales invoices issued for RSPO palm oil delivered include the following information:

- (a) The name and address of the buyer
- (b) The date on which the invoice was issued
- (c) A description of the product, including the applicable supply chain model (Segregated or Mass Balance)
- (d) The quantity of the product delivered
- (e) Reference to related transport documentation

Sample of CPO delivery:

- a) To: 886 – FPI FOD – PASIR GUDANG, JOHOR
- b) Date: 30 August 2014
- c) Penghantaran CPO (CPO Delivery): Temperature (49° C); FFA (4.02 %); Dobi (2.45 %); Dirt (0.014 %); Nett (42.74 MT) – SC model is not settle yet because SELENDANG POM not certified yet.
- d) Quantity: 42.74 MT (nett)
- e) Reference doc: Contract No: SI/4034/0814/00001; Bil. Hantaran: H00000799/2014; Arahan Angkut (DO): D04050014083074

Sample of Kernel delivery:

- a) To: 861 – FKP – PASIR GUDANG, JOHOR
- b) Date: 29 August 2014
- c) Penghantaran Intisawit (Kernel Delivery): Moisture (6.71 %); Dirt (4.140 %); Nett (44.76 MT) – SC model is not settle yet because KRAU POM not certified yet.
- d) Quantity: 44.76 MT (nett)
- e) Reference doc: Contract No: Q21506913; Bil. Hantaran: L00000160/2014; Arahan Angkut (DO): D04050314081910

Picture of Demonstration System Input Data (Felda Prodata System). Operator WB: Mohamad.

Status: Comply as required

5

Training

5.1

The facility shall specifies and provides the training for all staff as required to implement the requirements of the Supply Chain Certification Systems.

Supply Chain Training have been provided by FELDA PALM Industries Sdn. Bhd. through Training Workshop of SCCS, RSPO and ISCC on 25th June 2014. Personal to be involved on this training from SELENDANG POM is Mill Administration (Mr. Abd. Hazim bin Rahmat) and Laboratory Analyzer (Mr. Ahmad Ridzuan bin Selamat).

Status: Comply as required

6

Claims

6.1

The facility shall only make claims regarding the use of or support of RSPO certified oil palm products that are in compliance with the RSPO Rules for Communications and Claims.

Mill management unit have Standard Operating Procedure For Mill RSPO Supply Chain Certification System (No. Doc: FGVPM-RSPO SCCS, Version 1.0 dated 1 December 2012). Under Claim, the procedure stated:

The Mill may only claim / sell a number of products (CPO / PK) from FFB certified processing, which is produced from the estate that is involved with the RSPO certification Mill, through the Mass Balance method.

Status: Comply as required

3.3 Conformity Checklist of Certificate and Logo Use (*only apply for Surveillance Assessment Report*)

1.	Evidence of permission or approval certificate and logo from Certification Body which submitted by Client	X or√
ST-2	Will be verified after the management unit certified	
	Status: Not applicable	
2.	Implementation of certificate and logo used by Client comply with size and type (shape) against Guideline of Logo Use	X or√
ST-2	Will be verified after the management unit certified	
	Status: Not applicable	
3.	Implementation of Certificate and Logo is not used on product	X or√
ST-2	Will be verified after the management unit certified	
	Status: Not applicable	
4.	Controlling of Certificate and Logo, including withdrawing inappropriate logo.	X or√
ST-2	Will be verified after the management unit certified	
	Status: Not applicable	

3.4 Summary of RSPO Partial Certification
Summary:

At the beginning of 2014, Felda Global Ventures Plantations (FGVP), owns and manages 72 palm oil mills in Malaysia. The time bound plan below highlights both certified units and planning for certification of uncertified units. Effective end Q3, 2014, Felda will be closing one palm oil mill operations. The time bound plan below confirms the status of 71 mills and will be reviewed again during the 1st surveillance assessment.

As of this assessment, Felda has successfully certified 28 mills and have had another 26 mills undergo main assessments between Q2-Q4, 2014. The remaining 17 mills will be audited as per the time bound plan under 1.9 above.

2.1	There is compliance with all applicable local, national and ratified international laws and regulations.	X or√
	<p>Felda has and follows the "GSA" Group Settlement Act, where all land under FELDA will abide by local and national land laws. I.e. Compliance with legal documents such as the "Land Rules Applicable to the States in Malaysia" and relevant acts.</p> <p>The group has a common human resource policy which is also cascaded to all operating units. There are several handbooks and guides, shared with employees. Examples: "Syarat-syarat Perkhidmatan Petugas Bergaji Bulan Syarikat Kumpulan" which went into effect on 1st January 2007, explains to employees their benefits and company rules. The "Syarat-syarat Perkhidmatan Pekerja Operasi Ladang" was established in 1st May 2010. There is also the "Perjanjian Bersama Kesatuan Perkerja-perkerja Felda Plantations" and "Surat Perjanjian Kontrak Perkerjaan Perkerja Asing", which are used to educate and inform employees of their rights and responsibilities.</p> <p>Issues relating to employees is all operating units are monitored on a monthly basis and reported through the monthly Head of Department meetings. Monitoring is also done via e-mail and official communications with the respective departments. For example: PSQM monitors HR related matters with the help of the internal audit team and reviewed by the PSQM Head of Department.</p>	Compliance
	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√
	Legal ownership of land and its land use is available for all operating units and demonstrated through the respective land titles. For the FELDA settlers program, land titled is covered under the "GSA" Act.	Compliance
	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√
	There is a standard complaints procedure that is communicated to all facilities and locations. The procedure, "Prosedur Menangani Aduan dan Rungutan", No. Document: ML.1A/L2-PR4 (0), is made available from the head office and cascaded to all operating units.	Compliance
	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√
	FELDA has a Social Officer based in each regional office throughout the nation, where existing scheme/settlers can share their views and concerns. On a monthly basis, the reports from the Social Officers are shared and reviewed through the monthly Head of Department meetings. Quarterly there is a "Mesyuarat Jawatan Kuasa Minyak Sawit Mampan" known as the Sustainability Steering Committee Meeting, where both FELDA and FGVP Head of Departments review on-going matters. The PSQM department will monitor any issues and reviewed with the Head of Department.	Compliance
	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>FGVP Malaysia through its subsidiary in Indonesia, FGVP Kalimantan, has acquired land. The 2 locations are:</p> <ol style="list-style-type: none"> 1) PT Citra Niaga Perkasa (PT CNP) – 24th February 2011 2) PT Temila Agro Abadi (PT TAA) – 9th July 2013 <p>Both locations have undergone the RSPO New Planting Procedure (NPP):</p> <ol style="list-style-type: none"> 1) PT Citra Niaga Perkasa (CNP) – 14th January 2013, approximately 14,000 Ha. 2) PT Temila Agro Abadi (TAA) – 30th July 2014, approximately 8,000 Ha. <p>No negative comments received during the NPP public notification.</p> <p>In Malaysia, FELDA has land banks that were acquired since the 1950s and has steadily increased their land bank over the past 50 years. These land banks were initial cleared and prepared for crops such as rubber, timber, palm oil and cocoa. As the demand for palm oil increased in the 1990s and 2000s, most of these cleared areas have been converted to palm oil. Given that all these areas were cleared and either prepared or planted with another crop over the past 50 years, the NPP procedure will not apply.</p> <p>For newly acquired land in Malaysia or any part of the world under FELDA, the NPP procedures will apply.</p>	Compliance
	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 √
	<p>For new land acquisitions, the RSPO NPP procedure is followed where the company will complete the required HCV and EIA assessments.</p> <p>In October 2013, FELDA acquired a mature plantation in Kinabatangan, Sabah. The plantation, known as Pontian United Plantation Sdn Bhd, was established in 1977 year, totaling approximately 14,500Ha. Given that this is a matured plantation, the company has year marked the operations for RSPO certification 2017.</p>	Compliance
	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 √
	Any new land acquisition will be done by mean of a participatory process with local villages and land owners. No complaints received during this audit process.	Compliance
	Status: Compliance	

3.5 Identification of Findings, Corrective Action, Observations, OFI and Noteworthy Positive Components

3.5.1 Identification of Findings, Corrective Actions and Observations at **ST-2** Assessment

CAR No	Ref Std	Finding	Area	Grade	Time Limits	Corrective Action	Observation	Status	Closing Date
2014.01	4.1.1	<p>Implementation of Procedures (SOP)</p> <p>a. SOP in place for mills as well as for estates. However, implementation and monitoring of the SOP were observed to be ineffective in the following cases:</p> <p>Mill compound upkeep is unsatisfactory as it was littered with mesocarp fiber, EFB and scrap iron not offering a conducive environment for workers to carry out their duties violating the requirements under good milling practice (GMP).</p> <p>b. Good agricultural practice (GAP) was not seen in practice when immediate action was not taken to restore the dislodged roof cap of the fertilizer store that flew off in a tropical storm that was reported to have caused it a week ago. Evidence of rain falling into the fertilizer store indicated a poor GAP. The sidewall of the store also had another wide gap caused by the detachment of a plank through which rodents and cats can easily gain access into the shed.</p>	SLD POM & SLD 04	Major	Prior to certificate issued	Mill and Estates management should be implementing the Good Manufacturing Practices (GMP) & Good Practices of Procedures (GAP) for all area in boundary of the projects.	<p><i>Root cause: (filled by client)</i> Update and maintain the review on the implementation of GMP and GAP for mill and estates because it does not covers all areas of the project.</p> <p><i>Corrective action: (filled by client)</i> Update and maintain the implementation of GMP for Mill covering maintenance mesocarp Fiber, Unused Steel & EFB.</p> <p>Update and maintenance of GAP implementation for estates covering Roof & Wall in Fertilizer Store.</p> <p><i>Preventive action: (filled by client)</i> Responsible Officer need to ensure the report and monitor the implementation of the mill and estate issues in full.</p> <p><i>Auditor conclusion: (filled by CB):</i> August 18th, 2015. Corrective action to fulfill this Major NC has sent by client through email. The documents containing:</p> <p>c. Three (3) pictures of updating condition surrounding the EFB conveyor station</p>	Closed	August 18 th , 2015

CAR No	Ref Std	Finding	Area	Grade	Time Limits	Corrective Action	Observation	Status	Closing Date
							<p>and Summary Safety Checking Form (September 2014). These pictures shown that location was clean and well maintain from previous visit. Improvement has made by Mill managers to comply this criterion and GMP.</p> <p>d. Selendang 4 Estate sent the pictures as evidence for Fertilizer Store 1 and 2 that has been repaired in well maintain. Roof materials covered the roof cap, so that the current condition is better than previous. Rainwater is unable to re-seep into the store.</p> <p>Based on this corrective evidence, auditor team concludes that NC Major 4.1.1 has been CLOSED.</p>		
2014.02	4.3.1	<p>Documented evidence of practices minimizing soil erosion and degradation (including maps).</p> <p>The estate produce the soil map on the indication for the plantation reference but sighted the soil erosion and bare soil at the estate were still not rectified with the cover crop, terracing and side drain were not implemented during site visit. The practice of empty bunch application for young and matured palms as mulching and land cover plant (<i>Mucuna bracteata</i>) were applied to minimize the soil erosion. Still need more effort to minimize the soil erosion at most site in the estates.</p>	SLD 04 & SLD 01	Minor	Next Surveillance	Practice minimizing soil erosion and degradation of soils must be well implemented.	<p><i>Root cause: (filled by client)</i> Organising the use of EFB, <i>Mucuna bracteata</i>, a terrace and side drains are not comprehensive, covering all areas of the project.</p> <p><i>Corrective action: (filled by client)</i> Organising and use EFB, <i>Mucuna bracteata</i>, a terrace and a drain side is comprehensive, covering all areas of the project.</p> <p><i>Preventive action: (filled by client)</i> Responsible Officer need to ensure the report and monitor the use of EFB, <i>Mucuna bracteata</i>, Terrace and Drain Side, in the</p>	Closed	August 18th, 2015

CAR No	Ref Std	Finding	Area	Grade	Time Limits	Corrective Action	Observation	Status	Closing Date
							<p><i>estates involved.</i></p> <p><i>Auditor conclusion: (filled by CB)</i> August 18th, 2015.</p> <p>Evidence of improvements have been sent by Selendang 4 Estate management unit in order to fulfillment of conformity this indicator. The documents following are:</p> <ol style="list-style-type: none"> 1). Pictures of EFB application. 2). A warrant work of EFB application (dated 23 Apr 2014) on area PM08Q & PM09R. 3). Progress report EFB transportation (dated 30 Sep 2014). 4). A warrant work of road maintenance (dated 22 May 2014). <p>Based on corrective evidence, precaution to minimizing soil degradation for mature palms through EFB application has been appropriate. It will be observe during the next surveillance to ensure implementation of practices effectively. Auditor team concludes NCR Minor 4.3.1 is CLOSED with Observation.</p>		
2014.03	4.3.2	<p>Avoid or minimize bare or exposed soil within estates.</p> <p>According to the soil map reference we located and verified, there are sites for the bare area and exposed soil in both estates during site visit.</p>	SLD 04 & SLD 01	Minor	Next Surveillance	Appropriate conservation practices should be adopted in properly.	<p><i>Root cause: (filled by client)</i> <i>Maintaining the use of EFB, Mocuna bracteata, a terrace and side drains are not comprehensive, covering all areas of the project.</i></p> <p><i>Corrective action: (filled by client)</i></p>	Open	ASA1

CAR No	Ref Std	Finding	Area	Grade	Time Limits	Corrective Action	Observation	Status	Closing Date
		However, has not been proven that conservation action was implemented by estates management.					<p><i>Maintaining the use of EFB, Mocuna bracteata, a terrace and a drain side is comprehensive, covering all areas of the project.</i></p> <p><i>Preventive action: (filled by client)</i> Responsible Officer need to ensure the report and monitor the use of EFB, Mocuna bracteata, Terrace and Drain Side, estates involved.</p> <p><i>Auditor conclusion: (filled by CB)</i> August 18th, 2015. Evidence of improvements have been sent by Selendang 4 Estate management unit in order to fulfillment of conformity this indicator. The documents following are:</p> <ul style="list-style-type: none"> 5). Pictures of EFB application. 6). A warrant work of EFB application (dated 23 Apr 2014) on area PM08Q & PM09R. 7). Progress report EFB transportation (dated 30 Sep 2014). 8). A warrant work of road maintenance (dated 22 May 2014). <p>Meanwhile, documents provided by Selendang 1 following are:</p> <ul style="list-style-type: none"> 4). EFB application record (No. Contract: 2000124256, period Aug – Sep 2014). 5). Working record of Road Side drainage 		

CAR No	Ref Std	Finding	Area	Grade	Time Limits	Corrective Action	Observation	Status	Closing Date
							<p>(No. Contract: 2000108145, period May-Jun 2013).</p> <p>6). Progress report of cover crop nursery (Mucuna) period Dec 2010 – Jan 2011.</p> <p>Based on these documents, there is still lack of evidence to prove that bare area is well-managed and appropriate manner. There is no evidence that cover crops have planted on field. Auditor team conclude this NC minor 4.3.2 is still OPEN.</p>		
2014.04	4.6.1	<p>Implementation of Standard Operating Procedures (SOP) for all agrochemicals use.</p> <p>All agrochemical were organised in the chemical store. There was one specific chemical Ory-x for the rhinoceroses beetle prevention was kept in the general store due to lack of space. The fertilizer store was leaking due to roof damage.</p> <p>The empty chemical containers for disposal were not punctured according to the SOP and no disposal arrangement according to DOE standards.</p>	SLD 04 & SLD 01	Major	Prior to certificate issued	<p>Estates should be able to ensure that all agrochemicals are used does not endanger health or the environment, and shall be in accordance with related procedures.</p>	<p><i>Root cause: (filled by client)</i></p> <p>Management of Chemicals ORY-X, chemical and fertilizer store maintenance and management of chemical containers are not carried out systematically and in accordance with the procedure.</p> <p><i>Corrective action: (filled by client)</i></p> <p>Management of Chemicals ORY-X, chemical and fertilizer store maintenance and management of chemical containers are done systematically and in accordance with the procedure.</p> <p><i>Preventive action: (filled by client)</i></p> <p>Disposal shall comply with the Department of Environment as well as the officer involved must systematically ascertain the management of chemicals on the estates.</p>	Closed	August 18th, 2015.

CAR No	Ref Std	Finding	Area	Grade	Time Limits	Corrective Action	Observation	Status	Closing Date
							<p><i>Auditor conclusion: (filled by CB)</i> August 18th, 2015.</p> <p>The evidence sent is improvement of chemical storage, currently agrochemical used (Ory-X) has been stored into chemical storage. Meanwhile, ex-agrochemical containers management has been follow the SOP and DOE standards that containers are perforated before disposed into appropriate place.</p> <p>Based on this corrective evidence, auditor team concludes that NC Major 4.6.1 has been CLOSED.</p>		
2014.05	4.6.3	<p>Pesticides storage.</p> <p>During the field visit, clearly found that the pesticide and general materials was kept in the storage with no separation, therefore it was not compliance with OSHA Act 1994.</p>	SLD 01	Major	Prior to certificate issued	Pesticides shall be stored in accordance to the Occupational Safety and applicable regulations.	<p><i>Root cause: (filled by client)</i> <i>Equipment management is not done properly and there is no for farm equipment</i></p> <p><i>Corrective action: (filled by client)</i> <i>Management of equipment shall be isolated from chemicals and placed at different places.</i></p> <p><i>Preventive action: (filled by client),</i> <i>Management of equipment shall be isolated from chemicals and placed at different places by the officers concerned and in accordance with the SOP.</i></p> <p><i>Auditor conclusion: (filled by CB)</i> August 18th, 2015.</p>	Closed	August 18 th , 2015.

CAR No	Ref Std	Finding	Area	Grade	Time Limits	Corrective Action	Observation	Status	Closing Date
							<p>The client sent a picture of evidence. This evidence shown that pesticides and general equipment has been placed separately. Separation is using marking tape and completed with sign board and MSDS.</p> <p>Based on this corrective evidence, auditor team concludes that NC Major 4.6.3 has been CLOSED.</p>		
2014.06	4.6.9	<p>Evidence of chemical residues in CPO testing.</p> <p>CPO test for pesticide residue not carried out by the mill management. As the pesticides applied to the palms can find its way to the oil palm fruits through the roots and the trunk it is considered a good milling practice (GMP) to prevent CPO contamination.</p>	SLD POM	Minor	Next Surveillance	The mill management shall to find out the chemical residues in CPO testing.	<p><i>Root cause: (filled by client)</i> The management of the mill is unconscious with GMP requirements and does not undertake testing for confirmation of the CPO residual farm chemicals.</p> <p><i>Corrective action: (filled by client)</i> The management of the factory has been noted with GMP requirements and conduct verification testing for the rest of CPO farm chemicals periodically.</p> <p><i>Preventive action: (filled by client),</i> Reference to the MPOB and monitoring tests conducted by the CPO mill should be carry out annually.</p> <p><i>Auditor conclusion: (filled by CB)</i> August 18th, 2015. The management unit provided the report of CPO testing from Lotus Laboratory Servicees (M) Sdn. Bhd. No: LS/OST/C4114/14, dated 21st October 2014. The result analysis is valid until 8 December</p>	Closed	August 18 th , 2015.

CAR No	Ref Std	Finding	Area	Grade	Time Limits	Corrective Action	Observation	Status	Closing Date
							2014. It proved that no toxic parameters was detected in Palm Oil product. Based on this corrective evidence, auditor team concludes that NC minor 4.6.9 has been CLOSED .		
2014.07	4.8.1	Training programme. All training were provided for this purpose and document during the auditing and kept in the training file. However, the assessment for the capability and competency were not documented.	SLD POM & SLD 04	Minor	Next Surveillance	Appropriate training should be given to all staff, workers and contractors by growers and millers to enable them to fulfill their jobs and responsibilities.	<p><i>Root cause: (filled by client)</i> Assessment on skills & understanding does not run entirely to training that has been conducted.</p> <p><i>Corrective action: (filled by client)</i> The management of the factory and farm & Comprehension Skills Assessment for the exercises conducted.</p> <p><i>Preventive action: (filled by client),</i> Each exercise is performed will be followed by the Evaluation Skills & Understanding for efficiency analysis staff and mill workers and estates</p> <p><i>Auditor conclusion: (filled by CB)</i> August 18th, 2015. Mill and Estate has provided the evidence "Summary Feedback of Training Course for Operational and Safety" which held on 12 September 2014. There are 57 persons involved in the training and giving satisfactory of understanding with average > 70%. Based on this corrective evidence, auditor team concludes that NC minor 4.8.1 has</p>	Closed	August 18 th , 2015.

CAR No	Ref Std	Finding	Area	Grade	Time Limits	Corrective Action	Observation	Status	Closing Date
							been CLOSED .		
2014.08	5.1.2	Environmental improvement plan. Based on the documented procedure – FPI/L2/QOHSE-1.0, clause 8.2.3, mitigation measures needs to be identified for those activities with scores greater than 18. However during this audit, there is no improvement plan to mitigate the negative impacts and promote the positive ones, is developed, implemented and monitored.	SLD POM	Minor	Next Surveillance	Environmental improvement plan to mitigate the negative impacts and promote the positive ones must be developed, implemented and monitored.	<i>Root cause: (filled by client)</i> Document procedures for FPI / L2 / QOHSE-1.0, clause 8.2.3, Action Plan for the Environmental Impact Aspects to be identified for the score exceeded 18 does not fully performed. <i>Corrective action: (filled by client)</i> The management of the mill and estates running action plan for Adverse Impact & Improvements For Positive Impact. <i>Preventive action: (filled by client),</i> Aspects of Impact Analysis, every score that exceeds 18. It is required to conduct Action Plan and Improvements For Negative Impact of Impact Porisit and officials involved should regularly monitor this matter. <i>Auditor conclusion: (filled by CB)</i> August 18th, 2015. Selendang POM has provided the environmental management plan through Significant Environmental Aspect and Impacts Register Form (No: FPI/L4/QOHSE-1.8 Pind 0). There are 88 categories/parameters that should be monitored by Mill management. However, implementation of this issue will be priority check during next assessment.	Closed	August 18 th , 2015.

CAR No	Ref Std	Finding	Area	Grade	Time Limits	Corrective Action	Observation	Status	Closing Date
							Based on this corrective evidence, auditor team concludes that NC minor 5.1.2 has been CLOSED .		
2014.09	5.3.2	<p>Having identified wastes and pollutants, an operational plan should be developed and implemented, to avoid or reduce pollution.</p> <p>Identification of all waste products has been documented by Estates. However, during the field visit:</p> <ol style="list-style-type: none"> The auditor sighted the workshop site not organized with the waste disposal. The oil and diesel leakage into the ground and no proper implementation for this matter. Also, the domestic waste dumping site is not well implemented in proper method. Sighted the scheduled waste disposal site, the containers were recycled for field usage and later kept in the chemical store. The triple rinse was not actually practiced for the disposal where the puncturing of the container not done before. The empty containers were left in the plantation after usage. 	SLD 04 & SLD 01	Minor	Next Surveillance	Estate and Scheme managers should be able to ensure that waste is reduced, recycled, re-used and disposed off in an environmentally and socially responsible manner.	<p><i>Root cause: (filled by client)</i> Lack of awareness on Waste Management Plan regularly and lack of awareness on sustainability of the environment.</p> <p><i>Corrective action: (filled by client)</i> Updating the Waste Management Plan with the involvement of the JAS and Licensed Contractor.</p> <p><i>Preventive action: (filled by client),</i> Monitoring & Manage the regularly from of referrals from DOE and sales to licensed wholesalers.</p> <p><i>Auditor conclusion: (filled by CB)</i> August 18th, 2015. Corrective actions was taken by unit management estate Selendang 1&2 through improvement documents, following are:</p> <ul style="list-style-type: none"> Minutes of socialization about agrochemical safety usage, dated 10 October 2014. This brief presented by estate manager. Evidences of socialization to all settlers and pictures of new constructed landfill at Selendang 1&2 area, including signboard. Procedures of recycle to all ex- 	Closed	August 18 th , 2015.

CAR No	Ref Std	Finding	Area	Grade	Time Limits	Corrective Action	Observation	Status	Closing Date
		c. Domestic waste collected for the residential home were not disposed in order and the dump pit as no reference date of preparation or close up after filling. They have dumped the rubbish on the flat ground and recently have dug the pit for waste dumping.					<p>agrochemical containers.</p> <ul style="list-style-type: none"> Pictures of Domestic waste management disposal surrounding the workers housing, workshop and access road. <p>All the provided evidences can be accepted by auditor team, consistency of implementation will be observed during next Surveillance audit. This NC can be CLOSED with Observation.</p>		
2014.10	5.5.3	<p>No evidence of burning waste (including domestic waste).</p> <p>During the line-site visit (House No.33/91), found domestic waste being openly burn. The surrounding environment on site creates the impression that, open burning in the line-site not could have happens few times but no remedies action taken by the management. The workers have limited knowledge on restriction of open burning.</p>	SLD 04	Minor	Next Surveillance	Estate managers should provide that no evidence of burning waste (including domestic waste).	<p><i>Root cause: (filled by client)</i> There are no clear explanations and information regarding the prohibition and thorough garbage to the contractors, staff and employees.</p> <p><i>Corrective action: (filled by client)</i> The management of the estates should do a briefing and explaining on Forbidding Open Burning to contractors, staff and employees.</p> <p><i>Preventive action: (filled by client),</i> Monthly monitoring carried out by the management to ensure that no domestic open burning were carried out.</p> <p><i>Auditor conclusion: (filled by CB)</i> August 18th, 2015. Corrective documents was provided by Selendang 4 Estate, there are:</p> <ul style="list-style-type: none"> Minutes of RSPO introduction by Estate 	Closed	August 18 th , 2015.

CAR No	Ref Std	Finding	Area	Grade	Time Limits	Corrective Action	Observation	Status	Closing Date
							<p>Manager Selendang 4 (dated 26 August 2014) during roll call to the workers.</p> <ul style="list-style-type: none"> Evidence shown that domestic waste which burnt has been disposed through hoarded. <p>Improvement evidences can be accepted by auditor team, consistency of implementation will be observed during next Surveillance audit. This NC can be CLOSED with Observation.</p>		

3.5.2 Opportunity for Improvement

No	Ref Std	Descriptions
1	2.1	The management unit (estates, mill & scheme managers) need to improve the monitoring system of compliance with legal requirements.
2	2.2.3	Photograph evidence may be relevant for the annual boundary stone inspection, example Selendang 4.
3	4.7.1	The safety and health implementation needs more attention at the Mill operation site, as the first aid, fire hose reels is in proper condition.
4	5.1.2	The establishment of management program need to be enhanced with real time information as some of the current programs already achieved the objectives. [Selendang 4] The management program is seen as a daily routine job instead of focusing on objective and management program as required in "Lampiran 4 – Kriteria Aspek dan Impak". [Selendang 1].
5	5.2.3	The prohibition signboard of an illegal activities among the conservation borders area need to be added, also monitoring of wildlife surrounding the plantations by using available form "Monitoring Hidupan Liar" should be implemented based on management plan.
6	5.4.1	Mill management shall taking into account during monitor renewable energy per tonnes FFB and actual biomass usage is integrated with current consumption baseline data (KWh per FFB processed).
7	5.4.2	Monitoring of direct fossil fuel use through retrofitting condensing turbines with high pressure boilers should be calculated and presented to FELDA HQ, to giving full details of power savings with economic analysis.

8	6.2.1	The management unit (estates & mill) have an opportunity to improve the all consultation and communication records are kept properly.
9	6.5.3	To promote the awareness on hygiene factors for foreign workers who stays in hostel [Selendang 1].
10	6.9.1	Management unit need to do a consistent meeting on the sexual harassment awareness and the complaint process so that everyone will know the whole process
11	6.9.2	Management unit need to do a consistent meeting on the grievance mechanism so that everyone will know the whole process
12	6.11.1	The management unit (estate & mill) need to improve of contribution to local development based on result of consultation with local communities.

3.5.3 Noteworthy Positive Components

No	Ref Std	Descriptions
1	-	Relationship to the smallholders and stakeholders is very well done.
2	-	Management unit has certified with ISO 9001 (2008), 14001 (2004) and 18001 (2007).
3	2.2	The record keeping and staff's awareness on settler's legal ownership seen very effective.
4	3.1	The FELDA budget is indeed impressive and it integrates the budgets of all premises under FELDA. The structure is the same for all installations. The replanting programs are centralized and closely follow MPOB guidelines.
5	4.2	The fertilizer applications are based on the recommendations of qualified agronomists (Felda Agricultural Services Sdn. Bhd.) This eliminates chances for errors in application programs. All findings and analysis are well documented.
6	4.5	The IPM system is well managed and efforts are being implemented to reduce the use of herbicides. Class I pesticides are being replaced by class II.
7	8.1	The HQ has granted a new housing program for both estate and mill staff as part of continuous improvement. The RSPO filing system in Selendang 1 found impressive as it ease the auditing process very well.

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

Public Issues (Institution/ NGO/Community)	Management Responses	Auditor Responses
<p>Result of Stakeholder consultation on 24 September 2014 Mrs. Rusidah (Settler / Penerokawati) Selendang 1</p> <p>Felda has helped them in terms of developing and improving their economy. The rules that encompassed from the start until now is sustainable.</p> <p>The developments from the start until now are consistent. All the facilities provided by Felda is complete, from education, community sports and etc.</p>	<p>Thank you for the positive comments. Management will maintain it.</p>	<p>FELDA developments to the community have positive impacts. It is required under Criteria 6.</p>
<p>Mr. Nazar (Headmaster of Elementary School)</p> <p>Transportation to school is provided for the students from Berabong to Seledang 4</p>	<p>Thank you for the positive comments. Management will maintain it.</p>	<p>FELDA developments to the community have positive impacts. It is required under Criteria 6.</p>
<p>No name (Settler Teacher)</p> <p>There is a grant for tuition scheme under Felda. The management also provides the school some intensive for students that scores good result. Also, provide extra money for exercise books for student. Felda management will come and give motivation talk for students</p>	<p>Thank you for the positive comments. Management will maintain it.</p>	<p>FELDA developments to the community have positive impacts. It is required under Criteria 6.</p>
<p>Mr. Samsudin (Representative from FELDA ENDAU)</p> <p>Allocations were given by Felda to each villagers to improve the infrastructure such as the mosque and etc.</p>	<p>Thank you for the positive comments. Management will maintain it.</p>	<p>FELDA developments to the community have positive impacts. It is required under Criteria 6.</p>

Mr. Mohammad Noor (Settler / Peneroka) Iman Masjid Selendang 1 The management has provide air-conditioner for the mosque.	Thank you for the positive comments. Management will maintain it.	FELDA developments to the community have positive impacts. It is required under Criteria 6.
Mr. Hamzani (Representative of Government Land Agency of Rompin) Felda played a significant role in economy to the government.	Thank you for the positive comments. Management will maintain it.	FELDA developments to the community have positive impacts. It is required under Criteria 6.
Mr. Stoffa (FELDA Properties) Felda has provided various facilities for the society and properties to the settlers.	Thank you for the positive comments. Management will maintain it.	FELDA developments to the community have positive impacts. It is required under Criteria 6.

4.0 CERTIFIED ORGANISATION'S ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY**4.1 Formal Sign-off of Assessment Findings**

Hereunder sign by management representative from inspected company and audit team to acknowledge a field assessment and agree for all content explained in this assessment report, included of nonconformities issues.

Signed on behalf of:

FELDA GLOBAL VENTURES PLANTATIONS (M)
SDN. BHD
Management Representative



NORAZAM ABDUL HAMEED

18 August 2015

Mutuagung Lestari
Lead Auditor



YUDWI WISNU RAHMANTO

18 August 2015

APPENDICES
Appendix 1. 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	Settlers / Peneroka	Selendang complex	-	Direct Interview	24 September 2014	√	
2	Headmaster of Elementary School	Selendang complex	-	Direct Interview	24 September 2014	√	
3	Representative FELDA ENDAU	FELDA Endau	-	Direct Interview	24 September 2014	√	
4	Government Land Agency of Rompin	Rompin	-	Direct Interview	24 September 2014	√	
5	Representative from FELDA properties	Selendang complex	-	Direct Interview	24 September 2014	√	
6	All Women's Action Society (AWAM)	85, Jalan 21/1, Sea Park, 46300 Petaling Jaya		Email	28/8/2014		✓
7	Pesticide Action Network Asia and the Pacific (PAN AP)	P.O. Box 1170, Penang, 10850 Malaysia		Email	28/8/2014		✓
8	Environmental Management and Research Association of Malaysia (ENSEARCH)	30-3, Jalan PJU 5/16, Dataran Sunway, Kota Damansara, 47810 Petaling Jaya, Selangor		Email	28/8/2014		✓
9	Environmental Protection Society Malaysia (EPSM)	No. 60, Jalan 21/35, 46300 Petaling Jaya, Selangor, Malaysia		Email	28/8/2014		✓
10	Friends of the Earth, Malaysia	Sahabat Alam Malaysia (Headquarters) No. 258 Jalan Air Itam 10460 Penang, Malaysia		Email	28/8/2014		✓
11	Global Environment Centre	Global Environment Centre 2nd Floor, Wisma Hing, 78, Jalan SS2/72 47300 Petaling Jaya, Selangor		Email	28/8/2014		✓
12	Malaysian Environmental NGOs – MENGO	No. 41, Lorong Burhanuddin Helmi 11, Taman Tun Dr. Ismail, 60000 Kuala Lumpur, Malaysia.		Email	28/8/2014		✓
13	Malaysian Employers Federation - MEF	3A06-3A07, Block A, Pusat Dagangan Phileo		Email	28/8/2014		✓

		Damansara II, 15 Jalan 16/11, Off Jalan Damansara, 46350 Petaling Jaya					
14	Malaysian National Animal Welfare Foundation - MNAWF	Wisma Medivet, 8, Jalan Tun Razak, 50400 Kuala Lumpur, Malaysia		Email	28/8/2014		✓
15	Proforest - South East Asia Regional Office	Suite #303 MBE Desa Sri Hartamas No. 30G, Jalan 25/70 A 50480 Kuala Lumpur		Email	28/8/2014		✓
16	Wetlands International (Malaysia)	3A31 Block A, Kelana Centre Point, Jalan SS7/19, 47301 Petaling Jaya		Email	28/8/2014		✓
17	Wild Asia Sdn Bhd	Upper Penthouse, Wisma RKT, No 2 Jalan Raja Abdullah, 50300 Kuala Lumpur		Email	28/8/2014		✓


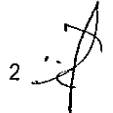



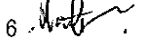







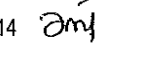



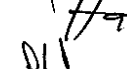
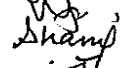
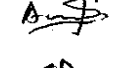
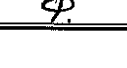



Appendix 2. Assessment Program

DATE	22 nd – 26 th SEPTEMBER 2014	
ACTUAL PROGRAM	PROCESSES / CLAUSES TO BE AUDITED	AUDITOR
MONDAY, 22 September 2014 08.00 - 09.00 09.00 - 13.00 13.00 – 14.00 14.00 – 17.00	<p>Opening Meeting</p> <p>Verification of previous assessment (Stage-1) and completing checklist at Selendang Palm Oil Mil WWTP, Mill Operational, Safety and Health, Supply Chain, Hazardous Waste Management</p> <p>BREAK</p> <p>Document review and completing checklist at Selendang Palm Oil Mil (continued) WWTP, Mill Operational, Safety and Health, Supply Chain, Hazardous Waste Management</p>	ALL AUDITORS
TUESDAY, 23 September 2014 08.00 - 13.00 13.00 – 14.00 14.00 – 17.00	<p>Field Observation to: Mill: SELENDANG Palm Oil Mill</p> <p>Estate: FGVP SELENDANG 4</p> <ul style="list-style-type: none"> • Manuring, Spraying, Harvesting, Best Agricultural Practices • Worker Welfare (payments, complaint mechanism, etc.) • Legal operational boundary and Conservation Area • Worker facilities (housing, health clinic, clean water, etc) • Land Fire facilities, Storage, etc. • Hazardous Waste Material management <p>BREAK</p> <p>Stakeholders consultation to Nearest village and community leader, labour union, gender committee. For FGVP SELENDANG 4 scope.</p> <p>Verification of previous assessment (Stage-1) and completing checklist at FGVP SELENDANG 4</p>	RM / RR WR ND WR MM MM MM WR, ND ALL AUDITORS

<p>WEDNESDAY, 24 September 2014</p> <p>08.00 – 13.00</p> <p>13.00 – 14.00</p> <p>14.00 – 17.00</p>	<p>Continued Field Observation to:</p> <p>FGVP SELENDANG 4</p> <ul style="list-style-type: none"> • Manuring, Spraying, Harvesting, Best Agricultural Practices • Worker Welfare (payments, complaint mechanism, etc.) • Legal operational boundary and Conservation Area • Worker facilities (housing, health clinic, clean water, etc) • Land Fire facilities, Storage, etc. • Hazardous Waste Material management <p>BREAK</p> <p>Stakeholders consultation to Nearest village and community leader, labour union, gender committee. For FTP SELENDANG 1 scope.</p> <p>Stakeholders consultation to Related Government Institution (District</p>	<p>WR</p> <p>RM, ND</p> <p>MM</p> <p>RR</p> <p>MM</p> <p>RR</p>
<p>THURSDAY, 25 September 2014</p> <p>08.00 – 13.00</p> <p>13.00 – 14.00</p> <p>14.00 – 17.00</p>	<p>Field Observation to:</p> <p>FTP SELENDANG 1</p> <ul style="list-style-type: none"> • Manuring, Spraying, Harvesting, Best Agricultural Practices • Worker Welfare (payments, complaint mechanism, etc.) • Legal operational boundary and Conservation Area • Worker facilities (housing, health clinic, clean water, etc) • Land Fire facilities, Storage, etc. • Hazardous Waste Material management <p>BREAK</p> <p>Completion of checklist / Audit finding preparation</p>	<p>WR</p> <p>RM, ND</p> <p>MM</p> <p>RR</p> <p>MM</p> <p>RR</p> <p>ALL AUDITORS</p>
<p>FRIDAY, 26 September 2014</p> <p>08.00 – 10.00</p> <p>10.00 – 12.30</p>	<p>Team meeting & briefing to client representative</p> <p>Closing Meeting</p>	<p>ALL AUDITORS</p>

Date : 24/9/2014

Subject : STAKEHOLDER CONSULTATION SELENDANG


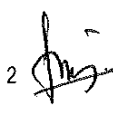


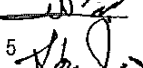
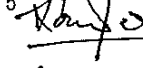
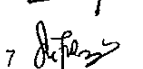
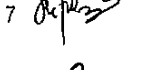

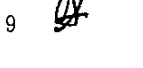




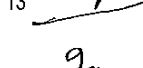
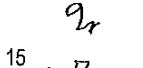
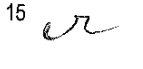



NO.	NAME	DIV / DEPT.	SIGN
1	MUHAMMAD MUSTAFAH BIN MOHD YUSOF		1 
2	MD AZHAR ARIF B. SUKATIN	SLDG 23	2 
3	MUHAMMAD HAJAR BIN TALIB	SLDG 1.	3 
4	MD. AZHAR ASMAWI		4 
5	STOFFA B. MOHAMMAD	FELDA PROPERTIES	5 
6	LOW See Hun	Felda Prop. S/R	6 
7	MOHAMMAD RIZAL B. MAT BESA	PELWA Prop. S/R	7 
8	Raimah Omar	SK LUTP Selendang	8 
9	JAMEAH BT IDRIS	OT	9 
10	RASIDAH BT ABU BAKAR	SLDG 01	10 
11	NOLIDA BT ALI OTHMAN	SLDG 01	11 
12	NURHATIMAH BT JAAFAR	SLDG 01	12 
13	CHEBESAH BT CHK.	SLDG 01	13 
14	MADNITA BT MOKHTAR	SLDG 01	14 
15	KUNTUM BT HANID	SLDG 02	15 
16	Wan Ahmad Muslim.	SLDG 01	
17	Zulhaim Zulkarnain	SLDG 1.	
18	Abraham L. David	Selendang 2	
19	Mohd Hartat Mohd Dawary	Gundong 152	
20	ESIAH Yussof	SLD 01	
21	Shamsiah bt Alan	SLD 01	
22	AMINAH BT KAMARI	SLD 01	
23	MOHD SHAHRUN B. ISMAIL	SLDG 01 202	
24	Alias Kechin	Selendang	

Date : 24/9/2014

Subject : STAKEHOLDER CONSULTATION SELENDANG

NO.	NAME	DIV / DEPT.	SIGN
1	SHAMSUDIN B. STAN	IC/Kampung	1
2	Mohd Suban b. Sarhini	Pegawai	2
3	Hamzah b. Mohd Hassan	IKK	3
4	RAHMAT JUSON	MASSIR	4
5	HAMIDAH BT MOHD PON	RELA	5
6	NORISA BT BASIL	RELA	6
7	NORASIAH BT ISMAIL	GPW	7
8	Fatimah Abu Bakar		8
9	LEHA BT DOLLAH		9
10	Astiah BT Yacob		10
11	Che su bt Hashim		11
12	MAZIAH BT MOHAMMED		12
13	ROSNAN BT ABD MALKER	PENG. GPW	13
14	SITI ZAHIDAH BT BAHARI	AGK GPW	14
15	NOORSARA BTE MUKANAR	KERANI	15
16	ERA FAZAIHA BT FADZIL	SELENDANG 03	16
17	JUWARIAN BT IBRAHIM	SELENDANG 02	17
18	KHAMISAH BT. ABD. JALIL	AGK GPW	18
19	V. Vijay	manager	19

Date : 24 / 9 / 2014
Subject : STAKEHOLDER CONSULTATION SELENDANG

NO.	NAME	DIV / DEPT.	SIGN
1	Ahmad bin Baharum	Felda Sdg 1	1 
2	MUHD NASRUDIN IGAR	Felda Sdg 2	2 
3	MR. NOOR BIN SUTONG	Felda Sdg 1	3 
4	ABDULLAH BIN AHMAD	"	4 
5	HAMMATH B IDON	"	5 
6	MR. Yusof Hamid	"	6 
7	MR. PROZIR MUSTAPA	"	7 
8	SAIFUL B. AHMAD NABALI	"	8 
9	SUHAIMI B. Raml	"	9 
10	SAMSUDIN	"	10 
11	Mahmud	"	11 
12	Latiff	"	12 
13	ABDULLAH	"	13 
14	ZAENIA Abdulmanaf	"	14 
15	Huzni Mat	"	15 
16	Rahim Hanis	"	16 
17	Mohd Taufiq	S-3	17 
18	KAMAL B. MAT	S-3	18 
19	SYN Spandri Idris	PSSRB	19 
20	L/bpl M. S/ATLO B.M. SAIB	PSSRB	20 
21	Noor Norhuda Haris FATHI CHAH	Fav Sdg 03	21 