

23<sup>rd</sup> February 2022

Dear Sir/Madam,

**STAKEHOLDER CONSULTATION INVITATION TO COMMENT ON MALAYSIAN SUSTAINABLE PALM OIL (MSPO) MAIN ASSESSMENT**

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

As planned, the auditing will be conducted on **28<sup>th</sup> March 2022** to **30<sup>th</sup> March 2022**. Date and time for consultation of interested parties are as follows:

Date : 28<sup>th</sup> March 2022  
Time : 10:30 am to 12:30 pm  
Location : FGVPM Setiu 1,  
21010, Chalok, Terengganu Darul Aman

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.

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



<b>Brief business information of applicant</b>	<p>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.</p>
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<b>PALM OIL MILL (POM) FOR THIS ASSESSMENT</b>						
Name of Palm Oil Mill	Mill Capacity	Location	GPS reference		Forecasted Annual output (MT)	
(POM)	MT/Hr	Address	Longitude	Latitude	CPO	Palm Kernel
KKS Chalok	40	21450, Terengganu	E 102.598611	N 3.263611	38,960.80	9,556.04

<b>ASSOCIATED SUPPLY BASE OF FFB TO THE ABOVE POM TO BE INCLUDED IN THIS ASSESSMENT</b>			
Owned Oil Palm Plantation / Association	GPS reference		Area Summary (Ha)
	Longitude	Latitude	Total
FGVPM Setiu 1	E 102.78350	N 5.45524	1,849.72
FGVPM Setiu 2	E 102.72220	N 5.554790	1,249.72
<b>Total</b>			<b>3,099.44</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:

**Mohd Fadzli bin Bistamam (Lead Auditor)**

Post graduate qualification in Agricultural Engineering with more than 7 years working experience in Oil Palm Plantation Industry. More than 7 years of working experience in Oil Palm Plantation Industry with skills in Good Agricultural Practices (GAP) and Integrated Pest Management (IPM). Experience in managing estate workers, handling of mineral and peat soil and knowledgeable in chemical control of weeds and Pest & Diseases in Oil Palm Plantation Sector. Fully trained in similar agriculture certification programs such as RSPO, MSPO and ISCC. Completed and certified in ISO 9001:2015, RSPO Lead Auditor Course, RSPO Supply Chain Certification Training, MSPO Training, ISCC EU & Plus Basic Training, ISCC Waste & Residue Training and ISCC Plus Training. Involved in Oil Palm Sustainability Audit since year 2016. Involved in audits conducted in Malaysia, Indonesia, Papua New Guinea, Ivory Coast, India and Singapore. Member of GGC MSPO audit team. Able to speak and understand Bahasa Malaysia and English

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

He 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. 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.



### **Tineshkumar Rajasagaran (Auditor)**

A sustainability auditor with 8 years of auditing experience in food and oil palm industries, graduated first class in Biotechnology Industry. Experienced well in internal auditing under international and national oil palm sustainability certifications such as RSPO, ISCC, MSPO, MSPO SCCS, and RSPO SCC. Involved in Internal Quality Management System and Food Safety Auditing in accordance with ISO 22000. Knowledgeable in GHG Calculations and other environmental related assessments in compliance to RSPO P&C, MSPO, and ISCC standards. Also has attended various trainings including ISO 9001 Lead Auditor, RSPO Lead Auditor, HCV Assessment for Producers and HCV-HCSA Trainings by Proforest, Crash Course on Environmental Sustainability for Planters by ISP Management (M) Sdn Bhd. GGC's Audit team member. Ability to communicate in Bahasa Malaysia and English.

### **Sudakhar Palanisamy (Trainee Auditor)**

Graduated in Master of Business Administration (MBA) from UNITAR International University and Intensive Diploma in Oil Palm Management & Technology (IDOPMT) with Institute of Malaysian Plantation and Commodities (IMPAC – in collaboration with MPOB) Equipped with experience in Human Resources Management, Sales & Marketing, Small Scaled Plantation, Customer Experience and People Management. Have more than 25 years of working experience including 5 years in Business Strategy and Development for MSPO P&C, MSPO SCCS and ISCC schemes. Trained and involved in Internal Audit for ISO9001:2008 & 2015 (Quality Management System) and is also a HRD Corp Certified TTT Trainer. Able to communicate in Bahasa Malaysia, English, Bahasa Sarawak (written and spoken). Member of GGC MSPO audit team.



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



23<sup>hb</sup> Februari 2021

Kepada Badan atau Orang Perseorangan yang Berkepentingan,

**JEMPUTAN UNTUK MEMBUAT ULASAN BERKENAAN DENGAN PENILAIAN UTAMA  
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”

Seperti yang dijadualkan, penilaian pensijilan tersebut akan bermula pada **28<sup>hb</sup> Mac 2022** hingga **30<sup>hb</sup> Mac 2022**. Tarikh dan masa bagi perundingan pihak berkepentingan adalah seperti berikut:

Tarikh : 28<sup>hb</sup> Mac 2022  
Masa : 10:30 pagi hingga 12:30 petang  
Lokasi : FGVPM Setiu 1,  
21010, Chalok, Terengganu Darul Aman

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.

Syarikat Pemohon	FGV Holdings Berhad
Butiran Pemohon	<b>Mr. Ameer Izyanif Bin Hamzah</b> <b>Management Representative,</b> Level 20 West, Wisma FGV, Jalan Raja Laut, 50350, Kuala Lumpur, Malaysia. +03-27891338 <a href="mailto:ameer.h@fgvholdings.com">ameer.h@fgvholdings.com</a>
Maklumat ringkas perniagaan pemohon	FGV Holdings Berhad merupakan salah satu syarikat peladangan dan pengeluar minyak sawit mentah terbesar di dunia. Ditubuhkan pada tahun 2007 sebagai syarikat sendirian berhad. FGV pada mulanya beroperasi sebagai cabang komersial Lembaga Kemajuan Tanah Persekutuan (FELDA) sebelum penyeneraian di pasaran utama BURSA Malaysia Securities pada tarikh 28 <sup>hb</sup> Jun 2012 sebagai Felda Global Ventures Holdings Berhad. Syarikat ini terlibat dalam aktiviti peladangan, termasuk penuaian, pengeluaran tandan buah segar (FFB) yang diuruskan oleh FGV Plantations (Malaysia) dan pemprosesan BTS sehingga menjadi 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.



**MAKLUMAT KILANG KELAPA SAWIT YANG TERLIBAT DALAM SKOP PENSIJILAN INI.**

Nama kilang sawit (KKS)	Kapasiti Kilang MT/Jam	Lokasi Alamat	Rujukan GPS		Anggaran Pengeluaran Tahunan (MT)	
			Longitude	Latitude	CPO	Palm Kernel
KKS Chalok	40	21450, Terengganu	E 102.598611	N 3.263611	38,960.80	9,556.04

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

Nama Ladang / Pertubuhan	Rujukan GPS		Jumlah kawasan (Ha)
	Longitude	Latitude	Jumlah
FGVPM Setiu 1	E 102.78350	N 5.45524	1,849.72
FGVPM Setiu 2	E 102.72220	N 5.554790	1,249.72
<b>Jumlah</b>			<b>3,099.44</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:

**Mohd Fadzli bin Bistamam (Ketua Juruaudit)**

Graduan Ijazah Sarjana Muda dalam bidang Kejuruteraan Biologi dan Pertanian dengan pengalaman kerja lebih dari 7 tahun di dalam Industri Perladangan Kelapa Sawit. Mempunyai lebih dari 7 tahun pengalaman bekerja di Industri Perladangan Kelapa Sawit dengan kemahiran dalam Amalan Pertanian Baik (GAP) dan Pengurusan Perosak Bersepadu (IPM). Pengalaman menguruskan pekerja ladang, pengendalian mineral dan tanah gambut serta berpengatahuan di dalam pengurusan racun untuk kawalan rumput dan makhluk perosak di sektor Ladang Kelapa Sawit. Juga berkecualan sebagai Ketua Juruaudit dan terlibat dalam audit kelestarian dan Sistem Pengurusan untuk kebanyakan standard kelestarian seperti audit RSPO, ISCC dan MSPO. Telah berjaya menamatkan kursus-kursus seperti ISO 9001:2015, RSPO Lead Auditor Course, RSPO Supply Chain Certification Training, MSPO Training, ISCC EU & Plus Basic Training, ISCC Waste & Residue Training and ISCC Plus Training. Terlibat dalam bidang audit sejak dari tahun 2016 dan pernah menjalankan audit di negara Malaysia, Indonesia, Papua New Guinea, Ivory Coast, India and Singapore. Ahli pasukan MSPO audit GGC. Boleh bertutur dan memahami Bahasa Malaysia dan Bahasa Inggeris.

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

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 industri ternakan dan telah menjalankan Audit di Malaysia, Brunei, Singapura dan Vietnam. 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.

#### **Tineshkumar Rajasagaran (Auditor)**

Juruaudit kemamparan dengan pengalaman pengauditan selama 8 tahun dalam industri makanan dan kelapa sawit, lulus kelas pertama dalam Industri Bioteknologi. Berpengalaman baik dalam pengauditan dalaman di bawah pensijilan kemamparan kelapa sawit antarabangsa dan nasional seperti RSPO, ISCC, MSPO, MSPO SCCS, dan RSPO SCC. Terlibat dalam Sistem Pengurusan Kualiti Dalaman dan Pengauditan Keselamatan Makanan menurut ISO 22000. Berpengetahuan dalam Pengiraan GHG dan penilaian berkaitan alam sekitar lain yang mematuhi piawaian RSPO P&C, MSPO dan ISCC. Juga telah menghadiri pelbagai latihan termasuk Juruaudit Utama ISO 9001, Juruaudit Utama RSPO, Penilaian HCV untuk Pengeluar dan Latihan HCV-HCSA oleh Proforest, Crash Course on Environmental Sustainability for Planters oleh ISP Management (M) Sdn Bhd. Ahli pasukan Audit GGC. Berkebolehan berkomunikasi dalam Bahasa Malaysia dan Bahasa Inggeris.

#### **Sudakhar Palanisamy (Tr Auditor)**

Berkelulusan Sarjana Pentadbiran Perniagaan (MBA) dari Universiti Antarabangsa UNITAR dan Diploma Intensif dalam Pengurusan & Teknologi Kelapa Sawit (IDOPMT) dengan Institut Perladangan dan Komoditi Malaysia (IMPAC – dengan kerjasama MPOB) Dilengkapi dengan pengalaman dalam Pengurusan Sumber Manusia, Jualan & Pemasaran, Perladangan Berskala Kecil, Pengalaman Pelanggan dan Pengurusan Orang. Mempunyai lebih daripada 25 tahun pengalaman kerja termasuk 5 tahun dalam Strategi dan Pembangunan Perniagaan untuk skim MSPO P&C, MSPO SCCS dan ISCC. Terlatih dan terlibat dalam Audit Dalaman untuk ISO9001:2008 & 2015 (Sistem Pengurusan Kualiti) dan juga merupakan Jurulatih TTT Bertauliah HRD Corp. Berkebolehan berkomunikasi dalam Bahasa Malaysia, Inggeris, Bahasa Sarawak (bertulis dan bertutur). Ahli pasukan audit GGC MSPO.

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