

01<sup>st</sup> August 2023

Dear Sir/Madam,

**STAKEHOLDER CONSULTATION INVITATION TO COMMENT ON MALAYSIAN SUSTAINABLE PALM OIL (MSPO) RE-CERTIFICATION AUDIT**

We are pleased to invite you to attend and provide comments in the stakeholder consultation meeting.

**FGV Holdings Berhad**, has applied to Global Gateway Certifications Sdn Bhd to carryout certification activities in accordance with the Malaysian Sustainable Palm Oil (MSPO) standards.

The standards that shall be applied in the assessment are as below;

- MS 2530-3: MSPO, Part 3: General Principles for Oil Palm Plantations and Organized Smallholders
- MS 2530-4: MSPO, Part 4: General Principles for Palm Oil Mills

As planned, the auditing will be conducted on **18th September 2023 to 20th September 2023**. Date and time for consultation of interested parties are as follows:

Date : 19<sup>th</sup> September 2023  
Time : 10:30 am to 12:30 pm  
Location : FGVPM Kilang Sawit Tenggaroh Complex  
Peti Surat 67,  
81907 Kota Tinggi,  
Johor Darul Takzim, Malaysia.

Note \*: If you are unable to attend the meeting you are most welcome to meet our audit team and convey your comments during any of the audit days.

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| <b>Applicant</b>                               | FGV Holdings Berhad  |
| <b>Contact details</b>                         | <b>Mr. Ameer Izyanif Bin Hamzah</b><br><b>Management Representative,</b><br>Level 20 West, Wisma FGV, Jalan Raja Laut,<br>50350, Kuala Lumpur, Malaysia.<br>+03-27891338<br><a href="mailto:ameer.h@fgvholdings.com">ameer.h@fgvholdings.com</a>   |
| <b>Brief business information of applicant</b> | FGV Holdings Berhad is one of the world's largest plantation companies and CPO producers. Incorporated in 2007 as a private limited company, FGV initially operated as the commercial arm of Federal Land Development Authority (FELDA) prior to its listing in the main market of Bursa Malaysia Securities Berhad on 28 <sup>th</sup> June 2012 as Felda Global Ventures Holdings Berhad. FGV officially changed its name to FGV Holdings Berhad in June 2018. The Company's segments include Palm Upstream, engaged in plantation estates activities, including cultivation, harvesting and production of fresh fruit bunches (FFB) which manage by FGV Plantations (Malaysia) and processing of FFB into crude palm oil and palm kernel (PK) that manage by FGV Palm Industries Sdn Bhd (palm oil mills) are included in the scope of certification. In Malaysia, the company has 197 estates located in Selangor, Perak, Pahang, Negeri Sembilan, Johor, Terengganu, Kelantan, Sabah and Sarawak. |



**PALM OIL MILL (POM) FOR THIS ASSESSMENT**

| Name of Palm Oil Mill          | Mill Capacity | Location   | GPS reference |          | Forecasted Annual output (MT) |             |
|--------------------------------|---------------|--|---------------|----------|-------------------------------|-------------|
| (POM)                          | MT/Hr         | Address  | Longitude     | Latitude | CPO                           | Palm Kernel |
| FGVPISB Kilang Sawit Tenggaroh | 54            | Kilang Sawit Tenggaroh, Peti Surat 67, 81907 Kota Tinggi, Johor, Malaysia. | 103.931389    | 2.05556  | 17,437                        | 4,234       |

**ASSOCIATED SUPPLY BASE OF FFB TO THE ABOVE POM TO BE INCLUDED IN THIS ASSESSMENT**

| Owned Oil Palm Plantation / Association | GPS reference |            | Area Summary (Ha) |
|---|---------------|------------|-------------------|
|   | Longitude     | Latitude   | Total             |
| FGVPM Tenggaroh 09                      | E 103.983999  | N 2.096111 | 3,119.10          |
| FGVPM Tenggaroh 11                      | E 103.906944  | N 2.150140 | 1,927.64          |
| FGVPM Tenggaroh 13                      | E 103.913056  | N 2.178056 | 1,643.63          |
| <b>Total</b>                            |               |            | <b>6,690.37</b>   |

Stakeholder consultation is one of the most important parts in certification process; during which relevant national, regional as well as local stakeholders are asked to give their views and opinions as to whether the applicant's certification units comply with the requirements of the MSPO's requirements.

We invite all stakeholders to take part in this consultation process as you can make a positive contribution to the certification decision. We invite you to raise any issues, both positive and negative, by sending a written response by mail, fax or by e-mail to our Global Gateway Certifications Sdn Bhd .

For your guidance, you may consider the following points:

- Environmental protection.
- Biodiversity conservation.
- Opportunities for employment.
- Provision of housing, sanitation, amenities and educational support.
- Company approach to community development.
- Participation in decision making.
- Any other issue, both positive and negative that you consider may be of relevance to the assessment.



Please direct your comments to:

**Global Gateway Certifications Sdn Bhd**  
**Scheme Manager - MSPO,**  
**Global Gateway Certifications Sdn Bhd,**  
No.10, Jalan Rasmi 7,  
Taman Rasmi Jaya,  
68000 Ampang,  
Selangor Darul Ehsan,  
Malaysia.  
Tel: +603 4256 2689  
Fax: +603 4256 2687,  
E-Mail: admin@ggc.my

Details on the audit team:

### **Ismadi bin Ismail (Lead Auditor)**

He holds Diploma in Planting Industry Management from MARA Institute of Technology, Kuantan Pahang with 25 years of working experiences with various plantation companies. Vast experiences, knowledge and skills in establishing new Estates from Jungle or Forest and Best Agriculture Practices (GAP) for plantation either peat or mineral. He had been involved in MSPO auditing since 2017 and fully trained and qualified as Lead Auditor/Auditor in CoP, MSPO, RSPO, SCCS and OSHAS. He completed the MSPO Auditor course in 2017 and SCCS in 2019 held by SGS (M) Sdn Bhd, Endorsed RSPO P&C Lead Auditor Course in 2019 and ISO 9001:2015 Lead Auditor course by TOMC. Apart from auditing, he is also certified MSPO Peer Reviewer by MPOCC since 2017. Member of GGC MSPO audit team and able to speak Bahasa Malaysia and English.

### **Mohd Azmi Samynathan bin Abdullah (Auditor)**

Mohd Azmi holds an MBA majoring in Human Resource Management, Bachelor of Business in Business Administration, Diploma in Human Resource Management and Certificate in Agriculture from University of Western Sydney, RMIT University, Australia, University Malaya and Institut Pertanian Semenanjung Malaysia respectively. He has vast experience in the field of Human Resource Management spanning more than two decades in the manufacturing industry. Prior to this he held various key management positions in Human Resource & Administration with several multinational companies. Azmi has extensive hands-on experience in recruitment and selection of Foreign Labour, Managing Conciliation meetings at the Labour and Industrial Relations Department, handling employee disciplinary issues, employee welfare, developing, reviewing & updating human resource policies and procedures. He has been advising management teams throughout his career on requirements of the Labour Laws. Further, Mohd Azmi, is also a Panel Member of the Industrial Relations Court representing the employers appointed by the Minister of Human Resources. Further, he is also an External Supply Chain Assurance System (ESCAS) auditor in the cattle industry conducting audits in Malaysia, Brunei, Singapore, and Vietnam. Besides his vast experience in HRM, Azmi is also an experienced auditor in second and third-party auditing system. Fully trained in ISO 9001:2008 (Quality Management System) Lead Auditor Course and successfully completed MSPO, MSPO-SCCS (endorsed by MPOCC) and RSPO Auditors Training Course. Further, he has also attended Social Auditing Workshop in Melaka in 2019 conducted by Verite. He is a member of the GGC MSPO audit team and able to read and write in English and Bahasa Malaysia fluently.



**Nur Zafirah binti Zulkifli (Auditor)**

Graduated in Masters of Science -Environmental Technology and Bachelor of Applied Science (Agro Technopreneurship) with Honours with working experience more than 4 years in environmental management and science sector. Also, have 3 years' experience as an auditor for MSPO scheme. Fully trained in palm oil certification programs such as MSPO, SCCS and etc. Qualified as Auditor in several certification programme. Involved in MSPO assessment since 2019. Completed and attended Malaysian Sustainable Palm Oil (MSPO) 2530:2013 Auditors Training, MSPO SCCS Auditor Training and ISO 9001:2015 & 14001:2015 Auditor/Lead Auditor Training Course, Integrated Management System. Member of GGC MSPO audit team. Able to speak and understand Bahasa Malaysia and English.

**Shaharuddin bin Mohd Rashid (Auditor)**

Graduated with a Diploma in Agriculture and Bachelor in Agriculture Science from UPM, Serdang Selangor in 1984 and 1988 respectively. Has over 30 years of work experience in the oil palm plantation industry. Well versed in Good Agriculture Practices and involved in field audit on oil palm plantation operations. Had attended and successfully completed the MSPO Auditor Course by OSH -ISIS in January 2019 and Integrated Management System ISO 9001:2015 & ISO 14001:2015 Lead Auditor Course in April 2019 by PSV Sdn Bhd. Member of GGC MSPO audit team. Able to speak and understand Bahasa Malaysia and English.



Comments received within 30 days from the date of this letter will be considered in this Assessment. Please include the following information should we need to contact you for clarification on any issues raised:

Name : \_\_\_\_\_  
Address : \_\_\_\_\_  
E-Mail : \_\_\_\_\_  
Phone Number : \_\_\_\_\_  
Summary of Issue : \_\_\_\_\_

If you wish your comments to be treated confidentially or remain anonymous, please mark your reply "CONFIDENTIAL".

We thank you for the participation and feedback.

Yours Sincerely,



**Muhd Jamalul Arif bin Hamid**  
Scheme Manager - MSPO,  
Global Gateway Certifications Sdn Bhd



1hb Ogos 2023

Kepada Badan atau Orang Perseorangan yang Berkepentingan,

**JEMPUTAN UNTUK MEMBUAT ULASAN BERKENAAN DENGAN PENSIJILAN PIAWAIAN KELESTARIAN MINYAK SAWIT MALAYSIA (MSPO)**

Dengan sukacita kami menjemput pihak Tuan/ Puan untuk menghadiri dan memberi komen di sesi rundingan seperti di atas.

**FGV Holdings Berhad**, telah memohon kepada Global Gateway Certifications Sdn Bhd untuk melaksanakan penilaian pensijilan Piawaian Kelestarian Minyak Sawit Malaysia (MSPO).

Keperluan piawaian yang akan digunapakai semasa proses pensijilan adalah:

- MS 2530-3: MSPO, “Bahagian 3: Prinsip-Prinsip Umum Untuk Ladang Sawit dan Pekebun-Pekebun Teratur”
- MS 2530-4: MSPO, “Bahagian 4: Prinsip-Prinsip Umum Untuk Kilang Minyak Sawit”

Seperti yang dijadualkan, penilaian pensijilan tersebut akan bermula pada **18hb September 2023** hingga **20hb September 2023**. Tarikh dan masa bagi perundingan pihak berkepentingan adalah seperti berikut:

Tarikh : 19hb September 2023  
Masa : 10:30 pagi hingga 12:30 petang  
Lokasi : FGVPM Kilang Sawit Tenggara Complex  
Peti Surat 67,  
81907 Kota Tinggi,  
Johor Darul Takzim, Malaysia.

Nota\*: Sekiranya pihak Tuan /Puan tidak dapat menghadiri mesyuarat penilaian, pihak Tuan/Puan disarankan untuk bertemu Juruaudit dan memaklumkan sebarang ulasan ketika sesi audit berkenaan berlangsung.

|                         |                     |
|-------------------------|---------------------|
| <b>Syarikat Pemohon</b> | FGV Holdings Berhad |
|-------------------------|---------------------|

|                        |  |
|------------------------|--|
| <b>Butiran Pemohon</b> | <b>Mr. Ameer Izyanif Bin Hamzah</b><br><b>Management Representative,</b><br>Level 20 West, Wisma FGV, Jalan Raja Laut,<br>50350, Kuala Lumpur, Malaysia.<br>+03-27891338<br><a href="mailto:ameer.h@fgvholdings.com">ameer.h@fgvholdings.com</a> |
|------------------------|--|

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|--|--|
| <b>Maklumat ringkas perniagaan pemohon</b> | FGV Holdings Berhad ialah salah satu syarikat perladangan dan pengeluar MSM terbesar di dunia. Ditubuhkan pada 2007 sebagai sebuah syarikat sendirian berhad, FGV pada mulanya beroperasi sebagai cabang komersial Lembaga Kemajuan Tanah Persekutuan (FELDA) sebelum penyenaraianya di pasaran utama Bursa Malaysia Securities Berhad pada 28 Jun 2012 sebagai Felda Global Ventures Holdings Berhad. FGV secara rasmi menukar namanya kepada FGV Holdings Berhad pada Jun 2018. Segmen Syarikat termasuk Palm Upstream, terlibat dalam aktiviti ladang ladang, termasuk penanaman, penuaian dan pengeluaran tandan |
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|  | buah segar (FFB) yang diuruskan oleh FGV Plantations (Malaysia) dan pemprosesan BTS ke dalam minyak sawit mentah dan isirong sawit (PK) yang diuruskan oleh FGV Palm Industries Sdn Bhd (kilang kelapa sawit) termasuk dalam skop pensijilan. Di Malaysia, syarikat itu mempunyai 197 estet yang terletak di Selangor, Perak, Pahang, Negeri Sembilan, Johor, Terengganu, Kelantan, Sabah dan Sarawak. |
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**MAKLUMAT KILANG KELAPA SAWIT YANG TERLIBAT DALAM SKOP PENSIJILAN INI.**

| Nama kilang sawit              | Kapasiti Kilang | Lokasi   | Rujukan GPS |           | Anggaran Pengeluaran Tahunan (MT) |             |
|--------------------------------|-----------------|--|-------------|-----------|-----------------------------------|-------------|
|                                |                 |  | Longitude   | Latitude  | CPO                               | Palm Kernel |
| (KKS)                          | MT/Jam          | Alamat   |             |           |                                   |             |
| FGVPISB Kilang Sawit Tenggaroh | 54              | Kilang Sawit Tenggaroh, Peti Surat 67, 81907 Kota Tinggi, Johor, Malaysia. | E103.931389 | N 2.05556 | 17,437                            | 4,234       |

**RANTAIAN BEKALAN BTS YANG TERLIBAT DALAM SKOP PENSIJILAN INI**

| Nama Ladang / Pertubuhan | Rujukan GPS  |            | Jumlah kawasan (Ha) |
|--------------------------|--------------|------------|---------------------|
|                          | Longitude    | Latitude   | Jumlah              |
| FGVPM Tenggaroh 09       | E 103.983999 | N 2.096111 | 3,119.10            |
| FGVPM Tenggaroh 11       | E 103.906944 | N 2.150140 | 1,927.64            |
| FGVPM Tenggaroh 13       | E 103.913056 | N 2.178056 | 1,643.63            |
| <b>Jumlah</b>            |              |            | <b>6,690.37</b>     |

Perundingan dari pihak berkepentingan adalah salah satu aktiviti dalam utama dalam proses pensijilan, di mana semua pihak berkepentingan diminta untuk memberi pandangan yang boleh mempengaruhi keputusan samada keperluan MSPO dipatuhi.

Kami meminta anda mengemukakan sebarang isu, baik positif mahupun negatif melalui surat, fax atau e-mel kepada Global Gateway Certifications Sdn Bhd. Tuan/ Puan boleh menghadiri sesi bersama pihak berkepentingan semasa audit.

Sebagai rujukan, anda boleh mempertimbangkan isu-isu seperti berikut;

- Perlindungan alam sekitar
- Pemulihan kepelbagaian biologi
- Pengwujudan peluang pekerjaan
- Penyediaan perumahan, sanitasi, dan pendidikan sokongan
- Pendekatan syarikat dalam perkembangan masyarakat
- Mengambil bahagian dalam membuat keputusan
- Isu-isu yang lain baik positif atau negatif yang anda fikir relevan kepada penilaian.



Sila hantar pandangan / komen anda kepada:

**Global Gateway Certifications Sdn Bhd**

**Pengurus Skim - MSPO,**  
**Global Gateway Certifications Sdn Bhd,**  
No.10, Jalan Rasmi 7,  
Taman Rasmi Jaya,  
68000 Ampang,  
Selangor Darul Ehsan,  
Malaysia.  
Tel: +603 4256 2689  
Fax: +603 4256 2687  
Email: admin@ggc.my

Maklumat terperinci anggota Juruaudit:

**Ismadi bin Ismail (Ketua Juruaudit)**

Beliau memiliki Diploma Pengurusan Ladang dari Institut Teknologi MARA, Kuantan Pahang dengan pengalaman bekerja selama 25 tahun dengan pelbagai syarikat perladangan. Pengalaman, pengetahuan dan kemahiran dalam pembukaan Ladang Baru dan Amalan Pertanian Terbaik (GAP) untuk perladangan sama ada di atas tanah gambut atau mineral. Pengalaman dalam pengauditan MSPO sejak 2017 dan berkelayakan sebagai Ketua Auditor / Auditor dalam program pengauditan CoP, MSPO, RSPO, SCCS dan OSHAS. Beliau telah mengikuti kursus Auditor MSPO pada tahun 2017 dan SCCS pada tahun 2019 yang diadakan oleh SGS (M) Sdn Bhd, Kursus untuk Ketua Auditor RSPO pada 2019 dan ISO 9001: 2015 oleh TOMC. Selain pengauditan, beliau juga merupakan seorang panel MSPO Peer Reviewer yang diiktiraf oleh MPOCC sejak 2017. Ahli pasukan audit GGC MSPO dan dapat bertutur dalam Bahasa Malaysia dan Bahasa Inggeris.

**Mohd Azmi Samynathan bin Abdullah (Juruaudit)**

Graduan MBA dalam jurusan Pengurusan Sumber Manusia (University of Western Sydney) Sarjana Muda Perniagaan dalam Pentadbiran Perniagaan (RMIT University, Australia), Diploma Pengurusan Sumber Manusia (University Malaya) dan Sijil Pertanian dari Institut Pertanian Semenanjung Malaysia. Beliau memiliki pengalaman luas dalam bidang Pengurusan Sumber Manusia yang merangkumi lebih dari dua dekad dalam Industri pembuatan. Sebelum ini, beliau memegang pelbagai Jawatan Pengurusan Sumber Manusia & Pentadbiran dengan beberapa Syarikat Multinasional. Azmi mempunyai pengalaman luas dalam pengambilan Tenaga Kerja Asing, menguruskan proses Rundingan Damai di Jabatan Tenaga Kerja dan di Jabatan Perhubungan Perusahaan, menangani masalah Disiplin Pekerja, Kebajikan Pekerja, Mengkaji & Mengemas kini Dasar dan Prosedur Sumber Manusia. Dia telah menasihati pengurusan syarikat sepanjang kariernya mengenai keperluan Undang-Undang Buruh. Selain dari itu, Mohd Azmi, adalah Anggota Panel Mahkamah Perhubungan Perusahaan Malaysia mewakili majikan yang telah dilantik oleh Menteri Sumber Manusia. Seterusnya, beliau juga merupakan Juruaudit "External Supply Chain Assurance System" (ESCAS) dalam industry ternakan dan telah menjalankan Audit di Malaysia, Brunei, Singapura dan Vietnam. Selain pengalamannya yang luas dalam bidang Pengurusan Sumber Manusia, Azmi juga merupakan juruaudit yang bertauliah dan berpengalaman dalam sistem audit pihak kedua dan ketiga. Dilatih sepenuhnya dalam audit Sistem Pengurusan Kualiti ISO 9001: 2008 dan audit Kelastarian MSPO, MSPO-SCCS dan RSPO. Seterusnya beliau telah menghadiri "Social Auditing Workshop" di Melaka pada tahun 2019 yang dikendalikan oleh Verite. Beliau adalah ahli pasukan audit GGC dan boleh membaca dan menulis dalam Bahasa Malaysia dan Bahasa Inggeris dengan lancar.





**Nur Zafirah binti Zulkifli (Juruaudit)**

Berkelulusan dalam Ijazah Sarjana Sains - Teknologi Persekitaran dan Ijazah Sarjana Muda Sains Gunaan (Agro Technopreneurship) Dengan Kepujian dengan pengalaman bekerja lebih daripada 4 tahun dalam pengurusan alam sekitar dan sektor sains. Juga, mempunyai pengalaman 3 tahun sebagai juruaudit untuk skim MSPO. Terlatih sepenuhnya dalam program pensijilan minyak sawit seperti MSPO, SCCS dan lain-lain. Layak sebagai Juruaudit dalam beberapa program pensijilan. Terlibat dalam penilaian MSPO sejak 2019. Menamatkan dan menghadiri Latihan Juruaudit Minyak Sawit Lestari Malaysia (MSPO) 2530:2013, Latihan Juruaudit MSPO SCCS dan Kursus Latihan Juruaudit/ Ketua Juruaudit ISO 9001:2015 & 14001:2015, Sistem Pengurusan Bersepadu. Ahli pasukan audit MSPO GGC. Berkebolehan bertutur dan memahami Bahasa Malaysia dan Bahasa Inggeris.

**Shaharuddin bin Mohd Rashid (Juruaudit)**

Lulusan Diploma Pertanian dan Sarjana Muda Sains Pertanian dari UPM, Serdang Selangor masing-masing pada tahun 1984 dan 1988. Mempunyai pengalaman kerja lebih dari 30 tahun dalam industri perkebunan kelapa sawit. Berpengalaman dalam Amalan Pertanian yang Baik dan terlibat dalam audit lapangan mengenai operasi penanaman kelapa sawit. Telah menghadiri dan berjaya menyelesaikan Kursus Auditor MSPO oleh OSH -ISIS pada Januari 2019 dan Sistem Pengurusan Bersepadu ISO 9001: 2015 & Kursus Auditor Utama ISO 14001: 2015 pada bulan April 2019 oleh PSV Sdn Bhd. Ahli pasukan MSPO audit GGC. Boleh bertutur dan memahami Bahasa Inggeris dan Bahasa Malaysia.



Komen yang diterima dalam tempoh 30 hari daripada tarikh surat ini akan dipertimbangkan. Sila sertakan maklumat bertulis dalam format berikut untuk kami menghubungi anda (jika perlu) untuk mendapat penjelasan terperinci mengenai isu-isu yang dibangkitkan.

Nama : \_\_\_\_\_  
Alamat : \_\_\_\_\_  
E-mel : \_\_\_\_\_  
Nombor Telefon : \_\_\_\_\_  
Ringkasan Isu : \_\_\_\_\_

Jika komen anda ingin dirahsiakan, sila tanda perkataan “SULIT” di penjuru atas borang tersebut.

Sekian, terima kasih.

Yang benar,



**Muhd Jamalul Arif bin Hamid**  
Pengurus Skim - MSPO,  
Global Gateway Certifications Sdn Bhd