

Summary Report of Planning & Management of Asian Plantation Limited, Miri Sarawak

1. Executive Summary

This Executive Summary fulfils the RSPO New Planting Procedures Format “Summary Report of Planning and Management “(RSPO latest revision of 5th May 2010).

Felda Global Venture Holdings Bhd – Asian Plantation Limited (hereinafter referred to in the report as FGV – APL has an operational area that is located in Miri Sarawak, Malaysia. The area covering 26,925 ha, which is located in the administrative area o Long Lama Sub District, Marudi District , Miri Division , Sarawak Malaysia.

The company conducted and completed High Conservation Value and Social Impact Assessment (SIA). HCV assessment was conducted in February - March 2015 by Aksenta. The team leader from Aksenta have been licenced by the HCV Assessor Licensing Scheme (Provisional ALS 15025 MM) . The land use change and greenhouse gases emission (GHG) analysis is updated using RSPO Carbon Assessment tool for New Planting dated 2014. The latter report will submitted the RSPO Emission reduction working group separately as per RSPO requirements.

Based on the Land Use Change Analysis in FGV APL (Aksenta 2015) there were no primary forest lost or damaged as a result of land clearance for commercial purposes in November 2005 to February2015 period. In its history, intensive land use has been started since the late 1960s, either by logging companies, community rubber or palm oil plantation and private palm oil plantations.

During the HCV assessment in the Provisional Lease area of Asian Plantations Limited, a total of 35 areas having high conservation value were identified. The size of these areas vary from 1,2 to1.143,7 hectares. The total size of HCV area for all six estates of Asian Plantations Limited together is 4,717.82 hectares, or 18.1% of the entire Provisional Lease area of APL. The HCV types found are: HCV 1, HCV 4 and HCV 6.

The findings on the HCV , Land Use Cover & Land Use Analysis and SIA and have been incorporated in the oil palm development plan of FGV- APL which include the HCV and SIA management and monitoring plans of FGV APL .

2. Reference Documents

The reference documents are as follow:

1. HCV Assessment report for FGV APL February- March 2015
2. Land Use change Analysis (LUCA) for FGV APL April 2015.
3. SIA Assessment report for FGV APL March 2015.
4. The management and monitoring plan of HCV FGV APL
5. The management and monitoring plan of social FGV APL
6. The development plan of FGV APL
7. The Land use change and greenhouse gas emission (GHG) Analysis using RSPO carbon assessment tool for new oil palm planting dated December 2014 (Separate Document for Submission to RSPO ERWG) .

List of Legal documents and regulatory permits related to the areas assessed

Legal status of the FGV-APL operational area for Incosetia Estate (not including Bok River Division), Kronos Estate, Fortune Estate and BJ Corporation estate is in the form of Provisional Lease of State Land. While the Grand Performance Estate which is still in the process of perimeter survey and community mapping, including pending approval of Environmental Impact Assessment (EIA) does not obtain the Provisional Lease of State Land yet (**Table 3.1**). We also attached letter from Ibu Pejabat Tanah dan Survei Sarawak regarding to ownership to Grand Performance Sdn Bhd as well as Environmental impact assessment as supporting documents for your reference (**Please refer appendix 1, 2 and 3**).

RSPO

Table 3.1. Total area and legal status area of FGV-APL operational area

No	Estate	Total Area (ha)	Provisional Lease		Planting		Date Takeover	Previous Owner	Notes
			Number	Issuance	Year	Area (ha)			
1.	IncoSetia	5,839	04-LCP/LS-021-000-00016	20 Feb 2003	2010, 2011, 2012, 2013	4,259	January 2010	Yayasan Malaka	<ul style="list-style-type: none"> ▪ Classification: Mixed Zone ▪ Land Category: Country Land ▪ Locality: Batang Ujar, Baram
	Sungai Bok Division	839	-	-	2012, 2013, 2014	-	-	Yayasan Malaka	
2.	Kronos Plantations	5,000	04-LCP/LS-021-000-00016	20 May 2003	2012, 2013	3,937	March 2012	Koperasi Serbaguna Malaysia (KSM)	
3.	Fortune Plantations	5,000	04-LCP/LS-021-000-00010	03 Oct 2006	2011, 2012, 2013	3,950	2011	Sealink Shipping Co.	
4.	BJ Corporation	6,395	04-LCP/LS-021-000-00020	07 May 2007	2009, 2010, 2012	3,609	2008	-	
5.	Grand Performance	3,852	-	-	-	-	-	-	Perimeter survey and community map in progress

Source: Environmental Impact Assessment (EIA), APL Documents; FGV-APL Documents and Presentation, FGV-APL planting data

RSPO

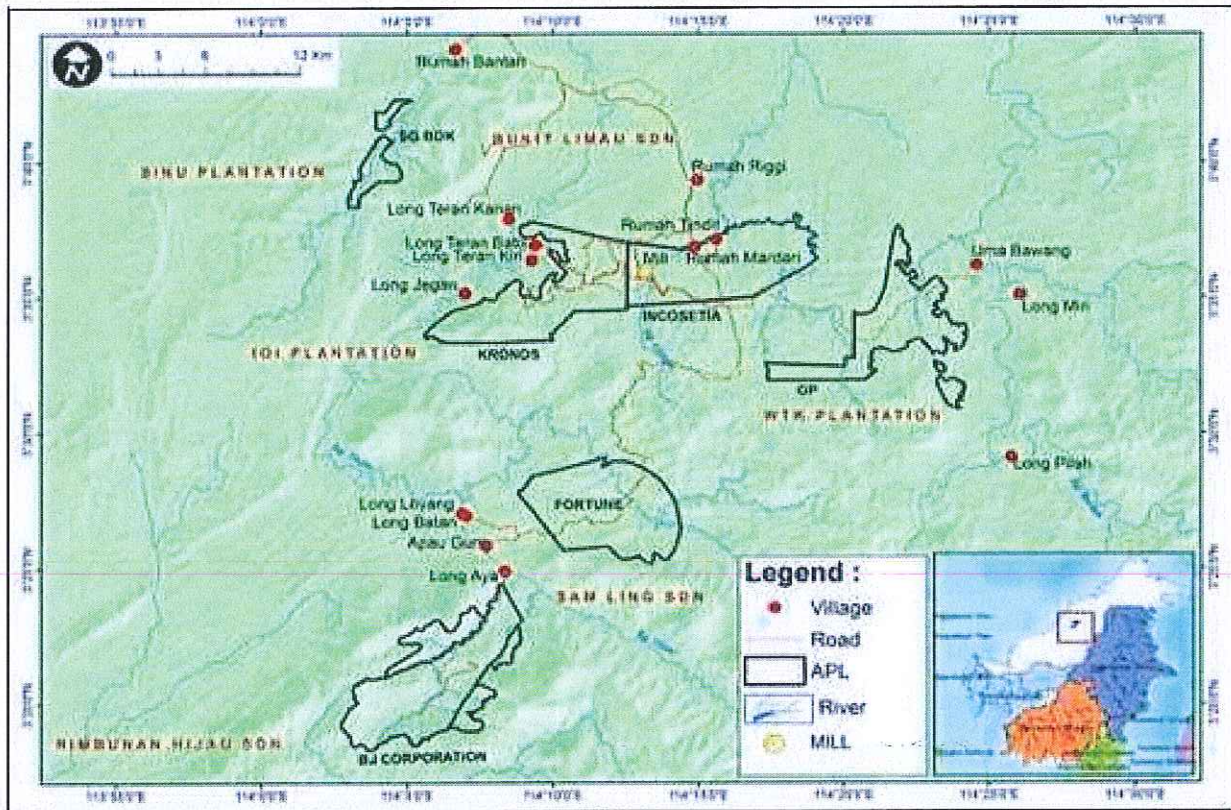


Figure 3.1. Villages and palm oil plantations around PL area of FGV-APL

RSPO

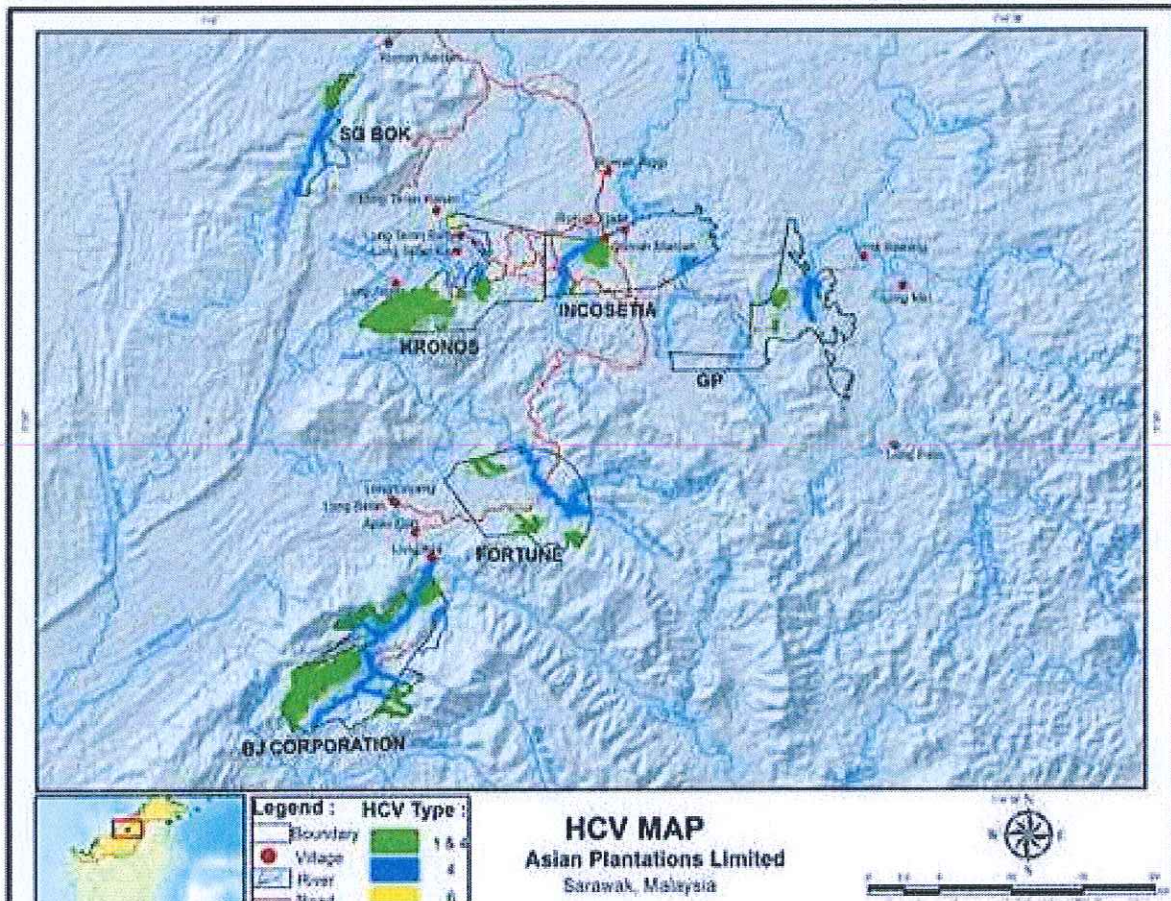


Figure 3.2 : HCV Map of Asian Plantations Limited



Area and time-plan for new plantings

Development Plan for Asian Plantation Limited Estate in Miri, Sarawak.

Company Details

Company Name: FGV-Asian Plantation Limited

Address: Lot 1437, Centre Point Commercial Centre II, Jalan Kubu, 98000 Miri, Sarawak.

CEO: Mr. Alberto Bin Domingo

Contact Number: 085-410102/410103

Organization Chart ; (Please include as attachment).

Reason to develop the land: Planting Oil Palm

Company commitment to Deforestation: **following FVG guidance.**

APL Area Statement:

No	Estate Name	Perimeter Area (Ha)	Planted Area (Ha)	HCV Area (Ha)	Buffer Zone (Riparian) (Ha)	Steep Area (Ha)	Infrastructure (Ha) (any other area)	Remarks
1	Inco Setia	5838.56	2913.84	568.19	747.10	1544.43	65.00	
2	Fortune	5000.00	3750.38	486.86	100.03	631.13	31.60	
3	Kronos	5000.00	2968.28	1412.05	500.00	102.67	17.00	
4	BJ Estate	4795.24	3609.24	951.24	200.00		34.76	
5	Grand Performance	3851.50	2823.93	182.57		805.00	40.00	To be planted
6	Total	24485.30	13241.74	3600.91	1547.13	3083.23	188.36	

RSPO

Year of Planting:

No	Estate Name	Year											
		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
1	Inco Setia		185.89					289.44	1284.15	274.62	798.41	81.33	
2	Fortune								753.08	1584.6	1370.61	42.09	
3	Kronos	823.00	279.00		243.00	121.00				161.00	1341.28		
4	BJ Estate						1759.13	700.11		502.02	647.98		
5	Grand Performance												1,500
Total		823.00	464.89		243.00	121.00	1759.13	989.55	2037.23	2522.24	4158.28	123.42	2,500

Development Plan for Grand Performance estate.

Project Summary: Development Plan for Grand Performance Estate.

Project Location: Lot 17,18,19 Patah Land District, 98050 Baram, Miri, Sarawak

Hectarage: 3851.50 Ha

Person In charge: Mr. Collin Pantak

Contact Number of Person In charge: 012-8787428

Existing Land Use for Grand Performance. Base on your estimation.

No	Type of Land Cover	Remark (Hectarage)
1	Opened Area	50
2	Low density of Secondary Forest	20
3	Medium Density of Secondary Forest	100
4	Low Density of Swampy Secondary Forest	10
5	Bushes	nil
6	Mix Farming	30
7	Oil Palm Plantation Area	5

RSPO

Summary Request.

A piece of land owned by Asian Plantation Limited that yet to develop situated at Lot 17, 18 and 19 Patah Land District, Miri Sarawak. The development will consist of Nursery, staff and workers housing as well as other infrastructure such as bridges and road.

Environment Impact Assessment: Conducted by Chemsain Konsultant Sdn Bhd on May 2014.

Staff Recommendation: Estate Manager= 1, Assistant Manager =2, Field Staff=5 , Clerk= 3
11 Units of Executive/Staff Houses.

Workers recommendation: 350 of General workers (Planters=22, Upkeep/Maintenance=176, Harvesters=152)(Estimated until harvesting)

Stakeholder consultation (Community Meetings):

Future community consultation meeting will be held on 4th week of August 2015.








Participatory Mapping:

To conduct participatory mapping on 1st week of September 2015.

Project Development Scheduled.

No	Development Scheduled Month Description	2015												
		1	2	3	4	5	6	7	8	9	10	11	12	
1	Stakeholder consultation									—				
2	Participatory Mapping									—				
3	Demarcation of area boundary (GPS Mapping)									—	—			
4	Identification of Nursery Site									—				
5	Ordering of Seeds										—			
6	Seed delivery Scheduled													
7	Tender for felling and planting operation									—				
8	Opening Tender / Job offer										—			
9	Mobilization of machineries											—		
10	Staff/workers recruitment										—	—	—	
11	Setting up building infrastructure											—	—	—

RSPO

10	Staff/workers recruitment												
11	Setting up building infrastructure												
12	Preparation of Nursery site												
13	Ordering and fixing of irrigation												
14	Ordering and fixing of water and Genset												
15	Ordering of polybag												
16	Under brushing, Clearing and Felling												
17	Terracing												
18	Roads Construction												
19	Drains Construction												
20	Legumes Cover establishment												
21	Lining												
22	Field planting												
23	Maintenance												

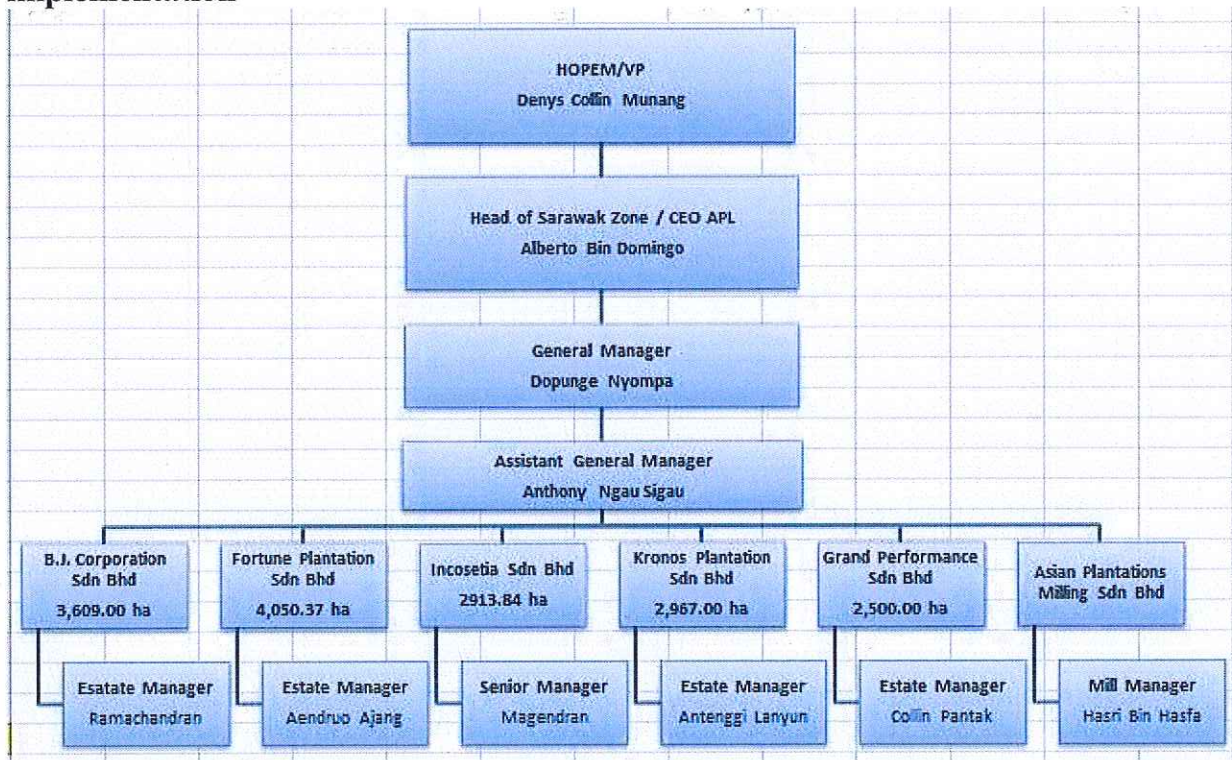
Written Policies such as environment, safety or sustainability that being used or relevant for the Grand Performance Development Plan:- **follows FGV policies**

3. SEIA and HCV Management & Planning Personnel

Organizational information and contact persons

Company Name	: Asian Plantations Sarawak Sdn Bhd.
Investment Status	: Domestic Investment
Business Field and Activity	: Oil Palm Plantation and Palm Oil Processing
RSPO Membership	: Asian Plantations Limited (APL), an RSPO registered member as of 15 March 2012, No. 1-0117-12-000-00
Contact Person	: Mr. Alberto Bin Domingo, Chief Operation Officer
Office Address	: Centre Point Commercial Centre II, Lot 1437, Jalan Kubu, 98000 Miri, Sarawak. Tel: +60 85 410102 Fax: +60 85 410095

Personnel involved in planning and implementation



RSPO

Key Responsibilities

The process of HCV and SIA development and preparation of management and monitoring plan for FGV APL will be implemented in phases. The implementation of the HCV and SIA management and monitoring plans in the field will be implemented by experienced personnel who possessed the relevant knowledge and technical skills.

Sustainability staff, audit and certification. The Estate manager is directly responsible for the implementation of the plans of management and monitoring. The General Manager in estate is responsible and accountable to ensure that overall Development Plan including the management of HCV and SIA is implemented according to the time plan and budget allocation. The management team is supported and supervised by Mr. Dopunge Nyompa and PSQM will provide the overall support in the implementation of the development plan.

Stakeholder to be Involved

Key stakeholders are considered highly influential stakeholders on the operation of the APL or directly affected by the operation of the company. For ease of understanding and determining key stakeholders, the identification and mapping based on the level of influence and level of stakeholder interests with the Company is used.

External key stakeholders established by considering the social conditions surrounding the Company, the dynamics of community and the growing social issues, as well as the interaction of the Company with those parties, as well as the level of interest of the parties to the Company. Identifying key stakeholders and mapping the interests are useful to assist in conflict management and social relations.

RSPO

<i>Key stakeholders</i>	Roles and interests
Surrounding village officials (not only Chairman)	The village officials (including JKKK and community figure that is trusted by the community) as the party that represent the village community. Company party that deals with this stakeholder group for social assistance, JV, distribution of important information related to APL social Interaction. Thus transparency is needed for the sake of openness in the community.
Officials of Uma Bawang, Long Miri dan Long Pilah	The officials of these villages (including JKKK and community figure) are stakeholder group who will communicate with APL related to the opening of BJ Estate. Therefore, FPIC principals need to be implemented.
JV cooperatives management	The party that represent the community of Long Loyang and Long Batan and APL partner in managing partnership cooperatives. Integrity and the management skill of the officials are the main factors of success and benefit of partnership for the village communities. Included in this stakeholder group are candidates of JV cooperatives of Long Teran Batu.
Figure or group that influence Long Teran Batu.	Those who have interests against APL presence and have mass. They must be approached and embraced to relieve their disappointments (long Teran Batu) and to minimize social risks which derived from the village community.

Key stakeholders of surrounding communities of Asian Plantation Limited, Marudi District, Negeri Sarawak

At least there are 251 informants representing various professions and relevant social roles that were found in the field.

36 parties, there are some important parties of informants in the study villages. They are stakeholders for APL. To map the stakeholders and determine key stakeholders, issues, impacts, and social risks related to the presence and operations of the Company need to be reviewed.

4a. Summary of management and Mitigation Plans (SEIA)

Communication and social relation with the surrounding communities

1. Identify the promises that have been submitted to the community (including those has not yet or not met) and try to fulfil or other ways to improve the situation (because it does not mean all community promises and the demands should be granted).

RSPO

2. Improve communication with the surrounding communities to reduce disappointment and improve social relations to maintain good relations.
3. Empower Public Relations personnel to specifically and actively carry out socialization and approach to the community.
4. Communicate and apply the principle of FPIC for every interaction and cooperation with village communities; and create the documentation.
5. Ensure that important information related to the APL interests are well distributed to villagers, do not stop at the heads of the village or group alone.
6. Communicate and collaborate with the village officials and the trusted by the villagers who can represent the public interest, not only with the heads of the village.
7. Develop the systems and mechanism of delivery and resolution of complaints from the community.

Social Risks Mitigation

1. Identify the core problem with the village of Long Teran Batu, recognizing the expectations and needs of the village understand the characteristics of the community and identify the parties that have interests.
2. Perform appropriate approach to the interested parties of Long Teran Batu
 - a. (among which are the mass activator and land owners in JV area).
3. Identify personnel or neutral and influential parties that help APL to be a bridge of communication and also a witness in the resolution of the issue (or a partnership).
4. Ensure completion of social problems and conflicts are systematically carried out and documented the whole meeting, the development and the resulting agreement.

Positive Impacts Reinforcement

1. Improve the mechanism and increase the transparency of RM 200 monthly provision to the community (especially Long Batan village) so that all of JV participants receive the rights fairly and punctually.
2. Develop an effective and transparent mechanism of land compensation payment or provision to minimize internal fraud in the village.
3. Form a team at the village level which consists of independent parties and parties trusted by the community to supervise the distribution of donations and profit-sharing of joint venture in the future in a fair and transparent way.
4. Facilitate cooperatives management capacity building in order to have sufficient capability and apply transparency.

RSPO

Community Development Program

1. Identify the community needs of all the surrounding villages and set priorities.
2. It should be done in a participatory manner with representatives of the villages concerned.
3. Facilitate the improvement of natural capital and physical capital Long Loyang, Long Batan, Long Aya, Apau Gun and Uma Bawang village to stimulate the community economy.
4. Facilitate human resource capacity building to support the creation of business opportunities for the community.
5. Paying attention to the needs of the most vulnerable groups such as people of Long Teran Kiri and some of the people in Long Teran Batu village who are not participants of the joint venture (to avoid jealousy in the future).

Improvement of workers conditions

- Conduct a self-assessment to identify all the things that do not fit (comply) with the labor laws, immigration laws and the RSPO Principles and Criteria.
- Develop an action plan to increase compliance and improve aspects of employment, which includes:
 - Facilitate compliance of immigration requirements of foreign labor.
 - Improve passports storage mechanism by the company.
 - Effective planning (balance between workload, number of workers, working time and field conditions).
 - Evaluate the overtime calculation and appropriate wage.
 - Improve the implementation of K3 in all Estates: a routine health examination for spraying and manuring workers, procurement of PPE, ensure a safe condition in the workplace and increase employee awareness of the safe action.
 - Add housing facilities for workers.
- a. Develop policies in order to increase wages and improve working conditions as a whole.
- b. Develop systems and mechanisms of communication channels to lodge complaints and settlement systems
- c. Evaluate progress and intensified labour audits to ensure compliance to all aspects of employment



Social Management Plan

Plan	Communicate	Mitigation and Monitor
Internal Policies and framework shall be developed and guidance	Identify the promises that have been submitted to the community (including those met or not yet met) to fulfil or other ways to improve	Identify core problem of the villages of Long Teran Batu , in recognizing the expectations and needs of the village , understand the characteristics of the community and identify the parties that have interest
Planning to conduct social mapping to understand the surrounding villages in depth , identify relevant CSR program and plan to determine the key stakeholders	Improve communication with surrounding communities to reduce disappointments.	Identify the appropriate personnel or neutral parties to facilitate the APL and community communication.
Company social impacts and social roadmap Targets and outcome of the social roadmap.	Communicate and apply FPOV for every interaction with community followed by proper documentation.	Ensure completion of social problems and conflicts are systematically carried out and documented for the whole meeting development for monitoring purposes
Mapping the stakeholders of the company completely and separately between plantation and refinery stakeholders.	Ensure that important information related to APL interests are well distributed to villages and not only to heads of villages alone.	Natural capital and physical capital data of the villages must be collated to improve the condition of the areas.
Improvement of workers conditions	To develop systems and mechanism of delivery and resolutions complaints for the community.	Paying attention of the two villages of Long Teran Kiri and Long Teran Batu to constantly be in touch with them for note creating future problems

4b. Summary of Management and Mitigation Plans (HCV)

HCV Development and preparation of management and monitoring plans.

HCV management aims to protect HCV elements and areas against any damages, as well as to maintain and enhance their values and functions. Such objectives should lead to HCV area and element protection and management.

The threat assessment has provided options of what actions to take to minimise or reduce threats to HCVs. Further, the plantation management should develop a documented plan for maintaining or enhancing HCVs and integrate it into an operational management plan. This plan outlines specific objectives and management strategies for each HCV and carefully takes into account all relevant threat assessment outputs.

RSPO

Plan for HCV Management and Monitoring

HCV	Threat	Management Recommendation	Monitoring Recommendation
1	<ul style="list-style-type: none"> Hunting activities by local community and company workers. Logging activities are distributed around FGV – APL’s PL concession. River Siltation and sedimentation due to land cover changes. 	<ul style="list-style-type: none"> Ensure that no staffs, workers and surrounding community members commit RTE species hunting. Reforest and rehabilitate the identified HCVA, particularly the degraded riverbanks in FGV – APL’s PL concession. Work together with local community to protect ricers. Introduce information on RTE species that need protection. 	<ul style="list-style-type: none"> Monitor hunting activities to prevent RTE species hunting. Monitor fishing activities that may destroy Aquatic biota. Monitor community logging activities to prevent damaged HCVA
4	Logging agriculture and plantation activities causes loss of land cover, leading to decreasing river water discharge.	<ul style="list-style-type: none"> Enrich vegetation around areas of 3 -5 m from the river. It is important to make sure that the plants are of deep and strong root penetration, in addition to vegetative and thick. Akar wangi (vetiver), bamboos and Syzygium can be planted. Install signboards to indicate HCVA on the ground to introduce information to community and plantation workers. Conduct regular patrol to monitor community logging activities. 	<ul style="list-style-type: none"> Regularly monitor water level to identify the water discharge of Aya , Temadoh , Lamaah, Teru , Bok , Teran and Merong Rivers. Record events of HCVA destruction due to external factors (logging and land clearing for agriculture) . Patrol against illegal logging.
	Water Pollution from fertiliser and pesticides applications	<ul style="list-style-type: none"> Restrict fertilizer and pesticides application (5-10 m from riverbank) and shift to organic material application for fertiliser and pesticides applications around riverbanks. 	<ul style="list-style-type: none"> Regularly sample water (3-4 months) for laboratory analysis to identify water quality (particularly the chemical content).

RSPO

6	The company's operational activities that poorly consider and respect HCV presence especially during land clearing.	<p>Introduce information relating to HCVA 6 locations, forms and important values, as well as the company commitment to conserving it. Such introduction is mainly aimed for land clearing contractors, staffs employee and community.</p> <p>Install signboards of names buried in the burial ground along with HCV 6 that the area has.</p> <p>Make agreement between the company and community members/ beneficiaries in respect to HCV 6 technical aspects of management</p>	<ul style="list-style-type: none"> • Monitor land clearing. • Monitor HCVA 6 presences and its conditions • Evaluate HCVA 6 management effectiveness.
---	---	--	--

Plan for HCV Monitoring and Regular Review of Data

The basic programs of activities that fulfill the HCV management are in regular monitoring and review. The purpose of review is to measure the achievements, effectiveness, efficiency and impacts of the sustainability program. Thus the purpose of monitoring is to evaluate whether the activities run as they are expected, whether the resources investments (human, fund, time) are as they were planned.

Development Plan

Development Plan for Asian Plantation Limited Estate in Miri, Sarawak.

Company Details

Company Name: FGV-Asian Plantation Limited
 Address: Lot 1437, Centre Point Commercial Centre II, Jalan Kubu, 98000 Miri, Sarawak.
 CEO: Mr. Alberto Bin Domingo
 Contact Number: 085-410102/410103
 Organization Chart ; (Please include as attachment).
 Reason to develop the land: Planting Oil Palm

Company commitment to Deforestation: following FVG guidance.

RSPO

APL Area Statement:

No	Estate Name	Perimeter Area (Ha)	Planted Area (Ha)	HCV Area (Ha)	Buffer Zone (Riparian) (Ha)	Steep Area (Ha)	Infrastructure (Ha) (any other area)	Remark
1	Inco Setia	5838.56	2913.84	568.19	747.10	1544.43	65.00	
2	Fortune	5000.00	3750.38	486.86	100.03	631.13	31.60	
3	Kronos	5000.00	2968.28	1412.05	500.00	102.67	17.00	
4	BJ Estate	4795.24	3609.24	951.24	200.00		34.76	
5	Grand Performance	3851.50	2823.93	182.57		805.00	40.00	To be planted
6	Total	24485.30	13241.74	3600.91	1547.13	3083.23	188.36	

Year Of Planting:

No	Estate Name	Year											
		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
1	Inco Setia		185.89					289.44	1284.15	274.62	798.41	81.33	
2	Fortune								753.08	1584.6	1370.61	42.09	
3	Kronos	823.00	279.00		243.00	121.00				161.00	1341.28		
4	BJ Estate						1759.13	700.11		502.02	647.98		
5	Grand Performance												1,500
Total		823.00	464.89		243.00	121.00	1759.13	989.55	2037.23	2522.24	4158.28	123.42	2,500

RSPO

Development Plan for Grand Performance estate.

Project Summary: Development Plan for Grand Performance Estate.

Project Location: Lot 17,18,19Patah Land District, 98050 Baram, Miri, Sarawak

Hectarage: 3851.50 Ha

Person In charge: Mr. Collin Pantak

Contact Number of Person In charge: 012-8787428

Existing Land Use for Grand Performance. Base on your estimation.

No	Type of Land Cover	Remark (Hectarage)
1	Opened Area	50
2	Low density of Secondary Forest	20
3	Medium Density of Secondary Forest	100
4	Low Density of Swampy Secondary Forest	10
5	Bushes	nil
6	Mix Farming	30
7	Oil Palm Plantation Area	5

Summary Request.

A piece of land owned by Asian Plantation Limited that yet to develop situated at Lot 17, 18 and 19 Patah Land District, Miri Sarawak. The development will consist of Nursery, staff and workers housing as well as other infrastructure such as bridges and road.

Environment Impact Assessment: Conducted by Chemsain Konsultant Sdn Bhd on May 2014.

Staff Recommendation: Estate Manager= 1, Assistant Manager =2, Field Staff=5 , Clerk= 3
11 Units of Executive/Staff Houses.

Workers recommendation: 350 of General workers (Planters=22, Upkeep/Maintenance=176, Harvesters=152)(Estimated until harvesting)

Stakeholder consultation (Community Meetings):

Future community consultation meeting will be held on 4th week of August 2015.

Participatory Mapping:

To conduct participatory mapping on 1st week of September 2015.

RSPO

Project Development Scheduled.

No	Development Scheduled	2015											
		Month											
		1	2	3	4	5	6	7	8	9	10	11	12
Description													
1	Stakeholder consultation												
2	Participatory Mapping												
3	Demarcation of area boundary (GPS Mapping)												
4	Identification of Nursery Site												
5	Ordering of Seeds												
6	Seed delivery Scheduled												
7	Tender for felling and planting operation												
8	Opening Tender / Job offer												
9	Mobilization of machineries												
10	Staff/workers recruitment												
11	Setting up building infrastructure												
12	Preparation of Nursery site												
13	Ordering and fixing of irrigation												
14	Ordering and fixing of water and Genset												
15	Ordering of polybag												
16	Under brushing, Clearing and Felling												
17	Terracing												
18	Roads Construction												

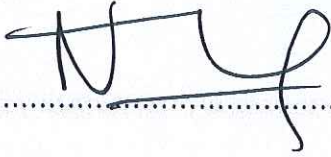
RSPO

19	Drains Construction												
20	Legumes Cover establishment												
21	Lining												
22	Field planting												
23	Maintenance												

No	Development Scheduled Month	2016											
		1	2	3	4	5	6	7	8	9	10	11	12
	Description												
1	Stakeholder consultation												
2	Participatory Mapping												
3	Demarcation of area boundary (GPS Mapping)												
4	Identification of Nursery Site												
5	Ordering of Seeds												
6	Seed delivery Scheduled												
7	Tender for felling and planting operation												
8	Opening Tender / Job offer												
9	Mobilization of machineries												
10	Staff/workers recruitment												
11	Setting up building infrastructure												
12	Preparation of Nursery site												
13	Ordering and fixing of irrigation												
14	Ordering and fixing of water and Genset												

RSPO

Signed on behalf of Felda Global Ventures
Plantations Malaysia Sdn. Bhd (FGVPM)



.....

Name: **NORAZAM ABDUL HAMEED**
Position: Head, PSQM Department
Date: (Plantation Sustainability & Quality Management)
Felda Global Ventures Plantations Malaysia Sdn Bhd

Signed on behalf of FGV-APL

Asian Plantations (Sarawak) Sdn. Bhd.
(770205-W)



.....
ALBERT SH. DOMINGO
Chief Executive Officer
.....

Name:
Position:
Date: 8/10/15