

Appendix A:**Qualifications of Lead Assessor and Assessment Team****Mr. Augustine Loh (AL) Lead Assessor/ Team Leader / Technical Expert**

(Palm Oil Mill, Environment, Social, HCV area, Land Use and Supply Chain)
– Master in Business Administration, USA and Diploma in Maritime Studies, Singapore

Mr. Augustine Loh is an IRCA Third Party Assessment (TPA) Lead Auditor and IRCA Lead Tutor for IRCA ISO 9001 and OHSAS 18001 Lead Auditor Courses as well as Tutor for RSPO Certification Programs and Integrated Management System in Intertek, Malaysia. He has over 25 years of fieldwork and experience in Palm based product survey, supply chain monitoring, inspection and testing. He has successfully completed the IRCA accredited Lead Auditor course in ISO 9001:2008, ISO 14001:2004, OHSAS 18001:2007, ISO 22000, RSPO Principles and Criteria Lead Assessor Course, RSPO Supply Chain Certification and International Sustainable Carbon Certification (ISCC) Lead Auditor course. He has also completed the RSPO training on RSPO P&C (2013), RSPO Palm GHG tool and RSPO RED requirements. He has conducted assessments of organizations in Malaysia, Singapore, Indonesia, Brunei, Thailand and Cambodia. He is currently the RSPO Program Manager in Intertek, Malaysia and has performed over 700 auditing days on quality, environmental and safety & health assessments in various sectors including oil palm plantations. He was the RSPO CB Assessment Team Leader / Member which audited several RSPO certified Plantation Management Units since in 2009. He was the CB Team Leader in the stakeholder consultation and development of the RSPO Cambodian Local Indicators. He is a member of the Internal Review Panel for RSPO Assessment reports since 2010.

Mr Mohan Thavarajah (MT) – Lead Assessor / Technical Expert

(Palm Oil Mill, Environment, Social, HCV area, Land Use and Supply Chain)
- Master in Management, Bachelor of Engineering and Diploma in Financial Management

Mr. Mohan Thavarajah is an IRCA Lead Auditor and Lead Tutor for ISO 9001 as well as other integrated management systems (ISO 14001 and OHSAS 18001). He holds a Masters in Management of Technology from University of Technology Malaysia (UTM) and a Bachelor of Engineering from National University of Singapore (NUS). He has more than 25 years experience in engineering, managerial, consultancy, training, and auditing in the industrial sector in Singapore, Malaysia, Indonesia, Thailand, Cambodia and other regional countries. Has successfully assisted corporations to establish, implement and maintain (Occupational Health Safety) OHSAS 18001 Management System, Environmental Management System (ISO14001), ISO22000 / HACCP Food Safety Management Systems and Quality Management System (ISO9001) by providing auditing, consultancy and training in the relevant areas for various manufacturing, engineering, plantation, service and government sectors. Currently he is the Intertek Regional Certification Manager. He was a CB Team member in the stakeholder consultation and development of the RSPO Cambodian Local Indicators. He was part of the RSPO Assessment team which audited several RSPO certified Plantation Management Units since 2011.

Mr. Chen Fai Kok (CFK) – Assessor / Technical Expert

(Good Agriculture Practice and Integrated Pest Management)
– Diploma in Agriculture

Mr. Chen Fai Kok has over 30 years work experience in the plantation sector. He has held a Senior Management role in the estate field operations including GAP and IPM. He had also served as the Branch Chairman of the Incorporated Society of Planters (ISP) in several branches for over 20 years. He has successfully completed training in Estate Management and the Intertek In House RSPO P&C, MYNI and Cambodian LI Assessor courses. He is a member of the RSPO CB Assessment team which audited several RSPO certified Plantation Management Units in since 2009.

Mr. N. Retnasabapathy (NR) – Assessor / Technical Expert

(Good Agriculture Practice and Integrated Pest Management)
– BSc in Agriculture

Mr. N. Retnasabapathy (NR) has over 25 years work experience in the plantation sector. He has held a Senior Management role in the estate field operations including GAP and IPM. He was a member of the Incorporated Society of Planters (ISP) and had implemented GAP, IPM and workers management system at various estates in Malaysia. He has successfully completed the IRCA accredited Lead Auditor course in ISO 9001:2008 and Intertek in House RSPO P&C MYNI Assessor course. He is a member of the RSPO CB Assessment team which audited several RSPO certified Plantation Management Units since 2009.

Mr. Jumat bin Majid (JMD) – Assessor / Technical Expert

(Good Agriculture Practice and Social)
– Bachelor in Social Science (International Studies)

Mr Jumat bin Majid (JMD) has over 15 years work experience in the agriculture sector. He has successfully completed the IRCA accredited Lead Auditor course in ISO 9001:2008 and the Intertek In House training on RSPO P&C and MYNI Assessor courses. He has also successfully completed training programs in Organic Agriculture Development and had performed organic agriculture inspections and assessments for more than 6 years. He has been involved in NGO work in the areas of social impact assessments within the South East Asia region. He is a member of the RSPO CB Assessment team which audited several RSPO certified Plantation Management Units since 2010.

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(188296-W)

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Appendix B:

Certification Assessment Plan (Actual)

Date	Time	Assessors and Assessment Activity			
		Assessment Team			
23/09/2013 Day 1	9 am – 1 pm	Flight to Sandakan then travel to Lahad Datu, Sabah			
	1 pm - 2 pm	Lunch Break			
	2 pm – 3 pm	Opening Meeting and Briefing at Morisem Grouping– POM Office			
	3 pm – 6 pm	Review of Documentation and Follow up Issues based the Previous Assessment <ul style="list-style-type: none"> • Review of changes for compliance to revised RSPO P&C 2013 • Review of Time Bound Plan • Verification for compliance with Rules on Partial Certification • Verification on the use of RSPO trademarks and logo 			
	6 pm – 7 pm	Break			
	7 pm – 10 pm	Team meeting and discussion			

Date	Time	Assessors and Assessment Activity				
		Assessment Team				
24/09/2013 Day 2	9.00 – 10.00 am	Meeting & Briefing at Morisem Palm Oil Mill				
	10.00 – 1.00 pm	Augustine Loh (AL)	Mohan Thavarajah (MT)	Chen Fai Kok (CFK)	N. Retnasabapathy (NR)	Jumat Majid (JMD)
		Site assessment at Morisem PMU, Palm Oil Mill (RSPO P&C: 1-8) <ul style="list-style-type: none"> • P1 Transparency • P2 Laws & regulations • P8 Continual Improvement • SCC for POM 	Site assessment at Morisem 2 estate RSPO P&C: 1-8) <ul style="list-style-type: none"> • P5 Environmental , Conservation & Mill including HCV • P8 Continual Improvement 	Site assessment at Morisem 2 estate RSPO P&C: 1-8) <ul style="list-style-type: none"> • P3 Economic & Financial Viability • P8 Continual Improvement 	Site assessment at Morisem 2 estate RSPO P&C: 1-8) <ul style="list-style-type: none"> • P4 Best Practices at Estates & Mill • P7 New Plantings • P8 Continual Improvement 	Site assessment at Morisem 2 estate RSPO P&C: 1-8) <ul style="list-style-type: none"> • P6 Employees, Individuals & Communities incl. Gender Issues • P8 Continual Improvement
	1.00 – 2.00 pm	Lunch				
	2.00 - 6.00 pm	Continue site assessment at Morisem Palm Oil Mill	Continue site assessment at Morisem 2 estate	Continue site assessment at Morisem 2 estate	Continue site assessment at Morisem 2 estate	Continue site assessment at Morisem 2 estate
	6.00 – 7.00 pm	Break				
	7.00 – 10.00 pm	Team meeting and discussion				

Date	Time	Assessors and Assessment Activity				
		Assessment Team				
25/09/2013 Day 3	9.00 – 10.00 am	Meeting & Briefing at Morisem Palm Oil Mill				
	10.00 – 1.00 pm	Augustine Loh (AL)	Mohan Thavarajah (MT)	Chen Fai Kok (CFK)	N. Retnasabapathy (NR)	Jumat Majid (JMD)
		Site assessment at Morisem 1 estate RSPO P&C: 1-8) <ul style="list-style-type: none"> • P1 Transparency • P2 Laws & regulations 	Site assessment at Morisem 1 estate RSPO P&C: 1-8) <ul style="list-style-type: none"> • P5 Environmental , Conservation & Mill 	Site assessment at Morisem 1 estate RSPO P&C: 1-8) <ul style="list-style-type: none"> • P3 Economic & Financial Viability • P4 Best 	Site assessment at Morisem 1 estate RSPO P&C: 1-8) <ul style="list-style-type: none"> • P4 Best Practices at Estates & Mill • P7 New 	Site assessment at Morisem 1 estate RSPO P&C: 1-8) <ul style="list-style-type: none"> • P6 Employees, Individuals & Communities

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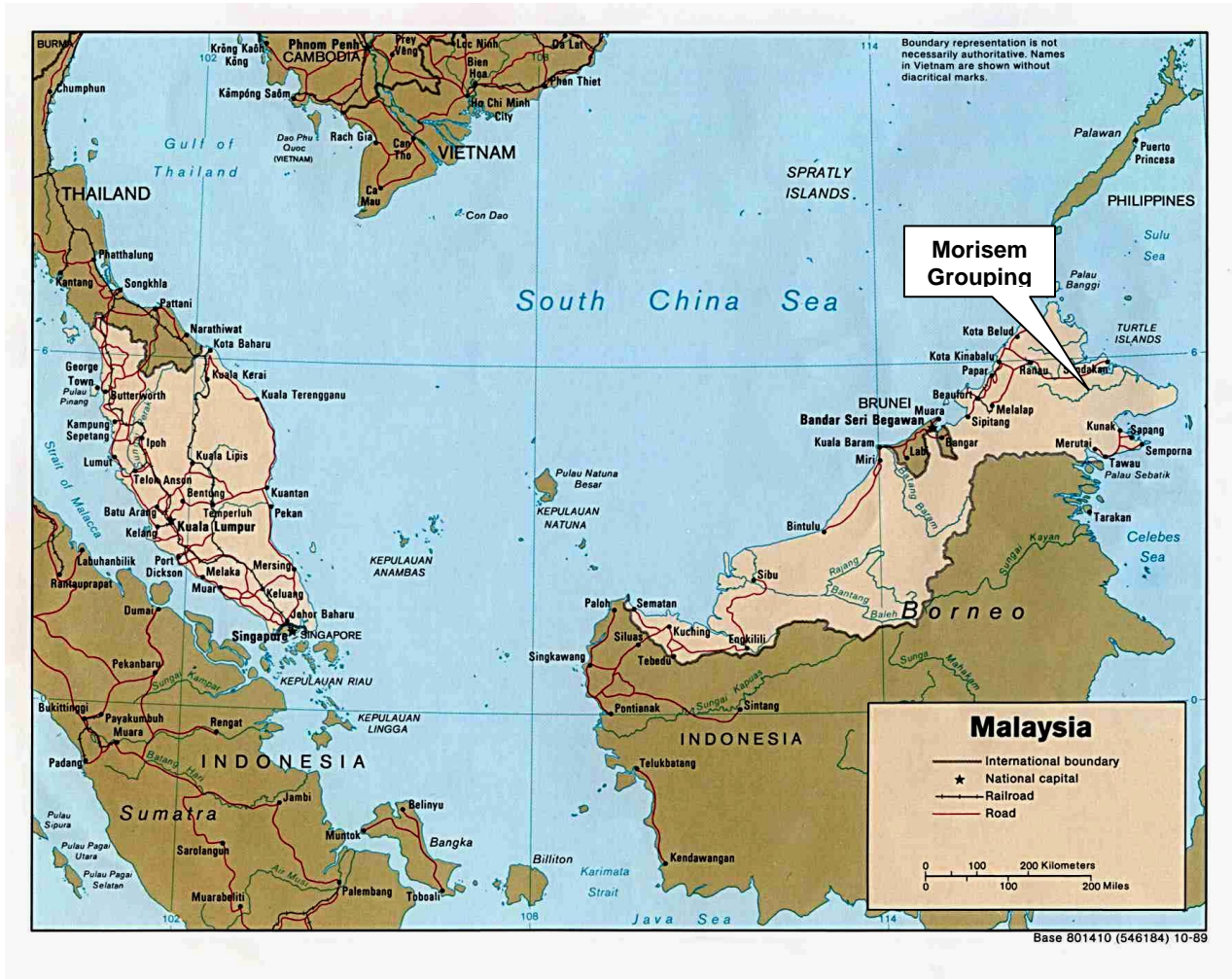
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		<ul style="list-style-type: none"> • P8 Continual Improvement 	<ul style="list-style-type: none"> including HCV • P8 Continual Improvement 	<ul style="list-style-type: none"> Practices at Estates & Mill • P8 Continual Improvement 	<ul style="list-style-type: none"> Plantings • P8 Continual Improvement 	<ul style="list-style-type: none"> incl. Gender Issues • P8 Continual Improvement
1.00 – 2.00 pm	Lunch					
2.00 -- 6.00 pm	Continue site assessment at Morisem 1 estate	Continue site assessment at Morisem 1 estate	Continue site assessment at Morisem 1 estate	Continue site assessment at Morisem 1 estate	Continue site assessment at Morisem 1 estate	Continue site assessment at Morisem 1 estate
6.00 – 7.00 pm	Break					
7.00 – 10 pm	Team meeting and discussion					

Date	Time	Assessors and Assessment Activity				
		Assessment Team				
26/09/2013 Day 4	9.00 – 10.00 am	Meeting & Briefing at Morisem Palm Oil Mill				
	10.00 – 1.00 pm	Augustine Loh (AL)	Mohan Thavarajah (MT)	Chen Fai Kok (CFK)	N. Retnasabapathy (NR)	Jumat Majid (JMD)
		Site assessment at Leepang 3 estate RSPO P&C: 1~8)	Site assessment at Leepang 3 estate RSPO P&C: 1~8)	Site assessment at Leepang 3 estate RSPO P&C: 1~8)	Site assessment at Leepang 3 estate RSPO P&C: 1~8)	Site assessment at Leepang 3 estate RSPO P&C: 1~8)
		<ul style="list-style-type: none"> • P1 Transparency • P2 Laws & regulations • P3 Economic & Financial Viability • P8 Continual Improvement 	<ul style="list-style-type: none"> • P5 Environmental , Conservation & Mill including HCV • P8 Continual Improvement 	<ul style="list-style-type: none"> • P4 Best Practices at Estates & Mill • P8 Continual Improvement 	<ul style="list-style-type: none"> • P4 Best Practices at Estates & Mill • P7 New Plantings • P8 Continual Improvement 	<ul style="list-style-type: none"> • P6 Employees, Individuals & Communities incl. Gender Issues • P8 Continual Improvement
	1.00 – 2.00 pm	Lunch				
	2.00 – 4.30 pm	Stakeholder / Consultations: <ul style="list-style-type: none"> • Contractors • Suppliers • Transporters • NGOs • Government Department / Agencies • Local Community 				
	4.30 – 5.00 pm	Preparation of Closing Meeting				
	5.00 – 5.30 pm	Team Meeting and Discussions with Morisem Grouping Management Representative				
5.30 - 6.00 pm	Closing Meeting & Briefing at Palm Oil Mill Office					

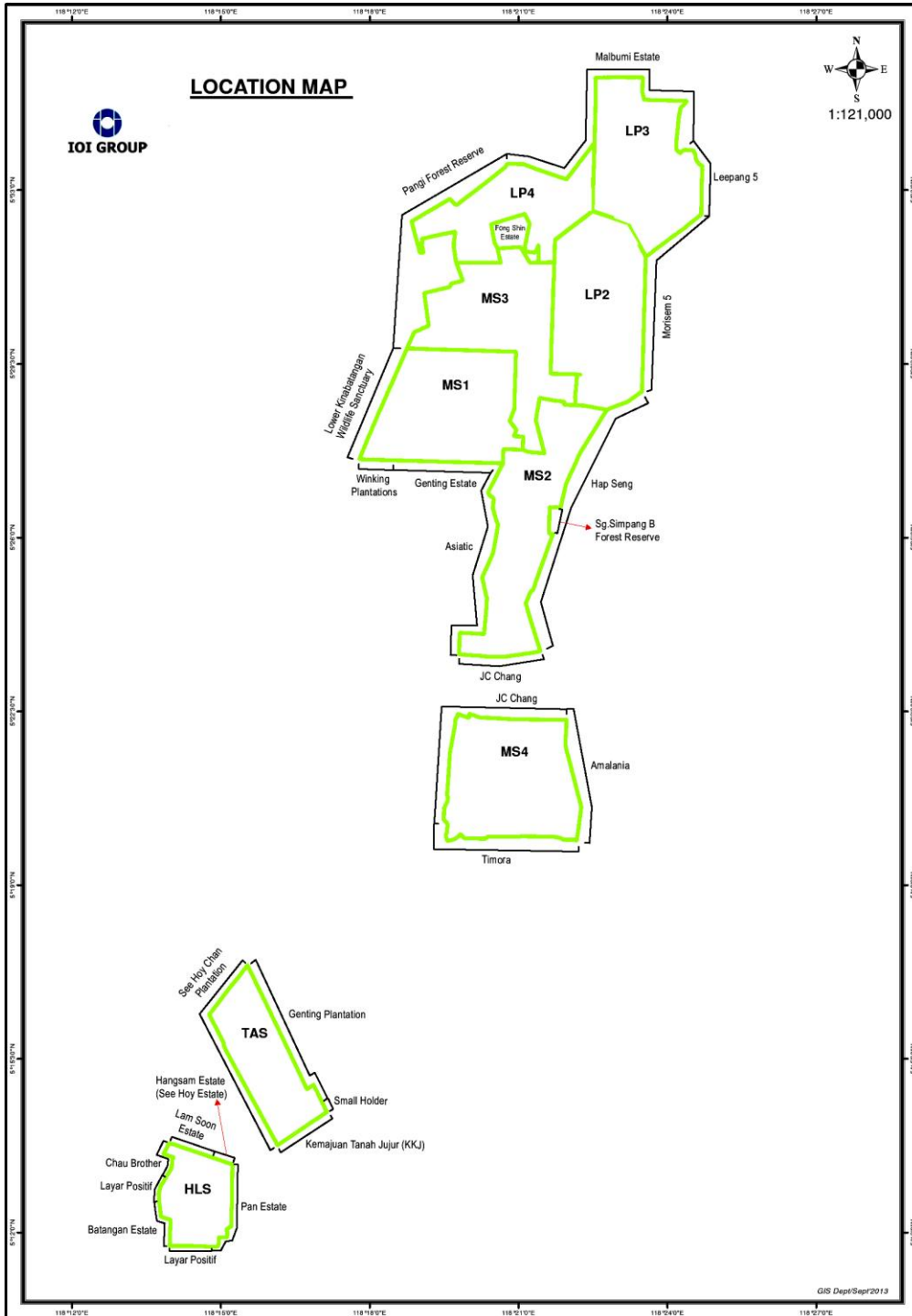
Appendix C-1:

Location Map of IOI Morisem Grouping, Lahad Datu, Sabah, Malaysia



Appendix C-2:

Location Map of IOI Morisem Grouping, Lahad Datu, Sabah, Malaysia



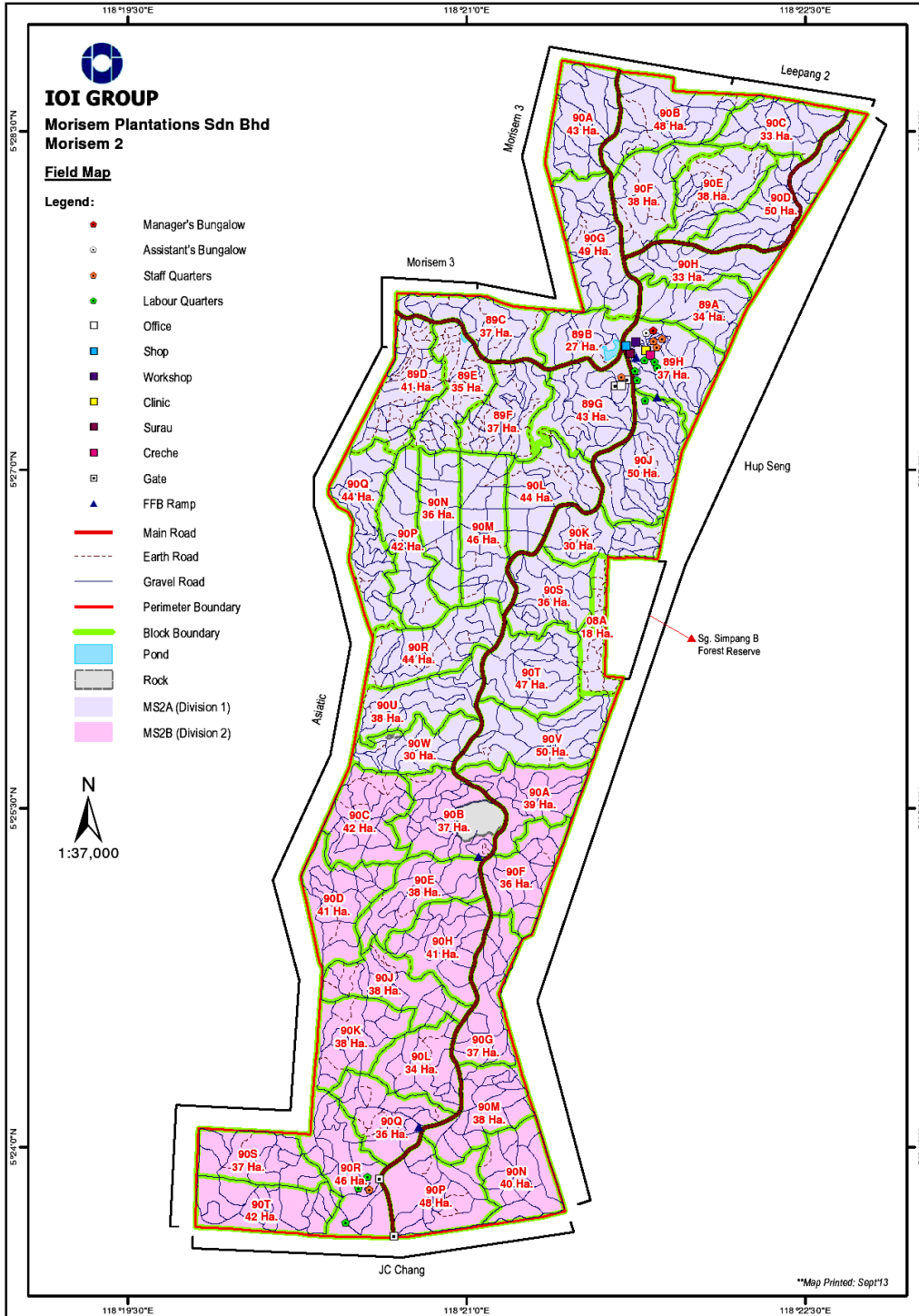
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Appendix C-3-2:

Morisem 2



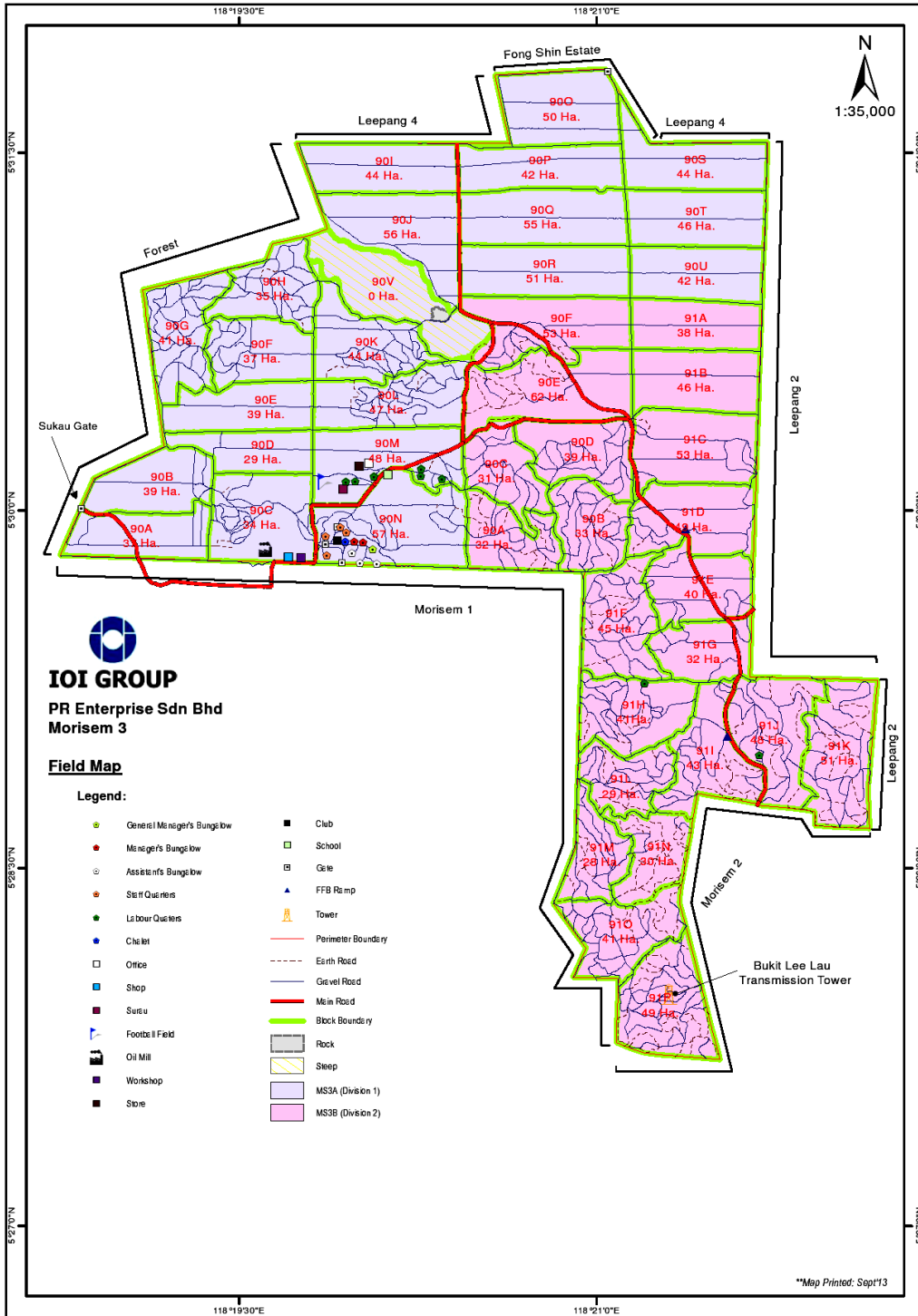
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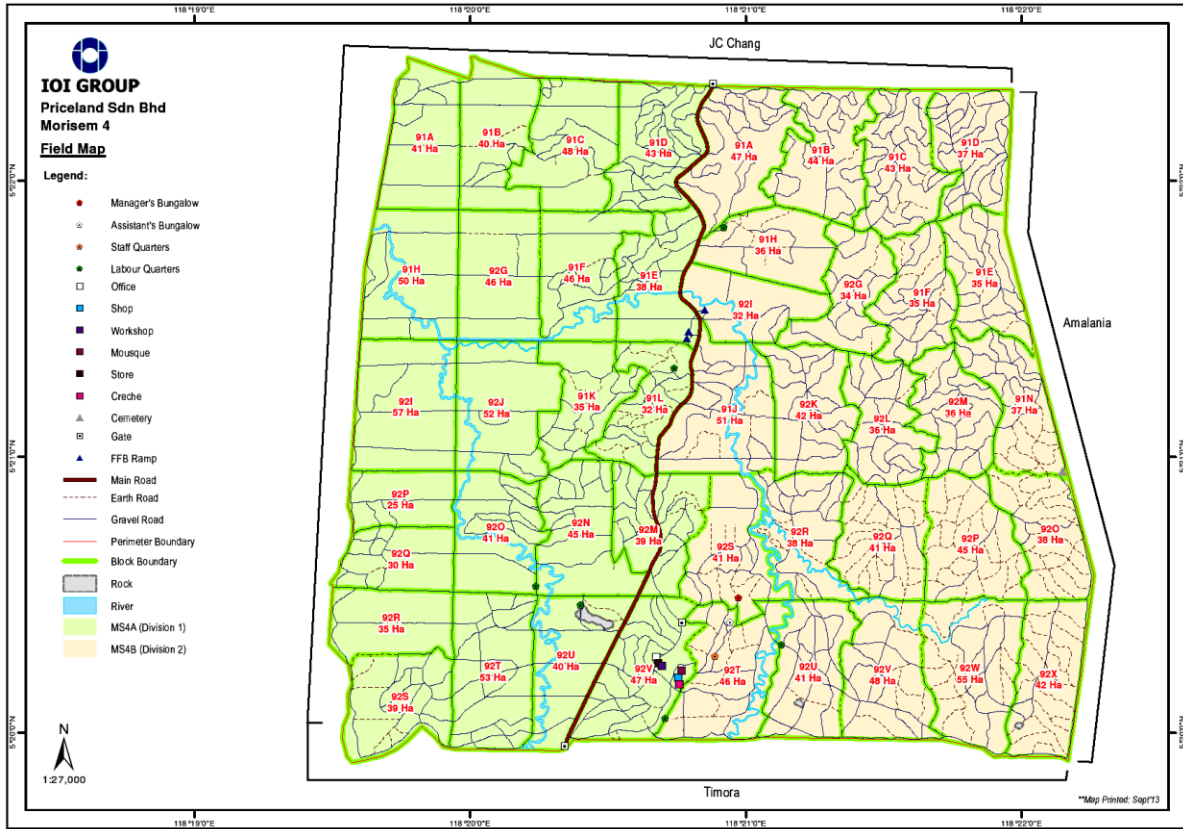
Appendix C-3-3:

Morisem 3

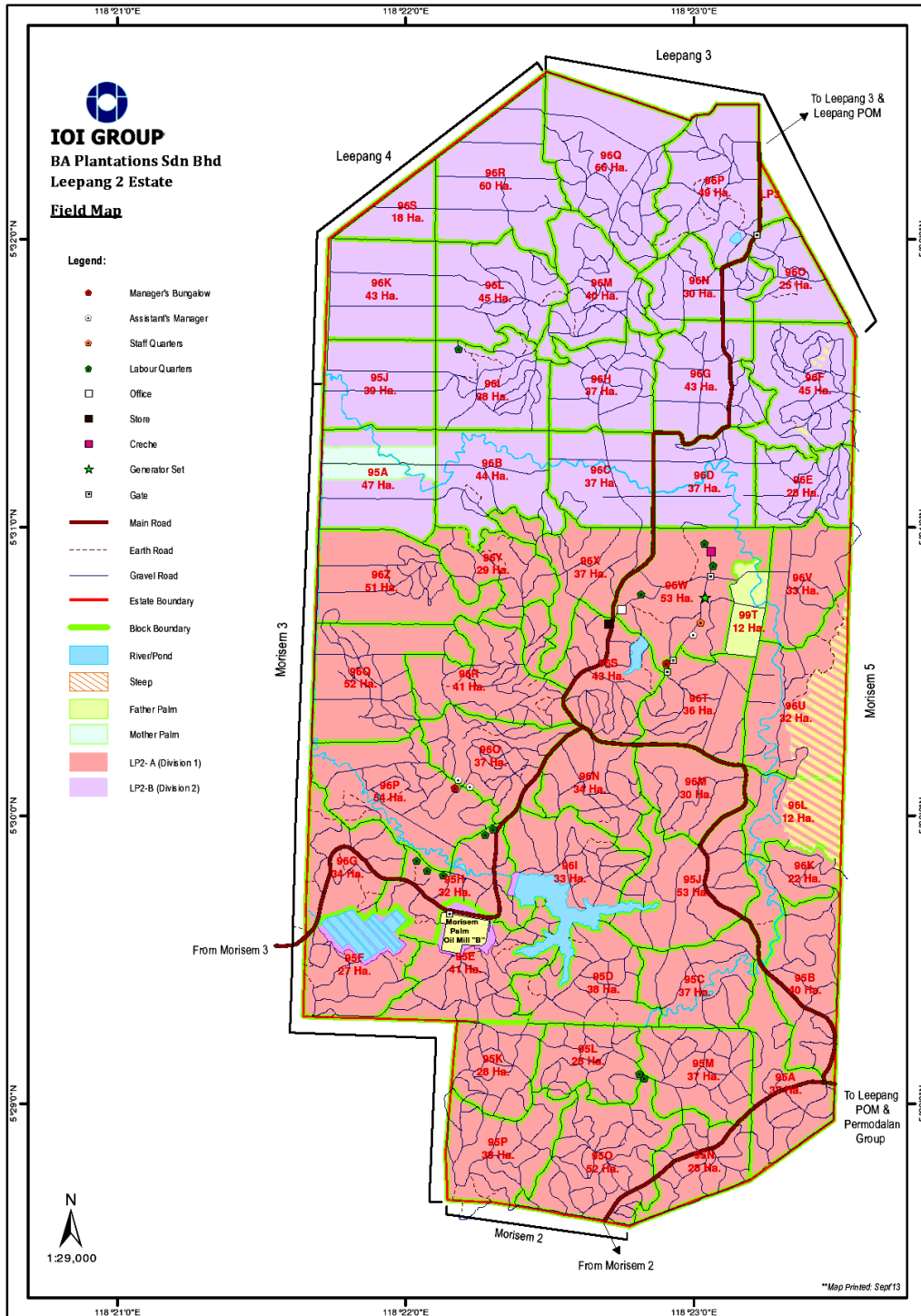


Appendix C-3-4:

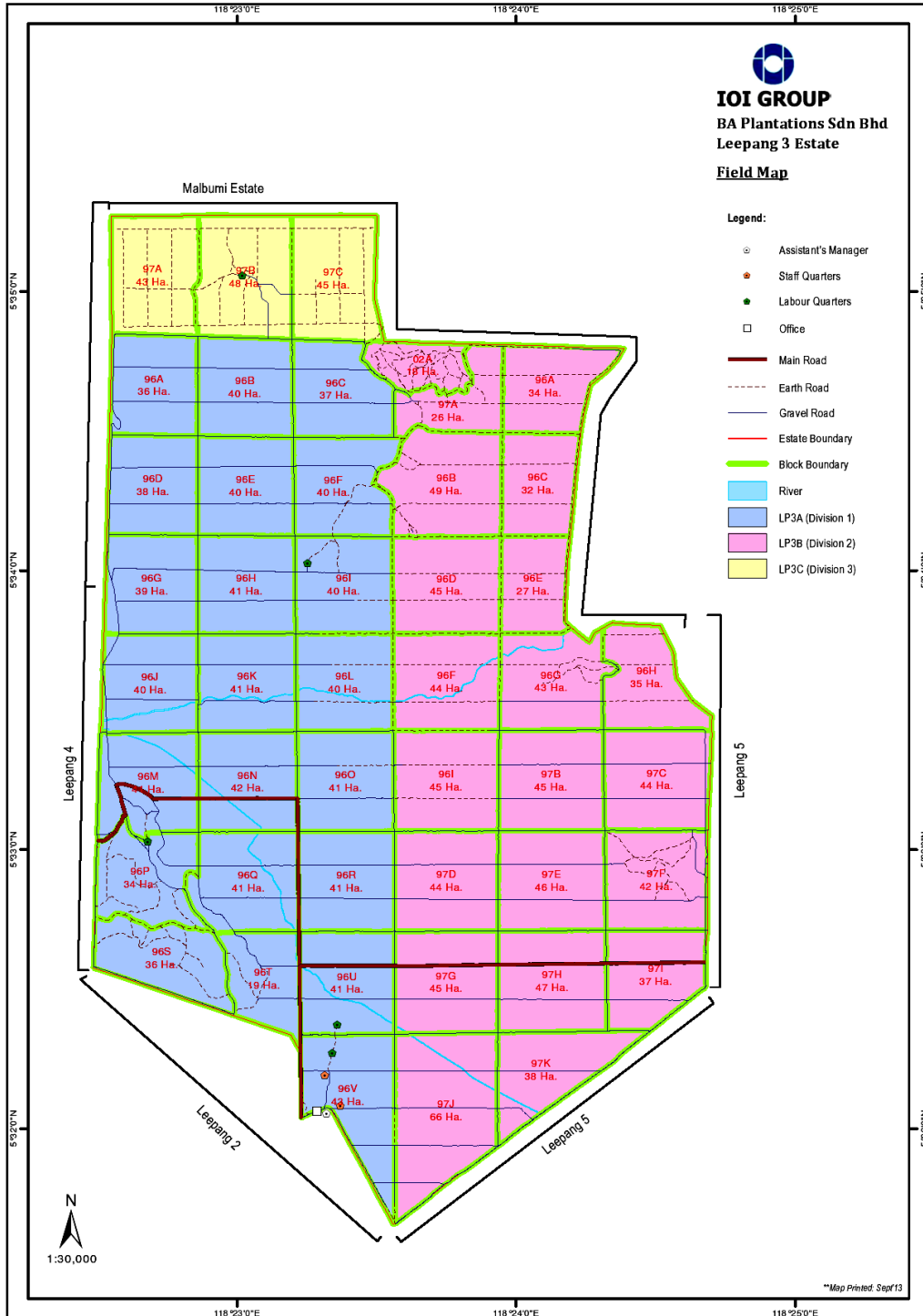
Morisem 4



Appendix C-3-5:
Leepang 2

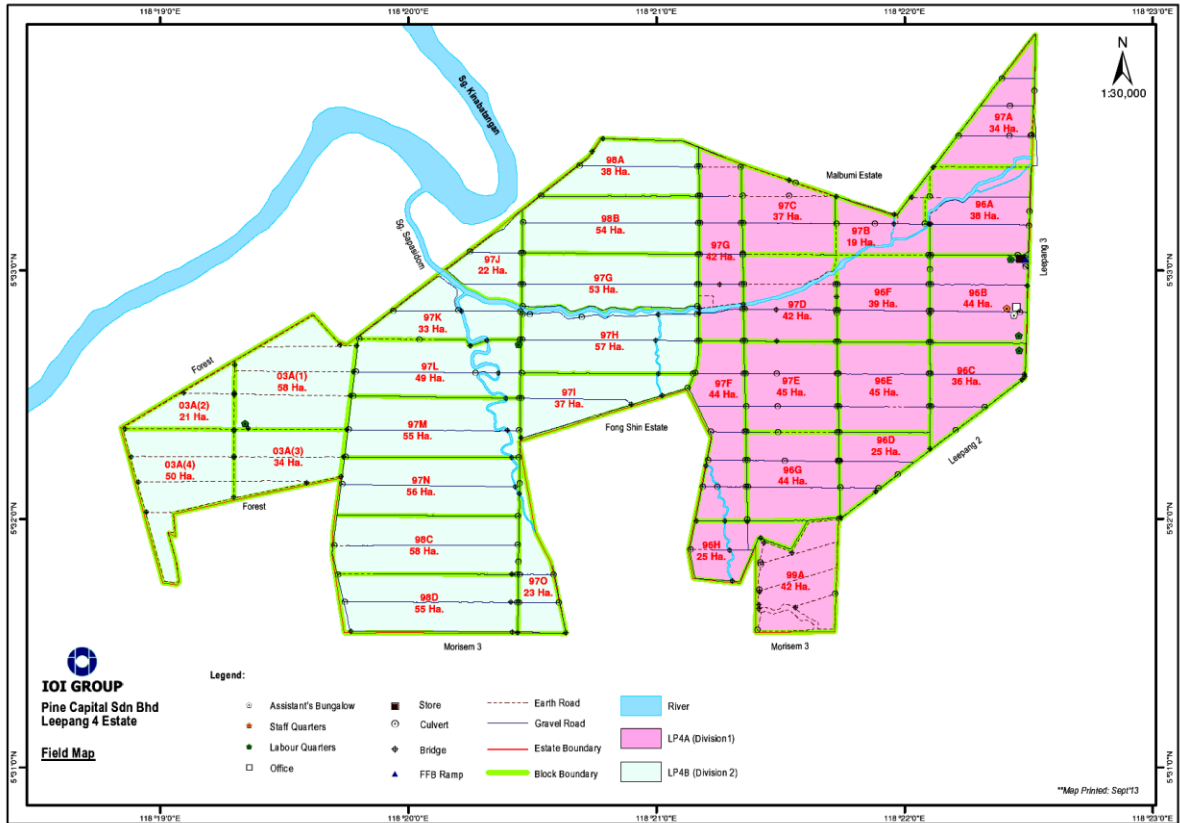


Appendix C-3-6:
Leepang 3



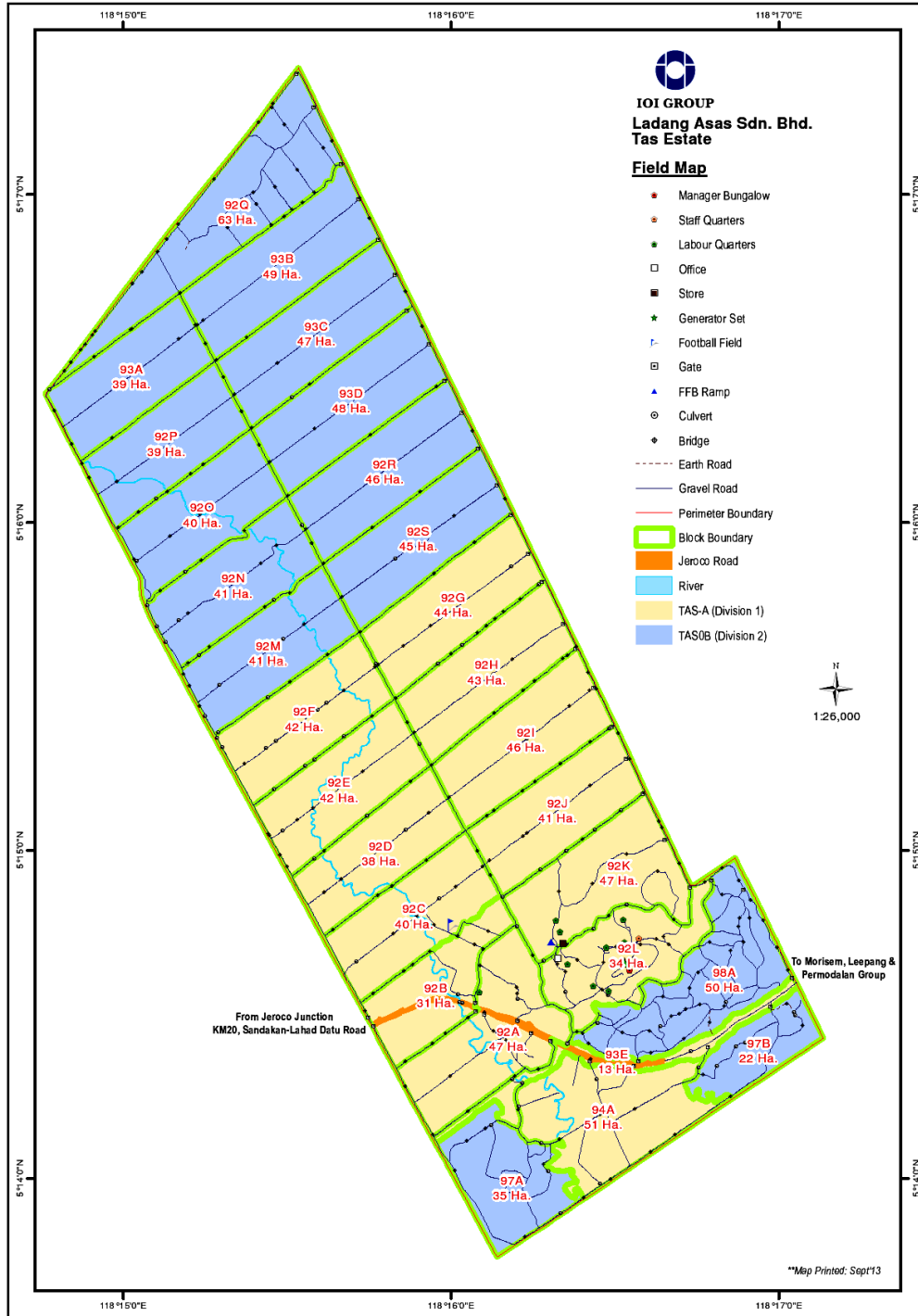
Appendix C-3-7:

Leumpang 4



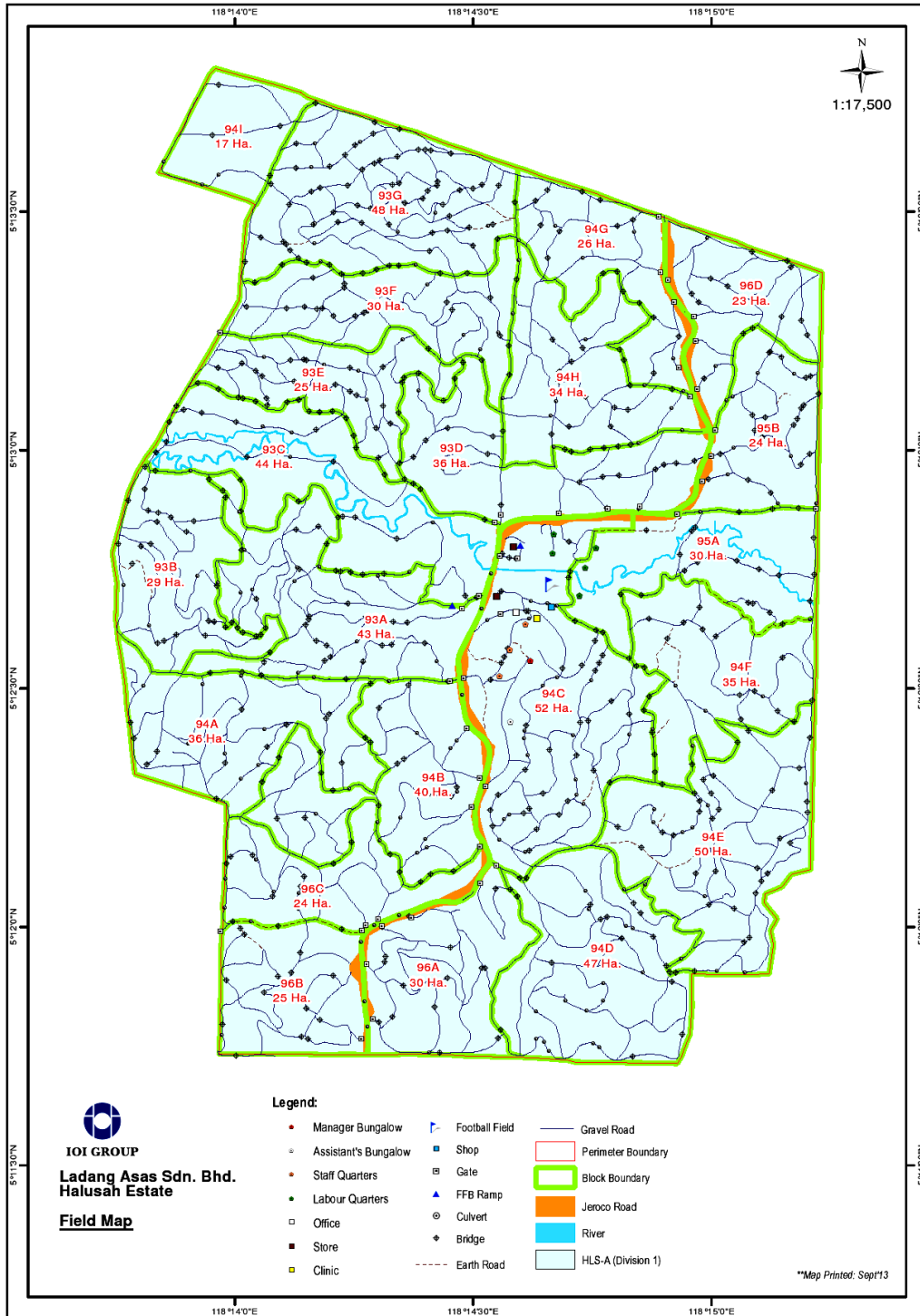
Appendix C-3-8a:

Ladang Asas (Tas and Halusah estates)



Appendix C-3-8b:

Ladang Asas (Tas and Halusah estates)



Appendix D:
Photographs of Assessment findings at Morisem Grouping

	
<p>Inspection of drain and silt traps at the Morisem POM</p>	<p>Storage of Schedule wastes at Morisem POM</p>
	
<p>Inspection of the effluent ponds and Green hydrokinetic tubes for separation of suspended solids of effluents.</p>	<p>Inspection of final discharge water sampling point of POM prior to the field application at Morisem 2 estate.</p>
	
<p>Inspection of PPE worn by manuring field workers at Morisem 2</p>	<p>Checking contents of First aid kit available at field site.</p>

<p>Conservation signages maintained at Morisem 1 estate.</p>	<p>Maintenance of buffer zones at Morisem 1 estate</p>
<p>Landfill maintenance at Leepang 3 estate</p>	<p>Landfill maintenance at Morisem 2 estate</p>
<p>Typical boundary marker at Morisem 1 estate adjacent to Kinabatangan Wildlife Sanctuary.</p>	<p>Boundary stones and marker at Morisem 2 estate</p>

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<p>Checking of monitoring done for water level table at peat soil -Leepang 3 estate.</p>	<p>Checking of monitoring done for water level table at peat soil -Leepang 3 estate.</p>
	
<p>Visit to the Project Rileaf field office at Lower Kinabatangan.</p>	<p>Meeting Project Rileaf personnel on riparian restoration near Kinabatangan river tributary at Leepang 4 estate</p>
	
<p>Labour day activities at Morisem PMU</p>	<p>Community social activity and festival at Morisem PMU</p>

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Appendix E:

Time Bound Plan as submitted by IOI Corporation Berhad (updated for 2012/2013)

Financial Year	PMU	Main Assessment	Certification Status	Surveillance Assessment	Current Status
PLANTATIONS - MALAYSIA					
2012 / 2013	Pamol Sabah POM	Done in May 2008	Certified in Feb 2009	ASA-04 done in 2013	Recertification planned for 2014
	Sakilan POM	Done in Nov 2008	Certified in March 2010	ASA-03 done in 2013	ASA-04 planned for 2014
	Pamol Kluang POM	Done in March 2009	Certified in March 2010	ASA-03 done in 2013	ASA-04 planned for 2014
	Gomali POM	Done in August 2009	Certified in August 2010	ASA-03 done in 2013	ASA-04 planned for 2014
	Baturong POM	Done in Sept 2009	Certified in October 2010	ASA-03 done in 2013	ASA-04 planned for 2014
	Bukit Leelau POM	Done in April 2010	Certified in Nov 2010	ASA-03 done in 2013	ASA-04 planned for 2014
	Mayvin POM	Done in August 2010	Certified in Dec 2010	ASA-03 done in 2013	ASA-04 planned for 2014
	Pukin POM	Done in Dec 2010	Certified in June 2012	ASA-02 done in 2013	ASA-03 planned for 2014.
	Leepang POM	Audited in Aug 2012	-	-	Report pending RSPO acceptance and approval.
	Syarimo POM	Audited in Sept 2012	Certified in March 2013	-	ASA-01 planned for 2014.
	Ladang Sabah POM	Audited in Oct 2012	Certified in April 2013	-	ASA-01 planned for 2014.
	Morisem POM, Sabah	Audited in Sept 2013	-	-	Report pending RSPO acceptance and approval.
	IOI-Pelita, Sarawak	Planned – June 2014	-	-	Mediation process is on-going between IOI and local community on land dispute issue. New certification for IOI, Pelita (Sarawak) is suspended by RSPO Complaints Panel pending resolution.
PLANTATIONS - INDONESIA					
2012 / 2013	PT SKS	Planned – Dec 2016	-	-	-
	PT BNS	Planned – Dec 2016	-	-	-

---End---