

MOODY INTERNATIONAL CERTIFICATION (M) SDN BHD

(188296-W)

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Appendix A:

Qualifications of Lead Assessor and Assessment Team

Mr. Mohan Thavarajah (TM) - Lead Assessor / Team Leader / Technical Expert

(Palm Oil Mill, Environment, OHSAS)

- Master in Technology Management, Bachelor of Engineering and Post-Graduate 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, 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 from 2011 to 2013. He was also a CB Team member in the stakeholder consultation and development of the RSPO Cambodian Local Indicators.

Mr. Jumat Majid – Assessor – Social Responsibility and Workers Welfare

– BSc (Social Science)

Mr Jumat Majid (JM) has over 13 years work experience in the agriculture sector. He has successfully completed the IRCA accredited Lead Auditor course in ISO 9001:2008 and RSPO P&C MY-NI Lead Assessor course. 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 was part of the RSPO Assessment team which audited a RSPO certified Plantation Management Unit in 2010.

Mr. N. Retnasabapathy (NR) – Assessor / Technical Expert – Good Agricultural Practices and IPM

– BSc 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 MICM - RSPO P&C MY-NI Assessor conversion course. He was part of the RSPO Assessment team which audited several RSPO certified Plantation Management Units in 2009 - 2011.

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Appendix B: Assessment Plan (Actual)

Date	Time	Assessors and Assessment Activity		
		Assessment Team		
22/04/2013 Day 1	8 am – 11 am	Travel to Rompin, Pahang		
	2 pm – 3 pm	Opening Meeting & Briefing at IOI Pukin Palm Oil Mill Office		
	3 pm – 6 pm	T. Mohan (TM)	Jumat bin Majid (JMD)	N. Retnasabapathy (NR)
		Site assessment at Pukin Palm Oil Mill (RSPO P&C: Details as per Appendix) <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 Mill Operations – Effluent Treatment <ul style="list-style-type: none"> • Disposal (waste management) • Mill inspections & verifications • Receiving FFB to PO storage • Boiler, workshop etc • Chemical usage, storage, handling, labeling • Recycling and disposals • Interviews with staff & workers 	Site assessment at Pukin Palm Oil Mill (RSPO P&C: Details as per Appendix) <ul style="list-style-type: none"> • Documentation & Review of changes • HR – Pay & Conditions • Worker Contracts • Training • Housing • Worker committees • Gender Issues • Community facilities • Disposal of domestic wastes • Medical Surveillance – CHRA • SEIA Reviews • Field inspections & verifications • Interviews with Staff & Workers 	Site assessment at Pukin Palm Oil Mill and Pukin Estate (RSPO P&C: Details as per Appendix) <ul style="list-style-type: none"> • Documentation & Review of changes • Field inspections & verifications • GAP • IPM • Replanting • New Plantings (P&C 7) • Chemical usage & storage • Chemical handling & labeling/ OSH • Training • Interviews with Staff & Workers
	6 – 7 pm	Break		
7 – 10 pm	Team meeting and discussion			

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23/04/2013 Day 2	Time	T. Mohan (TM)	Jumat bin Majid (JMD)	N. Retnasabapathy (NR)
	8.30 am – 1 pm	Site assessment at Pukin POM and Pukin Estate (RSPO P&C: Details as per Appendix) <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 Mill Operations – Effluent Treatment <ul style="list-style-type: none"> • Disposal (waste management) • Mill inspections & verifications • Receiving FFB to PO storage • Boiler, workshop etc • Chemical usage, storage, handling, labeling • Recycling and disposals • Interviews with staff & workers 	Site assessment at Pukin Estate (RSPO P&C: Details as per Appendix) <ul style="list-style-type: none"> • Documentation & Review of changes • HR – Pay & Conditions • Worker Contracts • Training • Housing • Worker committees • Gender Issues • Community facilities • Disposal of domestic wastes • Medical Surveillance – CHRA • SEIA Reviews • Field inspections & verifications • Interviews with Staff & Workers 	Site assessment at Pukin Estate (RSPO P&C: Details as per Appendix) <ul style="list-style-type: none"> • Documentation & Review of changes • Field inspections & verifications • Including GAP • Including IPM • Replanting • New Plantings (P&C 7) • Chemical usage & storage • Chemical handling & labeling • Training • Interviews with Staff & Workers
	1 – 2 pm	Break		
	2 – 6 pm	Continue with Site assessment at Pukin Palm Oil Mill	Continue with Site assessment at Pukin Estate	Continue with Site assessment at Pukin Estate
	6 – 7 pm	Break		
	7 – 10 pm	Team meeting and discussion		

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24/04/2013 Day 3	Time	T. Mohan (TM)	Jumat bin Majid (JMD)	N. Retnasabapathy (NR)
	8.30 am – 1.00 pm	Site assessment at Shahzan 1 Estate (RSPO P&C: Details as per Appendix) <ul style="list-style-type: none"> • Documentation & Review of changes • Land ownership – boundaries, maps & use • Management Plans & Reviews • SEIA Reviews • Conservation Areas – including HCV • Internal Audits • Interviews with Staff & Workers 	Site assessment at Shahzan 1 Estate (RSPO P&C: Details as per Appendix) <ul style="list-style-type: none"> • Documentation & Review of changes • HR – Pay & Conditions • Worker Contracts • Training • Housing • Worker committees • Gender Issues • Community facilities • Disposal of domestic wastes • Medical Surveillance – CHRA • SEIA Reviews • Field inspections & verifications • Interviews with Staff & Workers 	Site assessment at Shahzan 1 Estate (RSPO P&C: Details as per Appendix) <ul style="list-style-type: none"> • Documentation & Review of changes • Field inspections & verifications • Including GAP • Including IPM • Replanting • New Plantings (P&C 7) • Chemical usage & storage • Chemical handling & labeling • Training • Interviews with Staff & Workers
	1 – 2 pm	Break		
	2 – 6 pm	Continue with Site assessment at Shahzan 1 Estate	Continue with Site assessment at Shahzan 1 Estate	Continue with Site assessment at Shahzan 1 Estate
	6 – 7 pm	Break		
	7 – 10 pm	Team meeting and discussion		

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25/04/2013 Day 4	Time	T. Mohan (TM)	Jumat bin Majid (JMD)	N. Retnasabapathy (NR)
	8.30 am – 1.00 pm	Site assessment at Shahzan 2 Estate (RSPO P&C: Details as per Appendix) <ul style="list-style-type: none"> • Documentation & Review of changes • Land ownership – boundaries, maps & use • Management Plans & Reviews • SEIA Reviews • Conservation Areas – including HCV • Internal Audits • Interviews with Staff & Workers 	Site assessment at Shahzan 2 Estate (RSPO P&C: Details as per Appendix) <ul style="list-style-type: none"> • Documentation & Review of changes • HR – Pay & Conditions • Worker Contracts • Training • Housing • Worker committees • Gender Issues • Community facilities • Disposal of domestic wastes • Medical Surveillance – CHRA • SEIA Reviews • Field inspections & verifications • Interviews with Staff & Workers 	Site assessment at Shahzan 2 Estate (RSPO P&C: Details as per Appendix) <ul style="list-style-type: none"> • Documentation & Review of changes • Field inspections & verifications • Including GAP • Including IPM • Replanting • New Plantings (P&C 7) • Chemical usage & storage • Chemical handling & labeling • Training • Interviews with Staff & Workers
	1 – 2 pm	Break		
	2 – 6 pm	Stakeholder Consultations – Suppliers , Contractors & Local Community		
	6 – 7 pm	Break		
	7 – 10 pm	Team meeting and discussion		



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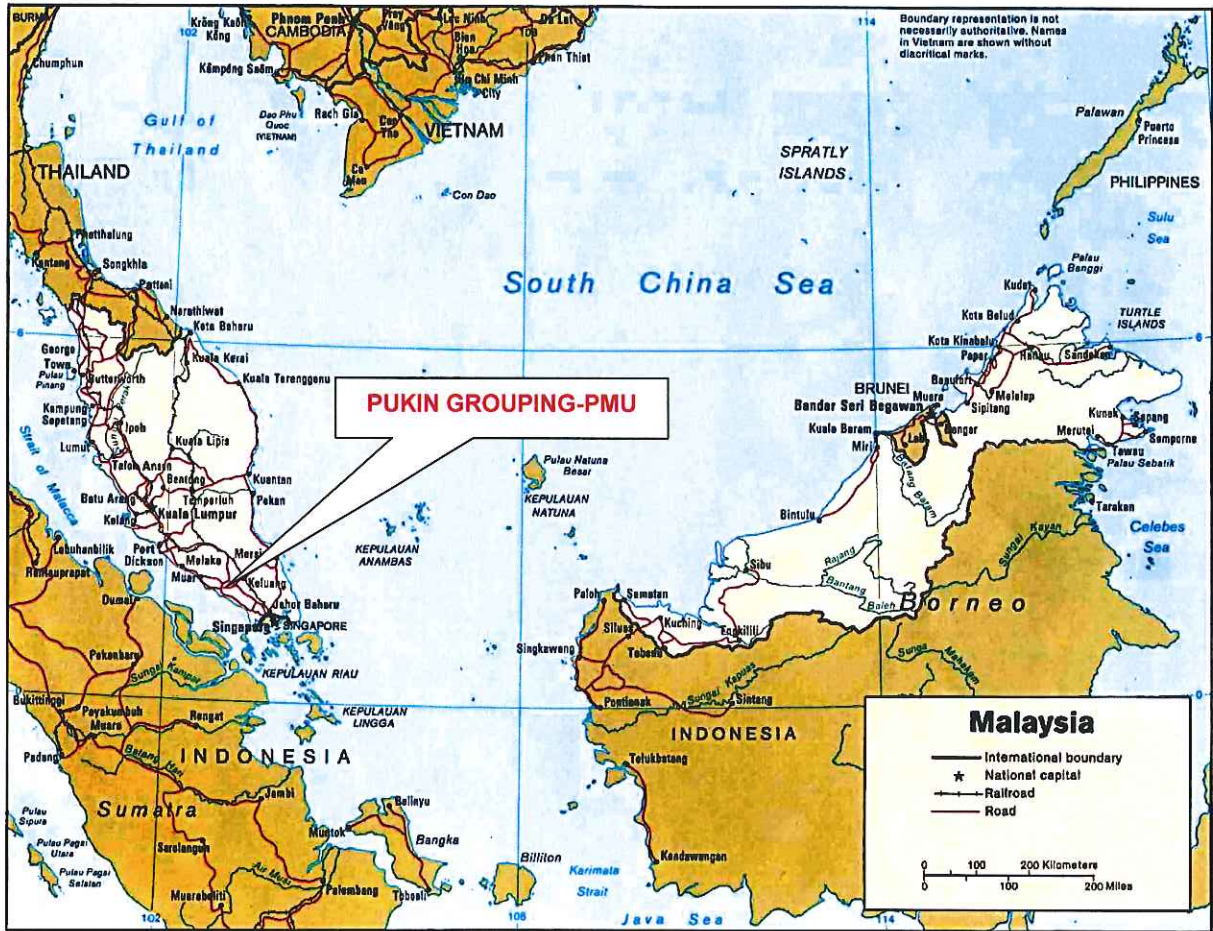
26/04/2013 Day 5	Time	Assessment Team
	8.30 am – 9.00 am	Follow up Documentation & Reviews on Pukin PMU Grouping
	9.00 – 9.30 am	Break
	9.30 am – 10.30 am	Preparation for Closing Meeting
	10.30 am – 11.30 am	Team Meeting and Discussions with IOI Pukin Management Representative
	11.30 am – 12.30 pm	Closing Meeting & Briefing at Pukin Palm Oil Mill Office
	12.30 pm	Travel back

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Appendix C-1:
Location Map of IOI Pukin Grouping, Rompin (Pahang) & Segamat (Johor) Malaysia



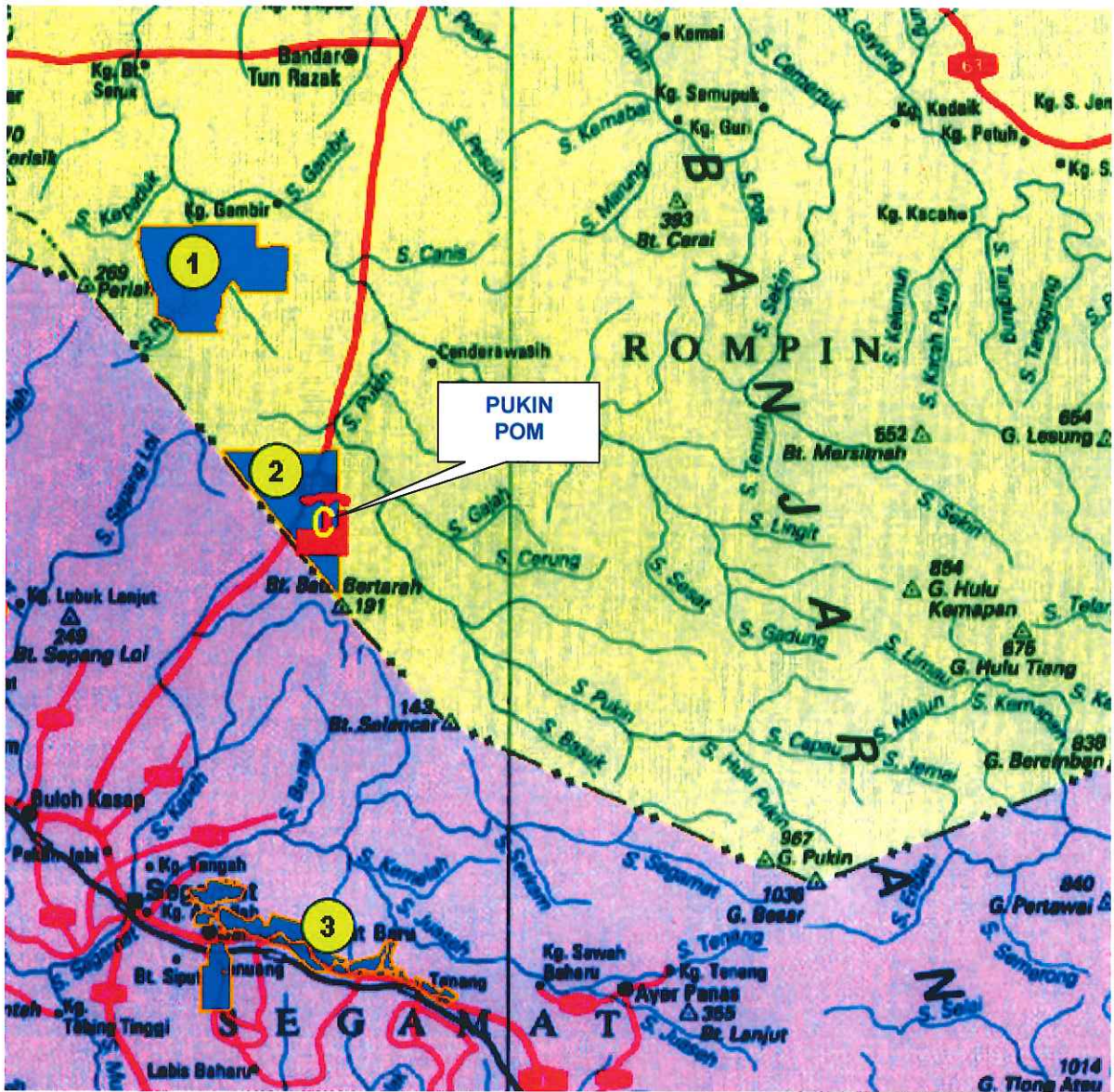
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Appendix C-2:

Location Map of IOI Pukin PMU



Legend:

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

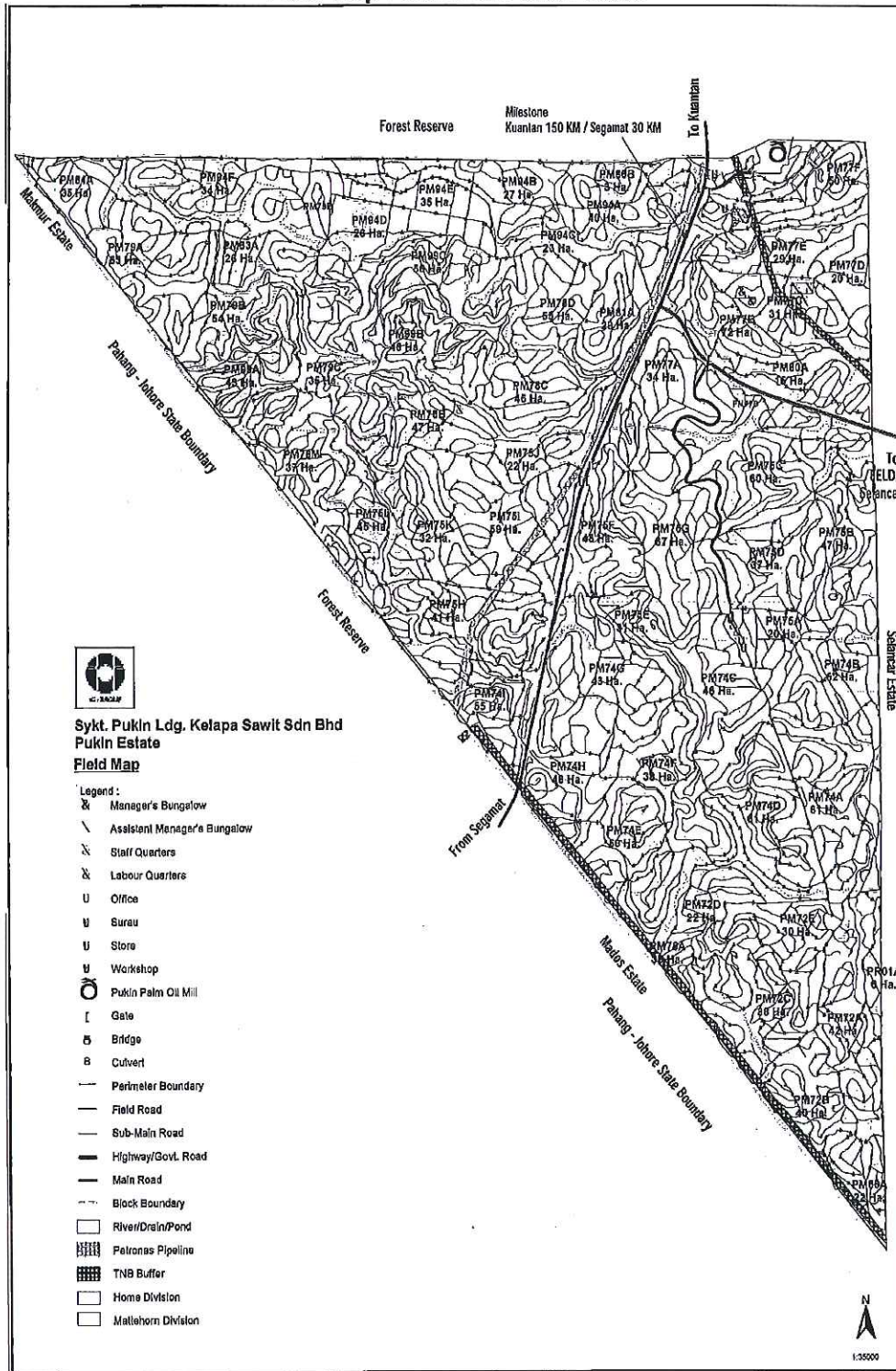
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Appendix C-3:

Field Map Pukin POM and Estate



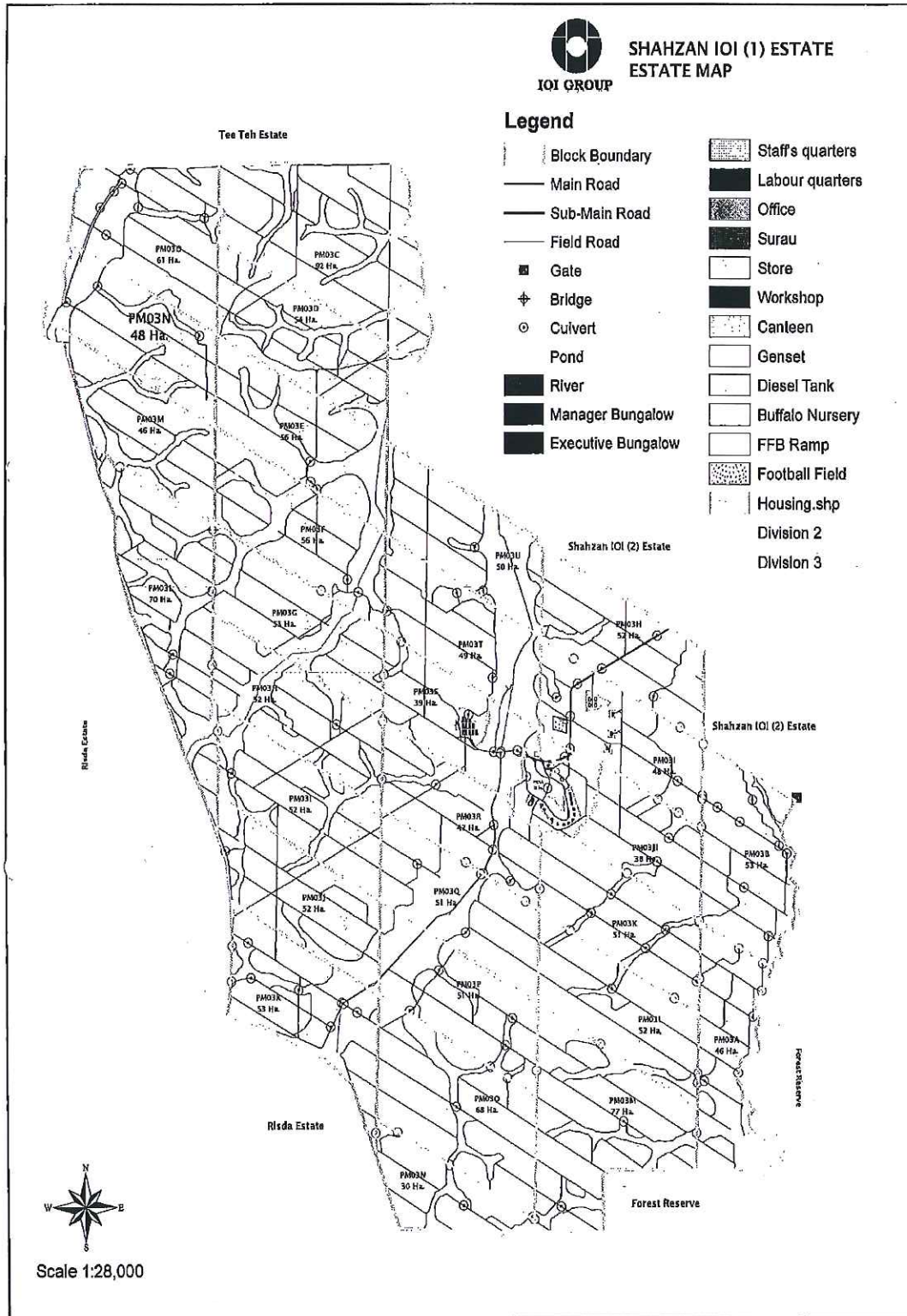
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Appendix C-4:

Field Map Shahzan (1) estate



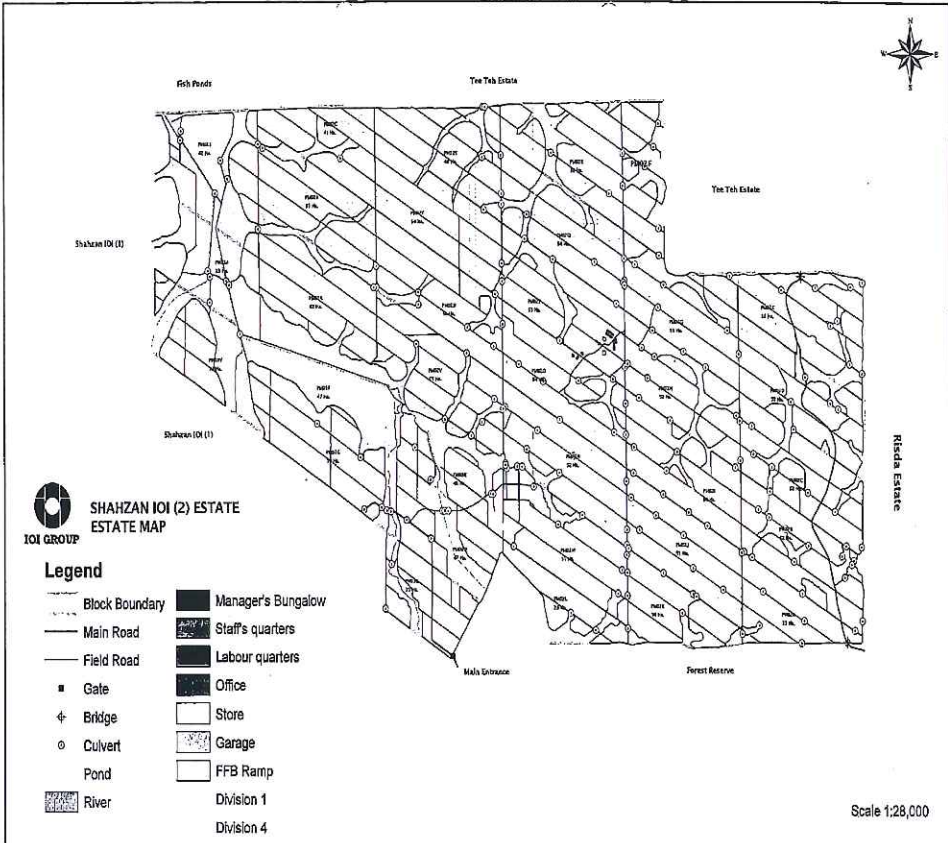
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Appendix C-5:

Field Map Shahzan (2) estate



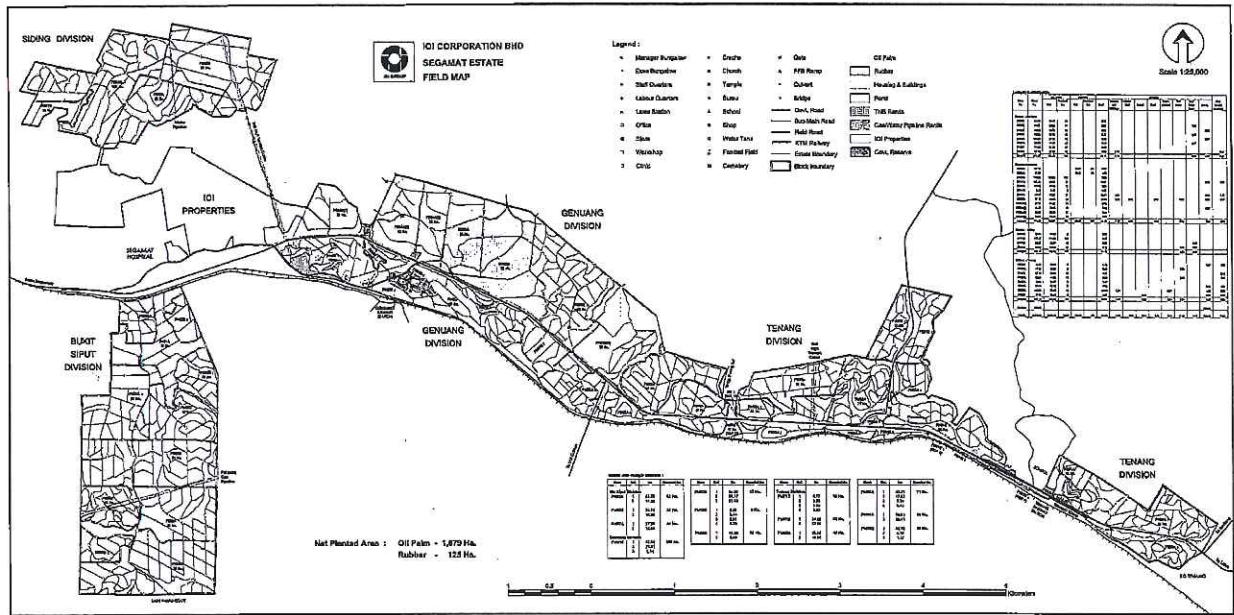
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Appendix C-6:

Field Map Segamat estate



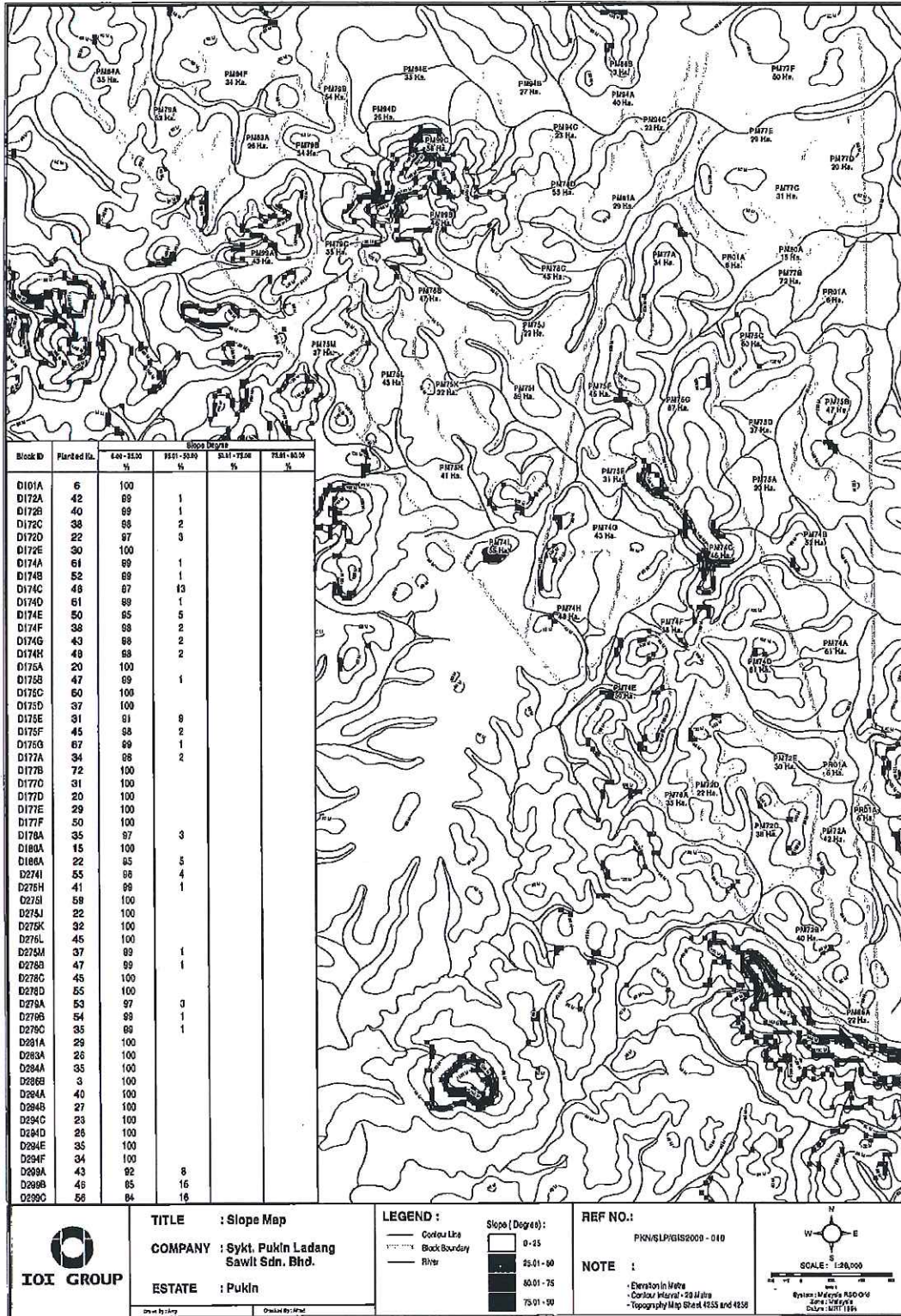
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Appendix C-7:

Slope Map Pukin estate



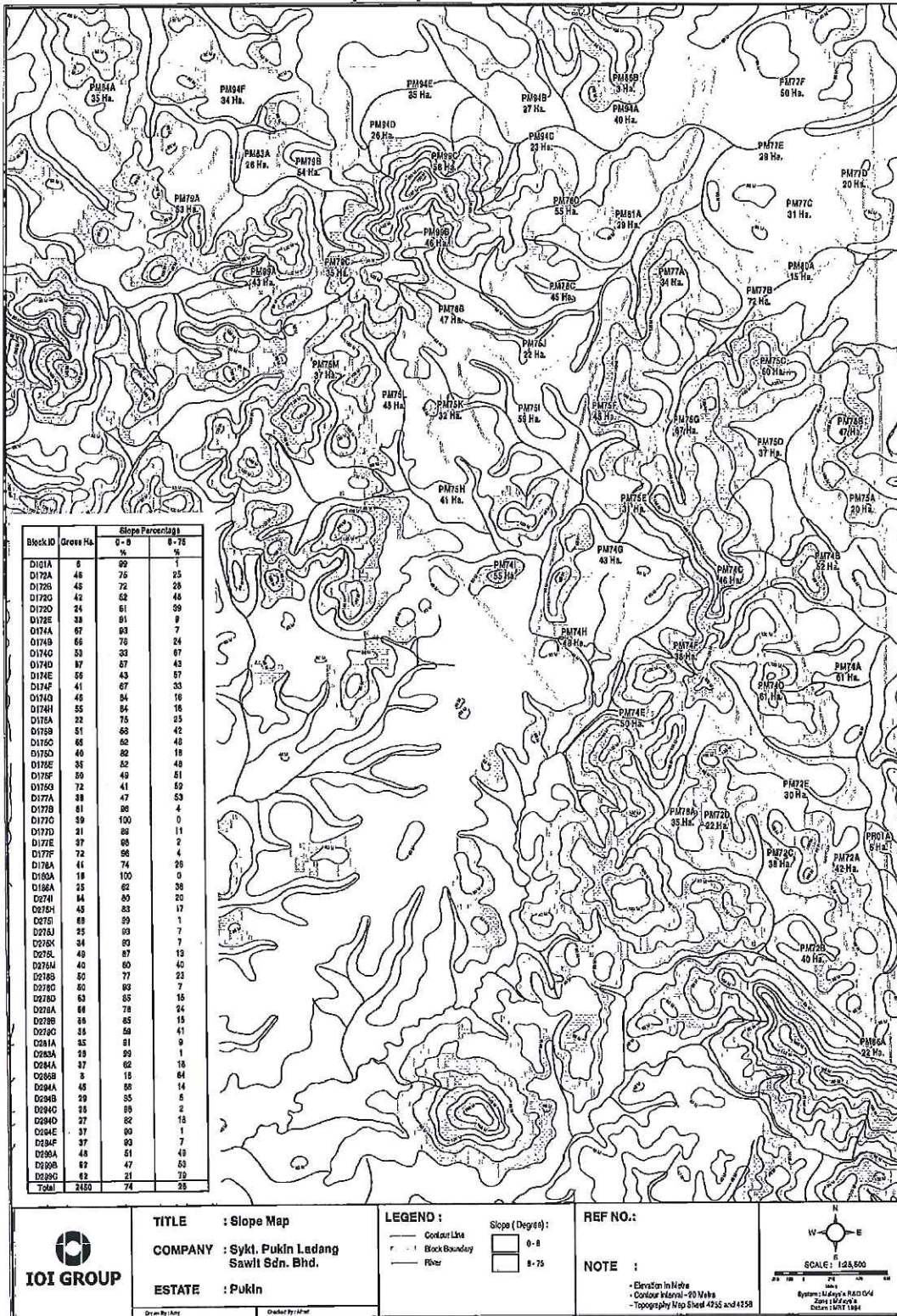
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Appendix C-8:

Slope Map Pukin estate



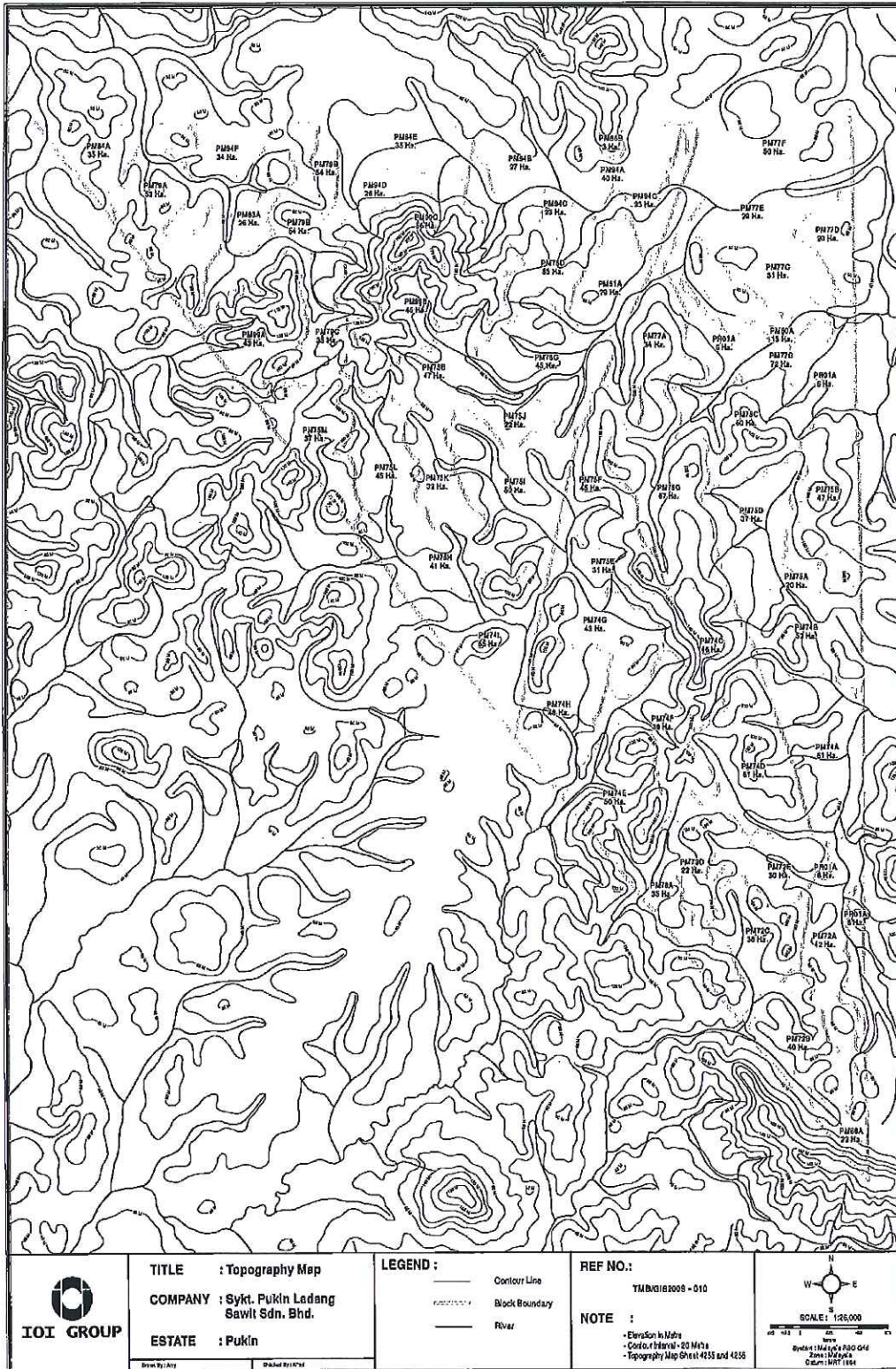
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Appendix C-8:

Topography Map Pukin estate



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Appendix D:

Photographs of Assessment findings at Pukin PMU

	
<p>Buffer Zone Signage</p>	<p>Spraying Operation Signage</p>
	
<p>Spraying Operation personnel wearing PPE</p>	<p>EFB Application</p>
	
<p>EFB Application</p>	<p>Fertilizer Application</p>

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Fertilizer Application



Chemical Store



Chemical Store



Chemical Store



Fertilizer Store



Safety, Environment and Social Information Notice Board

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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					
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 November 2010	ASA-01 done in Nov 2011	ASA-02 planned in Nov 2012
	Mayvin POM	Done in August 2010	Certified in December 2010	ASA-02 done in July 2012	Pending ASA-02 approval.
	Pukin POM	Done in Dec 2010	Certified in June 2012	ASA-01 done in Nov 2012	Pending ASA-01 approval.
	Leepang POM	Audited in Aug 2012	-	-	Pending certification approval.
	Syarimo POM	Audited in Sept 2012	-	-	Pending certification approval.
	Pukin POM	Audited in Oct 2012	-	-	Pending certification approval.
	Morisem POM	Planned – August 2013	-	-	-
	IOI-Pelita	Planned – June 2014	-	-	Mediation process is ongoing between IOI and local community on land dispute issue.
PLANTATIONS - INDONESIA					
2011 / 2012	PT SKS	Planned – Dec 2016	-	-	-
	PT BNS	Planned – Dec 2016	-	-	-

---End of Report---