

MOODY INTERNATIONAL CERTIFICATION (M) SDN BHD

(188296-W)

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Appendix A:

Qualifications of Lead Assessor and Assessment Team

Mr. Augustine Loh (AL) Lead Assessor/ Team Leader / Technical Expert

(Palm Oil Mill, Environment, Social and HCV area)

- Master in Business Administration and Diploma in Maritime Studies

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 Programs and Integrated Management System in Intertek Moody. 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 is currently the Intertek Moody RSPO Program Manager 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 Assessment Team Leader / Member which audited several RSPO certified Plantation Management Units in 2009 to 2012. He was the CB Team Leader in the stakeholder consultation and development of the RSPO Cambodian Local Indicators.

Mr. T. Mohan K. Thavarajah (TM) Assessor / Technical Expert

(Social and Environment)

- Master in Technology 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) in Intertek Moody. 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, training, and auditing and consultancy fields in the industrial sector in Singapore, Malaysia, Indonesia, Thailand, Cambodia and other regional countries. Have successfully assisted companies to establish, implement and maintain (Occupational Health Safety) OHSAS, Environmental Management System (ISO14001) and Quality Management System (ISO9001) by providing auditing, consultancy and training in the relevant areas for various manufacturing , plantation , service and government sectors. Currently he is the Intertek Moody Regional Certification Manager. He was part of the RSPO Assessment team which audited several RSPO certified Plantation Management Units in 2011 to 2012. He was a CB Team member in the stakeholder consultation and development of the RSPO Cambodian Local Indicators.

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 RSPO P&C MY-NI Lead Assessor course. He was part of the RSPO Assessment team which audited several RSPO certified Plantation Management Units in 2009 - 2012.

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Appendix B:

Assessment Plan (Actual)

Date	Time	Assessors and Assessment Activity		
		Assessment Team		
5/11/2012 Day 1	8.00 am – 11.00 am	Travel from Kuala Lumpur to Rompin (Pahang)		
	11.00 am – 2 pm	Lunch Break & Travel to IOI Pukin PMU		
	2 pm – 3 pm	Opening Meeting & Briefing at IOI Pukin Palm Oil Mill Office		
	3 pm – 6 pm	Augustine Loh (AL)	T. Mohan (TM)	Chen Fai Kok (CFK)
		<ul style="list-style-type: none"> • Site assessment at Pukin Palm Oil Mill & Pukin Estate • Documentation & Review of changes • Land ownership – boundaries, maps & use • FFB supply, POM processing & quantities • Management Plans & Reviews • Supply Chain Certification • SEIA Reviews • Conservation Areas – including HCV • Internal Audits • Interviews with Staff & Workers 	<ul style="list-style-type: none"> • Site assessment at Pukin Palm Oil Mill & Pukin Estate • Documentation & Review of changes • Management Plans & Reviews • Mill Operations – Effluent Treatment • Disposal (waste management) • Mill inspections & verifications • Boiler, workshop etc • Chemical usage, storage, handling, labeling • Recycling and disposals • HR – Pay & Conditions • Worker Contracts • Training • Worker committees • Gender Issues • Community facilities • Disposal of domestic wastes • Interviews with Staff & Workers 	<ul style="list-style-type: none"> • Site assessment at Pukin Estate • Documentation & Review of changes • Medical Surveillance – CHRA • Field inspections & verifications • Including GAP • Including IPM • Replanting • New Plantings (P&C 7) • Chemical usage & storage • Chemical handling & labeling • Recycling and disposals • Housing • Clinics & Medical Surveillance • Interviews with staff & workers
	6 – 7 pm	Break		
7 – 10 pm	Team meeting and discussion			

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6/11/2012 Day 2	Time	Augustine Loh (AL)	T. Mohan (TM)	Chen Fai Kok (CFK)
	8.30 am – 1 pm	Site assessment at Mill & Pukin Estate <ul style="list-style-type: none"> • Documentation & Review of changes • Land ownership – boundaries, maps & use • FFB supply & quantities • Management Plans & Reviews • Supply Chain Certification • SEIA Reviews • Conservation Areas – including HCV • Internal Audits • Interviews with Staff & Workers 	Site assessment at Mill & Pukin Estate <ul style="list-style-type: none"> • Documentation & Review of changes • Management Plans & Reviews • Disposal (waste management) • Mill inspections & verifications • Boiler, workshop etc • Chemical usage, storage, handling, labeling • Recycling and disposals • HR – Pay & Conditions • Worker Contracts • Training • Worker committees • Gender Issues • Community facilities • Disposal of domestic wastes • Interviews with staff & workers 	Site assessment at Pukin Estate <ul style="list-style-type: none"> • Documentation & Review of changes • Medical Surveillance – CHRA • Field inspections & verifications • Including GAP • Including IPM • Replanting • New Plantings (P&C 7) • Chemical usage & storage • Chemical handling & labeling • Recycling and disposals • Housing • Clinics & Medical Surveillance • Interviews with Staff & Workers
	1 – 2 pm	Break		
	2 – 6 pm	Continue assessment at Pukin Estate	Continue assessment at Pukin Estate	Continue assessment at Pukin Estate
	6 – 7 pm	Break		
	7 – 10 pm	Team meeting and discussion		

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7/11/2012 Day 3	Time	Augustine Loh (AL)	T. Mohan (TM)	Chen Fai Kok (CFK)
	8.30 am – 1.00 pm	Site assessment at Segamat Estate <ul style="list-style-type: none"> • Documentation & Review of changes • Land ownership – boundaries, maps & use • FFB supply & quantities • Management Plans & Reviews • Supply Chain Certification • SEIA Reviews • Conservation Areas – including HCV • Internal Audits • Interviews with Staff & Workers 	Site assessment at Segamat Estate <ul style="list-style-type: none"> • Documentation & Review of changes • Management Plans & Reviews • Disposal (waste management) • Chemical usage, storage, handling, labeling • Recycling and disposals • HR – Pay & Conditions • Worker Contracts • Training • Worker committees • Gender Issues • Community facilities • Disposal of domestic wastes • Interviews with staff & workers 	Site assessment at Segamat Estate <ul style="list-style-type: none"> • Documentation & Review of changes • Medical Surveillance – CHRA • Field inspections & verifications • Including GAP • Including IPM • Replanting • New Plantings (P&C 7) • Chemical usage & storage • Chemical handling & labeling • Recycling and disposals • Housing • Clinics & Medical Surveillance • Interviews with Staff & Workers
	1 – 2 pm	Break		
	2 – 6 pm	Continue of Site assessment at Segamat Estate	Continue of Site assessment at Segamat Estate	Continue of Site assessment at Segamat Estate
	6 – 7 pm	Break		
	7 – 10 pm	Team meeting and discussion		

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8/9/2012 Day 4	Time	Augustine Loh (AL)	T. Mohan (TM)	Chen Fai Kok (CFK)
	8.30 am – 1.00 pm	Site assessment at Shahzan 2 Estate <ul style="list-style-type: none"> Documentation & Review of changes Land ownership – boundaries, maps & use FFB supply & quantities Management Plans & Reviews Supply Chain Certification SEIA Reviews Conservation Areas – including HCV Internal Audits Interviews with Staff & Workers 	Site assessment at Shahzan 2 Estate <ul style="list-style-type: none"> Documentation & Review of changes Management Plans & Reviews Disposal (waste management) Chemical usage, storage, handling, labeling Recycling and disposals HR – Pay & Conditions Worker Contracts Training Worker committees Gender Issues Community facilities Disposal of domestic wastes Interviews with staff & workers 	Site assessment at Shahzan 2 estate <ul style="list-style-type: none"> Documentation & Review of changes Medical Surveillance – CHRA Field inspections & verifications Including GAP Including IPM Replanting New Plantings (P&C 7) Chemical usage & storage Chemical handling & labeling Recycling and disposals Housing Clinics & Medical Surveillance Interviews with Staff & Workers
	1 – 2 pm	Break		
	2 – 6 pm	Stakeholder / Consultations – Contractors & Local Community		
	6 – 7 pm	Break		
	7 – 10 pm	Team meeting and discussion		

9/11/2012 Day 5	Time	Assessment Team		
		Augustine Loh (AL)	T. Mohan (TM)	Chen Fai Kok (CFK)
	8.30 am – 9.30 am	Follow up Documentations & Reviews on Pukin Palm Oil Mill		
	9.30 am – 10.00 am	Break		
	10.00 am – 11.00 am	Preparation of Closing Meeting		
	11.00 am -11.30 am	Team Meeting and Discussions with IOI Pukin Management Representative		
	11.30 am – 12.30 pm	Closing Meeting & Briefing at Pukin Palm Oil Mill Office		
	12.30 pm	Travel back from Rompin (Pahang) to Kuala Lumpur		

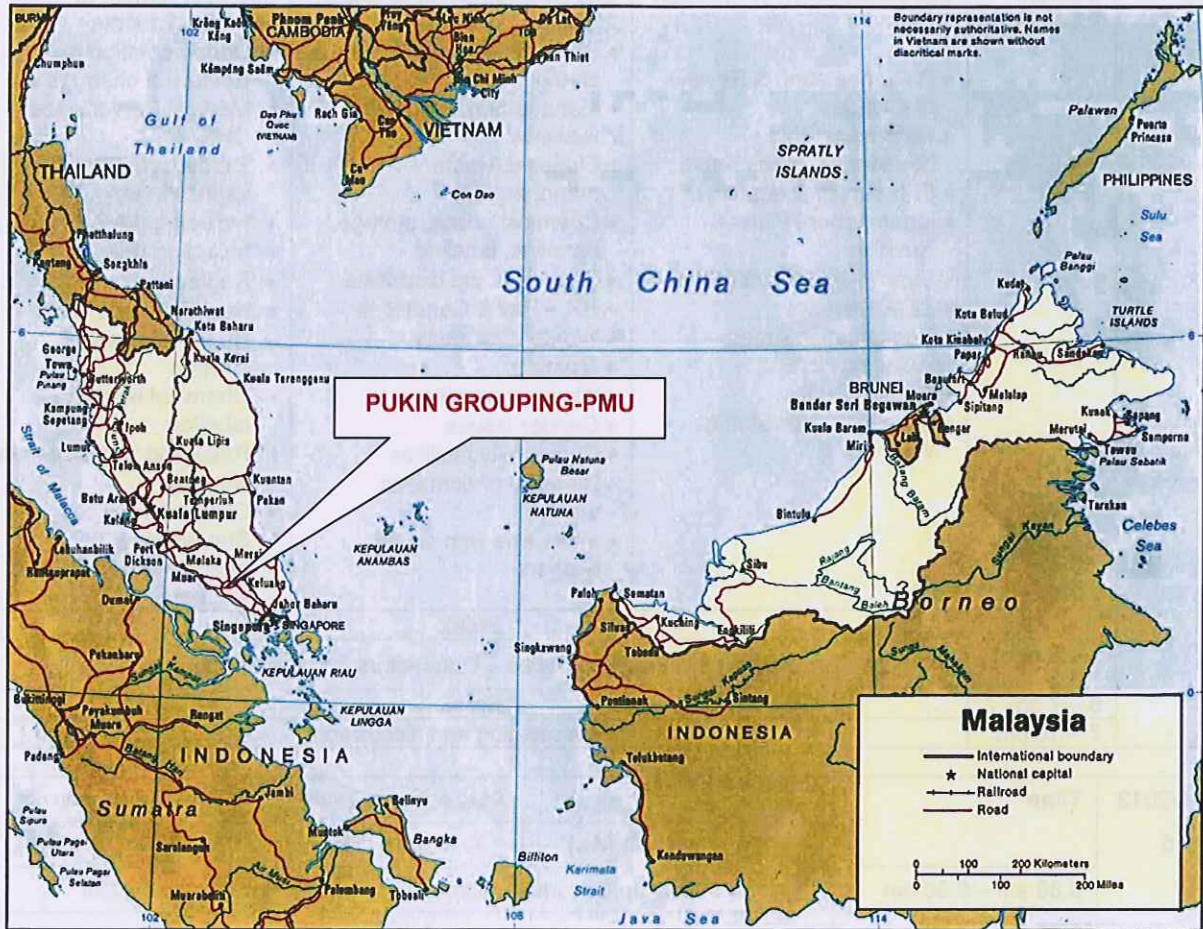
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Appendix C-1:

Location Map of IOI Pukin Grouping, Rompin (Pahang) & Segamat (Johor) Malaysia



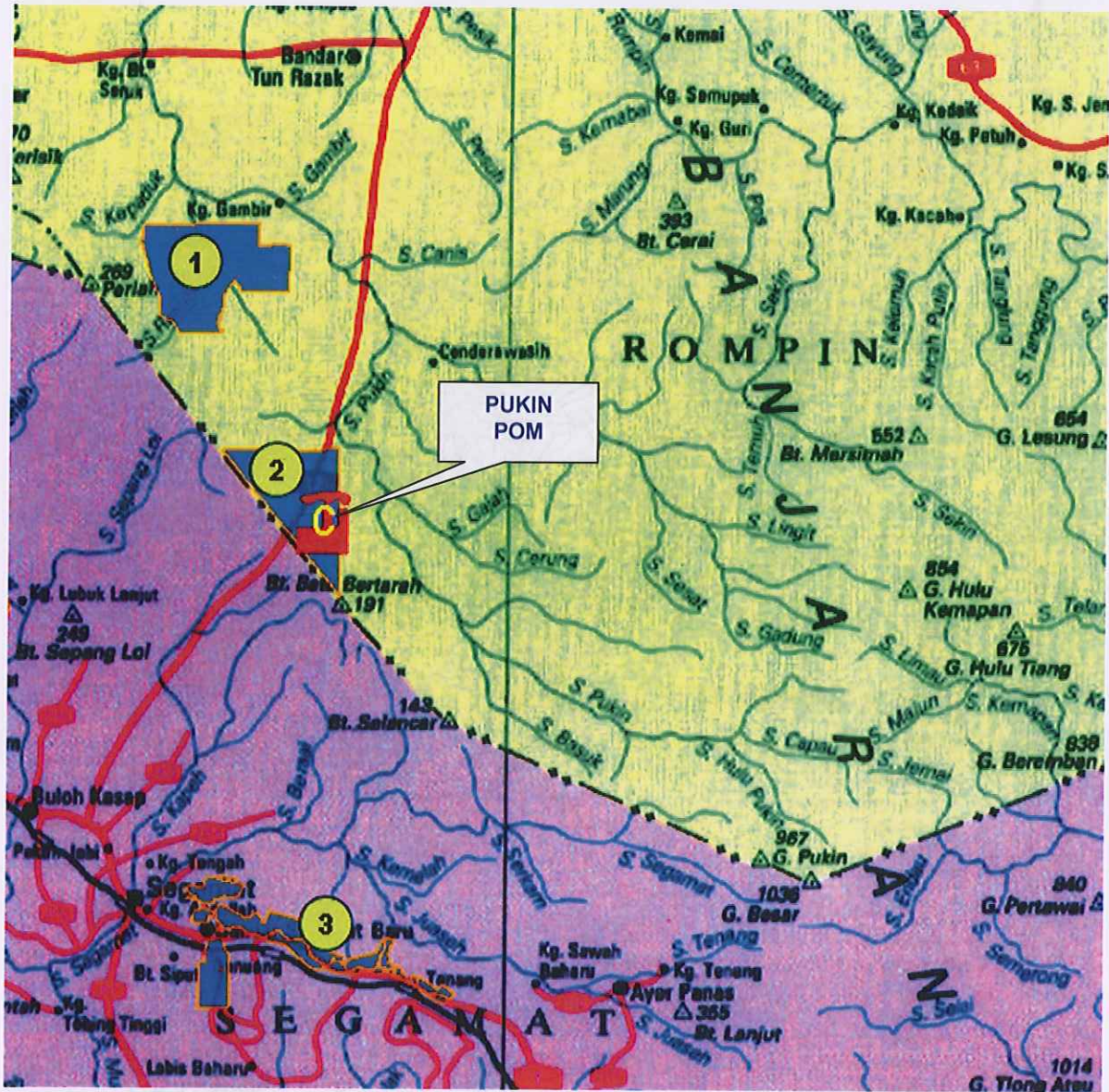
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Appendix C-2:

Location Map of IOI Pukin PMU



Legend:

- C - Pukin Oil Mill
- 1 - Shahzan 1 & Shahzan 2 Estates
- 2 - Pukin Estate
- 3 - Segamat Estate

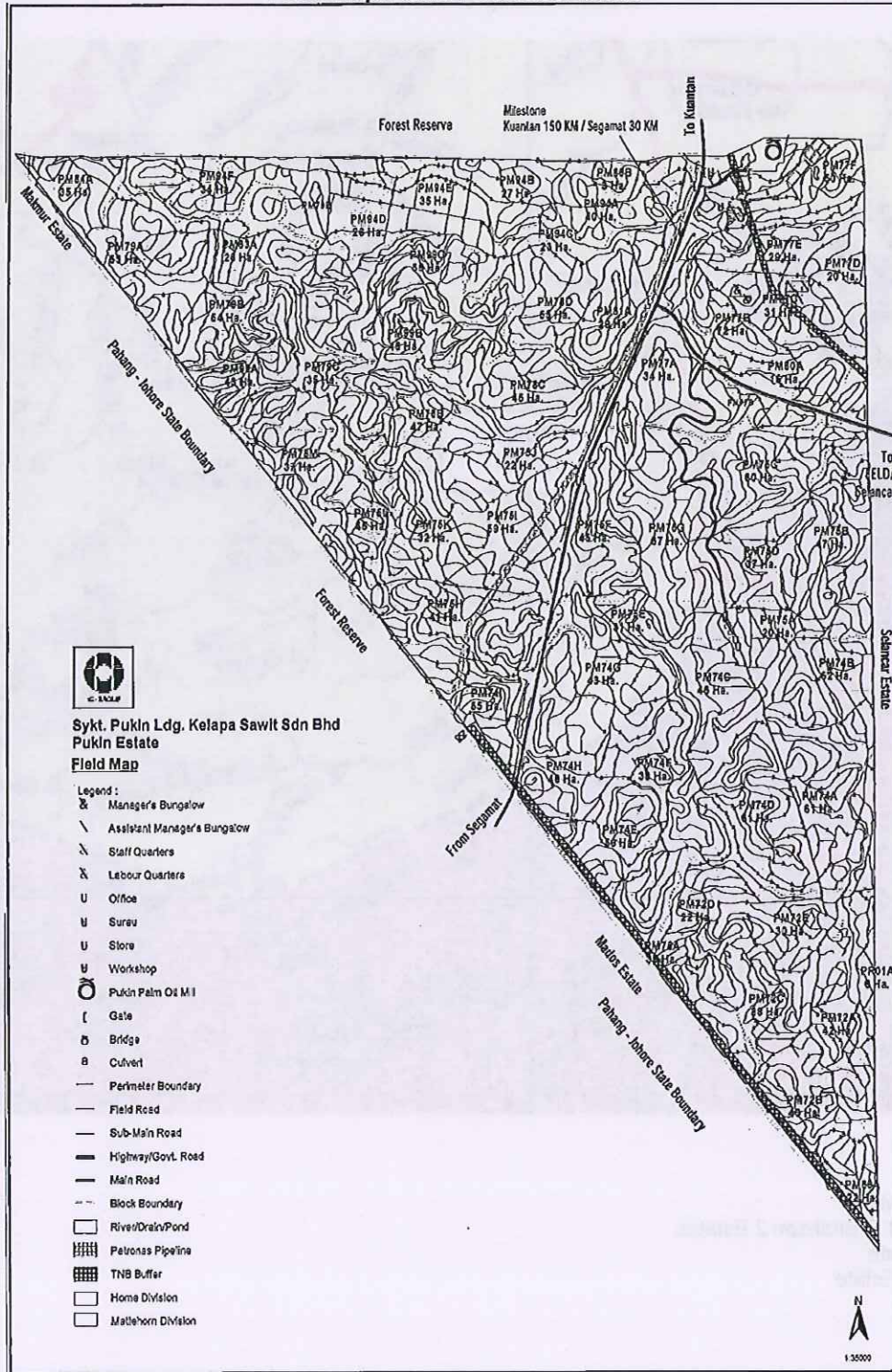
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Appendix C-3:

Field Map Pukin POM and Estate



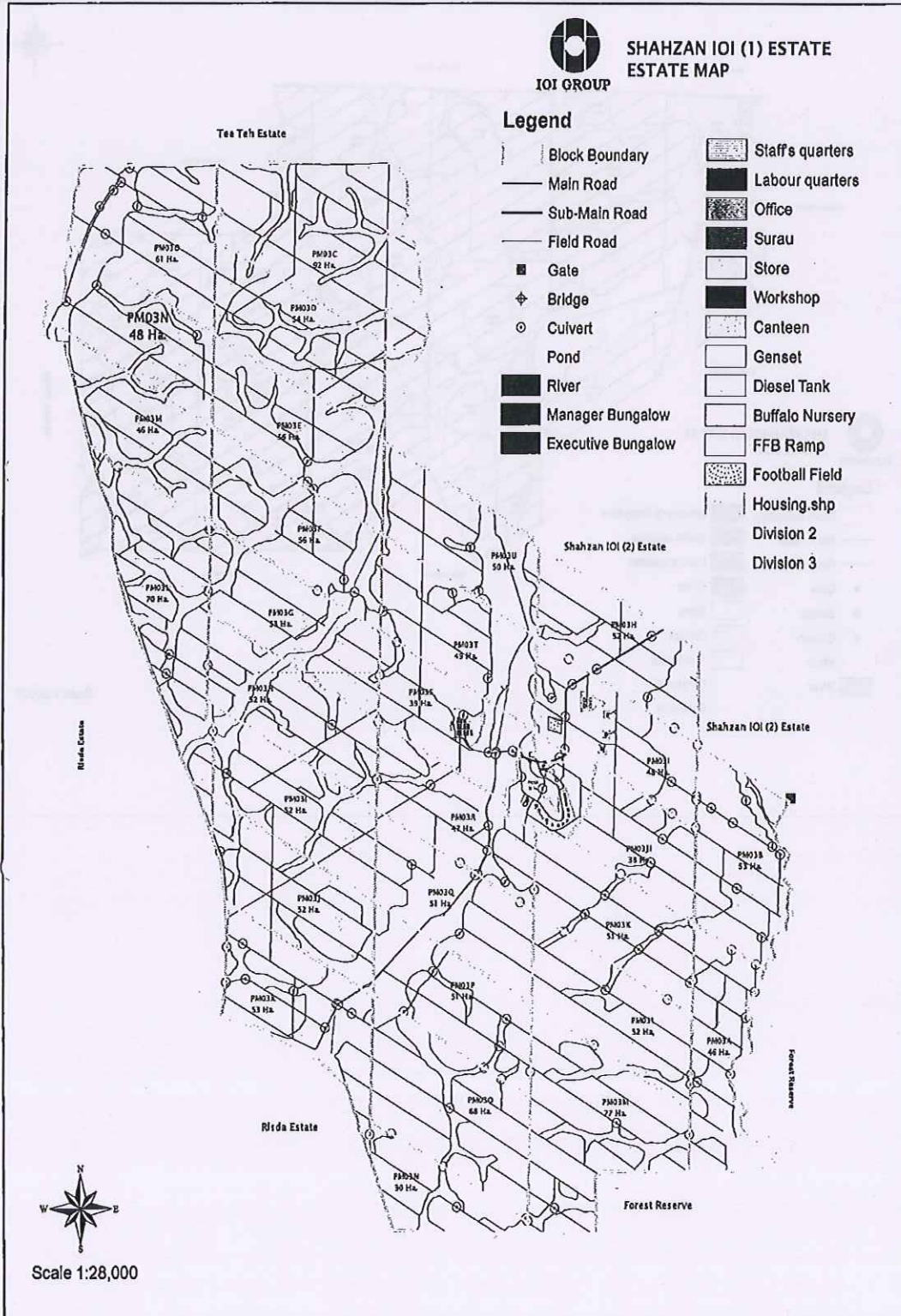
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Appendix C-4:

Field Map Shahzan (1) estate



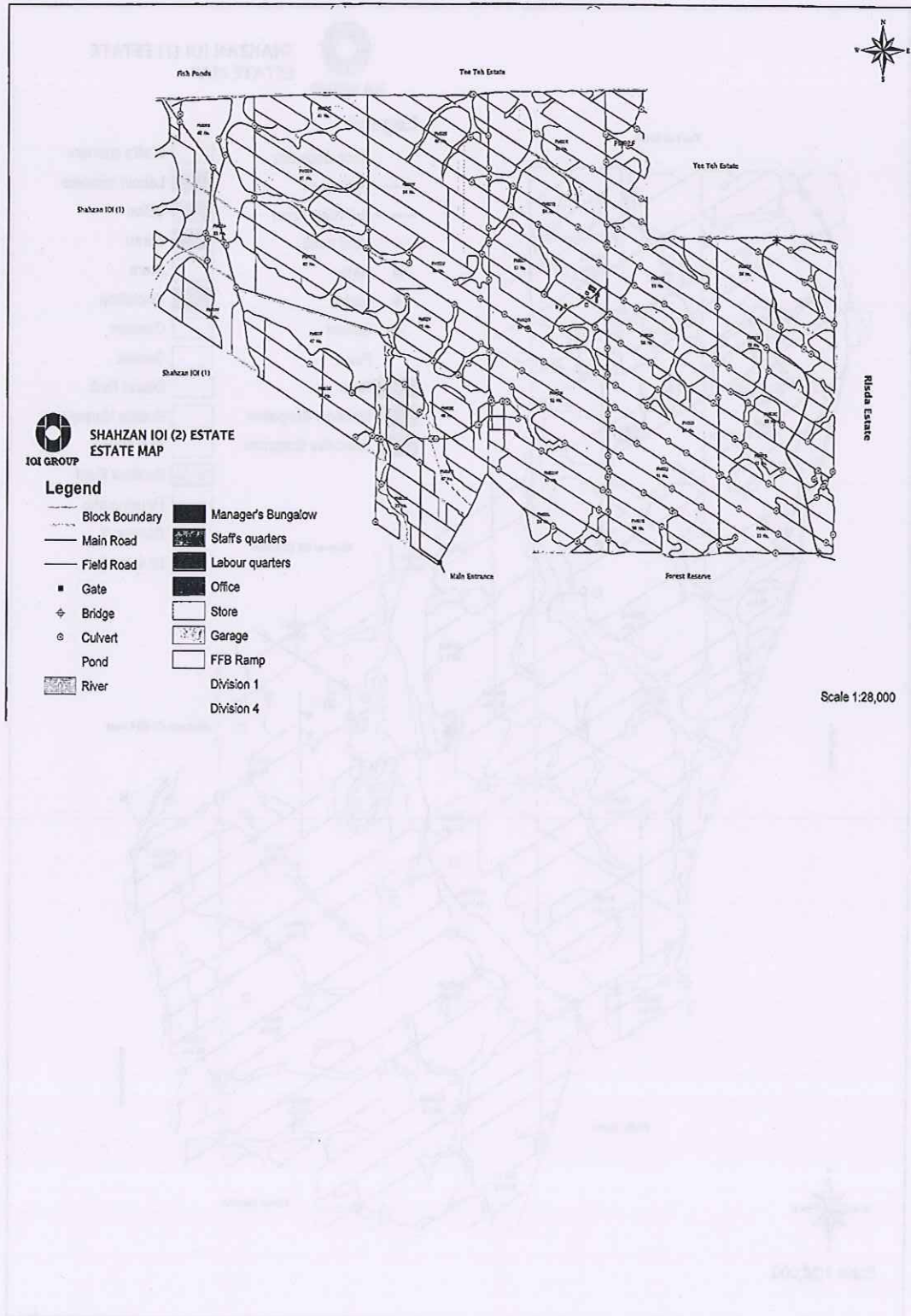
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Appendix C-5:

Field Map Shahzan (2) estate



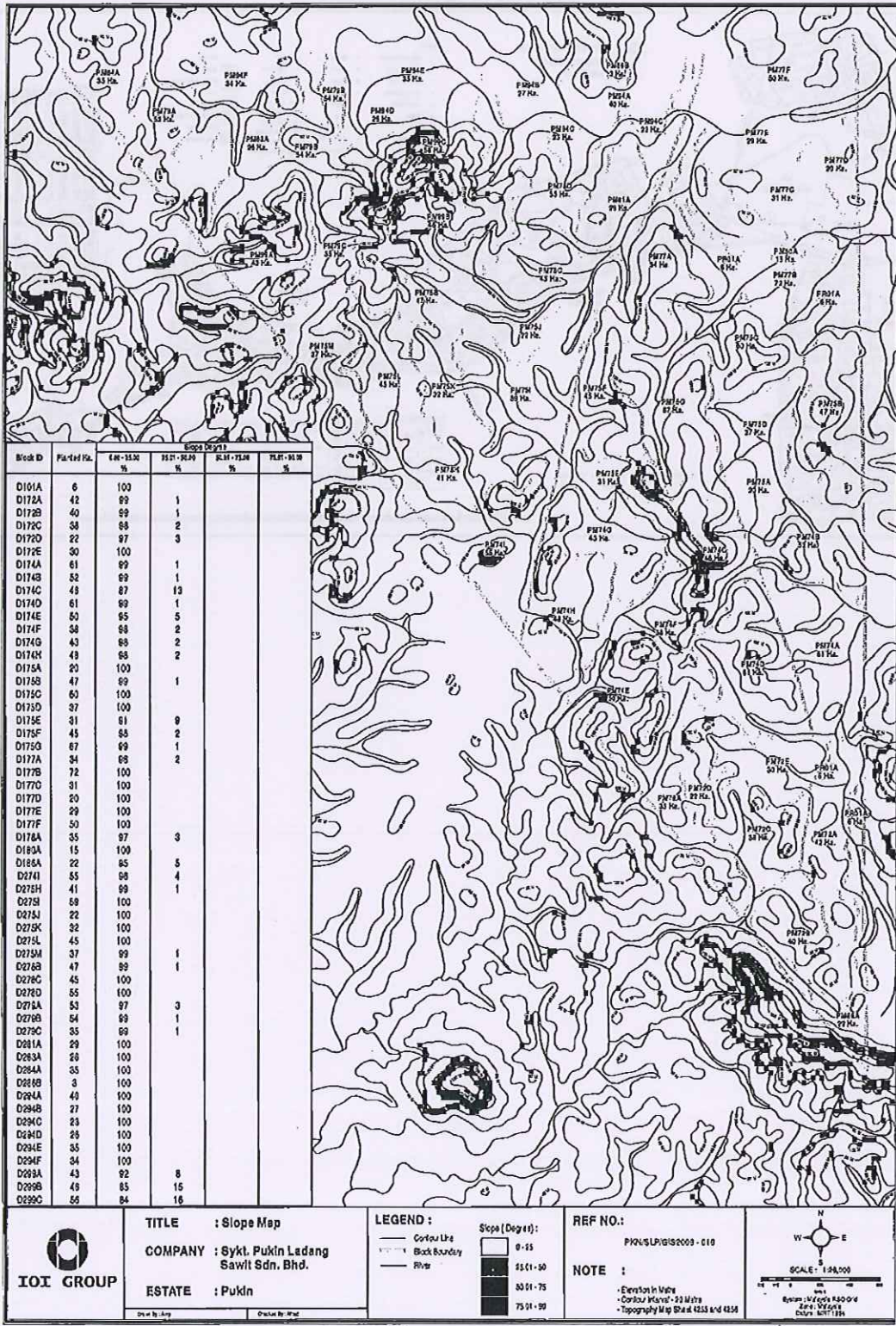
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Appendix C-7:

Slope Map Pukin estate



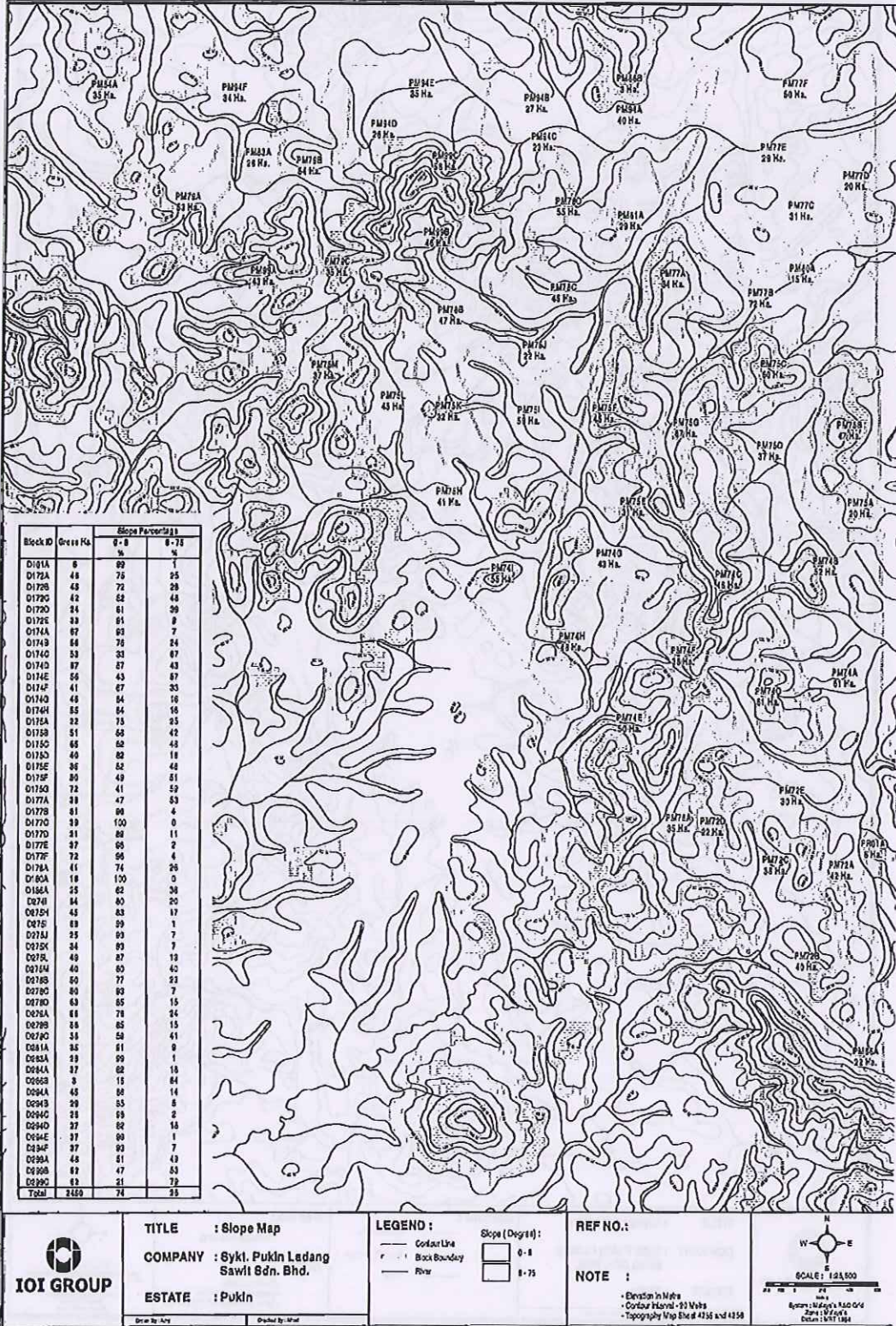
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Appendix C-8:

Slope Map Pukin estate



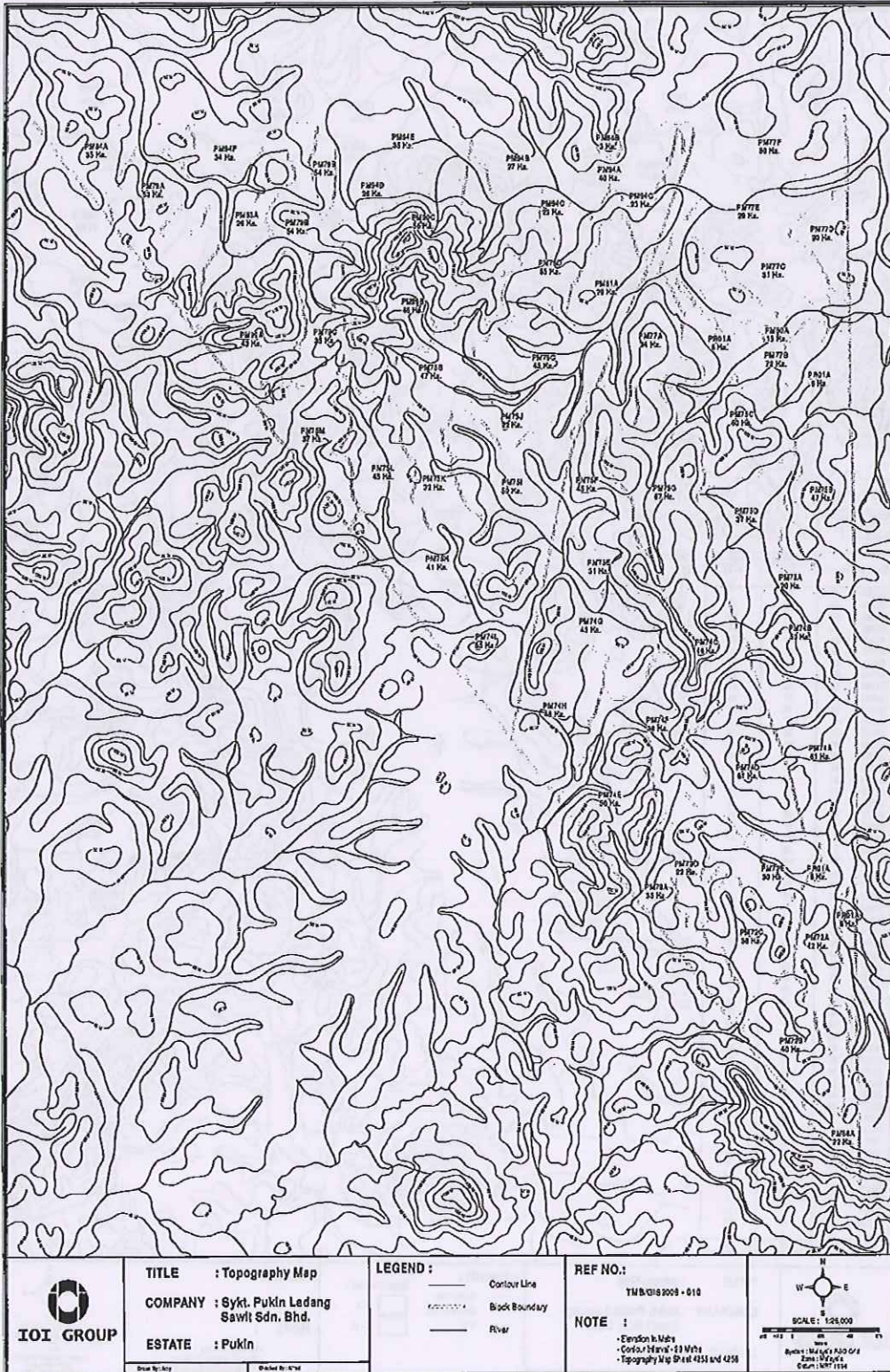
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Appendix C-8:

Topography Map Pukin estate



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Appendix D:

Photographs of Assessment findings at Pukin PMU

 <p>A photograph showing a secondary containment bunker for a fuel tank. The bunker is a concrete structure with a metal frame and a roof. A sign on the bunker reads 'PUKIN ESTATE' and 'TANGKI BAHAN BAKAR'. The date '06-11-2012' is visible in the bottom right corner.</p>	 <p>A photograph of two metal doors leading to a storage area. The left door has a sign that says 'LUBRICANTS STOR'. The right door has a large warning sign that says 'AWAS MUDAH TERBAKAR' (Warning: Easy to Burn) with a flame icon. Other signs include 'NO SMOKING' and 'FLAMMABLE'. The date '06-11-2012' is visible in the bottom right corner.</p>
<p>Secondary containment bunker at Pukin estate</p>	<p>Signages at Chemical and lubricant stores at Pukin estate</p>
 <p>A photograph of a worker in a field wearing a yellow protective suit, a hard hat, and a backpack. The worker is standing in a field with palm trees and other vegetation. The date '07-11-2012' is visible in the bottom right corner.</p>	 <p>A photograph of an open first aid kit. The kit contains various items including band-aids, antiseptic, and other medical supplies. A list of contents is visible on the inside of the kit. The date '07-11-2012' is visible in the bottom right corner.</p>
<p>PPE worn by spraying worker at the field</p>	<p>Contents of First Aid Kit at the field site</p>
 <p>A photograph of a worker in a field performing harvesting activity. The worker is standing in a field with palm trees and other vegetation. The date '07-11-2012' is visible in the bottom right corner.</p>	 <p>A photograph of a field with palm trees and other vegetation. The ground is covered with a layer of EFB (Empty Fruit Bunch) application. The date '08-11-2012' is visible in the bottom right corner.</p>
<p>Harvesting activity performed at the estate</p>	<p>EFB application at the estate</p>

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Washing area for field workers at Pukin estate



Signages at the Segamat estate office.



Burial site (HCV 6) maintained at Segamat estate



Buffer zones (HCV 4) maintained at Pukin estate



Agrochemical storage at Shahzan 2 estate.



Fertilizer storage at the Shahzan 2 estate

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Appendix E:

Time Bound Plan for the Other Management units (updated for 2011/ 2012)

Financial Year	PMU	Main Assessment	Certification Status	Surveillance Assessment	Current Status
PLANTATIONS - MALAYSIA					
2011/ 2012	Pamol Sabah POM	Done in May 2008	Certified in Feb 2009	ASA-01 done in Nov 2009 ASA-02 done in Jan 2011 ASA-03 done in Feb 2012	ASA-04 planned in Jan 2013
	Sakilan POM	Done in Nov 2008	Certified in March 2010	ASA-01 done in Jan 2011 ASA-02 done in Feb 2012	ASA-03 planned in Feb 2013
	Pamol Kluang POM	Done in March 2009	Certified in March 2010	ASA-01 done in March 2011 ASA-02 done in Feb 2012	ASA-03 planned in March 2013
	Gomali POM	Done in August 2009	Certified in August 2010	ASA-01 done in August 2011	ASA-02 planned in August 2012
	Baturong POM	Done in Sept 2009	Certified in October 2010	ASA-01 done in October 2011	ASA-02 planned in October 2012
	Bukit Leelau POM	Done in April 2010	Certified in Nov 2010	ASA-01 done in Nov 2011	ASA-02 planned in Nov 2012
	Mayvin POM	Done in August 2010	Certified in Dec 2010	ASA-01 done in July 2011 ASA-02 done in July 2012	ASA-03 planned in July 2013
	Pukin POM	Done in Dec 2010	Certified in June 2012	ASA-01 done in Nov 2012	-
	Syarimo POM	Planned – September 2012	-	-	-
	Ladang Sabah POM	Planned – October 2012	-	-	-
	Leepang POM	Planned – August 2012	-	-	-
	Morisem POM	Planned – Nov' 2012	-	-	-
	IOI-Pelita	Planned – June 2014	-	-	Ongoing mediation process between IOI and local community on land dispute issue at Sarawak.
Financial Year	PMU	Main Assessment	Certification Status	Surveillance Assessment	Current Status
PLANTATIONS - INDONESIA					
2011 / 2012	PT SKS	Planned – Dec 2016	-	-	-
	PT BNS	Planned – Dec 2016	-	-	-

---End of Part 2---

