RSPO P&C CERTIFICATION AUDIT REPORT

HAP SENG PLANTATIONS HOLDINGS BERHAD JEROCO PLANTATIONS SDN. BHD. – JEROCO PALM OIL MILL 2

Audit Application Number:	PC25-002881
Assessment Type:	Annual Surveillance Audit 2
Date of Audit:	28 July 2025 – 31 July 2025
Audit Report Number:	1
Revision Number:	0
Audit Report Date	18 August 2025

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1. Certification Body Background

1.1 Description of Certification Body

Certification Body Information	
Name of Certification Body	SIRIM QAS International Sdn Bhd
Address of Certification Body (Accredited Office)	Building 4, SIRIM Complex, No. 1, Persiaran Dato' Menteri, Section 2, P.O. Box 7035, 40700 Shah Alam, Selangor, Malaysia.
Background of the Certification Body	SIRIM QAS International Sdn. Bhd. is the leading certification, inspection and testing body in Malaysia. SIRIM QAS International provides a comprehensive range of certification, inspection and testing services which are carried out in accordance with internationally and nationally recognised standards. Attestation of this fact is the accreditation of the various certification and testing services by leading national and international accreditation and recognition bodies such as the Department of Standards Malaysia (STANDARDS MALAYSIA), the United Kingdom Accreditation Services (UKAS) and the International Automotive Task Force (IATF). SIRIM QAS International is a partner of IQNet, a network currently comprising of leading certification bodies in Europe, North and South America, East Asia and Australia. SIRIM QAS International has vast experience in conducting audits related to RSPO certification. It has certified more than a hundred palm oil mills and several estates to ISO 14001 & ISO 45001. SIRIM QAS International has also conducted many audits for sustainable production of palm oil products against the requirements of the RSPO P&C. SIRIM QAS International was approved by the RSPO as a RSPO certification body on 21 March 2008 and re-accredited by ASI on 28 September 2024 (accredited since 2014).
Phone Number (Accredited Office)	(603) 5544 6119
Websites	https://www.sirim-qas.com.my
Contact Person Name	Kamini Sooriamoorthy
Email	kamini@sirim.my
Accreditation Information	
ASI Code	ASI-ACC-065
Technical Scope	RSPO P&C, RSPO SCC
Geographical Scope	Malaysia and Indonesia
Accredited Since	27 September 2014

2. Organisation Details and Certification Scope

2.1. Organisational Overview

Management Unit Information ***Note: Management Unit refers to unit of certification***	
Name of Management Unit/s	Jeroco Plantations Sdn. Bhd. – Jeroco Palm Oil Mill 2
Address of the Management Unit/s	Off KM 50, Jalan Jeroco, 91109 Lahad Datu, Sabah.
Country	Malaysia
Websites	https://www.hapsengplantations.com.my/
Description of the Management Unit	Jeroco Palm Oil Mill 2 certification unit (hereafter refer to JPOM2 CU) is one of the business units under the Hap Seng Plantation Holdings Berhad (HSPHB). Located at Off 50 KM, Jalan Jeroco, Lahad Datu, Sabah, Malaysia, the CU consists of one mill (JPOM 2) and one supply base i.e., Kapis Estate. The Jeroco Palm Oil Mill 2 has a processing capacity of 30 metric tonnes of fresh fruit bunches (FFB) per hour. The mill also receives and processes crops from smallholders and villagers near the estate. In February 2024, the CU initiated a request for them to implement dual supply chain models, both IP together with the existing MB and upon verification and submission to the RSPO Board, it has been approved for them in April 2024. In this reporting period, the CU received and produced IP-certified and MB-certified products. JPOM2 have ISCC/MeSTI/Halal/HACCP/MSPO certification beside RSPO P&C and Supply Chain.
Management Representative Name	Kee Keow Chong
Management Representative Designation	General Manager – Agronomy
Management Representative Email	keekc@hapseng.com

2.2. RSPO Membership Information

RSPO Membership Information	
RSPO Membership No.	1-0098-11-000-00
Name of RSPO Member	HAP SENG PLANTATIONS HOLDINGS BERHAD
Member Since	02 September 2005

2.3. Certificate Information

Certificate Information	
Certificate No.	RSPO-PC 00118
prisma Document Reference Number	*(N/A until June 2025)*
prisma Trading Account ID	TA25-017058
Scope of Certification	Production of Sustainable Crude Palm Oil and Palm Kernel Using the Identity Preserved and Mass Balance Supply Chain Model
Supply Chain Model	☒ Identity Preserved (IP) ☒ Mass Balance (MB)
Applicable Standards / Normative Reference	☒ RSPO Principles and Criteria for the Production of Sustainable Palm Oil 2018 ☒ RSPO Certification Systems for Principles & Criteria and RSPO Independent Smallholder Standard 2020 ☐ RSPO Management System Requirements for Group Certification of FFB Production 2022 ☐ RSPO Rules on Market Communication and Claims 2022
National Interpretation (NI)	Malaysia National Interpretation
Initial Date of Certification:	27 September 2013 (Date of first RSPO certification)
Effective Date of Certificate:	27 September 2023
Expiry Date of Certificate:	26 September 2028
Name of Peer Reviewer	Only for the case of IC or RC

3. Description of the Management Unit

Information of Palm Oil Mill					
Name of Palm Oil Mills	**prisma Site Business ID**	**Address of Palm Oil Mill**	**Mill's capacity (MT/hour)**	**GPS Coordinates**	
				Latitude	**Longitude**
Jeroco POM 2	ML25-001361	Off KM 50, Jalan Jeroco, 91109 Lahad Datu, Sabah.	30	5°25'52.002" N	118°25'02.005" E
Remarks: To include additional information wherever applicable					

Information of Supply Bases					
Name of Supply Bases	**prisma Supply Base ID**	**Address of Supply Bases**	**Type of Supply Bases**	**GPS Coordinates**	
				Latitude	**Longitude**
Kapis Estate	SB25-004427	Off KM 50, Jalan Jeroco, 91109 Lahad Datu, Sabah.	Own/Managed Estate	5°26'34.303" N	118°24'51.001" E

3.1. Area Statement of the Management Unit

Area Statement of Supply Bases									
Name of Supply Base	**Certified Area (Ha)**	**Planted Area (Ha)**			**Unplanted Area (Ha)**				
		Oil palm planted on non peatland	**Oil Palm Planted on Peat**	**Other Crop(s)**	**HCV**	**HCS**	**HCV-HCS**	**Conservation**	**Facilities / Others**
Kapis Estate	2,681.00	2,342.00	0.00	0.00	29.20	0.00	0.00	0.00	309.80
TOTAL	**2,681.00**	**2,342.00**	**0.00**	**0.00**	**29.20**	**0.00**	**0.00**	**0.00**	**309.80**
Remarks: To include additional information wherever applicable									

3.2. Age Profile of the Management Unit

Name of the Supply Base	Land size (Ha) by age of the Oil Palm				Production Area (Ha)	Total Planted Area (Ha)
	0 - 3 Phase 1	4-6 Phase 2	7-18 Phase 3	≥ 19 Phase 4		
Kapis Estate	0.00	0.00	669.00	1,673.00	2,342.00	**2,342.00**
TOTAL (ha)	**0.00**	**0.00**	**669.00**	**1,673.00**	**2,342.00**	**2,342.00**
Remarks: To include additional information wherever applicable						

Notes: This age profile range is used based on the common phase of oil palm age as referred in https://www.researchgate.net/publication/327527812.

3.3. Replanting Programme of the Management Unit (5 Years)

Name of the Supply Base	Land area (ha) by year					Total Area (Ha)
	2025	2026	2027	2028	2029	
Kapis Estate	0.00	0.00	0.00	0.00	0.00	**0.00**
TOTAL (ha)	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**

Notes: 1st year of the replanting programme will be the current year of the audit

3.4. Name FFB Supplier Supplying FFB to the Mill (Certified FFB)

Name of other FFB Suppliers	Type of FFB Suppliers	GPS Coordinates		FFB received by the mil (MT) *During the current license period
		Latitude	Longitude	
Kapis Estate	Own supply bases	5˚26'34.303"N	118˚24'51.001"E	41,130.27
Batangan Estate	Diverted crop	5˚24'43.704"N	118˚26'59.803"E	661.80
Lokan Estate	Diverted crop	5˚25'51.800"N	118˚22'57.804"E	2,099.51
Lungmanis Estate	Diverted crop	5˚28'46.304"N	118˚24'11.301"E	2,608.86
Lutong Estate	Diverted crop	5˚21'55.601"N	118˚26'26.201"E	1,682.48
Kawa Estate	Diverted crop	4˚21'52.222"N	118˚2'18.679"E	10.78
Apas Claremont Estate	Diverted crop	4˚21'52.222"N	118˚2'18.679"E	142.12
Hap Seng Estate (Tiku Division)	Diverted crop	4˚17'59.823"N	117˚57'42.314"E	22.45
Bukit Kretam SB	Certified outgrower	5˚49'50.320"N	118˚56'29.830"E	12,914.16
First Raintree SB	Certified outgrower	5˚35'34.91"N	118˚52'98.90"E	2,742.37
Harus Abadi SB	Certified outgrower	5˚44'04.4"N	118˚54'11.1"E	335.99
Lebijaya SB	Certified outgrower	5˚36'08.150"N	118˚51'71.160"E	1,234.26
Chua Soon Lee	Certified Smallholder	5˚30'88.580"N	118˚49'81.970"E	25.79
Spark Glory SB	Certified outgrower	5˚18'22"N	118˚34'34"E	56.22
			TOTAL	**65,667.06**

3.5 Name FFB Supplier Supplying FFB to the Mill (Un-Certified FFB)

Name of other FFB Suppliers	Type of FFB Suppliers	GPS Coordinates		FFB received by the mil (MT) *During the current license period
		Latitude	Longitude	
Northbank Estate	3rd party estate/ outgrower	5˚26'06.605"N	118˚39'16.700"E	2,094.53
Tabin Estate	3rd party estate/ outgrower	5˚22'47.204"N	118˚42'42.204"E	3,163.07
Bukit Kretam SB (Aiu Ngak Kim @ Yeoh Eng Chong & Yeoh Eng Cheang Co. Sdn Bhd)	3rd party estate/ outgrower	5˚49'50.320"N	118˚56'29.830"E	622.09
Casem SB	3rd party estate/ outgrower	5˚44'97.222"N	118˚58'60.277"E	100.51
Golden Spring Development SB	3rd party estate/ outgrower	5˚26'24.36"N	118˚33'14.4"E	310.34
Khoo Chin Hung	3rd party estate/ outgrower	5˚44'60.130"N	118˚68'03.410"E	106.29
Koperasi Pembangunan Desa	3rd party estate/ outgrower	5°34'46.9"N	117°50'30.5"E	12.77
LPC Plantations SB	3rd party estate/ outgrower	5°26'52.915"N	118°41'4.167"E	663.76
Sangi Enterprise SB	3rd party estate/ outgrower	5˚44'97.222"N	118˚58'60.277"E	157.04
			TOTAL	**7,230.40**

3.6 Projected Certified Volume for Next License

Information of New License		
Next License Period	Start Date	27 September 2025
	End Date	26 September 2026
Projected Certified FFB Volume (MT)	70,270.00	
Average Production Yield (MT/ Ha)	30.00	
Projected CSPO Certified Volume (MT)	Identity Preserved	13,733.00
	Mass Balance	0.00
Projected CSPK Certified Volume (MT)	Identity Preserved	3,471.00
	Mass Balance	0.00
Oil Extraction Rate (OER) (%)	19.54	
Kernel Extraction Rate (KER) (%)	4.94	

3.7 Information of Previous & Current License (Identity Preserved)

Name of Palm Oil Mill				
Information of License	**Previous Year License**		**Current Year License**	
License Period	Start Date	*3 Apr 2024	Start Date	27 Nov 2024
	End Date	26 Nov 2024	End Date	26 Sept 2025
Actual Production Period Reported	From	*3 Apr 2024	From	27 Nov 2024
	To	26 Nov 2024	To	31 July 2025
Projected FFB Certified Volume (MT)		40,750.00		93,318.00
Actual production of FFB (MT)		37,351.50		65,667.06
Projected CSPO Certified Volume (MT)		9,312.00		15,258.00
Actual CSPO Production Volume (MT)		7,226.99		12,880.36
Actual CSPO Volume Sold as RSPO Certified (MT)		0.00		11,749.39
Actual CSPO Volume Sold as Conventional (MT)		6,065.94		356.55
Actual CSPO Volume Sold under Other Scheme (MT)		0.00		0.00
Total Actual CSPO Volume Sold (MT)		6,065.94		12,105.94
Actual CSPO credits sold (where applicable)		0.00		0.00
Projected CSPK Certified Volume (MT)		2,548.00		3,756.00
Actual CSPK Production Volume (MT)		1,922.79		3,069.99
Actual CSPK Volume Sold as RSPO Certified (MT)		1,717.80		3,008.00
Actual CSPK Volume Sold as Conventional (MT)		174.29		1.47
Actual CSPK Volume Sold under Other Scheme (MT)		0.00		0.00
Total Actual CSPK Volume Sold (MT)		1,892.09		3,009.47

Note: *The mill has duo supply chain models (inclusion IP supply chain model) effective 3/4/2024

3.8 Information of Previous & Current License (Mass Balance)

Name of Palm Oil Mill				
Information of License	**Previous Year License**		**Current Year License**	
License Period	Start Date	27 Dec 2023	Start Date	27 Nov 2024
	End Date	26 Nov 2024	End Date	26 Sept 2025
Actual Production Period Reported	From	27 Dec 2023	From	27 Nov 2024
	To	26 Nov 2024	To	31 July 2025
Projected FFB Certified Volume (MT)		17,655.00		7,500.00
Actual production of FFB (MT)		12,146.68		7,230.40
Projected CSPO Certified Volume (MT)		3,376.83		0.00
Actual CSPO Production Volume (MT)		2,485.54		1,458.14
Actual CSPO Volume Sold as RSPO Certified (MT)		0.00		0.00
Actual CSPO Volume Sold as Conventional (MT)		2,675.02		1,458.14
Actual CSPO Volume Sold under Other Scheme (MT)		0.00		0.00
Total Actual CSPO Volume Sold (MT)		2,675.02		1,458.14
Actual CSPO credits sold (where applicable) (MT)		0.00		0.00
Projected CSPK Certified Volume (MT)		991.68		0.00
Actual CSPK Production (MT)		634.21		321.67
Actual CSPK Volume Sold as RSPO Certified (MT)		0.00		0.00
Actual CSPK Volume Sold as Conventional (MT)		634.21		321.67
Actual CSPK Volume Sold under Other Scheme (MT)		0.00		0.00
Total Actual CSPK Volume Sold (MT)		634.21		321.67

4. Audit Programme

4.1. Audit Methodology

The audit covered the one palm oil mill and one of its supply bases. The sampling methodology applies for supply base with higher than four estates. The sampling shall be conducted in conformance with the requirement specified in the RSPO Certification Systems Document, Nov 2020. The 1 supply base covered during the audit is Kapis Estate. The audit included an on-site audit to the estate and mill to verify the implementation of the requirement of the certification. Interviews with the CU's management, employees, FFB supplier to Jeroco POM 2 cum neighbouring smallholders or outgrowers and other relevant stakeholders were also conducted during the audit.

4.2. Audit Team Member

Name	Role	CAB Auditor Number
Dzulfiqar Azmi	Lead Auditor	ASI1GIVNPH
Mohd Zulfakar Kamaruzaman	Auditor	ASI17IDGG4
Nor Ezani Ahmad	Auditor	ASI1YW2A6T

4.3. Audit Plan

Date	Time	CAB Auditor Number	Location	Activity
28 July 2025	09.00 am to 06.00 pm	ASI1GIVNPH ASI17IDGG4 ASI1YW2A6T	Jeroco POM 2	Opening Meeting for Jeroco 2 Certification Unit. Audit team introduction and briefing on assessment objectives, scope, methodology, criteria and programmes by SIRIM QAS Audit Team Leader. Briefing on the organization background and implementation of RSPO at CU (including actions taken to address previous audit findings) by company Management Representative. Overview of current activities of CU by audit team & Logistics discussion to the sites to be visited. ASI1GIVNPH (DA) Site visit and assessment on Supply Chain Implementation including the: Model used, General Chain of Custody, System Requirements for the supply chain, Purchasing and goods in, Outsourcing activity, Sales and goods out, Processing, Claims. ▪ Interview with PIC related to SCCS system implementation ▪ Interview with representative from FFB Supplier cum smallholders and outgrower ▪ Support smallholder's inclusion ASI1YW2A6T (NEA) ▪ Site inspection at nonproduction area i.e. mill workshop, scheduled wastes store, chemical store, water treatment plant, effluent pond, clinic and laboratory. ▪ Site inspection at workers quarters and housing facilities i.e. mill canteen ▪ Interview with mill workers from various workstations ▪ Interview with workers representative JCC, gender committee, hospital assistant ▪ Interview with non-production operators ▪ Interview with representative from EPMC committees ▪ Documents review related to environments aspect such as EIA, scheduled wastes records, final discharge report, stake sampling reports, etc. ▪ Documents review related to social aspect such as social impact assessment & management plan, workers and contractors' files, complaint and grievances files, housing inspection records, etc.

				ASI17IDGG4 (MZK) ▪ Site inspection at production area i.e. boiler station, sterilizer station, kernel station, etc. ▪ Witness of mill best and safety practices. ▪ Interview with boilerman, production operator. ▪ Interview with representative from OSH committees ▪ Documents review related to safety aspect and mill best practices reports such as safety meetings, accident records, CHRA, medical surveillance, NRA, audiometric report, mill performance monitoring report, business plan, etc.
29 July 2025	09.00 am to 12.00 pm	ASI1GIVNPH ASI17IDGG4 ASI1YW2A6T	Jeroco POM 2	Continue the assessment and verification of outstanding issues to ensure full compliance at JPOM2. The auditor will clearly communicate to the auditee the required documents, records, and any corrective actions needed.
29 July 2025	01.00 pm to 06.00 pm	ASI1GIVNPH ASI17IDGG4 ASI1YW2A6T	Kapis Estate	Overview of current activities of CU by audit team & Logistics discussion to the sites to be visited. ASI1GIVNPH (DA) ▪ Site inspection at estate facilities i.e. water treatment plant, scheduled wastes store, chemical stores, lubricant store, tractor washing bay area, workshop, etc. ▪ Interview with facilities operators. ▪ Interview with external stakeholders' i.e. IOI Plantation, Harus Abadi Sdn Bhd, First Raintree Sdn Bhd, Bukit Kretam Sdn Bhd, Casem Sdn Bhd, Sangi Enterprise Sdn Bhd, LKM Trading, Lebijaya Sdn Bhd ▪ Interview with supplier and contractors ▪ Documents review related to safety aspect such as OSH plan, safety meetings, accident records, CHRA, medical surveillance, NRA, audiometric report, etc. ASI1YW2A6T (NEA) ▪ Site inspection at Harvesting Block 9802 and Manuring Block 9815. ▪ Site inspection at workers quarters and housing facilities i.e. sundry shop, creche ayah, Humana, estate clinic. ▪ Interview with harvesters and general workers from Local, Indonesian nationalities. ▪ Interview with representative JCC, gender committee, hospital assistant, CLC/Humana teacher, creche ayah.

				▪ Documents review related to social aspect such as social impact assessment & management plan, workers and contractors' files, complaint and grievances files, housing inspection records, etc.) ASI17IDGG4 (MZK) ▪ Site inspection at Circle Raking Block 9720, Harvesting Block 9802. ▪ Site inspection at riparian reserved at Block 98A14. ▪ Interview with harvesters and general workers from Local, Indonesian nationalities. ▪ Documents review related to good agriculture practices such as estate performance monitoring report, fertilizers recommendations, harvesting interval records, soil maps, terrains maps, business plan, replating program, etc. ▪ Documents review related to environments aspect such as EIA, scheduled wastes records, waste mgt. plan, GHG, etc.) ▪ Documents review related to social external and HCV aspect i.e. land titles, social impacts assessment and management plan, stakeholders minutes meetings, local sustainable development, support smallholder inclusion, complaints and grievances, external stakeholder's issues & welfare, HCV assessment and management plan.
30 July 2025	01.00 pm to 06.00 pm	ASI1GIVNPH ASI17IDGG4 ASI1YW2A6T	Kapis Estate	Continue the assessment and verification of outstanding issues to ensure full compliance. The auditor will clearly communicate to the auditee the required documents, records, and any corrective actions needed.
31 July 2025	01.00 pm to 06.00 pm	ASI1GIVNPH ASI17IDGG4	Kapis Estate	Continue the assessment and verification of outstanding issues to ensure full compliance. The auditor will clearly communicate to the auditee the required documents, records, and any corrective actions needed. Closing Meeting. Discussion and acceptance on assessment findings with Management Representative and visited site Plantation / Scheme Manager.

Notes: Include the number of hours spent at the sample sites for each day of the audit, including the time for the opening and closing meeting

4.4. Changes of the initial audit plan (if applicable)

No changes of the initial audit plan.

4.5. Sampling Details

Description of Management Unit	Number of Estate/Members/Mills	Risk Factor	Result x = (√ y) x (z)	Total Sampled
Mill		N/A	N/A	All mills shall be audited.
Own/Managed Estates	1	Low Risk	1.2	1
Scheme Smallholder		Choose an item		
Scheme Outgrower		Choose an item		
Independent Outgrower		Choose an item		

Notes: Auditing is based on a sampling process of the available information

4.6. Sampling History of Current Certification Cycle

Name (Mill/ Supply Base / Scheme Smallholder)	Year 1	Year 2	Year 3	Year 4	Year 5
	2024	2025	20xx	20xx	20xx
Jeroco POM 2	☒	☒	☐	☐	☐
Kapis Estate	☒	☒	☐	☐	☐
Rows (including the tickbox) can be added as necessary	☐	☐	☐	☐	☐

4.7. Audit Team Leader and Audit Team Information

Audit Team Leader: Dzulfiqar Azmi (DA)	
Requirements	**Description**
At least five (5) years of field experience in the palm oil sector, health and safety, or environmental management. These include experience in HCV and HCS assessment, social auditing, or involvement in human rights activities;	Had more than 5 years in the palm oil sector, health and safety, environmental management and social human right management.
A supervised (by a qualified lead auditor) period of training in practical audits against the RSPO P&C and/or RSPO ISH standard, with a minimum of 15 days audit experience in at least three (3) audits;	Had attended training RSPO P&C and RSPO ISH standard and completed evaluation and qualified as lead auditor RSPO since 2020.
Successfully completed a refresher course for RSPO endorsed P&C lead auditor course every three (3) years after the initial qualification as lead auditor	Successfully completed refresher course for RSPO endorsed P&C lead auditor course every three (3) years after the initial qualification as lead auditor in 2023.

Audit Team Members: **Mohd Zulfakar Kamaruzaman (MZK)** **Nor Ezani Ahmad (NEA)**		
Requirements	**CAB Auditor Number**	**Description**
Possess a bachelor's degree or tertiary education in related disciplines, such as agriculture, environmental science or social sciences, etc;	ASI1GIVNPH (DA)	Holds a B.SC. (Hons) in Plantation Technology and Management from Mara Technological University (UiTM).
	ASI1YW2A6T (NEA)	Possessed B. Sc. (Hons) in Conservation Biology and Master's in Science (Advancement of Biodiversity) from University Malaysia Sabah.
	ASI17IDGG (MZK)	Hold B. Sc. Forestry from University Putra Malaysia
At least three (3) years of field experience in the palm oil sector, health and safety, or environmental management. These include experience in HCV and HCS assessment, social auditing or involvement in human rights activities	ASI1GIVNPH (DA)	He had more than 7 years of working experience in the oil palm operation and experience in social auditing since 2017.
	ASI1YW2A6T (NEA)	She had 3 years of working experience in the oil palm plantation sector specialized in sustainability and auditing experience in HCVF and social issues in the oil palm operation since 2017.
	ASI17IDGG (MZK)	He had more than 5 years of working experience in the oil palm operation and experience in HCV and HCS assessment auditing since 2015.
Successfully completed an RSPO endorsed P&C lead auditor course	ASI1GIVNPH (DA)	Completed RSPO endorsed P&C lead auditor course in 2018 by Chemark Training.
	ASI1YW2A6T (NEA)	Completed RSPO endorsed P&C lead auditor course in 2020 by Chemark Training.
	ASI17IDGG (MZK)	Completed RSPO endorsed P&C lead auditor course in 2015 by Wild Asia.
Successfully completed the 5-day lead auditor course for ISO 9001 or ISO 14001 or ISO 45001.	ASI1GIVNPH (DA)	Successfully attended Integrated Management System lead assessor course in 2017.
	ASI1YW2A6T (NEA)	Successfully attended 5-day lead auditor course for ISO 9001, and ISO 45001 in 2020.
	ASI17IDGG (MZK)	Successfully attended 5-day lead auditor course for ISO 9001, ISO 14001 and ISO 45001 in 2015.
Demonstrable understanding of the latest version of RSPO Certification Systems	ASI1GIVNPH (DA)	Capable of demonstrating knowledge and application of the latest version of the RSPO Certification Systems.
	ASI1YW2A6T (NEA)	Capable of demonstrating knowledge and application of the latest version of the RSPO Certification Systems.
	ASI17IDGG (MZK)	Capable of demonstrating knowledge and application of the latest version of the RSPO Certification Systems.
For auditors verifying compliance with NPP procedures, auditors shall	ASI1GIVNPH (DA)	This has not been audited and is deemed not applicable.

additionally be trained in the assessment of compliance with FPIC, HCV and HCS requirements in the context of RSPO NPP procedure	ASI1YW2A6T (NEA)	This has not been audited and is deemed not applicable.
	ASI17IDGG (MZK)	This has not been audited and is deemed not applicable.
A supervised (by a qualified auditor/lead auditor) period of training in practical audit against the RSPO P&C, with a minimum of 10 days of audit experience in at least two (2) audits.	ASI1YW2A6T (NEA)	Had completed and pass evaluation of RSPO auditor since 2020.
	ASI17IDGG (MZK)	Had completed and pass evaluation of RSPO lead auditor since 2015.
Knowledgeable and experience of the local/regional laws	ASI1GIVNPH (DA)	He possesses extensive knowledge and experience in understanding, interpreting, and applying local and regional laws.
	ASI1YW2A6T (NEA)	She possesses extensive knowledge and experience in understanding, interpreting, and applying local and regional laws.
	ASI17IDGG (MZK)	He possesses extensive knowledge and experience in understanding, interpreting, and applying local and regional laws.
Knowledgeable in Best Agricultural Practices, and Integrated Pest Management, pesticide and fertiliser use;	ASI1GIVNPH (DA)	He has over 5 years of working experience in oil palm operations.
	ASI1YW2A6T (NEA)	She had 3 years of working experience in the oil palm plantation sector specialized in sustainability and auditing experience in HCVF and social issues in the oil palm operation since 2017.
	ASI17IDGG (MZK)	He has over 5 years of working experience in oil palm operations.
Experience in health and safety auditing on the farm/plantation and in the palm oil mill, for example against the ISO 45001 Occupational Health and Safety Management standard;	ASI1GIVNPH (DA)	He has over 5 years of extensive experience in oil palm operations and auditing health and safety practices.
	ASI1YW2A6T (NEA)	She has over 5 years of extensive experience in oil palm operations and auditing health and safety practices.
	ASI17IDGG (MZK)	He has over 5 years of extensive experience in oil palm operations and auditing health and safety practices.
Experience in handling workers' welfare or social auditing experience, such as experience with the SA8000 or other international sustainability scheme that has the social auditing requirements. The auditor auditing the social requirements shall have successfully attended the internationally recognised social auditing standard training, such as the SA8000, Social Systems (SMETA) Auditor Training or social training recognised by RSPO;	ASI1GIVNPH (DA)	He attended SA 8000 training in 2018 and SMETA training in 2021. He has over 5 years of experience in oil palm operations and social auditing, demonstrating a strong understanding of ethical practices and compliance with social standards.
	ASI1YW2A6T (NEA)	She attended SA 8000 training in 2020. She has over 5 years of experience in oil palm operations and social auditing, demonstrating a strong understanding of ethical practices and compliance with social standards.
	ASI17IDGG (MZK)	He attended SA 8000 training in 2018 and SMETA training in 2021. He has over 5 years of experience in oil palm operations and social auditing, demonstrating a strong understanding of ethical practices and compliance with social standards.
Experience in handling of land rights, gender and indigenous peoples' issues;	ASI1GIVNPH (DA)	He attended SA 8000 training in 2018 and SMETA training in 2021. He has over 5 years of experience in oil palm operations

		and social auditing, handling of land rights, gender and indigenous peoples' issues.
	ASI1YW2A6T (NEA)	She attended SA 8000 training in 2020. She has over 5 years of experience in oil palm operations and social auditing, demonstrating a strong understanding of ethical practices and compliance with social standards.
	ASI17IDGG (MZK)	He attended SA 8000 training in 2018 and SMETA training in 2021. He has over 5 years of experience in oil palm operations and social auditing, handling of land rights, gender and indigenous peoples' issues.
Experience in environmental and ecological auditing or assessments, such as experience with High Conservation Value (HCV)/High Carbon Stock (HCS) assessments, organic agriculture or the ISO 14001 Environmental Management Systems standard;	ASI1GIVNPH (DA)	He has experience auditing the ISO 14001 Environmental Management Systems standard since 2019.
	ASI1YW2A6T (NEA)	This criterion and indicator have not been audited.
	ASI17IDGG (MZK)	He holds a B.Sc. in Forestry from Universiti Putra Malaysia and has extensive experience in auditing High Conservation Value (HCV) and High Carbon Stock (HCS) assessments, as well as organic agriculture practices.
Fluent in one of the main national languages	ASI1GIVNPH (DA)	He is fluent in both Bahasa Malaysia and English.
	ASI1YW2A6T (NEA)	She is fluent in both Bahasa Malaysia and English.
	ASI17IDGG (MZK)	He is fluent in both Bahasa Malaysia and English.
Knowledgeable in supply chain requirements of the palm oil mill. The auditor performing this task shall have successfully completed the RSPO endorsed SCC lead auditor training course. Note: this does not apply for ISH or Group Certification.	ASI1GIVNPH (DA)	He completed the RSPO Supply Chain Auditor training course in 2024 and has been auditing supply chains since then.
	ASI1YW2A6T (NEA)	This criterion and indicator have not been audited.
	ASI17IDGG (MZK)	He completed the RSPO Supply Chain Auditor training course in 2016 and has been auditing supply chains since then.

5. Audit Findings & Results

Criterion / Indicator		Audit Findings	Audit Findings (Public Summary)	Results
Principle 1: Behave Ethically and Transparently				
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.				
1.1.1 (C)	Management documents that are specified in the RSPO P&C are made publicly available and shall include (but are not necessarily limited to): • Land titles/user rights (Criterion 2.2); • Occupational health and safety plans (Criterion 4.7); • Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8); • HCV documentation (Criteria 5.2 and 7.3); • Pollution prevention and reduction plans (Criterion 5.6); • Details of complaints and grievances (Criterion 6.3); • Negotiation procedures (Criterion 6.4); • Continual improvement plans (Criterion 8.1); • Public summary of certification		The Jeroco 2 CU demonstrated its commitment to transparency by maintaining a procedure for stakeholders to request information on environmental, social, or legal matters through various channels, including forms, verbal and written requests, and by making relevant documents publicly accessible both online and at estate and mill offices. The CU continued to use the internet for disseminating public information. Information relating to land titles, safety and health plans, pollution prevention plans and the procedure for complaints and grievances are available through Hap Seng Plantations Holdings Berhad website at https://www.hapsengplantations.com.my/.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	assessment report; Human Rights Policy (Criterion 6.13).			
1.1.2	Information is provided in appropriate languages and made accessible to relevant stakeholders.		The CU maintains active engagement with various stakeholders and demonstrates compliance with RSPO criteria by providing accessible management documents on its website, managing information requests through a structured communication procedure, and keeping detailed records of interactions and regulatory inspections.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
1.1.3 (C)	Records of requests for information and responses shall be maintained.		The CU maintains records of information requests and stakeholder feedback in line with its communication procedure, ensuring timely responses and inclusive consultations through documented internal and external meetings, with outcomes systematically recorded in SIA and EIA action plans to support continuous improvement and regulatory compliance.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
1.1.4 (C)	Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official.		The company continues to implement its Consultation and Communication procedures through various levels of Joint Consultative Committee (JCC) meetings group, estate, and worker level ensuring stakeholder engagement, documentation of feedback, and grievance handling, with appointed representatives managing communication and logbooks maintained for transparency and follow-up.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives.		Each estate and mill maintains and annually updates a comprehensive stakeholder list containing contact details of various relevant parties, including government agencies, NGOs, neighboring estates, local communities, and service providers, with the most recent updates completed in July	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity

			2025.	☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.				
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.		The CU has implemented an Anti-Bribery and Corruption Policy to ensure transparent, ethical, and fair business practices, reinforcing trust with stakeholders and supporting sustainable growth.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.		The CU enforces ethical business practices through internal audits, transparent tender processes, and a Vendor Policy requiring all suppliers and partners to sign an Integrity Declaration Form pledging compliance with human rights and the elimination of exploitation.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

Principle 2: Operate legally and respect rights - Implement legal requirements as the basic principles of operation in any jurisdiction.
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.

2.1.1 (C)	The unit of certification complies with applicable legal requirements.		Jeroco POM 2 and its supply base have demonstrated continued compliance with applicable legal requirements through the possession of valid licenses, permits, and certifications related to operations, machinery, environmental management, and workforce regulation.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
2.1.2	A documented system for ensuring legal compliance is in place. This system has a means to track changes to the law and also includes listing and evidence of legal due diligence of all contracted third parties, recruitment agencies, service providers and labour contractors.		The CU has established and implemented a documented legal register and tracking mechanism to ensure compliance with regulatory requirements, with legal updates monitored and disseminated by the Group Sustainability Team using multiple reliable sources.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
2.1.3	Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.		During site visit at Block 9637, 9720 boundaries with IOI was sighted boundary stones were available and maintained with electricity fencing and visibly maintained.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.				
2.2.1	A list of contracted parties is maintained.		Each unit maintains an updated stakeholder list with relevant contact and contract details, which was verified for Jeroco 2 POM and Kapis Estate during the audit.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
2.2.2	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.		All supplier and contractor contracts include mandatory legal compliance clauses, with due diligence conducted by the Contracts Department, while contractors and vendors are also required to sign the Anti-Bribery and Corruption Policy to confirm adherence to ethical standards and legal requirements.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
2.2.3	All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.		All contracts, including FFB supply and sundry shop agreements, contain clauses prohibiting child, forced, and trafficked labour while ensuring young worker protection, with pricing and compliance monitored by Estate Management.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity

				☐ Opportunity for Improvement ☐ Not Applicable (justification required)

Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.				
2.3.1 (C)	2.3.1 (C) For all directly sourced FFB, the mill requires: ● Information on geo-location of FFB origins ● Proof of the ownership status or the right/claim to the land by the grower/ smallholder ● Where applicable, valid planting/ operating/ trading license, or is part of a cooperative which allows the buying and selling of FFB		Jeroco POM 2 kept the records for the following for the direct source of FFB: ▪ Information on geo-location of FFB origins (outgrower and smallholder). ▪ Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder The evidence is available in the 'Smallholder File'. There are 6 certified smallholder/outgrower and 7 uncertified smallholder/outgrower send their FFB at JPOM 2.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
2.3.2	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1. PROCEDURAL NOTE: For Implementation Procedure for 2.3.2 refer to Annex 4.		Currently in Jeroco 2 POM there is no practice of indirectly source of FFB. All FFB are received direct from the suppliers.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

Principle 3: Optimise productivity, efficiency, positive impacts and resilience				
Criterion 3.1: There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.				
3.1.1 (C)	A business or management plan (minimum three years) shall be documented and includes, where applicable, a jointly business case for Scheme Smallholders.		The CU has demonstrated its commitment to long-term sustainability through a comprehensive business management plan and annual budget, outlining projected production, costs, and financial performance from FY2026 to FY2028 for both mill and estate operations.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
3.1.2	An annual replanting programme projected for a minimum of five years, is available.		The CU has a documented and annually reviewed replanting programme for 2026–2029, with monitoring and approvals by senior management, although no replanting is scheduled for Kapis Estate during this period.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

3.1.3	The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertaken and has agenda with the following minimum items: Results of internal audits Customer feedback Process performance and product conformity Status of preventive and corrective actions Follow-up actions from management reviews Changes that could affect the management system Recommendations for improvement		Management Review Meetings for Jeroco 2 POM and Kapis Estate were conducted on 25 April 2025 to assess the effectiveness and compliance of sustainability management systems, addressing key topics including audit results, stakeholder feedback, legal updates, and continual improvement initiatives.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 3.2: The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.				
3.2.1 (C)	The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification. Action plans include continual improvement for the following: i. Optimising the yield of the supply base. ii. Reduction in use of pesticides		The CU has implemented a continuous improvement action plan aligned with RSPO P&C, addressing key social and environmental impacts through initiatives such as yield optimisation, pesticide reduction, waste and GHG mitigation, community engagement, and conservation area management.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	(Criterion 7.2) iii. Environmental impacts (Criteria 3.4, 7.6 and 7.7) iv. Waste reduction (Criterion 7.3) v. Pollution and greenhouse gas (GHG) emissions (Criterion 7.10) vi. Impacts on communities, workers and smallholders (Principle 6) vii. Integrated management of HCV-HCS, peatland and other conservation areas (Criteria 7.7 and 7.12)			
3.2.2	As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the RSPO metrics template.		The monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the RSPO metrics template before the audit started. The auditor already verified and checked the data and figure given match with their database system.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 3.3: Operating procedures are appropriately documented, consistently implemented and monitored.				
3.3.1 (C)	Standard Operating Procedures (SOPs) for the unit of certification are in place.		The CU maintains and regularly updates comprehensive SOPs and policies for both estates and mills, covering operational, safety, and social aspects to ensure compliance, productivity, and alignment with industry best practices.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity

				☐ Opportunity for Improvement ☐ Not Applicable (justification required)
3.3.2	A mechanism to check consistent implementation of procedures is in place.		The CU has established robust monitoring mechanisms at both the mill and estate levels to ensure consistent implementation of SOPs, including daily operational reporting, scheduled inspections, third-party audits, and internal assessments aligned with sustainability standards.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
3.3.3	Records of monitoring and any actions taken are maintained and available.		The implementation of SOPs is closely monitored through daily supervision, systematic record-keeping, monthly reporting, and workplace inspections to ensure operational efficiency, safety compliance, and environmental responsibility across both estate and mill operations.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.				
3.4.1 (C)	In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any		No new planting was carried out in Jeroco CU; however, the Group has developed SIA, EIA, Management Action Plans, and Continuous Improvement Plans as referenced under Indicator 3.4.2.	☐ Conform ☐ Major Nonconformity

	smallholder/outgrower scheme, is documented.			☐ Minor Nonconformity ☐ Opportunity for Improvement ☒ Not Applicable (justification required)
3.4.2	For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.	1)	Jeroco 2 CU has maintained its Social Impact Assessment (SIA) and related action plans, developed with active participation from workers, government agencies, NGOs, schools, and neighbouring estates, addressing key social aspects and incorporating stakeholder feedback into management actions.	☐ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☒ Opportunity for Improvement ☐ Not Applicable (justification required)
3.4.3 (C)	The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.		The SIA and related action plans were reviewed on 09.07.2025, covering both positive and negative impacts of operations, with stakeholder participation, and include measures to address legal status regularization of dependents, though the legalization process is still ongoing.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 3.5: A system for managing human resources is in place.				

3.5.1	Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives.		The CU has established fair and non-discriminatory employment procedures and adopted a Sustainable Agriculture Policy, reinforcing its commitment to human rights, safe working conditions, and community empowerment.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
3.5.2	Employment procedures are implemented and records are maintained.		Employment records at Jeroco 2 CU are properly maintained, with local and foreign worker recruitment conducted transparently through documented procedures, a zero-recruitment-fee principle, and management covering all related recruitment costs.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
3.6.1 (C)	All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.		The CU has established and implemented an Occupational Safety and Health Policy supported by a comprehensive HIRARC Register and other mitigation measures, ensuring safe and healthy working conditions through risk assessments, competent personnel, and compliance with regulatory requirements.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

3.6.2 (C)	The effectiveness of the H&S plan to address health and safety risks to people is monitored		The CU has established and implemented its 2025 Occupational Health and Safety Management Plan, including CHRA, NRA, audiometric testing, and monthly inspections, with all assessments showing compliance and workers fit for duties involving chemical and noise exposure.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 3.7: All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.				
3.7.1 (C)	A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and outgrowers, taking into account gender-specific needs, and which covers applicable aspects of the RSPO P&C, in a form they understand, and which includes assessments of training. Training for workers must cover, at minimum, the following: - the health and environmental risks of pesticide exposure; - recognition of acute and long-term exposure symptoms including the most vulnerable groups (e.g. young workers, pregnant women); - International and national instruments or		A formal training program for 2025 was prepared in December 2024 and implemented at Jeroco 2 CU, covering RSPO P&C, supply chain, traceability, job-specific skills, and best practices to ensure employee competence across estate and mill operations.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	regulations that protect workers' health; - Productivity and best management practice; - relevant SOPs.			
3.7.2	Records of training are maintained, where appropriate on an individual basis.		A formal training program for 2025 was implemented at Jeroco 2 CU, with comprehensive records evidencing training sessions on safety, RSPO requirements, and operational SOPs for both mill and estate personnel to ensure competency and compliance.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
3.7.3	Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.		Supply Chain training was conducted on 01/07/2024 and 13/06/2025 by the Mill Assistant to relevant personnel to enhance awareness and understanding of supply chain requirements.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 3.8: Supply Chain Requirements for Mills				
3.8.1	Identity Preserved Module A mill is deemed to be IP is the FFB processed by the mill are sourced from plantations/estates that are certified		Jeroco POM 2 operates under the Identity Preserved and Mass Balance supply chain models, processing certified FFB from its own supply bases and certified external smallholders and growers between July 2024 and June 2025.	☒ Conform ☐ Major Nonconformity

	against the RSPO P&C, or against a Group Certification Scheme Certification for the CPO mills is necessary to verify the volumes and sourced of certified FFB entering the mill, the implementation of any processing control as and volume sales of RSPO certified products. If a mill processes certified and uncertified FFB without physically separating them, the inly MB Module is applicable.			☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
3.8.2	Mass balance Module A mill is deemed to be MB is the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base.		Jeroco POM 2 qualifies for the Mass Balance supply chain module by receiving both certified and uncertified FFB from various internal and external sources, with verified implementation of volume controls, processing, and sales of RSPO-certified products during the assessment.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
3.8.3	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the CB in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be		The estimated annual certified CPO and PK tonnage that Jeroco POM 2 is authorized to produce is documented in the P&C certification report, with actual volumes reported in each annual surveillance assessment.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	recorded in each subsequent annual surveillance report.			
3.8.4	The mill shall also meet all registration and reporting. Requirements for the appropriate supply chain through the RSPO IT platform		Jeroco POM 2 has fulfilled the RSPO PalmTrace registration and reporting requirements, with shipping announcements provided as evidence of compliance with supply chain reporting standards.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
3.8.5	Documented Procedures The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following: a) Complete and up to date procedures covering the implementation of all elements of the supply chain model requirements b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records) c) Identification of the role of the person having the overall responsibility for and authority over the implementation		Jeroco POM 2 has established and implemented a comprehensive and up-to-date SOP for Supply Chain & Traceability (SOP/COC/003), with relevant training conducted and a designated PIC appointed to ensure effective management of certified and non-certified FFB in compliance with RSPO supply chain requirements.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFB's including ensuring no contamination in the IP mill.			
3.8.6	Internal Audit (i) The mill shall have a written procedure to conduct an annual internal audit to determine whether the mill; a) Conforms to the requirements in the RSPO SC requirements for mills and the RSPO Rules on Market Communication and Claims b) Effectively implements and maintains the standard requirements within its organization. (ii) Any con-conformities found as part of the internal audit shall be issued and required corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually.		The company conducted its latest internal audit on 11 & 14 April 2025, confirming compliance with SCCS and RSPO Claims requirements with no SCCS nonconformities raised, and all P&C-related NCs were addressed and closed following management review on 2 June 2025.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	The mills shall maintain the internal audit records and reports.			
3.8.7	Purchasing and Goods In (i) The mill shall verify and document. The tonnage and sources of certified and the tonnage of non-certified FFB's received. (ii) The mill shall inform the CB immediately if there is a projected overproduction of certified volume (iii) The ill shall have a mechanism in place for handling of non-conforming FFB and/or documents.		Jeroco POM 2 has effectively implemented a supply chain traceability system under both Identity Preserved and Mass Balance models, with verified procedures for handling certified and uncertified FFB, documented consignment notes, and weighbridge records confirming compliance with RSPO supply chain requirements.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
3.8.8	Sales and Goods Out The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single-documents or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documentation and specification documentation): a) The name and address of buyer; b) The name and address of the seller c) The leading or shipment/delivery date; d) The date on which the documents were issued; e) RSPO certificate number;		Jeroco POM 2 has fulfilled RSPO supply chain requirements by ensuring all certified product deliveries are accompanied by complete documentation including supply chain model and SCC certificate number and verified transactions to buyers such as Intercontinental Specialty Fats and Lahad Datu Edible Oils.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	f) A description of the product, including the applicable supply chain model (IP or MB or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation i) A unique identification number			
3.8.9	Outsourcing Activities (i) The mill shall not outsource its milling activities. In cases where the mill outsourced activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO SC Certification. (ii) The mill shall ensure the following: a) The mill has legal ownership of all input material to be included in outsourced processes b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that CB has access to the outsourcing contractor or operation if an audit is deemed		The transportation and storage of certified CPO and PK are managed internally through the company's own logistics system using Jeroco Barge 3, rendering external transport and storage requirements not applicable.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	necessary. c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor. d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to the respective operations, systems, and all information, when this is announced in advance.			
3.8.10	The mill shall record the names and contact t details of all contractors used for the physical handling of RSPO certified oil palm products.		List of contact person for outsourced transporter was made available and up to date in the stakeholder list. And was updated in July 2025.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.		For CPO and PK, this section is not applicable as the transportation and storage of certified finished products are managed internally using the company's own logistics system, specifically via *Jeroco Barge 3*.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement

				☐ Not Applicable (justification required)
3.8.12	Record Keeping (i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements. (ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock. (iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis. (iv) For Mass Balance Module, the mill: a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis. b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.		Jeroco POM 2 has established and implemented procedures to maintain accurate, real-time records of FFB received, CSPO and CSPK produced and sold, with a five-year retention period, in full compliance with RSPO SCCS requirements and verified by the audit team.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock.)			
3.8.13	Extraction rate The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.		JPOM 2 monitors and records its certified crop processing outputs daily and monthly, using actual OER and KER, with performance tracked via a standardized reporting template to ensure accuracy and consistency.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.			☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
3.8.15	Processing For Identity Preserved Module, the mill shall assure and verify through documented procedures and record		JPOM 2 has established a documented Traceability Procedure that outlines the separation of certified palm products and includes measures in Chapters 3 and 4 to prevent contamination during transport and storage from non-certified materials, ensuring compliance with RSPO requirements.	☒ Conform ☐ Major Nonconformity

	keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.			☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
3.8.16	Registration of Transactions (i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date. (ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform		Jeroco POM 2 has registered all certified product transactions through the RSPO IT platform, with documented shipping announcements confirming compliance, including verified details such as supply chain model, volume, and transaction status.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
3.8.17	Claims The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.		JPOM 2 has made a business-to-business claim for Identity Preserved CPO and PK and this claim is in accordance with the RSPO Rules on Market Communications and Claims.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

Criterion / Indicator		Audit Findings	Audit Findings (Public Summary)	Results
Principle 4: Respect Community and Human Rights and Deliver Benefits				
Criterion 4.1: The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders				
4.1.1 (C)	A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, supply chain and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.		Jeroco 2 CU has adopted a Human Rights Policy (2016) and Sustainable Agriculture Policy (2023), which prohibit retaliation against Human Rights Defenders, and these have been communicated to staff and workers during muster sessions.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.1.2	The unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations.		The audit confirmed that the CU does not instigate violence or engage in any form of harassment, as verified through staff and worker interviews.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

Criterion 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.				
4.2.1 (C)	The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.		Jeroco 2 CU has a documented grievance procedure, with internal and external complaint books and a whistleblower mechanism in place, and no complaints were recorded during the audit review.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.2.2	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.		The grievance procedure is well understood by all affected parties, including illiterate workers and stakeholders, with verbal briefings and translations provided where necessary, as confirmed during interviews.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.2.3	The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.		Jeroco 2 CU ensures grievance progress and outcomes are communicated within agreed timeframes, as evidenced by briefings during the Group External Stakeholders Meeting (14.05.2025) and regular Internal Stakeholders Meetings at each unit.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement

				☐ Not Applicable (justification required)
4.2.4	The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.		Jeroco 2 CU manages disputes and grievances through documented procedures that allow complainants to be supported by representatives, include the option of third-party mediation, and ensure fair and transparent resolution.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 4.3: The unit of certification contributes to local sustainable development as agreed by local communities.				
4.3.1 (C)	Contributions to community development that are based on the results of consultation with local communities are demonstrated.		In 2024, Hap Seng Plantations Holdings Berhad contributed approximately RM657,646 towards community development, including support for schools, ferry services, road maintenance, and clinic services, notably funding the construction and operation of a Humana school at Kapis Estate for foreign workers' children, despite the absence of local communities within the Jeroco 2 CU area.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.				
4.4.1 (C)	Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process.		Jeroco 2 CU's right to use the land is undisputed and supported by verified legal ownership documents, with Kapis Estate holding land title CL 09531 0973 for agricultural use from 01/01/1980 to 31/12/2078, in compliance with the title conditions.	☒ Conform ☐ Major Nonconformity

	Documents related to the history of land tenure and the actual legal or customary use of the land are available.			☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include. a) Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making.		The audit confirmed that Jeroco 2 CU has legitimately owned the land since 1980 with no evidence of land disputes, as verified through stakeholder interviews.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.4.3 (C)	Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).		The audit confirmed that Jeroco 2 CU has legitimately owned the land since 1980 with no evidence of land disputes, as verified through stakeholder interviews.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.4.4	All relevant information is available in		There was no evidence of land encumbered by customary	☒ Conform

	appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements..		rights or disputes at Jeroco 2 CU, as confirmed through stakeholder interviews and the absence of local communities within or adjacent to the area.	☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.4.5 (C)	Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.		There was no evidence of land encumbered by customary rights or disputes at Jeroco 2 CU, as confirmed through stakeholder interviews and the absence of local communities within or adjacent to the area.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.4.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.		There was no evidence of land encumbered by customary rights or disputes at Jeroco 2 CU, as confirmed through stakeholder interviews and the absence of local communities within or adjacent to the area.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions				

4.5.1 (C)	Documents showing identification and assessment of demonstrable legal, customary and user rights are available		The company has had no new plantings since November 2005 (Please refer to indicator 4.4.1 for details on land history). Therefore, this indicator is not applicable.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.5.2 (C)	FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.		The company has had no new plantings since November 2005 (Please refer to indicator 4.4.1 for details on land history). Therefore, this indicator is not applicable.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.5.3	Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements should be non-coercive and		The company has had no new plantings since November 2005 (Please refer to indicator 4.4.1 for details on land history). Therefore, this indicator is not applicable.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	entered into voluntarily and carried out prior to new operations. b) Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken. c) Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.			
4.5.4	To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.		The company has had no new plantings since November 2005 (Please refer to indicator 4.4.1 for details on land history). Therefore, this indicator is not applicable.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.5.5	Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project		The company has had no new plantings since November 2005 (Please refer to indicator 4.4.1 for details on land history). Therefore, this indicator is not applicable.	☒ Conform

	proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.			☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator..		The company has had no new plantings since November 2005 (Please refer to indicator 4.4.1 for details on land history). Therefore, this indicator is not applicable.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.5.7	New lands will not be acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations in the national interest without consent (eminent domain), except in cases of smallholders benefitting from agrarian reform or anti-drug programmes.		The company has had no new plantings since November 2005 (Please refer to indicator 4.4.1 for details on land history). Therefore, this indicator is not applicable.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.5.8 (C)	New lands are not acquired in areas inhabited by communities in voluntary isolation.		The company has had no new plantings since November 2005 (Please refer to indicator 4.4.1 for details on land history). Therefore, this indicator is not applicable.	☒ Conform ☐ Major Nonconformity

				☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 4.6: Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.				
4.6.1 (C)	A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.		Jeroco 2 CU has established documented procedures for handling land-related social issues and compensation, although no compensation negotiations were conducted in the past 12 months.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.6.2 (C)	A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.		Jeroco 2 CU has established fair and participatory compensation procedures, with stakeholders confirming that mechanisms to express concerns are in place, though no disputes requiring compensation have occurred at the mill or estate.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.6.3	Evidence is available that equal opportunities are provided to both men		The requirement of this indicator was not applicable as there is no scheme smallholding at Jeroco 2 CU.	☒ Conform

	and women to hold land titles for small holdings.			☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them.		As mentioned in 4.6.2 above, there were no existing/known issues related to this indicator, hence it was not applied to Jeroco 2 CU.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements				
4.7.1 (C)	A mutually agreed procedure for identifying people entitled to compensation is in place.		Jeroco 2 CU has established procedures to address land-related social issues and compensation through a documented and participatory process, with no evidence of land disputes or the need for FPIC, as verified through stakeholder interviews and land acquisition records since its development in 1980.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

4.7.2 (C)	A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.		There were no issues of compensation or land disputes involving villagers, local communities, or neighboring estates at Jeroco 2 CU, and with no local communities present nearby, this indicator is deemed not applicable.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.		This requirement in this indicator was not applicable for Jeroco 2 CU.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.				
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following		Jeroco 2 CU has had no land disputes since its development in 1980, with verified land acquisition documents and stakeholder interviews confirming no issues involving local communities or the need for FPIC, making this indicator not applicable.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement

	a documented process of FPIC.			☐ Not Applicable (justification required)
4.8.2 (C)	Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.		Jeroco 2 CU has had no land disputes since its development in 1980, with verified land acquisition documents and stakeholder interviews confirming no issues involving local communities or the need for FPIC, making this indicator not applicable.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4).		Jeroco 2 CU has had no land disputes since its development in 1980, with verified land acquisition documents and stakeholder interviews confirming no issues involving local communities or the need for FPIC, making this indicator not applicable.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).		Jeroco 2 CU has had no land disputes since its development in 1980, with verified land acquisition documents and stakeholder interviews confirming no issues involving local communities or the need for FPIC, making this indicator not applicable.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity

				☐ Opportunity for Improvement ☐ Not Applicable (justification required)

Principle 5: Support Smallholder Inclusion				
Criterion 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.				
5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders.		JPOM2 displayed current and past FFB prices at the weighbridge station for transparency, with prices also included in monthly payment statements to FFB suppliers.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
5.1.2 (C)	Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.		JPOM2 regularly conducts briefings and field days to explain FFB pricing to smallholders, including details on grading, MPOB payment calculations, and OER, with a session held on 14 July 2024 and ongoing monthly engagements with affiliated suppliers.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

5.1.3 (C)	Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.		JPOM2 adheres to MPOB pricing guidelines for FFB and provides additional incentives to smallholders, with interviews confirming their satisfaction due to fair pricing and transport allowances compared to other mills.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
5.1.4 (C)	Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable.		FFB supply agreements between JPOM2 and external suppliers were sighted, including RSPO, anti-money laundering, and anti-bribery addendums, with interviewed suppliers confirming contract understanding, independence in operations, and appreciation for Hap Seng's free consultation support towards MSPO and RSPO certification.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe.		Contracts between Hap Seng Plantations and long-term FFB suppliers were found to be fair, legal, transparent, and mutually understood, with agreed terms on pricing, obligations, and payment schedules confirmed through supplier interviews.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

5.1.6 (C)	Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.		All contractors confirmed that payments were received within a reasonable timeframe which is 7-10 days after submission of invoice. And receipts contain specifying price, weight, deductions and amount paid are given.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
5.1.7	Weighing equipment is verified by an independent third party on a regular basis (this can be government).		Weighing Equipment in Jeroco 2 POM has been calibrated in yearly basis using Metrology Corporation Malaysia Sdn Bhd last on 26/11/24 valid until 25/11/25.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
5.1.8	The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.		Hap Seng supports surrounding independent smallholders in achieving RSPO and MSPO certification through free consultations and assessments, while respecting their preference for independent certification outside the Internal Control System (ICS); certified smallholders to date include Spark Glory, Harus Abadi, and LKM Trading, with others currently in progress.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
5.1.9 (C)	The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.		The CU has established formal grievance and whistleblower procedures to ensure staff and workers can report complaints safely, including options for anonymity, with documented mechanisms in place to protect complainants from unfair treatment.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity

				☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains				
5.2.1	The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.		HSP actively supports independent smallholders through free consultations and assessments for RSPO and MSPO certification, with ongoing engagement including women and various partners to improve livelihoods, resulting in several certified smallholders and others currently in progress.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
5.2.2	The unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder) PROCEDURAL NOTE: The RSPO is currently developing a separate standard for Independent Smallholders.		HSP has implemented smallholder support programs aimed at improving livelihoods and building capacity, providing free consultation and assessments for RSPO and MSPO certification, with five surrounding smallholders certified and others currently in progress.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production..		HSP supports surrounding smallholders in promoting the legality of their FFB production by providing free consultations, assessments, and guidance related to RSPO and MSPO certification.	☒ Conform ☐ Major Nonconformity

				☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
5.2.4 (C)	Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.		Hap Seng has conducted pesticide handling training for surrounding smallholders and small growers, including sessions at Lebijaya, Khoo Chin Hung, LPC, Bukit Kretam, Harus Abadi, Spark Glory, and LKM, with five now RSPO certified and two currently progressing towards certification.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme.		HSP has established a stakeholder tracing system and regularly reviews and reports on its smallholder support programme, as reflected in the 2024 ACOP report, with five surrounding smallholders RSPO certified and two currently in the certification process.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

Principle 6: Respect Workers Rights and Conditions
Criterion 6.1: Any form of discrimination is prohibited.

6.1.1 (C)	Publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.		Jeroco 2 CU upholds Equal Opportunity and Sustainable Agriculture Policies, ensuring fair treatment of all employees without discrimination, with the policies publicly available, displayed in estates, and communicated to workers through muster briefings and induction courses.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
6.1.2 (C)	Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against. Evidence includes migrant workers' non-payment of recruitment fees		Jeroco 2 CU demonstrated equal treatment of all employees without discrimination, with standardized contracts, wages, and benefits across all workers, no recruitment fees charged to foreign workers, and full compliance with its Equal Opportunity and Labour Policies.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
6.1.3	The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available		Jeroco 2 CU follows its revised Recruitment SOP (08.05.2024), ensuring hiring and promotion are based on skills, capabilities, and fitness, with proper documentation, medical checks, and training provided where necessary, while adhering to legal and ethical requirements for both local and foreign workers.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

6.1.4	Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women		Pregnancy testing at Jeroco 2 CU is not used for discrimination but as a safety measure, with female workers handling chemicals tested regularly to prevent exposure risks, and pregnant workers reassigned to non-chemical tasks.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
6.1.5 (C)	A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.		Jeroco 2 CU has established Gender Committees in line with updated guidelines, actively promoting awareness on women's rights, health, and welfare, with no cases of harassment reported and recent meetings held in 2025.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
6.1.6	There is evidence of equal pay for the same work scope		Jeroco 2 CU applies defined wage structures aligned with the Minimum Wage Order 2024, ensuring fair and equal pay for all workers based on job scope, with evidence confirming no discrimination by gender or nationality.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent				

living wages (DLW)				
6.2.1 (C)	Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages and explained to them in language they understand.		Jeroco 2 CU provides employment contracts in Bahasa Malaysia and pay slips with full wage details, ensuring workers understand their rights and payments, with all wages compliant with the Minimum Wages Order 2024 and Sabah Labour Ordinance.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
6.2.2 (C)	Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed, including work done by family members		Jeroco 2 CU employment contracts clearly outline terms of service, pay, and benefits in a language understood by workers, with monthly payslips provided detailing all earnings and deductions, and interviews confirming workers' understanding and compliance with labour standards.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
6.2.3 (C)	There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements		Jeroco 2 CU complies with the Sabah Labour Ordinance, with regular working hours, proper overtime pay, statutory and approved deductions, and provisions for medical, annual, and maternity leave, as verified through contracts, payslips, and worker interviews.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
6.2.4 (C)	The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and	1)	Jeroco 2 CU provides workers and their families with adequate housing, sanitation, water, medical care, education, and welfare facilities that meet national standards, with	☐ Conform ☐ Major Nonconformity

	welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure		regular inspections, free utilities support, and access to schools and childcare.	☐ Minor Nonconformity ☒ Opportunity for Improvement ☐ Not Applicable (justification required)
6.2.5	The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.		Jeroco 2 CU supports workers' access to affordable food through a subsidized mill canteen, reasonably priced grocery stores, and the option for workers to grow their own vegetables at their quarters.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
6.2.6	A DLW is paid to all workers, including those on piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours. PROCEDURAL NOTE: The RSPO Labour Task Force will prepare guidance on the DLW implementation, including details on how to calculate a DLW, expected for 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing		Jeroco 2 CU has calculated prevailing wages for 2024 at JPOM2 and Kapis Estate, factoring in in-kind benefits and average take-home pay, with results confirming compliance and deemed acceptable.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist			
6.2.7	Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal		Jeroco 2 CU employs full-time check roll workers, with foreign employees mainly Indonesians engaged on two-year contracts that can be mutually extended in line with annual immigration work permit renewals.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 6.3: The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel				
6.3.1 (C)	A published statement recognising freedom of association and right to collective bargaining in national languages is available and is explained to all workers in languages that they understand, and is demonstrably implemented		Jeroco 2 CU upholds a formal Freedom of Association and Collective Bargaining Policy (2019), ensuring workers' rights to union membership and representation, with the policy displayed on-site and understood by employees.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
6.3.2	Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages and made available upon request		Although no trade unions are present, Jeroco 2 CU workers are represented through the Joint Consultative Committee (JCC), which ensures balanced worker–management dialogue, regular meetings, and fair representation across different job areas.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement

				☐ Not Applicable (justification required)
6.3.3	Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers		Interviews confirmed that workers at Jeroco 2 CU freely and democratically elected their own representatives without management interference, and these representatives actively convey workers' concerns through the Joint Consultative Committee (JCC).	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 6.4: Children are not employed or exploited.				
6.4.1	A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements		Jeroco 2 CU enforces a Child Labour Policy and Sustainable Agriculture Policy prohibiting child and forced labour, with clear remediation measures and awareness programs to prevent exploitation and support children's education.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
6.4.2 (C)	There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure		Jeroco 2 CU complies with the minimum hiring age of 18, with verification through documented procedures, the Movex System, and audit checks confirming no underage workers are employed.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement

				☐ Not Applicable (justification required)
6.4.3 (C)	Young persons may be employed only for non-hazardous work, with protective restrictions in place for that work.		Verification through documents, interviews, and site observations confirmed that Kapis Estate and POM employ only workers above 18 years old, with no evidence of underage employment.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
6.4.4	The unit of certification demonstrates communication about its 'no child labour policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live		Jeroco 2 CU has implemented a Child Labour Policy (2017) supported by the Sustainable Agriculture Policy (2023), publicly displayed and communicated to workers, with all contractors and vendors required to sign an Integrity Declaration confirming compliance with ethical and child labour standards.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 6.5: Policies and procedures in place to protect workers' rights.				
6.5.1 (C)	A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce		Jeroco 2 CU implements a comprehensive Sexual Harassment, Violence, and Abuse Policy, communicated to all workers and supported by a Gender Committee, with no reported incidents and confirmed understanding of reporting procedures among employees.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

6.5.2 (C)	A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce		Jeroco 2 CU implements a Policy on Reproductive Rights (2015), ensuring female workers' health, maternity leave, and light-duty provisions, with the policy communicated through muster, JCC, and Gender Committee meetings and understood by employees.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
6.5.3	Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified		Jeroco 2 CU maintains pregnancy and birth records for workers, conducting timely assessments and providing support such as transportation, time-off for medical check-ups, and infant vaccinations.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
6.5.4	Grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.		Jeroco 2 CU has implemented a comprehensive grievance mechanism, ensuring anonymity and protection for complainants, with multiple reporting channels and widespread communication through briefings, meetings, and posted notices, confirmed as accessible and understood by workers.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 6.6: Work is voluntary and specific labor policy and procedures are implemented.				

6.6.1 (C)	All work is voluntary and following are prohibited: • Retention of identity documents or passports • Payment of recruitment fees • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages		Based on document review, worker interviews, and observations, Jeroco 2 CU demonstrates no evidence of forced labor, with workers retaining their own passports, paying no recruitment fees, freely resigning, receiving full wages, and facing no penalties, involuntary overtime, or debt bondage.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
6.6.2 (C)	Where temporary or migrant workers are employed, a specific labour policy and procedures are established and implemented		Jeroco 2 CU implements a Labour Policy for Foreign Workers (2019) and a specific sourcing procedure, ensuring fair treatment, no contract substitution, post-arrival briefings, and adherence to recruitment SOPs, with interviews confirming no discrimination or violations.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

Criterion 6.7: Appropriate health and safety measures are in place.				
6.7.1 (C)	The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare		Estate and Mill Managers have been appointed as OSH Committee Chairpersons, with quarterly meetings held to review safety performance, workplace inspections, accident reports, and health and welfare concerns in compliance with national regulations.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement

	are discussed at these meetings, and any issues raised are recorded			☐ Not Applicable (justification required)
6.7.2	Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in the appropriate language of the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.		Jeroco 2 CU has established comprehensive accident and emergency procedures, including ERP teams, regular drills, first aid training, and accessible emergency information, with workers demonstrating awareness and accident data reviewed quarterly through OSH meetings.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
6.7.3 (C)	Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.		Field inspections confirmed that workers consistently used appropriate PPE during operations, with supporting sanitation facilities, changing areas, and clothing lockers provided, all in compliance with risk assessments and fully covered by management.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
6.7.4	All workers are provided with medical care and covered by accident insurance. Costs incurred from work related incidents leading to injury or sickness are covered in accordance with national law or by the unit of certification where national law does not offer protection		Medical care and accident insurance are provided to all local and foreign workers at Jeroco 2 CU under the Employees' Social Security Act 1969, with verified SOCSO contributions for the past three months at both the mill and estate.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics		Occupational injuries at Jeroco 2 CU are recorded using LTA metrics and submitted to DOSH via MyKKP, with 2024 data showing zero lost workdays at JPOM2 and nine at Kapis Estate, based on timely Form JKKP 8 submissions and regular reviews.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

Principle 7: Protect, Conserve and Enhance Ecosystems and the Environment				
Criterion 7.1: IPM plans are implemented and monitored to ensure effective pest control.				
7.1.1 (C)	IPM plans are implemented and monitored to ensure effective pest control.		Kapis Estate continues to implement Integrated Pest Management (IPM) as outlined in the HSPHB Oil Palm Agriculture Policy, using targeted techniques such as rat baiting, pheromone traps, and beneficial plants, supported by regular pest census, mapped planting of beneficial species, and annual training to ensure effective and sustainable pest control.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.1.2	Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented.		The visited estate does not use any species listed in the Global Invasive Species Database or CABI.org for IPM, and therefore, no specific plan to prevent or monitor the spread of such species is currently practiced.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

7.1.3	There is no use of fire for pest control unless in exceptional circumstances, i.e. where no other effective methods exist, and with ap prior approval of government authorities. [For NI to define process]		Pest control is guided by OPAP 10 – Pests and Diseases Management, with a strict Zero Burning Policy outlined in the Sustainable Agriculture Policy dated 15/08/2019; no evidence of fire use for pest control was found, as confirmed through staff interviews and the absence of serious pest outbreaks.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.				
7.2.1 (C)	Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.		The CU continues to apply agrochemicals in accordance with OPAP Chapter 10 and relevant SOPs, using only justified, targeted products listed in the chemical register, with no Class I chemicals observed, and ensuring proper PPE use and periodic updates of chemical usage records.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.2.2 (C)	Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.		Kapis Estate maintains comprehensive records of pesticide usage, including active ingredients, LD50 values, application areas, and quantities applied, ensuring all chemicals are legally registered under the Pesticide Act 1974, with only Class II, III, and IV pesticides used and no illegal or banned substances such as paraquat.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

7.2.3 (C)	Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.		Kapis Estate continues to minimise agrochemical use through effective IPM implementation, avoiding blanket spraying, maintaining soft grasses, using insecticides only when pest thresholds are exceeded, and promoting natural pest control via beneficial plants and pheromone traps, as guided by OPAP Chapter 10.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.2.4	There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.		There was no evidence of prophylactic pesticide use except in immature fields, where diluted cypermethrin is applied for Rhinoceros Beetle control as justified under OPAP Chapter 10 on Pests and Diseases Management.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.2.5	Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless unexceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to: a) Judgment of the threat and verify why this is a major threat		Kapis Estate ensured only legally registered Class III and IV pesticides were used in compliance with the Pesticides Act 1974 and USECHH Regulations 2000, with no use of banned or highly hazardous chemicals such as WHO Class 1A/1B, Stockholm or Rotterdam Convention-listed pesticides.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	b) Why there is no other alternative which can be used c) Which process was applied to verify why there is no other less hazardous alternative d) What is the process to limit the negative impacts of the application 7.2.5 e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.			
7.2.6 (C)	Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.		Pesticides at Kapis Estate were handled and applied by trained personnel in accordance with SDS, OPAP manual, and CHRA guidelines, with workers demonstrating understanding of chemical hazards and safety procedures, and SDS made available at all relevant sites.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.2.7 (C)	Storage of all pesticides is in accordance with recognised best practices.		The pesticides and fertilizers were stored and handled in compliance with legal requirements and SDS guidelines, with proper infrastructure, safety measures, and training in place to ensure safe usage, disposal, and worker awareness of chemical hazards.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

7.2.8	All pesticide containers are properly disposed of and/or handled responsibly if used for other purposes.		Empty pesticide containers at Jeroco 2 CU were triple rinsed, punctured, and stored as scheduled waste before being disposed of responsibly by a DOE-licensed contractor, Lagenda Bumimas Sdn. Bhd., under SW409 and SW410 categories, with supporting inventory and consignment records verified.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.2.9 (C)	Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.		Aerial spraying of pesticides is not practiced at Jeroco 2 CU, as confirmed through site inspections and interviews with executives, field staff, and workers.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.2.10 (C)	Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.		All pesticide operators and CHRA-recommended workers at Jeroco 2 CU underwent medical examinations in May 2025 and were certified fit to handle chemicals, with non-occupational health issues monitored and managed by the estate's Hospital Assistant through regular check-ups and health talks.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.2.11 (C)	No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.		There was no evidence that pesticide work was assigned to individuals under 18, pregnant or breastfeeding women, or those with medical restrictions, as confirmed through field observations and worker interviews across all estates.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner				
7.3.1	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.		Kapis Estate implemented a comprehensive waste management plan covering reduction, recycling, reuse, and proper disposal, with all waste managed in accordance with legal requirements and no evidence of non-compliance observed during the site visit.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.		The CU has implemented a comprehensive waste management system in line with regulatory requirements, ensuring proper segregation, handling, and disposal of scheduled and non-scheduled waste, with full worker awareness and timely collection by licensed contractors.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.3.3	The unit of certification does not use open fire for waste disposal.		During the site visit at field operation, workers quarters, landfill, there was no evidence of open burning for waste disposal. All domestic waste (household and food waste only) is disposed via the landfill.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 7.4: Practice maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.				

7.4.1	Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts.		Kapis Estate maintained long-term soil fertility through annual fertilization guided by leaf and soil analysis, biomass retention, EFB application, water management, and adherence to SOPs outlined in the OPAP manual, with monitoring by estate personnel and agronomists to ensure effective implementation.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.4.2	Periodic tissue and soil sampling is carried out to monitor and manage changes in soil fertility and plant health.		Periodic foliar and soil sampling conducted by the Agronomy Department most recently in May 2025 formed the basis for fertilizer recommendations and nutrient status monitoring at Kapis Estate, ensuring balanced and data-driven nutrient management.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.4.3	A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.		Kapis Estate have implemented a nutrient recycling strategy involving the application of EFB and BPS to enhance soil health and reduce dependency on inorganic fertilizers, with significant volumes applied across hundreds of hectares in FY2024 and FY2025.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.4.4	Records of fertiliser inputs are maintained.		Kapis Estate maintained comprehensive fertilizer input records, with applications based on agronomist recommendations and documented in Fertilizer Application Record Books and Bin Cards, showing consistent monitoring and application of both mature and immature palm fertilizers totaling 3578.34 mt in 2024 and 1970.90 mt as of June 2025.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

Criterion 7.5: Practices minimise and control erosion and degradation of soils				
7.5.1 (C)	Maps identifying marginal and fragile soils, including steep terrain, are available.		The CU has no fragile or marginal soils, as confirmed by verified soil and slope maps from January 2025, with the majority of land (92.74%) on gentle slopes (0–10°) and dominant soil series including Kretam, Lokan, and Rumidi.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.5.2	There is no extensive replanting of oil palm on steep terrain.		No replanting was carried out on steep terrains in the CU, and soil conservation practices such as frond stacking, EFB application, terracing, road maintenance, and the use of cover crops like *Mucuna bracteata* and *Nephrolepis biserrata* were effectively implemented to prevent erosion and degradation.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.5.3	There is no new planting of oil palm on steep terrain.		No new planting was carried out in any estate within the CU, in line with the HSPHB “Slope and River Protection” policy (Jan 2015), which prohibits planting on slopes >25° and was further confirmed through field visits and stakeholder interviews.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.				

7.6.1 (C)	To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils including steep terrain, are taken into account in plans and operations.		The CU incorporated soil and slope maps into estate planning and operations to ensure long-term land suitability for palm oil cultivation, with no new plantings observed and no fragile or marginal soils identified in the audited areas.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.6.2	Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices.		This is not applicable as there is no marginal and fragile soil in all estates, as supported by the soil maps of respective estates. No marginal and fragile soil areas were observed during the visit.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure		Kapis Estate had used soil and topographic to plan their drainage and irrigation systems, roads and other infrastructure.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.				
7.7.1 (C)	There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas.		Auditors had verified through checking the www.globalforestwatch.com, Google Maps, Estate Maps and also through site visit to the sampled estates, it is confirmed that there were no new planting or new development of areas at all estates. Furthermore, this is not applicable as there is no peat soil in all estates, as supported by the soil maps of	☐ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement

			respective estates. No peat areas were observed during the visit.	☒ Not Applicable (justification required)
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).		This is not applicable as there is no peat soil in the Kapis Estate, supported by the soil maps. No peat areas were observed during the visit.	☐ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☒ Not Applicable (justification required)
7.7.2 (C)	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).		This is not applicable as there is no peat soil in the Kapis Estate, supported by the soil maps. No peat areas were observed during the visit.	☐ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☒ Not Applicable (justification required)
7.7.3 (C)	Subsidence of peat is monitored, documented and minimised.		This is not applicable as there is no peat soil in the Kapis Estate, supported by the soil maps. No peat areas were observed during the visit.	☐ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☒ Not Applicable (justification required)

7.7.4 (C)	A documented water and ground cover management programme is in place.		This is not applicable as there is no peat soil in the Kapis Estate, supported by the soil maps. No peat areas were observed during the visit.	☐ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☒ Not Applicable (justification required)
7.7.5 (C)	For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the time frame for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation. PROCEDURAL NOTE: Full details of the RSPO Drainability Assessment Guidelines and related concepts and detailed actions are in the manual currently being fine-tuned/tested by PLWG. A final version should be approved by PLWG in January 2019 and will include additional guidance		This is not applicable as there is no peat soil in the Kapis Estate, supported by the soil maps. No peat areas were observed during the visit.	☐ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☒ Not Applicable (justification required)

	on the steps to be followed after the decision not to replant as well as implications for other stakeholders, smallholders, local communities and the unit of certification. It is recommended that a further twelve-month methodology trial period is proposed for all related management units (i.e. those with plantations on peat) to utilise the methodology and provide feedback to the PLWG to enable further refinement of procedure as appropriate before January 2020. Units of certification have the option to defer replanting till after the availability of the revised guidelines. Additional guidance on alternative crops and rehabilitation of natural vegetation will be provided by PLWG. PROCEDURAL NOTE: PLWG and the Smallholder Interim Group (SHIG) will collaboratively develop guidance for Independent Smallholders [cross links to SHIG and GHG issues]			
7.7.6 ©	All existing plantings on peat are managed according to the *'RSPO Manual on Best Management Practices (BMTs) for existing oil palm cultivation on peat', version 2 (2018)* and associated audit guidance.		This is not applicable as there is no peat soil in the Kapis Estate, supported by the soil maps. No peat areas were observed during the visit.	☐ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☒ Not Applicable (justification required)
7.7.7 (C)	All areas of unplanted and set-aside		This is not applicable as there is no peat soil in the Kapis	☐ Conform

	peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat', version2 (2018) and associated audit guidance.		Estate, supported by the soil maps. No peat areas were observed during the visit.	☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☒ Not Applicable (justification required)
Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.				
7.8.1 (C)	A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following: 7.8.1a. The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities. 7.8.1 b. Workers have adequate access to clean water		The CU has implemented and annually updated a comprehensive water management plan to ensure sustainable water use, with consistent monitoring of water quality and supply for both operational and domestic use, meeting WHO and NWQSM standards, as verified through regular analyses and the latest Environmental Compliance Report.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.8.2 (C)	Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and		Kapis Estate maintained riparian buffer zones along watercourses in accordance with RSPO best practices and company policy, with site inspections confirming effective implementation to prevent erosion, protect biodiversity, and promote environmental sustainability.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement

	rehabilitation of riparian reserves' (April 2017).			☐ Not Applicable (justification required)
7.8.3	Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.		Jeroco POM 2 operates its effluent treatment system in compliance with national regulations, with licensed discharge via land irrigation, regular monitoring and maintenance of the ETP and biogas plant, and all test results consistently meeting DOE standards as verified by accredited laboratory reports.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.8.4	Mill water use per tonne of FFB is monitored and recorded.		The mill processing water is obtained from the water catchment adjacent to the mill complex. The water usage monitoring is done monthly. Samples recording water usage per mt in 2023 to 2025 of fresh fruit bunches (FFB) below; Baseline is 1.80 ratio. A slight inconsistent trend was noted. This was due to the process cleaning of the mill.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 7.9: **Efficiency of fossil fuel use and the use of renewal energy is optimized.**				
7.9.1	A plan for improving efficiency of the use of fossil fuels and to optimise renewable energy is in place, monitored and reported.		Jeroco 2 CU has implemented and monitored a Fossil Fuels Management Plan to enhance energy efficiency and promote renewable energy use, with monthly data compilation showing consistent efforts to reduce diesel consumption in both the POM and estate operations, supported by documented strategies and performance tracking against baseline values.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions				
7.10.1 (C)	GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.		The CU has implemented a verified GHG reduction action plan, with emissions continuously monitored using the RSPO PalmGHG calculator and publicly reported on 29/07/2025, ensuring transparency through accurate data validation against internal records.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.10.2 (C)	Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).		Auditors confirmed through map verification and site visits that no new planting or land development occurred within the CU, rendering the RSPO GHG Assessment Procedure for New Development not applicable.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.10.3 (C)	Other significant pollutants are identified and plans to reduce or minimize them implemented and monitored.		The CU has implemented a Pollution Prevention Plan to identify and manage significant environmental impacts, with regular monitoring of air emissions—including stack sampling and black smoke density—showing compliance with DOE limits, and action plans in place to address pollutants from various operations, supported by quarterly reporting to the DOE.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area.

7.11.1 (C)	Land for new planting or replanting is not prepared by burning.		The CU complied with its Zero Burning Policy, as outlined in the Sustainable Agriculture Policy dated 15 August 2019, with no evidence of fire use observed during the 2023 replanting at Kapis Estate, where palms were felled, shredded, and left to decompose naturally.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.11.2	The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification.		Verification through Global Forest Watch, Google Maps, estate maps, and site visits confirmed no new planting or land development at Jeroco 2 CU, rendering the RSPO GHG Assessment Procedure for New Development not applicable.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures.		Jeroco 2 CU identified GHG emission sources through its Environmental Aspect Impact Assessment and Pollution Prevention Plan, with mitigation measures including biogas capture for energy generation and containment systems for chemicals and fuel to prevent environmental contamination.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

PROCEDURAL NOTE for 7.12 The 2018 RSPO P&C include new requirements to ensure the effective contribution of RSPO to halting deforestation. This will be achieved by incorporating the High Carbon Stock Approach (HCSA) Toolkit in the revised standard. The RSPO ToC also commits RSPO to balancing sustainable livelihoods and poverty reduction with the need to conserve, protect and enhance ecosystems. High Forest Cover Countries (HFCCs) urgently require economic opportunities that enable communities to choose their own development path, while providing socio-economic benefits and safeguards. Adapted procedures will be developed to support the sustainable development of palm oil by indigenous peoples and local communities with legal or customary rights. These will apply in specific HFCCs, and within those, in High Forest Cover Landscapes (HFCLs). The development of these procedures will be guided by a No Deforestation Joint Steering Group (NDJSG) of RSPO and HCSA members. In HFCCs, RSPO will work through national and local participatory processes with governments, communities and other stakeholders to develop these procedures. A timeframe for these activities is stipulated in the Terms of Reference for the NDJSG and publicly available. **Criteria 7.12:** Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.				
7.12.1 (C)	Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests. A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.		No new land clearing since Nov 2015 evidenced at Jeroco 2 CU, thus this Indicator was not Applicable.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.12.2 (C)	HCVs, HCS forests and other conservation areas are identified as follows: a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the		The High Conservation Value (HCV) and Biodiversity Assessment Reports for Kapis Estate and Jeroco POM 2 were regularly reviewed, with the latest review dated 16 July 2024, confirming no RTE species identified and a maintained HCV4 area of 29.20 ha along the Sg. Kretam Besar river buffer zone.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement

	current HCV assessment of those plantations remains valid.			☐ Not Applicable (justification required)
7.12.2 b)	Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.		Auditors verified through Global Forest Watch, Google Maps, estate maps, and site visits that no new land clearing or new planting occurred at Kapis Estate and Jeroco POM 2 CU.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.12.3 (C)	In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies. PROCEDURAL NOTE for 7.12.3: There should be demonstrable benefits to the local community; clear recognition of legal and customary lands based on participatory land use planning; development should be proportional to the needs of the local community; with a balance between conservation and development. This procedure will also cover planting on previous or abandoned agricultural land / plantations. All other		Not applicable, as this is under the Malaysian National Interpretation (MYNI).	☐ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☒ Not Applicable (justification required)

	P&C requirements apply, including FPIC and HCV requirements.			
7.12.4 (C)	Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).		Kapis Estate has implemented and updated its HCV action plan for the Sg. Kretam Besar riparian reserve, including protective measures and regular monitoring, with site visits confirming compliance and no evidence of unacceptable activities, supported by stakeholder consultation and integration into Jeroco 2 CU's management plan.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.12.5	Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peatland and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.		There were no local communities living nearby with Jeroco 2 CU. So, this indicator was not applicable with this CU.	☐ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☒ Not Applicable (justification required)

7.12.6	All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.		Jeroco 2 CU actively discourages illegal hunting, fishing, and pesticide use within buffer zones through clear signage, 24-hour CCTV monitoring, and worker training on HCV and RTE species, with the latest sessions conducted on 21 February and 16 March 2025.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.12.7	The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.		Jeroco 2 CU continues to actively discourage illegal hunting, fishing, and pesticide use within buffer zones, supported by clear signage, 24-hour CCTV surveillance, and regular HCV monitoring of the Sg. Kretam Besar area, with documented inspections from January to July 2025 recorded in the HCV & RTE Monthly Checklist.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.12.8 (C)	Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.		Auditors confirmed, through verification using Global Forest Watch, Google Maps, estate maps, and on-site inspections, that no new land clearing or new plantings were carried out at Kapis Estate and Jeroco POM 2 CU.	☐ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☒ Not Applicable (justification required)

6. Summary of Audit Findings

6.1 Positive and noteworthy findings

No.	Positive finding
1.	Good agricultural practices were observed during the field assessment, including timely harvesting, proper pruning, effective weed control, and optimized fertilizer application.
2.	A strong commitment was demonstrated by both the operating units and the sustainability teams towards achieving and maintaining RSPO certification.
3.	Workers demonstrated a good level of understanding and awareness regarding RSPO implementation.
4.	A significant portion of the workforce consists of long-serving employees, including second-generation workers from the same families.

6.2 Non-conformities and opportunities for improvement

Summary of nonconformities and opportunities for improvement under the RSPO Principles & Criteria				
Principle	**Major**	**Minor**	**Opportunities for Improvement**	**Total No Findings**
Principle 1: Behave Ethically and Transparently				
Principle 2: Operate legally and respect rights - Implement legal requirements as the basic principles of operation in any jurisdiction.				
Principle 3: Optimise productivity, efficiency, positive impacts and resilience *(Includes IP and/or MB Module)*			1	**1**
Principle 4: Respect Community and Human Rights and Deliver Benefits				
Principle 5: Support Smallholder Inclusion				
Principle 6: Respect Workers Rights and Conditions			1	**1**
Principle 7: Protect, Conserve and Enhance Ecosystems and the Environment				
Certification Systems Document				
Total			**2**	**2**

7. Nonconformity(ies) Issue in this Audit

Indicator Number	
Nonconformity Number	
Nonconformity Category	☐ Major Nonconformity ☐ Minor Nonconformity
Recurring Nonconformity	☐ Yes ☐ No
Date of Nonconformity Issued	DD Mmm YYYY
Nonconformity Issued To *(when more than one site/member)*:	
Deadline:	☐ 3 months from date of closing meeting ☐12 months from date of closing meeting
Mode of Nonconformity Closure	☐ Onsite ☐ Off-site
Standard Reference	
Nonconformity Statement:	
Evidence:	
Root Cause Analysis	
Correction(s)	
Corrective Action Implemented *(including any evidence submitted)*	
Date of Response	DD Mmm YYYY
Audit Team Conclusion *(including any evidence reviewed)*	
Status of Nonconformity	☐ Closed ☐ Open
Date of Closure:	DD Mmm YYYY

Add tables as necessary

8. Opportunity for Improvement (OFI) Issue in this Audit

Indicator Number	3.4.2
Opportunity for Improvement Number	OFI NEA 01 2025
Date of Opportunity for Improvement Issued	31 July 2025
Opportunity for Improvement Issued To *(when more than one site/member)*:	
Standard Reference	For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.
Opportunity for Improvement Statement: 2) To further improve facilities by adding additional toilets within the mill compound. Currently, only one toilet is available, and although it is accessible, the distance can be inconvenient for some workers. 3) During the JCC Meeting, HUMANA raised concerns regarding the limited and inadequate facilities available to accommodate the 157 students from Kapis Estate, Lungmanis Estate, JPOM 1, and JPOM 2. A subsequent site visit to the HUMANA school confirmed the issues, where it was observed that only three classrooms are available, one of which is separated by a temporary half-height partition, potentially affecting the learning environment. Additionally, the absence of a dedicated teachers' room was highlighted. This space is necessary to facilitate lesson preparation and planning, provide storage for teaching materials, and offer a designated area for teachers to rest and take breaks.	

Indicator Number	6.2.4
Opportunity for Improvement Number	OFI NEA 01 2025
Date of Opportunity for Improvement Issued	31 July 2025
Opportunity for Improvement Issued To *(when more than one site/member)*:	
Standard Reference	The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.

Opportunity for Improvement Statement:

2) The cleanliness of the JPOM2 surrounding residential area, including the drainage system, needs to be improved. As the houses are relatively small and many workers have constructed their own extensions, it would be more practical and visually appealing if the mill could provide standardized extensions. It is also recommended that the outdoor clothes drying areas be repaired and standardized, as the current use of scrap metal structures may pose safety risks.
3) The crèche accommodates 26 children aged between 1 and 4 years from Kapis Estate, JPOM 1, and JPOM 2, with two crèche ayahs currently assigned. To further strengthen compliance with best practices for childcare and enhance the quality of supervision, the company need increasing the number of caretakers to ensure optimal child-to-caregiver ratios.

9. Status of Nonconformities Previously Identified and Opportunity for Improvement

Indicator No	Nonconformity No	Evidence Observed / Nonconformity Raised	Auditee Response Correction / Corrective Action	Verification of Correction/ Corrective Action	Conclusion /Status
6.1.5	DA 01 2024	The formation of the gender committee in the CU has been inconsistent, leading to gaps in both its structure and effectiveness. Interviews with female workers and committee members revealed that the committee members are only able to explain subjects related to sexual harassment and sports activities. This limited scope of understanding highlights a significant gap in the committee's ability to tackle a broader range of gender-related concerns. There are currently no established measures for raising awareness, identifying, or addressing other issues affecting women, as well as for creating opportunities and improvements for them.	Correction: The Certification Unit has established specific guidelines for Gender Committee to enhance their knowledge and understanding regarding to raise awareness, identify and address issues of concern, and create opportunities and improvements for women. Corrective action: The Sustainability Team will cross-check the implementation on the Guidelines for Gender Committee in the Certification Unit by yearly basis on the understanding of gender to raise awareness, identify and address issues of concern, and create opportunities and improvements for women.	The “Garis Panduan Perlaksanaan Jawatankuasa Jantina” (Doc. Ref. No.: HSPHB/AGRO/002), dated 08.08.2024, was introduced to address previous inconsistencies in committee formation. The committees’ activities include raising awareness on matters such as sexual harassment, domestic violence, women’s health and reproductive rights, maternity benefits, children’s health and immunization, and crèche hygiene. Management has also provided opportunities for women to participate in monthly night markets. Interviews with the Chairman, committee members, and workers confirmed adequate understanding of the committees’ roles. No cases of sexual harassment or violence were reported. The most recent meetings were held on 27.05.2025 at Jeroco 2 POM and 27.03.2025 at Kapis Estate.	**Closed**

Indicator No	Opportunity for Improvement Number	Opportunity for Improvement Statement:	Verification / Follow-up actions:

10. Stakeholder Consultation Process

CB should ensure that all relevant stakeholders are consulted. The relevant stakeholders include but are not limited to statutory bodies, indigenous peoples, local communities (including women representatives, and displaced communities), workers and workers' organisations (including migrant workers), smallholders, and local and national NGOs.

Date of public announcement made: Only for the case of IC or RC

Summary of stakeholder's comments and the CB's responses and findings are presented in the table below:

11.1 For Audit Report

No	Consulted Stakeholders *Name of Stakeholders*	Date of Consultation/ Comment Received	Method of Consultation/ Comment received	Feedback/Comments/Issue Raised Received from Stakeholders	CB's Responses

11.2 For Public Summary Report

No	Consulted Stakeholders *Name of Stakeholders*	Date of Consultation/ Comment Received	Method of Consultation/ Comment received	Feedback/Comments/Issue Raised Received from Stakeholders	CB's Responses
1	Employees / Workers Organizations (local / foreign / male & female)	28-31 July 2025	Site interviewed	Based on interviews conducted with mill and estates workers, including both local and Indonesian workers, involving both male and female employees engaged in various work scopes. a. Daily rated workers confirmed that they receive the minimum monthly wage. For piece-rated workers, as	The management has effectively implemented human rights values in compliance with international laws and industry best practices. During this audit, no issues related to social aspects, including labor rights, workplace discrimination, or ethical treatment of workers, were identified. The company has established proper

				long as they meet their target, they also receive the minimum wage. All workers are paid at least RM1,700 per month, with salaries disbursed before the 7th of each month. b. Workers work 6 days a week with one rest day (Sunday). They work 7.5 hours with a minimum of 30 minutes' break in between. *c.* Any overtime work is mutually agreed between workers and management, and that there is no element of forcing. d. Foreign workers are not subjected to any recruitment fee. Foreign workers kept their own passports and will only return the passport to office for renewal. e. Workers are generally satisfied with the way complaints lodged are acted upon. Delays in house repairs, if any, are usually due to the need to order repair parts. f. Workers, including foreign workers get to appoint their own representatives. There is no interference of influence applied by the employer. g. Samples of payslips were also examined and verified to ensure that workers were being paid in accordance with the requirements stipulated under the Minimum Wages Order 2024 and the Sabah Labour Ordinance. The workers sampled for verification.	mechanisms to ensure fair wages, safe working conditions, non-discriminatory policies, and grievance resolution processes. Additionally, workers have access to proper accommodation, medical facilities, and channels to voice their concerns without fear of retaliation. This demonstrates the management's commitment to supporting social responsibility and ethical labor practices.

2	Worker representative (JCC Internal)	28-31 July 2025	Site interviewed	All local and Indonesian workers confirmed that their leaders were freely elected by the workers themselves. No issues were reported by the workers during the audit. In the event of any issues, they stated that they would discuss them with management, who would then take appropriate action to resolve the matter. There were no indications of discrimination, as all workers are treated equally by the management. Overtime work is offered on a voluntary basis.	No issues on management and continuously communicate with foreign and local workers during JCC meeting on annual basis. Any issue raised will be registered and follow up using SIA action plan.
3	Gender committee representative	28-31 July 2025	Site interviewed	They stated that management treats female workers equally to male workers, including in job opportunities and promotions, based on performance and capability. They also confirmed that no cases of discrimination, sexual harassment, or domestic violence have been reported. Additionally, they are aware of the reporting channels should any such cases occur in the estate.	Reviewed records of meeting minutes for gender committee verified the discussion been recorded. Onsite interview confirmed no discrimination and sexual harassment lodged by female workers and minutes.
4	Suppliers	28-31 July 2025	Site interviewed	All suppliers, contain specific clauses on meeting applicable legal requirements as verified through online vendor and the ABC Policy which apply to all contractors for due diligence and meeting legal requirements.	Reviewed due diligence document is available together with ABC Policy form signed by both parties. No issues of late payment based on the records verified.
5	Government agencies / Statutory bodies	28-31 July 2025	Phone interviewed	No stakeholders were present on-site, as the invitation letter did not receive any responses. However, a phone interview with a representative from the Sabah Labour Department (Kinabatangan) confirmed that no social issues have been reported.	Noted on the information and no further issue.

6	Neighbouring Outgrowers and Smallholders Supplying FFB to JPOM2	28-31 July 2025	Site interviewed	Interviews with the owner/representative of Harus Abadi Sdn Bhd, First Raintree Sdn Bhd, Bukit Kretam Sdn Bhd, Casem Sdn Bhd, Sangi Enterprise Sdn Bhd, LKM Trading, Lebijaya Sdn Bhd, confirmed that they received a premium price for their FFB, HSP for encouraging them in continued the sustainability scheme.	HSP's support has positively influenced their participation in sustainability initiatives. The receipt of a premium price for their FFB further reflects the benefits of supporting smallholders with sustainable practices.

11.3 Summary of workers interviewed, and the CB's responses and findings are presented in the table below:

Total Workers in the Unit of Certification			**305**	
Sampled Worker Consulted/ Interviewed in This Audit			**28**	
No	**Type of Workers Consulted/ Interviewed**	**Interview Method**	**Feedback/Comments/Issue Raised/ Received from Workers**	**CB's Responses**
1	Male	Interview at sites	Based on interviews conducted with both male and female workers across various job scopes, it was confirmed that daily-rated workers receive a minimum wages per month. For piece-rated workers, as long as they achieve their targets, they also receive a	The management has effectively implemented human rights values in compliance with international laws and industry best practices. During this audit, no issues related to social aspects,
2	Female	Interview at sites		
3	Malaysian workers	Group interview at sites		

4	Indonesian workers	Group interview at sites	minimum wages per month. Salaries are paid before the 7th of each month. Workers follow a 6-day workweek with Sunday as the designated rest day. They work eight hours per day with a minimum 30-minute break. Any overtime work is mutually agreed upon between workers and management, with no element of coercion. Foreign workers are not subjected to any recruitment fees. They retain possession of their own passports, which are only submitted to the office when renewal is required. Both local and foreign workers have the freedom to appoint their own representatives without any interference or influence from the employer. A review of payslips confirmed that workers are paid in accordance with the Minimum Wages Order 2024 and the Sabah Labour Ordinance. Samples of worker records were also examined and verified for compliance.	including labour rights, workplace discrimination, or ethical treatment of workers, were identified. The company has established proper mechanisms to ensure fair wages, safe working conditions, non-discriminatory policies, and grievance resolution processes. Additionally, workers have access to proper accommodation, medical facilities, and channels to voice their concerns without fear of retaliation.

11.4 Consultation with Previous Land User

Total Identified Previous Land User in the Unit of Certification			Not applicable.	
Sampled Previous Land User in This Audit				
Name of Previous Land User	**Contact Details (address/telephone/email)**	**Total Area (Ha)**	**Date of Consultation**	**Result of Discussion with Previous Land User**

Add rows as necessary			DD Mmm YYYY	

11. Time Bound Plan

Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Total Managed Area (Ha)	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	New Proposed Year for Certification
Hap Seng Plantations (River Estates) Sdn Bhd – Sg Segama Group of Estate Bukit Mas Palm Oil Mill	Malaysia	Bukit Mas Palm Oil Mill	N/A	Certified		2012	
	Malaysia	Sungai Segama Estate	5,174.00	Certified		2012	
	Malaysia	Bukit Mas Estate	4,733.00	Certified		2012	
	Malaysia	Kawa Estate	1,276.19	Certified		2015	
Jeroco Plantation Sdn Bhd Jeroco Palm Oil Mill 1	Malaysia	Jeroco Palm Oil Mill 1	N/A	Certified		2013	
	Malaysia	Lokan Estate	3,155.39	Certified		2013	
	Malaysia	Lutong Estate	2,448.40	Certified		2013	
	Malaysia	Lungmanis Estate	2,200.00	Certified		2013	
	Malaysia	Batangan Estate	3,632.88	Certified		2013	
Jeroco Plantation Sdn Bhd Jeroco Palm Oil Mill 2	Malaysia	Jeroco Palm Oil Mill 2	N/A	Certified		2013	
	Malaysia	Kapis Estate	2,681.00	Certified		2013	
Hap Seng Plantations (River Estates) Sdn Bhd – Tomanggong Group of Estates	Malaysia	Tomanggong Palm Oil Mill	N/A	Certified		2015	
	Malaysia	Tomanggong Estate	2,654.80	Certified		2015	
	Malaysia	Litang Estate	2,648.62	Certified		2015	
	Malaysia	Tagas Estate	2,212.33	Certified		2015	
Pelipikan Estate	Malaysia	Pelipikan Estate	2,091.61	Not Certified	2025		2028
Hap Seng Plantations (River Estates) Sdn Bhd – Tomanggong Group of Estates	Malaysia	Tabin Estate	2,235.30	Not Certified	2025		2028
	Malaysia	Northbank Estate	2,578.91	Not Certified	2025		2028

12. Requirements on Multiple Management Unit

Requirement	Findings/Compliance
A time bound plan for certifying all its management units and/or entities, including the units where the organisation has management control and no or minor shareholding has been established by the certification unit.	Applicable
Was the time bound plan submitted during the initial audit?	27 September 2013
Does the time bound plan contain a current list of all estates and mills?	Yes, Hap Seng Plantations (HSP) TBP has included all its operating units. Refer to the Time Bound Plan table.
Does the time bound plan include the certification of all estates and mills within five years after obtaining RSPO membership?	
Are there any new acquisitions of land done by the certification unit since the last audit? If YES, is the time bound plan updated to indicate that the newly acquired land is to becertified within a three year timeframe?	The CU has not undertaken any new land acquisitions since the previous audit.
If there are any deviations from these maximum periods, did the Unit of Certification request approval from the RSPO Secretariat?	There have been no deviations from the maximum periods as approved by the RSPO Secretariat dated 22/09/2023.
Has the CB verified the progress of the time bound plan established by the Unit of Certification during the annual surveillance audit? *Note: If the CB conducting the surveillance audit differs from the CB that initially accepted the time bound plan, the latter CB must assess the appropriateness of the time bound plan at the time of its first involvement and will only verify its continued appropriateness thereafter.*	An internal partial certification assessment was conducted by the Agronomy and Sustainability Team in February 2024 with no significant changes noted. The two uncertified units remain scheduled for certification by 2025, as stated in the TPB dated 22/09/2023. HSP later submitted a revised TBP on 18/03/2025, requesting an extension with deviations until 2028, which has been approved by RSPO Secretariat on 28/05/2025. The justification of changes has been highlighted are in the TBP: 1) RSPO Compensation Panel and Certification Unit required time to review/amend the Concept Note and this has delayed the certification. 2) Frequent changing of RSPO person in-charge of compensation case and need to explain again the detail of Concept Note submitted to RSPO Compensation Panel/RSPO personnel in-charge of compensation matter.
Is there any revision made to the time bound plan? If YES, has the revised time bound plan been reviewed by the CB? *Note: Changes to the time bound plan are allowed only if the organisation can provide evidence to the CB that these changes are justified.*The requirements will also apply to any newly acquired subsidiary from the moment that the company is legally registered with the local notary or Chamber of Commerce (or equivalent).	

Are there any isolated lapses in the implementation of a time bound plan? If YES, a minor non-compliance shall be raised.	There are no isolated lapses in the implementation of a time bound plan. As per the latest Time-Bound Plan (TBP) dated 22/09/2023, all units are scheduled to be certified by 2025. HSP later submitted a revised TBP on 18/03/2025, requesting an extension with deviations until 2028, which has been approved by RSPO Secretariat on 28/05/2025. The justification of changes has been highlighted are in the TBP:
Is there any evidence of fundamental failure to proceed with the implementation of the plan? If YES, a major non-compliance shall be raised.	No fundamental failure to proceed with the implementation of the plan.

13. Requirements for Uncertified Management Units

Requirement	Findings/Compliance
Is there any replacement of primary forest or any area required to maintain or enhance HCVs in accordance with RSPO P&C criterion 7.3 since 1st January 2010? If YES, did the CB verify that it complies with the RSPO New Planting Procedure (NPP)? *Note: For each new planting development, compliance with the NPP shall be verified by an RSPO accredited CB*	There were two occurrences of non-compliances to the RSPO New Planting Procedures within HSPHB raised for Tomanggong Group of Estates in year 2014, with details as follows: 1) Northbank and Tabin: New planting was carried out the area within the company's land title area under Tomanggong group of estates without following the New Planting Proce-dure. Previously the area was a flooded area that was not developed as a plantation area, however the company started development of the area in year 2011 without completing the HCV and SEIA assessment. The LUCA was approved by the RSPO re-viewer as seen from email communication from the RSPO Compensation Executive dated 16 January 2017, which included the reviewer's findings and information that the li-ability calculated by the reviewer is 579.48ha (slightly high-ly than company reported figure of 548.79ha). The RaCP for Northbank and Tabin has been submitted to the RSPO compensation panel for endorsement and has gone through several rounds of review. Hap Seng sent the 5th version of their concept note for RaCP to RSPO on 11th January 2020. As of 13 April 2022, Hap Seng Plantations is still in the progress of reviewing the concept note in discussion with RSPO. 2) Pelipikan Estate: HSPHB declared to RSPO on their liabilities on 28 April 2016 for of area under Pelipikan Estate located at Kota Marudu. This estate has total area of 2091.61ha with 716ha planted after year 2010 that was not done in accordance with the New Planting Procedure. This estate is currently sending to an external mill under Sawit Kinabalu (not owned by HSPHB. The company con-ducted LUCA for this area and first draft submitted to RSPO on 13 May 2016 and completed LUCA on 4th January 2017. As of 28 December 2022, the LUCA is still un-der review by Hap Seng Plantations after receiving feedback from En. Indrawan Suryadi (RSPO GIS Manager) regarding the status of LUCA report and as well as the resolution of the issue of major clarification required (i.e., LUCA image search, classifications, and land cover change analysis, and calculation of the liabilities).
Are there any land conflicts reported/ identified within any Un-Certified Management Unit belonging to the RSPO Member? If YES, has it been resolved through a mutually agreed process, such as the RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.? *Note: In case of issues related to land conflicts identified by the CB, details of the status/ progress to resolve such matters shall be clearly explained.*	There are 2 ongoing land dispute cases and one recently closed land dispute case affecting other management units of Hap Seng Plantations (River Estates) Sdn. Bhd. (RESB), which is described in the company's publicly available Annual Report 2015 (available on their company website). The cases are as follows: 1) RESB suit against Mr. Heng Chin Hing who claims be own-er of legal parcel of land held under CL095310017, District of Kinabatangan, State of Sabah measuring approximately 6,454 acres (under Litang estate in Tomanggong Group of Estates) and entered a sales and purchase agreement with another company for the land area. The case has been transferred to the High Court of Sabah & Sarawak on 10 August 2012

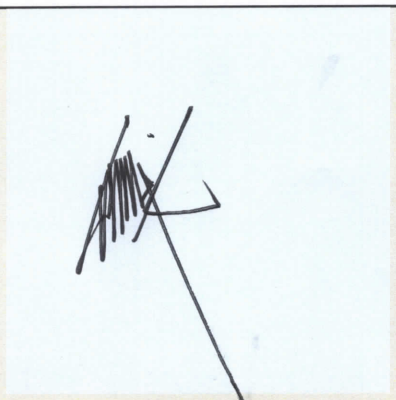
	2) Suit from Dato Sia Yi Chan filed against RESB where he claims that Mr. Heng Chin Hing had divested his claims and 3) interests for the same parcel of land to Dato Sia Yi Chan, and hence he was the legal owner of the land and not RESB. The case was heard on 23 October 2012 and 26 November 2012. 4) Write of summons filed against Pelipikan Plantation by 94 Sabahan natives claiming interest and ownership, legal and beneficial in respect of 113 parcels of land which form part of the Pelipikan Sub-Leased Lands. The case was filed on 7 August 2014 in the High Court of Sabah and Sarawak at Kota Kinabalu. For the 1st and 2nd case, it was informed in the company's quarterly update for December 2015 that both cases had been requested to be transferred from the Federal Court to the Sa-bah High Court, and the RESB suits are presently stayed pending determination by the Federal Court of Malaysia on the constitutionality of the transfer of civil suits from West Malaysia to the High Court of Sabah and vice versa. Mr. Sia Yi Chan had also raised a complaint to the RSPO Complaints Panel on 24 November 2015 claiming that Hap Seng Plantations Bhd is illegally occupying his property (River Estates) of 6,454acres in Lahad Datu, Sabah. He has filed a civil suit against Hap Seng; originating summons: BKI-24-127/5-2012 filed on 30.07.2015. The case is being processed under the Kota Kinabalu High Court system. As per the company's latest annual report 2018, the Consolidated RESB Suit was part heard from 13 to 15 September 2017, 20 to 21 September 2017, 12 and 25 October 2017, 24 November 2017, 26 to 27 February 2018, 25 to 26 April 2018, 11 to 14 June 2018, 12 to 14 September 2018, 29 October to 2 November 2018, 7 to 11 January 2019, 28 February 2019 and 8 March 2019 with the case still ongoing. RSPO Secretariat is monitoring the progress of the case. With regards to the 3rd case, the company provided evidence of a consent order by the High Court in Sabah & Sarawak on 15 May 2015, stating that the claims of the 94 land claimants against the company had been struck off and that they are are not entitled to possession of the land titles under dispute. The order also include a restraining order prohibiting the claimants from interfering with the enjoyment and posession of the land titles by the company.
Is there any labour dispute reported/ identified within any Un-Certified Management Unit belonging to the RSPO Member? If YES, is it being resolved through a mutually agreed process, per RSPO P&C criterion 4.2? *Note: In case of an issue related to labour dispute identified by the CB, details of the status/ progress to resolve such matter shall be clearly explained.*	HSP currently has two uncertified management unit, i.e., Pelipikan Estate and Tabin & Northbank Estate. At this time the company has not identified or declared any labour disputes occurring at these units. The company has prepared an internal report for each estate area dated August 2022 and March 2023 based on self-assessment (internal audit) to verify compliance of uncertified management units to this requirement.

Is there any legal non-compliance reported/ identified within any Un-Certified Management Unit belonging to the RSPO Member? If YES, has it been addressed through measures consistent with the requirements of RSPO P&C criterion 2.1? *Note: In case of an issue related to legal non-compliance identified by the CB, details of the status/ progress to resolve such matter shall be clearly explained.*	At this time the company has not identified or declared any legal non-compliances occurring at these units. The company has pre-pared an internal report for each estate area dated August 2022 and March 2023 based on self-assessment (internal audit) to verify compliance of uncertified management units to this requirement. No NPP carried out to date as the company has not carried out any new plantings.
Has a positive assurance statement been provided based on their self-assessment (i.e., internal audit) regarding the requirements for Un-Certified Management Units?*Note:* *1. This would necessitate evidence of the self-assessment for each requirement.* *2. A POSITIVE ASSURANCE statement is MANDATORY to indicate the outcome of self-assessment.*	The Agronomy and Sustainability Department has conducted internal audits of the uncertified units and updated their compliance status accordingly. The most recent internal audits were carried out in each operating unit in August 2022 and March 2023. These audits confirmed that a positive assurance statement was provided based on the results of their self-assessments.
Did the CB conduct targeted stakeholder consultation (including consultation with the relevant NGO's) to evaluate the compliance related to Requirements on the Un-Certified Management Unit?	Yes, the CB conducted targeted stakeholder consultations, including engagement with relevant NGOs, to assess compliance with the requirements for the Un-Certified Management Unit.
Did the CB conduct desktop study on the Un-Certified Management Unit to identify risk of any potential non-compliances? *Note: (e.g. relevant complaints, labour disputes, land conflicts)*	Yes, the CB conducted a desktop study on the Un-Certified Management Unit to identify potential risks of non-compliance. Thus far, no risks have been identified.
Based on the result of the desktop study, did the CB decide to perform further stakeholder consultation or field inspection to assess the risk of any potential non-compliance with the requirements (as necessary)?	There is no potential non-compliance with the requirements.

14. Audit Conclusion & Recommendation

Audit finding	
☒	No nonconformity recorded.
☐	Minor nonconformity recorded. A corrective action plan has been accepted. Verification of the nonconformity(ies) to be carried out in the next audit.
☐	Major nonconformity recorded. Evidence of implementation of the corrective actions have been accepted by the audit team. The nonconformity(ies) have been satisfactorily closed out.
Recommendation	
☐	Certification (Initial Certification)
☒	Continue certification (Annual Surveillance Audit)
☐	Renewal for certification (Recertification)
☐	Not recommended for certification. Reason: (*Please provide the reason/ justification)*

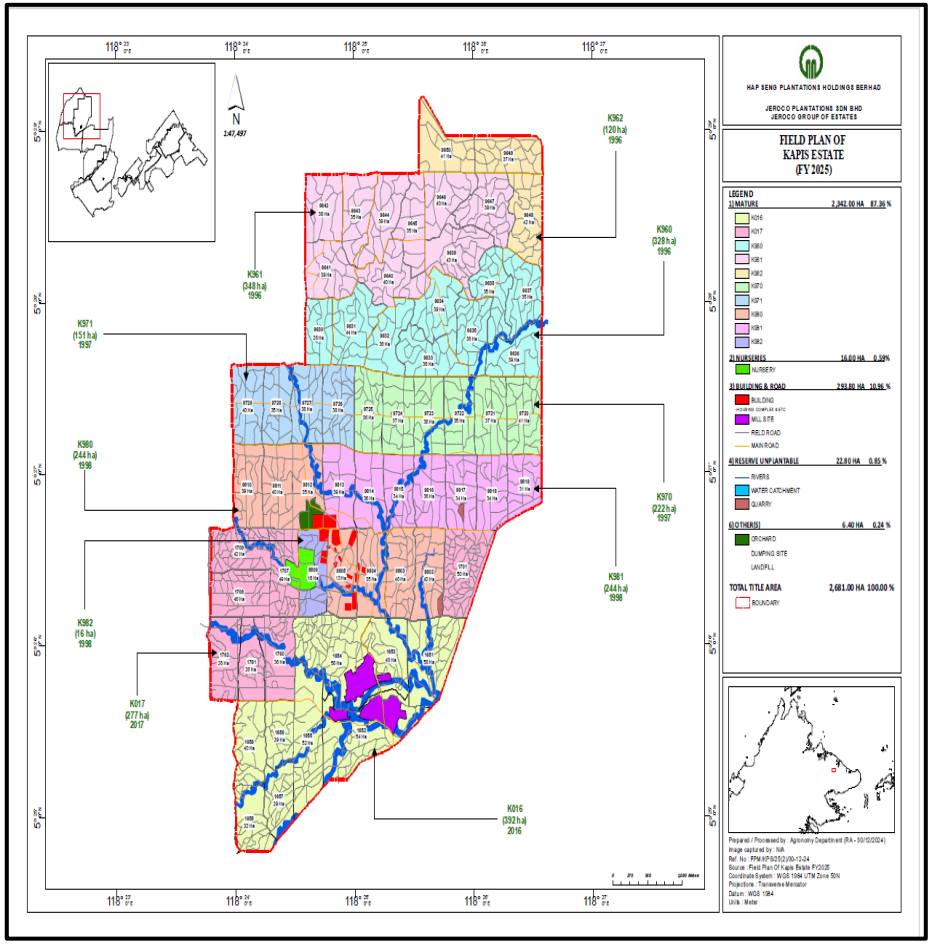
15. Acknowledgment of Internal Responsibility and Formal Sign-off Assessment Findings

Signing by the Management Unit		
I the undersigned, being the most senior management representative of the operation seeking or holding certification, agree with the contents and audit findings presented in this document. Furthermore, I confirm the following: · Acceptance of responsibility in execution of the instructions given. · That this company was made aware that the recommendation of the Audit Team is tentative, pending review and decision by the Certification Decision Maker assigned by the CB. · That during the closing meeting all agenda items were covered by the Audit Team Leader.		
Acknowledged by:		 Signature
Name	KEE KEOW CHONG	
Position	GENERAL MANAGER - AGRONOMY	
Date	03 / 09 / 2025	

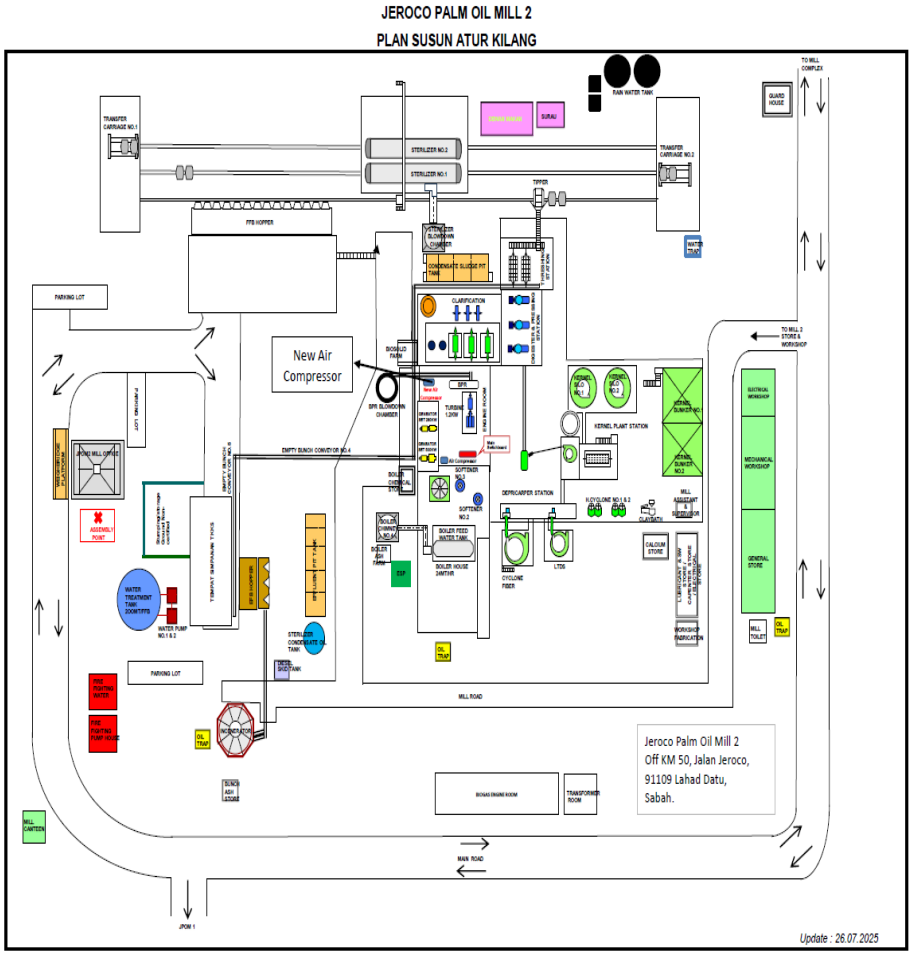
Signing by the Audit Team Leader		
I, the undersigned, being the Audit Team Leader, confirm that this report accurately reflects the findings and proceedings of the closing meeting. Furthermore, I affirm that the summary of the findings presented in this report is a true and accurate representation of the actual findings of the Audit Team.		
Acknowledged by:		 Signature
Name	DZULFIQAR AZMI	
Position	LEAD AUDITOR	
Date	18 / 08 / 2025	

Signing by the Certification Decision Maker		
I, the undersigned, being the Certification Decision Maker, confirm that the information and conclusions contained in this report have been prepared in good faith and that the certification decision has been made based upon this information.		
Acknowledged by:		 Signature
Name	Kamini Sooriamoorthy	
Position	Section Head	
Date	02/09/25	

Appendix 1: Location Map Unit of Certification and Supply bases



Map of Unit of Certification (Kapis Estate with JPOM 2)



Map of layout JPOM 2

Appendix 2: History of the changes in the current certification cycle

Assessment Type	Date of Audit	Changes
Choose	DD Mmm YYYY	e.g. additional of supply bases, changes of supply chain model, removal of certified area *etc.* The row can be added as necessary

Appendix 3: Greenhouse Gas (GHG) Reporting Summary

The GHG emissions produced by the Jeroco 2 Unit of Certification (POM and its supply bases) in the period of January 2024 until December 2024 have been calculated using the RSPO PalmGHG Calculator (version 4). The assessment team had verified the data input in the PalmGHG Calculator against operations records. The Certification Unit has selected the following options from the PalmGHG Calculator when preparing inputs for the GHG emissions calculations:

☒ Apply Full Version

☐ Exclude LUC Emissions

The summary of the Net GHG emitted in December 2024 for Jeroco POM 2 and supply base are as following:

1. **Summary of Emissions**

Description	**tCO_2eq/t product**
CPO	1.00
PK	1.00
PKO	0.00
PKE	0.00

Extraction	**%**
OER	19.89
KER	4.72

2. Summary of Plantation/Field Emissions and Sink

Land Use	Ha
OP Planted Area	18,911.08
OP Planted on Peat	0.00
Conservation (Forested)	181.14
Conservation (Non-Forested)	310.24
Total	**19,402.46**

Production	t/year
FFB Processed	64,800.04
CPO Produced	12,888.33

	Own Crop		Group		3rd Party		Total
	tCO_2e	tCO_2e/ tFFB	tCO_2e	tCO_2e/ tFFB	tCO_2e	tCO_2e/ tFFB	
Land Conversion	6692.42	0.19	2267.86	0.41	0.00	0.00	**8960.29**
CO_2 Emission from Fertilizer	667.30	0.02	124.68	0.02	0.00	0.00	**791.98**
N_2O Emission	870.38	0.02	175.63	0.03	0.00	0.00	**1046.02**
Fuel Consumption	463.74	0.01	111.71	0.02	0.00	0.00	**575.44**
Peat Oxidation	0	0	0	0	0.00	0.00	**0.00**
Crop Sequestration	-5860.70	-0.17	-2014.43	0.33	0.00	0.00	**-7875.13**
Sequestration in Conservation Area	-60.61	-0.00	0.00	0.00	0.00	0.00	**-60.61**
Total	**2772.53**	**0.07**	**665.45**	**0.81**	**0.00**	**0.00**	**7311.47**

**Note: Includes both estates and smallholders (delete whichever not applicable)*

3. Summary of Mill Emission and Credits

	tCO_2	tCO_2e/t FFB
Emission		
POME	8374.48	0.13
Fuel Consumption	242.40	0.00
Grid Electricity Utilization	0.00	0.00
Credit		
Export of Excess Electricity to Housing & Grid	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	**8616.87**	**0.13**

4. Palm Oil Mill Effluent (POME) Treatment

Description	%
Divert to compost	100.00
Divert to anaerobic digestion	0.00

5. POME Diverted to Anaerobic Digestion

Description	%
Diverted to anaerobic pond	100.00
Diverted to methane capture (Flaring)	0.00
Diverted to methane capture (electricity generation)	0.00