

**RSPO PRINCIPLE AND CRITERIA
INITIAL ASSESSMENT
Public Summary Report**

Genting Plantations Berhad
Head Office: Genting Plantations Berhad 10 th Floor, Wisma Genting Jalan Sultan Ismail 50250 Kuala Lumpur Malaysia
Genting Tanjung Oil Mill and Supply Base Mile 97, Sandakan-Lahad Datu Road Tenegang, Jalan Jeroco 90200 Kinabatangan Sabah, Malaysia

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Section 1: Scope of the Certification Assessment

1. Company Details			
RSPO Membership Number	1-0086-06-000-00	Date	Member since: 14 November 2006
Company Name	Genting Plantations Berhad		
Address	10 th Floor, Wisma Genting, Jalan Sultan Ismail 50250 Kuala Lumpur, Malaysia		
Site Address	Genting Tanjung Oil Mill, Mile 97, Sandakan-Lahad Datu Road, Tenegang, Jalan Jeroco 90200 Kinabatangan, Sabah, Malaysia		
Subsidiary of (if applicable)	N/A		
Contact Name	Mr Tan Cheng Huat (Senior Vice President – Plantation Division)		
Website	http://www.gentingplantations.com/	E-mail	chenghuat.tan@genting.com
Telephone	03 2333 6510 (Head Office) 089 567 091 (Genting Tanjung Oil Mill)	Facsimile	03 2333 6575

2. Certification Information			
Certificate Number	RSPO 652320	Certificate Issued Date	11/01/2017
		Expiry Date	10/01/2022
Scope of Certification	Palm Oil and Palm Kernel Production from Genting Tanjung Oil Mill and Supply Base (Genting Tanjung, Genting Tenegang, Genting Landworthy, Genting Layang & Genting Bahagia Estate)		
Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
Genting Tanjung Estate:			
ISCC EU	ISCC EU	ASG Cert GmbH	12.01.2017
ISCC PLUS	ISCC PLUS	ASG Cert GmbH	12.01.2017
Genting Tenegang Estate:			
ISCC EU	ISCC EU	ASG Cert GmbH	12.01.2017
ISCC PLUS	ISCC PLUS	ASG Cert GmbH	12.01.2017
Genting Landworthy Estate:			
ISCC EU	ISCC EU	ASG Cert GmbH	12.01.2017
ISCC PLUS	ISCC PLUS	ASG Cert GmbH	12.01.2017
Genting Layang Estate:			

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ISCC EU	ISCC EU	ASG Cert GmbH	12.01.2017
ISCC PLUS	ISCC PLUS	ASG Cert GmbH	12.01.2017
Genting Bahagia Estate:			
ISCC EU	ISCC EU	ASG Cert GmbH	12.01.2017
ISCC PLUS	ISCC PLUS	ASG Cert GmbH	12.01.2017
Genting Tanjung Oil Mill:			
EU-ISCC-Cert-DE119-60163796	ISCC EU	ASG Cert GmbH	12.01.2017
ISCC-Plus-Cert-60163796	ISCC PLUS	ASG Cert GmbH	12.01.2017
MPOB-CoP/MF/0023-1	Code of Good Milling Practice for Palm Oil	MPOB	17.12.2017
ISO 9001:2008	QMS	SIRIM QAS International SdnBhd	14.09.2018
ISO 14001:2004	EMS	SIRIM QAS International SdnBhd	24.02.2017
OHSAS 18001:2007	OHSAS	SIRIM QAS International SdnBhd	24.02.2017
MS 1722	OHSMS	SIRIM QAS International SdnBhd	24.02.2017

3. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base)	Location [Map Reference #]	GPS	
		Easting	Northing
Genting Tanjung Oil Mill Mill capacity (80 mt/hr)	Jalan Jeroco, Mile 97 Sandakan-Lahad Datu Road, 90200 Kinabatangan, Sabah, Malaysia	E 118° 16' 23.9"	N 5° 25' 22.8"
Genting Tanjung Estate	Jalan Jeroco, Mile 97 Sandakan-Lahad Datu Road, 90200 Kinabatangan, Sabah, Malaysia	E 118° 16' 23.9"	N 5° 25' 22.8"
Genting Tenegang Estate	Jalan Jeroco, Mile 97 Sandakan-Lahad Datu Road, 90200 Kinabatangan, Sabah, Malaysia	E 118° 13' 32.2"	N 5° 20' 46.02"
Genting Landworthy Estate	Jalan Jeroco, Mile 97 Sandakan-Lahad Datu Road, 90200 Kinabatangan, Sabah, Malaysia	E 118° 18' 24.6"	N 5° 25' 13.4"
Genting Layang Estate	Jalan Jeroco, Mile 97 Sandakan-Lahad Datu Road, 90200 Kinabatangan, Sabah, Malaysia	E 118° 14' 3.35"	N 5° 25' 21.9"
Genting Bahagia Estate	Jalan Jeroco, Mile 97 Sandakan-Lahad Datu Road, 90200 Kinabatangan, Sabah, Malaysia	E 118° 16' 33.7"	N 5° 21' 49.5"

4. Description of Supply Base							
Estate	Mature (ha)	Immature (ha)	Total Planted (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Hectarage	% of Planted
Genting Tanjung Estate (GTJE)	3,395.55	603.2	3,998.75	156.90	189.64	4,345.29	92.02
Genting Tenegang Estate (GTGE)	3,186.69	243.56	3,430.25	85.6	136.69	3,652.54	93.91
Genting Landworthy Estate (GLWE)	3,706.61	0	3,706.61	89.7	241.49	4037.8	91.80
Genting Layang Estate (GLYE)	1,708.56	110.31	1,818.87	172.05	86.49	2077.41	87.55
Genting Bahagia Estate (GBGE)	4,054.79	0	4,054.79	92.1	402.42	4549.31	89.13
Total	1,6052.2	957.07	1,7009.27	596.35	1,056.73	1,8662.35	91.14

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5. Plantings & Cycle									
Estate	Age (Years)& Hectares						FFB Tonnage / Year		
	1-3 *	>3-7*	>7-15	>15-20	>20-25	>25	Estimated	Actual (July 2015 – June 2016)	Forecast (July 2016 – June 2017)
Genting Tanjung Estate (GTJE)	603.20	Nil	191.93	Nil	Nil	3,203.62	Nil	69,449.47	99,630.00
Genting Tenegang Estate (GTGE)	243.56	Nil	Nil	Nil	3,186.69	Nil	Nil	69,888.82	94,778.00
Genting Landworthy Estate (GLWE)	Nil	Nil	Nil	2,133.93	1,572.68	Nil	Nil	83,528.01	119,935.00
Genting Layang Estate (GLYE)	110.31	Nil	Nil	1367.93	340.63	Nil	Nil	39,359.15	52,561.00
Genting Bahagia Estate (GBGE)	Nil	Nil	Nil	Nil	4054.79	Nil	Nil	84,382.76	124,566.00
Total	957.07	Nil	191.93	3,501.86	9,154.79	3,203.62	Nil	346,608.21	491,470.00

* = replanting

6.Certified Tonnage									
Mill	Estimated July 15 – June 16			Actual July 15 – June 16			Forecast July 16 –June 17		
	FFB	CPO	PK	FFB	CPO	PK	FFB	CPO	PK
Genting Tanjung Palm Oil Mill	Nil	Nil	Nil	346,608.21	71,228	18,648	491,470	106,158	26,048
<i>OER &KER</i>		Nil	Nil		20.55%	5.38%		21.60%	5.30%

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7.Non-Certified Tonnage of FFB/outside supplier – excluded from Certificate									
FFB Supplier*	Estimated July 15 – June 16			Actual FFB July 15 – June 16			Forecast July 16 – June 17		
	FFB	CPO	PK	FFB	CPO	PK	FFB	CPO	PK
Independent Smallholders	Nil	Nil	Nil	64,296.00	13,213.00	3,459.00	57,130.00	12,340.00	3,028.00
Independent Outgrowers	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	64,296.00	13,213.00	3,459.00	57,130.00	12,340.00	3,028.00

Note: *Production from Independent FFB suppliers excluded in the Certification

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia SdnBhd,
(ASI Accreditation Number: RSPO-ACC-19)
Unit 3, Level 10, Tower A
The Vertical Business Suites, Bangsar South
No. 8, Jalan Kerinchi
59200 Kuala Lumpur
Tel +603 2242 4211 Fax +603 2242 4218
Contact Person: Nicholas Cheong
Email: Nicholas.Cheong@bsigroup.com
Website: www.bsigroup.com

BSI is a leading global provider of management systems assessment and certification, with more than 60,000 certified locations and clients in over 100 countries. BSI Standards is the UK's National Standards Body. BSI provides independent, third-party certification of management systems. BSI is ASI Accredited (RSPO-ACC-19) to conduct RSPO assessment since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia and an office at Singapore, Jakarta, Bangkok and Australia which involve in RSPO Certification Program.

Assessment Methodology, Programme, Site Visits

The initial assessment was conducted from 23-25 August 2016. The audit programme is included as Appendix D. The approach to the audit was to treat the mill and its supply base as an RSPO Certification Unit. Mill was audited together with the sample estates. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas and local communities.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. RSPO P&C MYNI-2014 and RSPO SCCS 2014 were used as Checklists and questionnaires were used to guide the collection of information to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

Meetings were held with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and these have been incorporated into the assessment findings.

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Appendix E.

The assessment findings for the initial assessment are detailed in Section 3.3.

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This report is structured to provide a summary of assessment finding as attached in the Appendix A. The assessment was based on random samples and therefore nonconformities may exist and have not been identified during this audit.

This report was externally reviewed by RSPO approved Certification Reviewer prior to certification decision by BSI.

The following table would be used to identify the locations to be audited each year in the 5 year cycle

1.Assessment Program					
Name (Mill / Supply Base)	Initial Assessment (2016)	ASA1 (2017)	ASA2 (2018)	ASA3 (2019)	ASA4 (2020)
Genting Tanjung Oil Mill	√	√	√	√	√
Genting Tanjung Estate	√		√		√
Genting Tenegang Estate	√				√
Genting Layang Estate		√			
Genting Bahagia Estate		√		√	
Genting Landworthy Estate			√	√	

Tentative Date of Next Visit:November 1, 2017

Total No. of Mandays: 9 mandays

BSI Assessment Team:

Hoo Boon Han – Lead Auditor

He holds Master of Technology (Environmental Management) from the University Malaya and Bachelor of Science Forestry (Hons) Majored in International Tropical Forestry from University Malaysia Sabah. He has more than 3 years working experience in in environmental monitoring & audit, carbon accounting & reduction, wastewater treatment, waste management and sustainable development. He has successfully completed the RSPO Lead Auditor and RSPO Supply Chain Training in April 2012. He has been involved in RSPO P&C audit in Indonesia and Malaysia as well as RSPO SC audit across different region including Asia, Europe and North America for the past 4 years. During this assessment, he assessed on the aspect of environment, Safety and Health, Legal, social and community engagements, stakeholders consultation, and workers welfare. He is able to speak and understand Bahasa Malaysia, English and Mandarin.

Mohd Hafiz Mat Hussein – Team Member

He holds Bachelor Degree in Plantation Technology and Management, graduated from University Technology Mara (UiTM) on 2009. He has 4 years working experience in oil palm plantation industry. He also has the experiences as an auditor for several standards including ISO 9001, ISO 140001, OHSAS 18001, MSPO and RSPO in his previous certification body. He completed the ISO 9001 Lead Auditor Course, ISO 14001 Lead Auditor Course and OHSAS 18001 Lead Auditor Course in 2013, Endorsed RSPO P&C Lead Auditor Course in 2014 and MSPO Awareness Training in 2014. He had been involved in RSPO auditing since May 2013 in more than various companies in

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Malaysia. During this assessment, he assessed on the aspects of legal, mill best practices, estate best practices, safety and health, environmental and workers and stakeholders consultation.

Hu Ning Shing- Team Member

She holds Bachelor Degree in Science majoring in Applied Chemistry, graduated from University of Malaya on 2011. She has 5 years working experience in rubber and palm oil industry. She also has the experiences as auditor for several standards including ISO 9001, MSPO and RSPO in his previous certification body. She completed the ISO 9001 Lead Auditor Course on 2016, Endorsed RSPO P&C Lead Auditor Course in 2012 and Endorsed RSPO SCCS Lead Auditor Course in 2015. She had been involved in RSPO auditing since November 2015 in more than various companies in Malaysia. During this assessment, she assessed on the aspects of social. She is fluent in Bahasa Malaysia and English languages.

Accompanying Persons: -

Section 3: Assessment Findings

3.1 Details of audit results are provided in the following Appendix:

- ☒ RSPO P&C MYNI 2014 Checklist – **Appendix A:** Summary report of the Assessment.
- ☒ Genting Plantations Berhad Time Bound Plan – **Appendix B:** Time Bound Plan.
- ☒ RSPO Supply Chain Certification Checklist – **Appendix F:** CPO Mill Supply Chain Assessment Report.

3.2 Progress against Time Bound Plan

Genting Plantations Berhad is a member of RSPO since 14 November 2006; the membership number with RSPO is 1-0086-06-000-00.

Genting Plantations Berhad* ("Genting Plantations"), a 54.7%-owned subsidiary of Genting Group, is one of the fastest-growing plantation companies listed on the Main Board of Bursa Malaysia.

Genting Plantations currently has 134,828* hectares of planted areas (compared to 93,497* hectares of planted areas in 2011) in Malaysia and Indonesia. Since its inception, Genting Plantations has established itself as a reputable and reliable palm oil producer as well as one of the lowest-cost palm oil producers in Malaysia.* Formerly known as Asiatic Development Berhad.

Genting Plantations Berhad has developed a time-bound plan (Appendix C) for the phased certification of the RSPO standards at their oil mills and estates.

The BSI assessment team considers that Genting Plantations Berhad is on the right track which is reasonable and challenging, given the widespread geographic locations of its properties, the resources required and the numbers of smallholders involved.

*Genting Plantations Berhad Annual Report 2015

Time Bound Plan		
Requirement	Remarks	Compliance
Summary of the Time Bound Plan		
Does the plan include all subsidiaries, estates and mills?	The time bound plan includes all operating units in Malaysia and Indonesia.	Yes
Is the time bound plan challenging? <ul style="list-style-type: none"> • Age of plantations. • Location. • POM development • Infrastructure. • Compliance with applicable law. 	The TBP is challenging especially for operating units in Indonesia. The current focus of the Indonesian management is to implement ISPO which is a mandatory requirement. Infrastructure and POM construction is still on-going. The company is also expanding the land areas with new acquisitions.	Yes
Have there been any changes since the last audit? Are they justified?	The changes are due to new acquisitions and rescheduling by the management.	Yes
If there have been changes, what circumstances have occurred?	Delays in certification of some POMs and estates.	Yes

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Have there been any stakeholder comments?	To-date, no comments received from stakeholders on the TBP.	Yes
Have there been any newly acquired subsidiaries?	Yes. PT AAC and PT PALJ in Kalimantan, Indonesia.	Yes
Have there been any isolated lapses in implementation of the plan?	No lapses however re-scheduling of the certification dates has been made.	Yes
Un-Certified Units or Holdings		
Did the company conduct an internal audit? If so, has a positive assurance statement been produced?	Yes	Yes
No replacement after dates defined in NIs Criterion 7.3: <ul style="list-style-type: none"> • Primaryforest. • Any area identified ascontaining High Conservation Values (HCVs). • Any area required to maintain or enhance HCVs inaccordance with RSPO criterion7.3. 	HCV Assessments and SEIA have been conducted for all operating units including newly acquired areas. HCV and SEIA management and monitoring plans are also implemented in accordance with the consultant's recommendations.	Yes
Any new plantings since January 1 st 2010 must comply with the RSPO New Plantings Procedure.	NPPs have been submitted for new plantings since Jan 2010. The latest NPP was published on RSPO website on 13 July 2016 for Genting Jambongan Estate in Sabah for an expansion of the estate areas. We shall provide updates if required later.	Yes
Any Land conflicts are being resolved through a mutually agreed process, e.g. RSPO Grievance procedure or Dispute Settlement Facility, in accordance with RSPO criteria	No. The above NCR land conflict for Tongod (Genting TanjungBahagia S/B) was resolved via High Court led mediation in March 2016.	Yes

3.3 Details of findings

The nonconformities are listed below. The summary report of the assessment by criteria is listed in Appendix A.

During the Initial Assessment there were two (2) Major nonconformities raised. The Genting Tanjung Oil Mill certification unit have submitted the Corrective Action Plans for the nonconformities. Corrective action plans with respect to the nonconformities were reviewed and accepted by the BSI audit team. The evidence of implementation for the major nonconformities was verified. The major nonconformities were closed on 01/09/2016. Following are the details of the nonconformities.

Non-Conformity		
NCR #	Description	Category (Major / Minor)
1369435M1	<p>Requirements Indicator 2.1.1 Evidence of compliance with relevant legal requirements shall be available.</p>	Major
	<p>Evidence of Nonconformity Summary Report of inventory of Electronic Schedule Waste Information System only up to 30 June 2016. No reporting in the following month to the system accordingly. Inspection to one of the clinic and found the clinical waste has been stored more than 180 days since 15 January 2016. It did not comply according with the requirements of the Environmental Quality Act 1974 (Scheduled Wastes), Regulations, 2005.</p>	
	<p>Statement of Nonconformity Schedule waste management is not effectively implemented according to Environmental Quality Act 1974 Environmental Quality (Scheduled Wastes) regulations 2005.</p>	
	<p>Action</p> <ul style="list-style-type: none"> a. Schedule Waste Information System has been updated accordingly on the 25/08/2016. Estate HA will be given more guidance and clear exposure on the disposal procedure by sending to sister estate (Genting Tanjung Estate) on the 01/09/2016. b. The dateline for updating the Schedule Waste Information System will be on or before 7th every month. Monitoring will be done by the Estate Sustainability Coordinator. The clinical waste will be disposed through approved transporter (Sedafiat) in early September 2016 to Genting Tanjung Estate. 	
	<p>Status The CAP and evidence submitted confirmed that the issue has been fully addressed hence the Major NC was closed on 01/09/2016. Effectiveness of corrective action taken will be verified in the next audit.</p>	

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Non-Conformity		
NCR #	Description	Category (Major / Minor)
1369435M2	Requirements Indicator 4.7.2 All operations where health and safety is an issue shall be risk assessed, and procedures and actions shall be documented and implemented to address the identified issues. All precautions attached to products shall be properly observed and applied to the workers.	Major
	Evidence of Nonconformity HIRARC for harvesting operation was not reviewed accordingly after accident happened.	
	Statement of Nonconformity The HIRARC was not reviewed after the accident happened on 29/7/2016 at GTGE, Block 10, Division 20.	
	Action a. HIRARC review on the accident has been updated on the 25/08/2016 b. Quarterly review on HIRARC will be done during OSH committee meeting to make sure it is updated accordingly.	
	Status The CAP and evidence submitted confirmed that the issue has been fully addressed hence the Major NC was closed on 01/09/2016. Effectiveness of corrective action taken will be verified in the next audit.	

Observation	
OBS #	Description
	Nil

Positive Findings	
PF #	Description
1	The management shown good commitment towards the certification.
2	Overall stakeholders such as contractor, suppliers and local authorities for the mill and estates shown positive feedbacks towards the company.

Issues raised by Stakeholders

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss Genting Tanjung Oil Mill Certification Unit's environmental and social performance, legal and any known dispute issues.

Meetings were conducted with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and later was verified with the management team. These have been incorporated into the assessment findings.

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Appendix E.

IS #	Description
1	<p>Issues: Crèche Attendants – They informed that no any issues so far. They have knowledge on how to use first aid kit and fire extinguisher if there is any emergency happened.</p> <p>Management Responses: The HA and management will closely monitor if there is any issue reported.</p> <p>Audit Team Findings: There was no any further issue that required further verification.</p>
2	<p>Issues: Chairman of Women’s Committee – No issue on sexual harassment and violence happened in the estate.</p> <p>Management Responses: Information noted by the management.</p> <p>Audit Team Findings: Document reviewed of the meeting minutes and interviewed with female workers confirmed that no issue on sexual harassment has reported.</p>
3	<p>Issues: Suppliers and contractor - Suppliers and contractor confirm payment is prompt as per agreed contract.</p> <p>Management Responses: Payment is made as per the agreed terms.</p> <p>Audit Team Findings: No other issues.</p>
4	<p>Issues: Smallholder – He informed that no land encroachment by the management through phone interviewed. He has good relationship with the management. Payment was made according to the contract agreement signed.</p> <p>Management Responses: The management will maintain good relationship with the smallholder and to ensure no encroachment in future.</p> <p>Audit Team Findings: No issue that need further verification.</p>
5	<p>Issues: HUMANA teachers – The teachers informed that the management always support school activities. The relationship with management is good. No other issues.</p>

	<p>Management Responses: The management will continue to support whenever necessary.</p> <p>Audit Team Findings: Document reviewed found that the management has donated school bags and stationeries to the students, activities such as field visit to government library, sports day and etc. The management also allocated budget for HUMANA school maintenance and fees.</p>
6	<p>Issues: Workers’ Representatives - The representative highlighted that they are treated equally on use of the facilities. Housing provided is in good conditions. The workers also gave consent to the management to keep their passports to ensure safety of the document.</p> <p>Management Responses: The management treat all employees equally and no discrimination. Management will continue to treat all workers equally without discrimination.</p> <p>Audit Team Findings: No complaints were highlighted by foreign workers during the interviews. Site visit to the housing area found out that they are in good condition at the time of the visit.</p>
7	<p>Issues: Jabatan Tenaga Kerja, Kinabatangan –The officer informed that the management is committed to the compliance of legal requirements. In Sabah, mainly refer to Labour Ordinance. No pending issue was noted.</p> <p>Management Responses: The management is committed to comply with the legal requirements.</p> <p>Audit Team Findings: Document reviewed are the payslips and worker’s contract agreements. Interviews with workers found that the management complied with Minimum Wage Order 2016.</p>
8	<p>Issues: DOSH officer (through phone call) – He explained that the management has complied with the OSHA and FMA. However, there was a case raised during the annual inspection that need to be improved by GTOM.</p> <p>Management Responses: The issue raised by the DOSH officer during the annual inspection had been corrected by the GTOM representative.</p> <p>Audit Team Findings: During the site review, found that issue raised by DOSH officer had been corrected accordingly. Besides that, the mill did a good housekeeping and in good conditions.</p>
9	<p>Issues: DOE officer– The team explained that the management has complied with the DOE requirements. Up to date, no complaints or non compliance for the mill and plantations.</p> <p>Management Responses: The management is committed to comply with the legal requirements.</p> <p>Audit Team Findings: During the site review, found that no major issue regarding regarding environmental non-compliances were observed.</p>

3.3.1 Status of Nonconformities Previously Identified and Observations



Not applicable as this is main assessment

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	CLASS	ISSUED	STATUS
1369435M1 – 2.1.1	Major	23/08/2016	Closed out on 01/09/2016
1369435M2 – 4.7.2	Major	23/08/2016	Closed out on 01/09/2016

Assessment Conclusion and Recommendation:

Based on the findings during the assessment Genting Tanjung Oil Mill Certification Unit and supply base complies with the RSPO P&C Malaysian National Interpretation (MY-NI 2014) and the RSPO Supply Chain Certification Standard (Nov 2014) for CPO Mill. It is recommended that the certification of **Genting Tanjung Oil Mill Certification Unit** is approved.

Acknowledgement of Assessment Findings	Report Prepared by
<p>Name: Mr. Tan Cheng Huat</p>	<p>Name: Mr Hoo Boon Han</p>
<p>Company name: Genting Plantations Berhad</p>	<p>Company name: BSI Services Malaysia SdnBhd</p>
<p>Title: Senior Vice President - Plantation</p>	<p>Title: Lead Auditor</p>
<p>Signature: </p>	<p>Signature: </p>
<p>Date:</p>	<p>Date: 30 Nov 16</p>

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance	
Principle 1: Commitment to Transparency			
Criterion 1.1:			
Growers and millers provide adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	<p>There shall be evidence that growers and millers provide adequate information on (environmental, social and/or legal) issues relevant to RSPO Criteria to relevant stakeholders for effective participation in decision making.</p> <p>- Minor compliance -</p>	<p>Adequate information covering on environmental, social and legal issues which are relevant to RSPO Criteria and relevant to stakeholders is shared for effective participation and decision making.</p> <p>Requests for information from the Regulatory Department such as DOE and DOSH during compliance visit were attended. Workers normally request for house repairing which are attended promptly. For example, latest visit notes recorded by DOSH officer dated 8 Aug 2016 is made available during onsite visit at POM.</p> <p>Besides, Genting Plantations Berhad also published annual report 2015 which incorporating upstream and downstream information.</p>	Complied
1.1.2	<p>Records of requests for information and responses shall be maintained.</p> <p>-Major compliance</p>	<p>Records of request and responses are maintained as per in the Sustainable Management Procedure Manual entitled Procedures on Requests and Responses (SMP-GPB-25) dated 14 August 2014.</p> <p>Records are held in a register (Enquiry Register Book) of all requests for information and any information required by stakeholders is made available during onsite audit in all estates and POM. In Genting Tenegang Estate, one of the enquiry from Humana School on 28 March 2016 to use poll vehicle from the estate.</p>	Complied
Criterion 1.2:			
Management documents are publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.			

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Criterion / Indicator	Assessment Findings	Compliance
1.2.1 Publicly available documents shall include, but are not necessary limited to: <ul style="list-style-type: none"> • Land titles/user rights (Criterion 2.2); • Occupational health and safety plans (Criterion 4.7); • Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8); • HCV documentation (Criteria 5.2 and 7.3); • Pollution prevention and reduction plans (Criterion 5.6); • Details of complaints and grievances (Criterion 6.3); • Negotiation procedures (Criterion 6.4); • Continual improvement plans (Criterion 8.1); • Public summary of certification assessment report; • Human Rights Policy (Criterion 6.13). - Major compliance –	No restriction noted as to the documents made available to the public except those prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes. Genting Plantations Berhad continued to use the annual report for disseminating public information. Information relating to land titles, SEIA Report, HCV report, Complaint and Grievances procedures, safety and health plans, pollution prevention plans was made available at all operating units including the main notice boards of the estates, mill offices and muster ground notice boards for employees and visitors to view. These documents highlight current Genting Plantations Berhad practices and their continual improvement plans.	Complied
Criteria 1.3: Growers and millers commit to ethical conduct in all business operations and transactions.		
1.3.1 There shall be a written policy committing to a code of ethical conduct and integrity in all operations and transactions, which shall be documented and communicated to all levels of the workforce and operations. -Minor compliance	Genting Plantations Berhad has established policy on ethical conduct and integrity which covers all operations in the plantation operation. Policy displayed on the notice board and communicated to employees. The policy signed by the President & Chief Operating Officer- Mr Yong Chee Kong on 22 June 2015. Interviewed with employees reveal that they are aware of the policy.	Complied
Principle 2: Compliance with applicable laws and regulations		
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.		

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Criterion / Indicator	Assessment Findings	Compliance
<p>2.1.1 Evidence of compliance with relevant legal requirements shall be available. - Major compliance -</p>	<p>Genting Tanjung Oil Mill and Supply base had continued to comply with legal requirements as per indicator. Compliance to each applicable law and regulation is monitored by the operating units and sustainability team. POM had obtained and renewed license and permits as required by the law. Sample of licenses or permit viewed were :</p> <p><u>Genting Tanjung POM</u></p> <ul style="list-style-type: none"> a) DOE License/ Jadwal Pematuhan: JP 004543 (validity period 1/7/2016-30/6/17) for 80 MT/hr and method of POME discharge through land application (furrow system). b) MPOB license: 500137704000 (validity period 1/12/2015 - 30/11/2016) c) Permit BarangKawalan Berjadual (Diesel): S005210, ref: PPDNKK SDK 17/2008(SK) No Permit: 2210, quantity: 36,000 liter d) Fire Certificate; No: 297454 dated 11 May 2016-10 May 2017 e) Overhead travelling Crane; no: PMA21964 f) Softener Vessel; No: SB PMT 12188 g) Steam Separator; No: SB PMT 9802 h) Weighbridge (WB2) stamping dated 12 Feb 2016 to 03 Feb 2017, Serial# 032655 <p>Stack emission monitoring report for Incinerator on year 2016</p> <p><u>Genting Tanjung Estate</u></p> <ul style="list-style-type: none"> a) MPOB License: 50249802000 (validity period 01 September 2016 to 31 August 2017). b) Permit BarangKawalan Berjadual (Diesel): ref: S005080, quantity: 35,800 liter c) Kelumpang: 980 dated 08/01/2017 <p><u>Genting Tenegang Estate</u></p> <ul style="list-style-type: none"> d) MPOB License: 504760102000 (validity period 01 July 2016 to 30 June 2017). e) Permit BarangKawalan Berjadual (Diesel): ref: 2325(SK), quantity: 18,000 liter f) Air compressor; Register: PMT SB41911; (validity period 04 Nov 2015 to 08 Jan 2017). <p>Summary Report of inventory of Electronic Schedule Waste Information System only up to 30 June 2016. No reporting in the following month to the system accordingly.</p> <p>Inspection to one of the clinic and found the clinical waste has been stored more than 180 days since 15 January 2016. It did not comply according with the requirements of the Environmental Quality Act 1974 (Scheduled Wastes), Regulations, 2005.</p>	<p>Major noncompliance</p>

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Criterion / Indicator	Assessment Findings	Compliance
2.1.2 A documented system, which includes written information on legal requirements, shall be maintained. - Minor compliance -	Documented system including legal requirements register (doc: SMP-GPB-22; revision 04-10 th August 2016) is available. The content of the register as below: a) List of local legal requirements applicable to plantation operations in Malaysia b) List of international standards/requirements applicable to plantation operation in Malaysia i. Part 1: Environment ii. Part 2: Safety and Health iii. Part 3: Social iv. Part 4: Best Practices and other requirements Part 5: International Standards/Requirement	Complied
2.1.3 A mechanism for ensuring compliance shall be implemented. - Minor compliance -	A mechanism to ensure compliance to legal and other requirement has been documented in procedures on regional, national and international laws (SMP-GPB-21; dated 14th Aug 2014). The person in charge of the legal register in the estate will update the Legal Register by notice from the RSPO P2 Monitoring Committee.	Complied
2.1.4 A system for tracking any changes in the law shall be implemented. - Minor compliance -	Genting Plantations Berhad has established a documented procedures on regional, national and international laws (SMP-GPB-21; dated 14th Aug 2014) for tracking any changes in the law. For the changes of laws, the company will refer to as below: a) Notification of changes from various source of information b) Monitoring for changes in the Law c) Clarification and review on the changes d) Updating of the Legal register administered internally e) Notification to the operating units and/or the relevant person in charge Currently, the person/team responsible for monitoring the changes and communicating in POM is Tan Yee Ming as the assistant manager appointed on 1 st May 2016.	Complied
Criterion 2.2: The right to use the land is demonstrated, and is not legitimately contested by local people who can demonstrate that they have legal, customary or user rights.		
2.2.1 Documents showing legal ownership or lease, history of land tenure and the actual legal use of the land shall be available. - Major compliance -	Genting Tanjung Oil Mill consists of 24 land titles with total land area 2,285.84 ha. The legal use of land was confirmed without any restriction. It is now used for the cultivation of oil palm. Latest quit rent was paid on 16/3/2016 Genting Tenegang Estate: Hold one land title which is 4046.86 ha. Genting Tanjung Estate: The land title sighted for: Grant#095316993 Grant#09532712	Complied

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Criterion / Indicator	Assessment Findings	Compliance
2.2.2 Legal boundaries shall be clearly demarcated and visibly maintained. - Minor compliance -	In Genting Tenegang Estate Field visit to block 23 & 28 noted that boundary is visibly maintained and verified during the visit. Legal boundaries are clearly demarcated and visibly maintained throughout the estate. Mill is located inside Genting Tanjung Estate and sharing the estate boundary. All the boundaries are visibly maintained as per company SOP. Site visit to the block 1 and confirmed that the boundary stone are well maintained.	Complied
2.2.3 Where there are or have been disputes, additional proof of legal acquisition of title and evidence that fair compensation has been made to previous owners and occupants shall be available, and that these have been accepted with free, prior and informed consent (FPIC). - Minor compliance -	There is no land dispute in the certification unit and supply base at the time of audit. The land belongs to Genting Plantations Berhad and land ownership documents verified.	Complied
2.2.4 There shall be an absence of significant land conflict, unless requirements for acceptable conflict resolution processes (see Criteria 6.3 and 6.4) are implemented and accepted by the parties involved. -Major compliance	There is no land dispute in the certification unit and supply base at the time of audit. The land belongs to Genting Plantations Berhad and land ownership documents verified.	Complied
2.2.5 For any conflict or dispute over the land, the extent of the disputed area shall be mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). -Minor compliance	There is no land dispute in the certification unit and supply base at the time of audit. The land belongs to Genting Plantations Berhad and land ownership documents verified.	Complied
2.2.6 To avoid escalation of conflict, there shall be no evidence that palm oil operations have instigated violence in maintaining peace and order in their current and planned operations. -Major compliance	There is no land dispute in the certification unit and supply base at the time of audit. The land belongs to Genting Plantations Berhad and land ownership documents verified.	Complied
Criterion 2.3: Use of the land for oil palm does not diminish the legal rights, customary or user right of other users without their free, prior and informed consent.		
2.3.1 Maps of an appropriate scale showing the extent of recognized legal, customary or user rights (Criteria 2.2, 7.5 and 7.6) shall be developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).. - Major compliance -	There is no land dispute in the operating units at the time of audit. The land belongs to Genting Plantation Berhad and land ownership documents verified. Interviewed with the smallholder confirmed that no land dispute reported. The estate is surrounded by smallholders and there is no village settlement near the area.	Complied

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Criterion / Indicator	Assessment Findings	Compliance
2.3.2 Copies of negotiated agreements detailing the process of free, prior and informed consent (FPIC) (Criteria 2.2, 7.5 and 7.6) shall be available and shall include: a) Evidence that a plan has been developed through consultation and discussion with all affected groups in the communities, and that information has been provided to all affected groups, including information on the steps that shall be taken to involve them in decision making; b) Evidence that the company has respected communities' decisions to give or withhold their consent to the operation at the time that this decision was taken; c) Evidence that the legal, economic, environmental and social implications for permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the company's title, concession or lease on the land. - Minor compliance -	There is no land dispute in the operating units at the time of audit. The land belongs to Genting Plantation Berhad and land ownership documents verified. Interviewed with the smallholder confirmed that no land dispute reported. The estate is surrounded by smallholders and there is no village settlement near the area.	Complied
2.3.3 All relevant information shall be available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. -Minor compliance	There is no land dispute in the operating units at the time of audit. The land belongs to Genting Plantation Berhad and land ownership documents verified. Interviewed with the smallholder confirmed that no land dispute reported. The estate is surrounded by smallholders and there is no village settlement near the area.	Complied
2.3.4 Evidence shall be available to show that communities are represented through institutions or representatives of their own choosing, including legal counsel. -Major compliance	There is no land dispute in the operating units at the time of audit. The land belongs to Genting Plantation Berhad and land ownership documents verified. Interviewed with the smallholder confirmed that no land dispute reported. The estate is surrounded by smallholders and there is no village settlement near the area.	Complied
Principle 3: Commitment to long-term economic and financial viability		
Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.		
3.1.1 A business or management plan (minimum three years) shall be documented that includes, where appropriate, a business case for scheme smallholders. - Major compliance -	POM has predicted for FY2017 to FY2020 is evident in Genting Tanjung Oil Mill projection for year 2017 to year 2020. The projection covers cop intake from own estate, from outside purchase (smallholders), total intake, processing cost and extraction rate (OER & KER). Similar projection available for the estate as well.	Complied

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Criterion / Indicator	Assessment Findings	Compliance	
3.1.2	<p>An annual replanting programme projected for a minimum of five years (but longer where necessary to reflect the management of fragile soils, see Criterion 4.3), with yearly review, shall be available. - Minor compliance -</p>	<p>Annual replanting programme projected for a minimum of five years from 2015 to 2020 and yearly review conducted at the head office level and participated by the Regional GM and Estate managers.</p> <p>In Genting Tenegang Estate, there is total 396.50 ha has been planned for replanting in year 2016.</p> <p>In Genting Tanjung Estate, there is total 423.75 ha has been planned for replanting in year 2016.</p>	Complied
<p>Principle 4: Use of appropriate best practices by growers and millers</p>			
<p>Criterion 4.1: Operating procedures are appropriately documented, consistently implemented and monitored.</p>			
4.1.1	<p>Standard Operating Procedures (SOPs) for estates and mills are documented - Major compliance -</p>	<p>At GTOM, the procedure was established and maintained. There was 3 tiers of procedure that established which were Procedure Manual, System Procedure, Standard Operating Manual, Safe Operating Procedure and Environmental Control Procedure.</p> <p>At Tenegang Estate, the Sustainability Management Procedure Manual and Standard Operating Procedures (SOP) were established. All the estate implemented through its daily operations.</p>	Complied
4.1.2	<p>A mechanism to check consistent implementation of procedures shall be in place. - Minor compliance -</p>	<p>A mechanism to check consistent implementation of procedures shall be in place through inspection. All the machineries were inspecting using preventive maintenance checklist on weekly basis. The annual preventive maintenance schedule was established. The latest inspection was carried out on 29/7/16 by Foreman. The implementation of safety procedure was monitored through workplace inspection for all activities in the GTOM on quarterly basis. The last workplace inspection was carried out on 7/6/2016. At GTGE, the workplace inspection was conducted on quarterly basis which the last workplace inspection was conducted on 20/7/2016.</p>	Complied
4.1.3	<p>Records of monitoring and any actions taken shall be maintained and available, as appropriate. - Minor compliance -</p>	<p>All the record and action taken by the management was maintained and available during this assessment for review. The record of permit to work for the maintenance of boiler no.2, dated 18/7/16 was sighted and found adequate. The gas tester was carried out by Mill Engineer (NW-NSDK-AGT-0066-M)</p>	Complied
4.1.4	<p>The mill shall record the origins of all third-party sourced Fresh Fruit Bunches (FFB). - Major compliance -</p>	<p>Genting Tanjung Palm Oil Mill continued to maintain and monitor daily record of 3rd party sourced FFB. The records show the origin, weight, transporters details and volume of FFB received. Interviewed the weighbridge officer and they well aware how to identify FFB from own estates as well as third party.</p>	Complied
<p>Criterion 4.2: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>			

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Criterion / Indicator	Assessment Findings	Compliance
4.2.1 There shall be evidence that good agriculture practices, as contained in Standard Operating Procedures (SOPs), are followed to manage soil fertility to a level that ensures optimal and sustained yield, where possible. - Minor compliance -	<p>GTGE practices good agricultural practices as contained in their SOPs (Oil Palm Manual, dated 30/8/2013). They are followed to manage the soil fertility to levels ensuring optimal and sustainable yields.</p> <p>One of the SOP procedure, OPM 7: Manuring of Oil Palm is referred for managing soil fertility. It includes sections on :</p> <ul style="list-style-type: none"> a) Introduction b) Nursery manuring c) Field Manuring d) Application of Fertiliser e) Fertiliser delivery and Stock Reports for estates f) Fertiliser sampling for analysis g) Manuring Schedule h) Method of application for younger and mature palms <p>The agronomist from GPRC will visit the estate and conduct the sampling on annual basis. They will provide a fertiliser recommendation based on the foliar and soil sampling analysis .</p> <p>The latest analysis for Soil Analysis Test Report was received on 26/2/2015 which has approved by Senior Assistant Manager-Laboratory (L/1903/6294/12).</p>	Complied
4.2.2 Records of fertiliser inputs shall be maintained. - Minor compliance -	<p>The 2016 fertilizer programme was established and available during the assessment. This programme was prepared by Genting Plantations Research Centre. The records was kept in File '2016 Fertiliser Programme" and the following record was sighted;</p> <ul style="list-style-type: none"> a) Date: 18/5/16 b) Field : OP92 c) Block:22 d) Ha: 61.45 e) Estate : GTGE f) Fertiliser : AC g) Quantity : 368 x 50kg h) Quantity per palm : 2.5kg i) Application : Frond heap j) Mode : Manual <p>As per 4.2.1, GTGE is on time on application as per recommendation schedule.</p>	Complied
4.2.3 There shall be evidence of periodic tissue and soil sampling to monitor changes in nutrient status. - Minor compliance -	<p>Foliar tissue is sampled for analysis annually and the last result was received on 26/6/2015 (GTGE) and 14/4/2015 (GTJE).Plant analysis test report no:PR101/2015 and PR71/2015 were sighted .This plant analysis was carried out by Genting Plantation Research Centre.</p> <p>Soil analysis report No: SR05/2015 was sighted Soil sampling to monitor changes in nutrient status will be done every 5 years. Samples of soil were analyzed for pH, Org C, N, P, K, Ca,Mg, Na, CEC and mechanical analysis.</p>	Complied

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Criterion / Indicator	Assessment Findings	Compliance									
<p>4.2.4</p> <p>A nutrient recycling strategy shall be in place, and may include use of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), and palm residues after replanting.</p> <p>- Minor compliance -</p>	<p>In the SOP Manual, POPM 7: Manuring of Oil Palm, the nutrient strategy includes the use of Empty Fruit Bunches (EFB) distributed in the field to improve the soil structure as well as to improve the organic matter.</p> <p>In Section 3.1.1 EFB Mulching , it documents the application on immature palm :</p> <p>a) Rate and frequency of application b) Method of application c) Cost of large scale application d) Manuring for EFB Mulched Immature Palm</p> <p>In Section 3.2.1 EFB Mulching , it documents the application on mature palm :</p> <p>a) Method of application b) Manuring of EFB Mulched Palms</p> <p>For GTGE, EFB mulching was not recommended by GPRC, however only small amount of EFB was received for supplementary purpose.</p> <p>Records of distribution / received (receipts) are recorded in the EFB Application Monitoring record.</p> <p>The last EFB was received as below:</p> <table border="1" data-bbox="660 1120 1299 1256"> <thead> <tr> <th>Date</th> <th>Field</th> <th>Tonnage</th> </tr> </thead> <tbody> <tr> <td>24/2/16</td> <td>08 (GTGE)</td> <td>572.67</td> </tr> <tr> <td>31/7/16</td> <td>24 (GTJE)</td> <td>110.82</td> </tr> </tbody> </table>	Date	Field	Tonnage	24/2/16	08 (GTGE)	572.67	31/7/16	24 (GTJE)	110.82	<p>Complied</p>
Date	Field	Tonnage									
24/2/16	08 (GTGE)	572.67									
31/7/16	24 (GTJE)	110.82									
<p>Criterion 4.3: Practices minimise and control erosion and degradation of soils.</p>											
<p>4.3.1</p> <p>Maps of any fragile soils shall be available.</p> <p>- Major compliance -</p>	<p>Soil Maps of 1:38,000 was sighted in the Soil Management file. Soil series in GTGE and GTJE are:</p> <p>a) Sapi b) Klias c) Kretam d) Rumidi e) Lungmanis f) Kinabatangan g) Lokan h) Bidu-Bidu</p> <p>No fragile soils or peat was identified or found.</p>	<p>Complied</p>									

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4.3.2 A management strategy shall be in place for plantings on slopes above a certain limit (this needs to be soil and climate specific). - Minor compliance -	<p>The estate will refer to the following procedures for guidance a) OPM 4 : Soil conservation and terracing(rev 2013) b) Steep land Management SMP –GPB-10</p> <p>The estate also has a file known as File 56: Estate Maps &SateliteImagaes where the following are identified for reference : a) Soil Map b) Slope class map c) Blocking map d)Riparian buffer zone map</p> <p>Similar soil maps and slope maps were sighted at GTGE.</p> <p>Slope classes for GTGE are:</p> <table border="1" data-bbox="660 853 1297 1061"> <thead> <tr> <th>Estate</th> <th>Slope (degree)</th> <th>%</th> </tr> </thead> <tbody> <tr> <td rowspan="2">GTGE</td> <td>0-6</td> <td>99.80</td> </tr> <tr> <td>6-10</td> <td>0.20</td> </tr> <tr> <td rowspan="4">GTJE</td> <td>0-6</td> <td>80.40</td> </tr> <tr> <td>6-10</td> <td>15.88</td> </tr> <tr> <td>10-15</td> <td>3.49</td> </tr> <tr> <td>15-20</td> <td>0.23</td> </tr> </tbody> </table>	Estate	Slope (degree)	%	GTGE	0-6	99.80	6-10	0.20	GTJE	0-6	80.40	6-10	15.88	10-15	3.49	15-20	0.23	Complied
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	15-20	0.23																	
4.3.3 A road maintenance programme shall be in place. - Minor compliance -	The road maintenance programme is found in the 'Road Maintenance programme' file. The monthly road maintenance programme was sighted. The latest road maintenance for GTGE was completed on July 2016 (3,192.70Ha) while for GTJE, the work programme completed on 19/8/2016 (1,559.10Ha). This programme was reviewed and approved by Estate Manager.	Complied																	
4.3.4 Subsidence of peat soils shall be minimised and monitored. A documented water and ground cover management programme shall be in place. - Minor compliance -	Based on the soil map, no peat found in GTGE and GTJE.	Complied																	
4.3.5 Drainability assessments shall be required prior to replanting on peat to determine the long-term viability of the necessary drainage for oil palm growing. - Minor compliance -	Based on the soil map, no peat found in GTGE and GTJE.	Complied																	
4.3.6 A management strategy shall be in place for other fragile and problem soils (e.g. sandy, low organic matter, acid sulphate soils). - Minor compliance -	No fragile or problematic areas identified in GTGE and GTJE	Complied																	
Criterion 4.4: Practices maintain the quality and availability of surface and ground water.																			
4.4.1 An implemented water management plan shall be in place. - Minor compliance -	Water management plan for 2016 was established for GTOM, GTGE and GTJE. The plan was implemented and monitored on monthly basis by Mill Engineer and Estate Assistant Manager.	Complied																	

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Criterion / Indicator	Assessment Findings	Compliance																											
<p>4.4.2 Protection of water courses and wetlands, including maintaining and restoring appropriate riparian and other buffer zones (refer to national best practice and national guidelines) shall be demonstrated. - Major compliance -</p>	<p>Water management plan for 2016 was established for GTOM, GTGE and GTJE. The plan was implemented and monitored on monthly basis by Mill Engineer and Estate Assistant Manager.</p> <p>Based on the upstream and downstream analysis, all the parameters have been complied with. Analysis was done once and every month and submitted to the authority on quarterly basis. The following parameters (BOD, TSS, Ammonical Nitrogen, Total Nitrogen, Oil & Grease, pH, COD, Total Suspended Solids) are checked by independent Lab, KL-Kepong (SABAH) Sdn. Bhd</p> <p>GTOM</p> <table border="1" data-bbox="660 792 1286 943"> <thead> <tr> <th>Month</th> <th>9/4/16</th> <th>16/5/16</th> <th>3/6/16</th> <th>5/7/16</th> </tr> </thead> <tbody> <tr> <td>Upstream & downstream</td> <td>Within Spec</td> <td>Within Spec</td> <td>Within Spec</td> <td>Within Spec</td> </tr> <tr> <td>Water analysis</td> <td>Within Spec</td> <td>Within Spec</td> <td>Within Spec</td> <td>Within Spec</td> </tr> </tbody> </table> <table border="1" data-bbox="660 1003 1107 1267"> <thead> <tr> <th>Estate</th> <th>Month</th> <th>Result</th> </tr> </thead> <tbody> <tr> <td>GTGE</td> <td>Upstream & downstream (12/2/16)</td> <td>Within Spec</td> </tr> <tr> <td></td> <td>Water analysis (26/7/16)</td> <td>Within spec</td> </tr> <tr> <td>GTJE</td> <td>Upstream & downstream (12/2/16)</td> <td>Within spec</td> </tr> </tbody> </table>	Month	9/4/16	16/5/16	3/6/16	5/7/16	Upstream & downstream	Within Spec	Within Spec	Within Spec	Within Spec	Water analysis	Within Spec	Within Spec	Within Spec	Within Spec	Estate	Month	Result	GTGE	Upstream & downstream (12/2/16)	Within Spec		Water analysis (26/7/16)	Within spec	GTJE	Upstream & downstream (12/2/16)	Within spec	<p>Complied</p>
Month	9/4/16	16/5/16	3/6/16	5/7/16																									
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GTJE	Upstream & downstream (12/2/16)	Within spec																											
<p>4.4.3 Appropriate treatment of mill effluent to required levels and regular monitoring of discharge quality, especially Biochemical Oxygen Demand (BOD), shall be in compliance with national regulations (Criteria 2.1 and 5.6). - Minor compliance -</p>	<p>Based on the effluent final discharge analysis, all the parameters have been complied with. Analysis was done once and every month and submitted to the authority on quarterly basis. The following parameters (BOD, TSS, Ammonical Nitrogen, Total Nitrogen, Oil & Grease, pH, COD, Total Suspended Solids) are checked by independent Lab, KL-Kepong (SABAH) Sdn. Bhd</p> <table border="1" data-bbox="660 1514 1286 1637"> <thead> <tr> <th>Month</th> <th>9/4/16</th> <th>16/5/16</th> <th>3/6/16</th> <th>5/7/16</th> </tr> </thead> <tbody> <tr> <td>ETP Final Discharge Results</td> <td>Within Spec</td> <td>Within Spec</td> <td>Within Spec</td> <td>Within Spec</td> </tr> </tbody> </table> <p>Quarterly report to DOE has been forwarded. The following record has been reviewed and report dated: 7th Jan 2016, 7th Apr, 2016, 5th Jul 2016 were sighted during the audit.</p>	Month	9/4/16	16/5/16	3/6/16	5/7/16	ETP Final Discharge Results	Within Spec	Within Spec	Within Spec	Within Spec	<p>Complied</p>																	
Month	9/4/16	16/5/16	3/6/16	5/7/16																									
ETP Final Discharge Results	Within Spec	Within Spec	Within Spec	Within Spec																									
<p>4.4.4 Mill water use per tonne of Fresh Fruit Bunches (FFB) (see Criterion 5.6) shall be monitored. - Minor compliance -</p>	<p>Water consumption per tonne of FFB is being monitored. Verified the following Water consumption Data</p> <table border="1" data-bbox="660 1868 1291 1986"> <thead> <tr> <th>Month</th> <th>Apr 2016</th> <th>May 2016</th> <th>Jun 2016</th> <th>July 2016</th> </tr> </thead> <tbody> <tr> <td>(m³/ MT)</td> <td>1.1.3</td> <td>1.26</td> <td>1.30</td> <td>1.39</td> </tr> </tbody> </table>	Month	Apr 2016	May 2016	Jun 2016	July 2016	(m ³ / MT)	1.1.3	1.26	1.30	1.39	<p>Complied</p>																	
Month	Apr 2016	May 2016	Jun 2016	July 2016																									
(m ³ / MT)	1.1.3	1.26	1.30	1.39																									

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Criterion / Indicator		Assessment Findings	Compliance																				
Criterion 4.5: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management techniques.																							
4.5.1	Implementation of Integrated Pest Management (IPM) plans shall be monitored. - Major compliance -	Documented IPM is found in the Oil Palm Manual under 'Pest and disease (revision June 2013) OPM 5. It identified the pest such as : a) bagworms b) nettle caterpillars c) Grasshopper d) Rhinoceros beetles e) Bunch moth f) Vertebrates such as rats g) Pest & Diseases in nursery h) Ganoderma The estates also monitors the followingfor IPM : a) Rat damage census b) Beneficial plant planting c) weed management	Complied																				
4.5.2	Training of those involved in IPM implementation shall be demonstrated. - Minor compliance -	The training for IPM was conducted on 18/3/16 (GTGE) and 4/4/16(GTJE) by GPRC. The training was covered the rat damage. The training was attended by Estate Manager,Sr. Assistant Manager, Assistant Manager, Field Staff, Mandore and field workers. The training records were available at GTGE and GTJE.	Complied																				
Criterion 4.6: Pesticides are used in ways that do not endanger health or the environment																							
4.6.1	Justification of all pesticides used shall be demonstrated. The use of selective products that are specific to the target pest, weed or disease and which have minimal effect on non-target species shall be used where available. - Major compliance -	The SOP and the Justification of Pesticide used is sighted in the SMP-GPB-28. It records the : a) Crop stage b) Application Type c) Pesticide Names d) Active Ingredient e) Class (by Pesticide Malaysia) f) WHO class g) Target Weed/Pest h) Justification of Use	Complied																				
4.6.2	Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) shall be provided. - Major compliance -	The records of pesticides used were available at GTGE. Sighted record which was update on 1/8/16. <table border="1" data-bbox="660 1630 1291 1865"> <thead> <tr> <th>Estate</th> <th>Pesticide usage</th> <th>2015</th> <th>2016</th> </tr> </thead> <tbody> <tr> <td>GTGE</td> <td>Kg a.i/mt FFB</td> <td>0.062</td> <td>0.081</td> </tr> <tr> <td></td> <td>a.i/Ha</td> <td>1.204</td> <td>0.876</td> </tr> <tr> <td>GTJE</td> <td>Kg a.i/mt FFB</td> <td>0.084</td> <td>0.119</td> </tr> <tr> <td></td> <td>a.i/Ha</td> <td>1.959</td> <td>1.364</td> </tr> </tbody> </table>	Estate	Pesticide usage	2015	2016	GTGE	Kg a.i/mt FFB	0.062	0.081		a.i/Ha	1.204	0.876	GTJE	Kg a.i/mt FFB	0.084	0.119		a.i/Ha	1.959	1.364	Complied
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Criterion / Indicator	Assessment Findings	Compliance
<p>4.6.3</p> <p>Any use of pesticides shall be minimised as part of a plan, and in accordance with Integrated Pest Management (IPM) plans. There shall be no prophylactic use of pesticides, except in specific situations identified in national Best Practice guidelines.</p> <p>- Major compliance -</p>	<p>Use of pesticide is minimized and part of the IPM programme. To reduce chemical use the following is implemented in GTGE and GTJE.</p> <p>a) Planting of beneficial plant b) Barn Owls c) Cattle</p> <p>Documented IPM is found in the Oil Palm Manual under 'Pest and disease (revision June 2013) OPM 5 . It identified the pest such as :</p> <p>a) bagworms b) nettle caterpillars c) Grasshopper d) Rhinoceros beetles e) Bunch moth f) Vertebrates such as rats g) Pest & Diseases in nursery h) Ganoderma</p> <p>It also shows the lifecycles, type of species as well as the chemical, physical and biological control method recommended. Prophylactic used is confined to the spray in the oil palm nursery whereby the seedlings are ensured to be protected.</p> <p>Sighted the pesticides usage monitoring record for 2015 and 2016 was reduced.</p>	<p>Complied</p>
<p>4.6.4</p> <p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, except in specific situations identified in national Best Practice guidelines. The use of such pesticides shall be minimised and eliminated as part of a plan, and shall only be used in exceptional circumstances.</p> <p>- Minor compliance -</p>	<p>There was no stock of Class 1 chemical at the chemical store. This was verified during site visit at chemical store.</p>	<p>Complied</p>
<p>4.6.5</p> <p>Pesticides shall only be handled, used or applied by persons who have completed the necessary training and shall always be applied in accordance with the product label. Appropriate safety and application equipment shall be provided and used. All precautions attached to the products shall be properly observed, applied, and understood by workers (see Criterion 4.7).</p> <p>- Major compliance -</p>	<p>The training for pesticides operators was conducted and 28/7/16 by representatives from Bayer Co. Sighted the training attendance list, the sprayer at GTGE was involved on this training. While for the pesticide operators at GTJE, the training (rat baiting) was conducted on 4/4/16 by GPRC representative. The records were available at GTJE.</p>	<p>Complied</p>

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4.6.6 Storage of all pesticides shall be according to recognised best practices. All pesticide containers shall be properly disposed of and not used for other purposes (see Criterion 5.3). - Major compliance -	The mill and estate comply with Regulation 9 of the Pesticides Act 1974 requiring balance of remaining solution to be kept under lock and key. During visit it was noted that all the remaining pesticides are kept in the store and securely locked and comply with regulation. Containers are triple rinsed and punctured before collection by registered agent. MSDS also made available for all the pesticides during onsite audit.	Complied
4.6.7 Application of pesticides shall be by proven methods that minimise risk and impacts. - Minor compliance -	GTGE and GTJE have tried various method of application that is proven methods that minimise risk and impacts. Some of the spray method used are Normal RB 12 spray (12 lit / pump) and PB 16 (16 Lit/pump).	Complied
4.6.8 Pesticides shall be applied aerially only where there is documented justification. Communities shall be informed of impending aerial pesticide applications with all relevant information within reasonable time prior to application. - Major compliance -	No aerial spraying was carried out at GTGE and GTJE	Complied
4.6.9 Maintenance of employee and associated smallholder knowledge and skills on pesticide handling shall be demonstrated, including provision of appropriate information materials (see Criterion 4.8). - Minor compliance -	Not applicable	Not applicable
4.6.10 Proper disposal of waste material, according to procedures that are fully understood by workers and managers shall be demonstrated (see Criterion 5.3). - Minor compliance -	Proper waste disposal according to procedures were sighted. Annually training is conducted to raise awareness of proper waste disposal to workers as well as to the estate personnel. Wastes are identified e.g domestic waste, scheduled waste, recyclable waste and empty chemical containers. GTGE and GTJE has designated areas to store litter and waste, which do not create a safety or health hazard. The domestic wastes were disposed at landfill. The site visit at landfill at block 8 (GTGE) and block 8 (GTJE) found to be adequate.	Complied

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Criterion / Indicator	Assessment Findings	Compliance																								
4.6.11 Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, shall be demonstrated. - Major compliance -	<p>Medical Surveillance carried out on 29th April 2016 (GTGE) and 23rd April 2016 (GTJE) by Dr.Shaji A/L Prathap Gopal (Reg ref: HQ /12/DOC/00/259). The following medical surveillance report reviewed.</p> <table border="1" data-bbox="660 533 1233 741"> <thead> <tr> <th>Name</th> <th>Health Status</th> <th>Station</th> </tr> </thead> <tbody> <tr> <td>Ana Binti Suardi</td> <td>FIT</td> <td>GTGE</td> </tr> <tr> <td>SumarniSudin</td> <td>FIT</td> <td>GTGE</td> </tr> <tr> <td>Nisma</td> <td>FIT</td> <td>GTGE</td> </tr> <tr> <td>ErawatiMuhare</td> <td>FIT</td> <td>GTJE</td> </tr> <tr> <td>NurbayaLakoi</td> <td>FIT</td> <td>GTJE</td> </tr> </tbody> </table>	Name	Health Status	Station	Ana Binti Suardi	FIT	GTGE	SumarniSudin	FIT	GTGE	Nisma	FIT	GTGE	ErawatiMuhare	FIT	GTJE	NurbayaLakoi	FIT	GTJE	Complied						
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4.6.12 No work with pesticides shall be undertaken by pregnant or breast-feeding women. - Major compliance -	<p>The monthly checkup was conducted by HA. The following checkup records were sighted.</p> <table border="1" data-bbox="660 801 1291 987"> <thead> <tr> <th>Name</th> <th>UPT</th> <th>Date</th> <th>Station</th> </tr> </thead> <tbody> <tr> <td>SumarniSudin</td> <td>Not pregnant</td> <td>29/7/16</td> <td>GTGE</td> </tr> <tr> <td>Ana Suardi</td> <td>Not pregnant</td> <td>29/7/16</td> <td>GTGE</td> </tr> <tr> <td>Nisma</td> <td>Not pregnant</td> <td>29/7/16</td> <td>GTGE</td> </tr> <tr> <td>ErawatiMuhare</td> <td>Not pregnant</td> <td>18/8/16</td> <td>GTJE</td> </tr> <tr> <td>NurbayaLakoi</td> <td>Not pregnant</td> <td>18/8/16</td> <td>GTJE</td> </tr> </tbody> </table>	Name	UPT	Date	Station	SumarniSudin	Not pregnant	29/7/16	GTGE	Ana Suardi	Not pregnant	29/7/16	GTGE	Nisma	Not pregnant	29/7/16	GTGE	ErawatiMuhare	Not pregnant	18/8/16	GTJE	NurbayaLakoi	Not pregnant	18/8/16	GTJE	Complied
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<p>Criterion 4.7: An occupational health and safety plan is documented, effectively communicated and implemented. The health and safety plan shall cover the following:</p>																										
4.7.1 A health and safety policy shall be in place. A health and safety plan covering all activities shall be documented and implemented, and its effectiveness monitored. - Major compliance -	<p>The Occupational Safety And Health Policy was established, signed by President and Chief Operating Officer on 1st July 2015. The communication between employer and employees can be seen through briefing during morning muster and displayed the policy on the notice board.</p> <p>The safety and health management plan 2016 was established and prepared by Mill Engineer and approved by Mill Manager. All the activities were included in this Safety and Health Management plan.</p> <p>At GTOM, CHRA was conducted on 11/5/2015 by Mr Tan Tiong Pin (JKKPHIE 127/171-2(160)) from ENVOSHA Sdn Bhd. All the recommendations by assessor were included in the CHRA action plan. This plan was reviewed by Mill Manager on monthly basis.</p> <p>At GTGE, CHRA was conducted on 24/6/2014 (GTGE) and 23/6/2014 (GTJE) by QMSPRO Training and Consultancy, Noormahani Harun and ZairulAkmar (JKKP HIE 127/171-2(154) and JKKP IH 127/171-2(236)). All the recommendations by assessor were included in the CHRA action plan. This plan was reviewed by Estate Manager on yearly basis. Last was reviewed on 19/9/2015 (GTGE) and 28/9/2015(GTJE).</p>	Complied																								

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<p>4.7.2</p> <p>All operations where health and safety is an issue shall be risk assessed, and procedures and actions shall be documented and implemented to address the identified issues. All precautions attached to products shall be properly observed and applied to the workers.</p> <p>- Major compliance -</p>	<p>The Hazard Identification, Risk Assessment and Control Procedure was established and maintained. All the activities were register in the HIRARC register form. HIRARC was reviewed on annually basis or if there is any significant change including occurrence of incident. The latest reviewed was carried out on 30/6/2016 at GTOM, 19/9/2015 at GTGE and 13/1/2016 at GTJE. This HIRARC were include the new equipment that had been installed on 2015, EFB press and FFB splitter. At GTGE, there was accident happened on 29/7/2015, however the HIRARC was not revised accordingly. (MC 18 days) expose to dust while harvest the FFB on 29/7/2015 at Div 10, Block 20.</p> <p>There a major NCR was raised due to this lapse.</p> <p><u>Health Surveillance Programme</u> Medical Surveillance carried out on 23rd Dec 2015 by Dr. Mohd Azizan Abdul Aziz (Reg ref: HQ /10/DOC/00/167). The following medical surveillance report reviewed.</p> <table border="1" data-bbox="660 931 1233 1249"> <thead> <tr> <th>Name</th> <th>Health Status</th> <th>Station</th> </tr> </thead> <tbody> <tr> <td>Yasrin Yahya</td> <td>FIT</td> <td>Lab</td> </tr> <tr> <td>Muhammad Hafiz</td> <td>FIT</td> <td>Lab</td> </tr> <tr> <td>Andi Askar Aras</td> <td>FIT</td> <td>Lab</td> </tr> <tr> <td>Norma Syam</td> <td>FIT</td> <td>Lab</td> </tr> <tr> <td>Rustam Salama</td> <td>FIT</td> <td>Workshop</td> </tr> <tr> <td>Kasrah Titing</td> <td>FIT</td> <td>Electrical</td> </tr> <tr> <td>Sainuddin Jumaling</td> <td>FIT</td> <td>WTP</td> </tr> <tr> <td>Mokti Rajuk Sailang</td> <td>FIT</td> <td>Boiler</td> </tr> <tr> <td>Ahmad Amin</td> <td>FIT</td> <td>Boiler</td> </tr> </tbody> </table> <p><u>Chemical Exposure Monitoring Programme</u> Chemical Exposure Monitoring Programme was carried out by QMSPRO Training Consultancy (Mr SohEe Shan-JKKP HIE 127/171-31(NO148)) on 23rd Aug 2010 for the welder and the result was below the permissible exposure limits (PEL). There was no recommendation by CHRA assessors since the result shown below than PEL level.</p> <p><u>Audiometric Test</u> The audiometric test was conducted on 12 October 2015, by DAB OH SdnBhd (Mohd Azizan Abdul Aziz : JKKP HIE 127/171-2(298)) for 40 workers. Based on the result, 22 workers had mild hearing impairment, those JKKP 7 was sent to DOSH accordingly by OHD on 15/10/2015.</p>	Name	Health Status	Station	Yasrin Yahya	FIT	Lab	Muhammad Hafiz	FIT	Lab	Andi Askar Aras	FIT	Lab	Norma Syam	FIT	Lab	Rustam Salama	FIT	Workshop	Kasrah Titing	FIT	Electrical	Sainuddin Jumaling	FIT	WTP	Mokti Rajuk Sailang	FIT	Boiler	Ahmad Amin	FIT	Boiler	<p>Major noncompliance</p>
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<p>4.7.3</p> <p>All workers involved in the operation shall be adequately trained in safe working practices (see Criterion 4.8). Adequate and appropriate protective equipment shall be available to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, and land preparation, harvesting and, if it is used, burning. - Minor compliance -</p>	<p>Comprehensive Safety Related training was provided to the workers. The following Training reviewed. :</p> <table border="1" data-bbox="660 450 1273 1267"> <thead> <tr> <th>Training Type</th> <th>Date</th> <th>Remarks</th> </tr> </thead> <tbody> <tr><td>Hearing conservation programme</td><td>12/10/2015</td><td>GTOM</td></tr> <tr><td>Vehicle Handling</td><td>11/7/2016</td><td>GTOM</td></tr> <tr><td>Proper Usage of PPE</td><td>3/6/2016</td><td>GTOM</td></tr> <tr><td>Chemical spillage/Chemical handling</td><td>5/5/2016</td><td>GTOM</td></tr> <tr><td>S/waste management</td><td>4/4/2016</td><td>GTOM</td></tr> <tr><td>Effective workplace inspection</td><td>4/5/2016</td><td>GTOM</td></tr> <tr><td>HIRARC/Aspect Impact</td><td>17/2/2016</td><td>GTOM</td></tr> <tr><td>Spraying</td><td>28/7/2016</td><td>GTGE</td></tr> <tr><td>Harvester</td><td>17/8/2016</td><td>GTGE</td></tr> <tr><td>Grading</td><td>10/8/2016</td><td>GTGE</td></tr> <tr><td>First Aid Box</td><td>13/8/2016</td><td>GTGE</td></tr> <tr><td>Workshop</td><td>25/7/2016</td><td>GTGE</td></tr> <tr><td>Manuring</td><td>15/7/2016</td><td>GTGE</td></tr> <tr><td>RSPO Awareness</td><td>18/5/2016</td><td>GTGE</td></tr> <tr><td>Rat Bait</td><td>4/4/2016</td><td>GTJE</td></tr> <tr><td>HCV</td><td>11/2/2016</td><td>GTJE</td></tr> <tr><td>Recycleable Waste Mgt</td><td>12/3/2016</td><td>GTJE</td></tr> <tr><td>Spraying</td><td>17/2/2016</td><td>GTJE</td></tr> <tr><td>RSPO Awareness</td><td>21/1/2016</td><td>GTJE</td></tr> </tbody> </table>	Training Type	Date	Remarks	Hearing conservation programme	12/10/2015	GTOM	Vehicle Handling	11/7/2016	GTOM	Proper Usage of PPE	3/6/2016	GTOM	Chemical spillage/Chemical handling	5/5/2016	GTOM	S/waste management	4/4/2016	GTOM	Effective workplace inspection	4/5/2016	GTOM	HIRARC/Aspect Impact	17/2/2016	GTOM	Spraying	28/7/2016	GTGE	Harvester	17/8/2016	GTGE	Grading	10/8/2016	GTGE	First Aid Box	13/8/2016	GTGE	Workshop	25/7/2016	GTGE	Manuring	15/7/2016	GTGE	RSPO Awareness	18/5/2016	GTGE	Rat Bait	4/4/2016	GTJE	HCV	11/2/2016	GTJE	Recycleable Waste Mgt	12/3/2016	GTJE	Spraying	17/2/2016	GTJE	RSPO Awareness	21/1/2016	GTJE	<p>Complied</p>
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<p>4.7.4</p> <p>The responsible person/persons shall be identified. There shall be records of regular meetings between the responsible person/s and workers. Concerns of all parties about health, safety and welfare shall be discussed at these meetings, and any issues raised shall be recorded. - Major compliance -</p>	<p>At GTOM, Safety and Health Committee organization Chart was established and available, dated 9/6/2016-Interviewed Mrs SuriantiMayah as Committee secretary.</p> <p>Quarterly Safety & Health Committee meeting held – chaired by Mill Manager, discussion on the following :</p> <ul style="list-style-type: none"> i) Passing of previous minutes and arising matters. ii) Accident report (Monthly Accident statistics) iii) Workplace inspection iv) Fire equipment monitoring <p>Verified the following Minutes: 13/6/2016, 4/3/2016, 16/12/2016(verified held every 3 months once).</p> <p>At GTGE, Safety and Health Committee organization Chart was established and available, dated 2/1/2016-Interviewed Mr MirasanWagas as Committee secretary.</p> <p>Quarterly Safety & Health Committee meeting held – chaired by Mill Manager, discussion on the following :</p> <ul style="list-style-type: none"> j) Passing of previous minutes and arising matters. v) Accident report (Monthly Accident statistics) vi) Workplace inspection vii) Fire equipment monitoring <p>Verified the following Minutes: 26/7/2016, 26/4/2016, 26/1/2016(verified held every 3 months once).</p> <p>At GTJE, Safety and Health Committee organization Chart was established and available, dated 7/9/2015-Interviewed Mr MastodinKiwin as Committee secretary.</p> <p>Quarterly Safety & Health Committee meeting held – chaired by Mill Manager, discussion on the following :</p> <ul style="list-style-type: none"> k) Passing of previous minutes and arising matters. viii) Accident report (Monthly Accident statistics) ix) Workplace inspection x) Fire equipment monitoring <p>Verified the following Minutes: 28/6/2016, 92/2016, 7/11/2015, 4/9/2015(verified held every 3 months once).</p>	<p>Complied</p>

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<p>4.7.5</p> <p>Accident and emergency procedures shall exist and instructions shall be clearly understood by all workers. Accident procedures shall be available in the appropriate language of the workforce. Assigned operatives trained in First Aid should be present in both field and other operations, and first aid equipment shall be available at worksites. Records of all accidents shall be kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>At GTOM, Accident and emergency procedures was establish, SP-MGR-04:Emergency Response Procedure dated 15/10/2010. The procedure was addressed on the Fire, chemical spillage, effluent overflow from broken bund and broken pipe and accident.</p> <p>At GTGE and GTJE, the emergency response procedure was established, which approved by Estate Manager. The procedure was addressed the policy, the emergency escape routes, plan when emergency happened and contact person in-charge.</p> <p>The fire drill was carried out on 11 April 2016 at Genting Tanjung Oil Mill, Target evacuation times (3 minutes) were established and actual time (4 minutes 5 sec) was followed. The drill was supervised by Mill Engineer. Safety briefing provided by Mill engineer. The report of fire drill was verified accordingly. While at GTGE and GTJE, the fire extinguisher drill was conducted on 10/3/2016(GTGE) and 20/7/2016(GTJE) to all the workers.</p> <p>'First Aid Kit' is maintained. The First Kit are checked on a quarterly basis and replenished by Medical Assistant. The following First Aid box at stations checked /verified for the content adequacy and found adequate.</p> <table border="1" data-bbox="660 1137 1246 1503"> <thead> <tr> <th>First aider</th> <th>Station</th> </tr> </thead> <tbody> <tr> <td>EdikarmanBasri</td> <td>Loading Ramp</td> </tr> <tr> <td>Masni Samir</td> <td>Process</td> </tr> <tr> <td>KasrahTiving</td> <td>Workshop</td> </tr> <tr> <td>DurinaahAkang</td> <td>Store GTGE</td> </tr> <tr> <td>Abd Rauf Semma</td> <td>Harvesting GTGE</td> </tr> <tr> <td>Nellson</td> <td>Spraying GTGE</td> </tr> <tr> <td>Mohd Syafrien Effendi</td> <td>Office GTGE</td> </tr> <tr> <td>Siti Noor Akidah</td> <td>Office GTGE</td> </tr> <tr> <td>Mastodin Bin Kiwin</td> <td>Clinic GTJE</td> </tr> <tr> <td>Aswan Rajamuddin</td> <td>Harvester GTJE</td> </tr> <tr> <td>ErawatiMuhare</td> <td>Sprayer GTJE</td> </tr> </tbody> </table> <p>First Aiders Training (Basic of Occupational First Aid and CPR course) was conducted, the following certificate was found valid.</p>	First aider	Station	EdikarmanBasri	Loading Ramp	Masni Samir	Process	KasrahTiving	Workshop	DurinaahAkang	Store GTGE	Abd Rauf Semma	Harvesting GTGE	Nellson	Spraying GTGE	Mohd Syafrien Effendi	Office GTGE	Siti Noor Akidah	Office GTGE	Mastodin Bin Kiwin	Clinic GTJE	Aswan Rajamuddin	Harvester GTJE	ErawatiMuhare	Sprayer GTJE	<p>Complied</p>
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<p>4.7.6 All workers shall be provided with medical care, and covered by accident insurance. - Minor compliance -</p>	<p><u>GTOM</u> Local Workers – covered by SOCSO – ‘PertubuhanKeselamatanSosial’. Verified through ‘JadualCarumanBulanan’ May, June & July 2016 for the following workers:</p> <table border="1" data-bbox="660 533 932 656"> <thead> <tr> <th></th> <th>I/C No</th> </tr> </thead> <tbody> <tr> <td>a)</td> <td>951118125153</td> </tr> <tr> <td>b)</td> <td>870204496335</td> </tr> <tr> <td>c)</td> <td>770314125545</td> </tr> </tbody> </table> <p>Foreign Workers – covered by Workmen Compensation provided as per Compensation Act 1952 through Etiqa Insurance Berhad(Policy No:CWF-L5009848-W1, Policy Period: 1st January 2016 to 31st December 2016). Verified for the following workers :</p> <table border="1" data-bbox="660 831 932 981"> <thead> <tr> <th></th> <th>Employee No/ Passport No</th> </tr> </thead> <tbody> <tr> <td>a)</td> <td>AS243884</td> </tr> <tr> <td>b)</td> <td>AR391359</td> </tr> <tr> <td>c)</td> <td>AR398662</td> </tr> </tbody> </table> <p><u>GTGE</u> Foreign Workers were covered by Workmen Compensation provided as per Compensation Act 1952 through LonpacInsurance(Policy No:S/16/WF00/011100/SDK-12 and S/16/WC00/000989/SDK-80), Policy Period: 1st January 2016 to 31st December 2016). Verified for the following workers :</p> <table border="1" data-bbox="660 1211 932 1335"> <thead> <tr> <th></th> <th>Employee No/ Passport No</th> </tr> </thead> <tbody> <tr> <td>a)</td> <td>B4134946</td> </tr> <tr> <td>b)</td> <td>AS228661</td> </tr> </tbody> </table> <p><u>GTJE</u> Foreign Workers were covered by Workmen Compensation provided as per Compensation Act 1952 through LonpacInsurance(Policy No:S/16/WF00/011097/SDK-10), Policy Period: 1st January 2016 to 31st December 2016). Verified for the following workers :</p> <table border="1" data-bbox="660 1536 932 1713"> <thead> <tr> <th></th> <th>Employee No/ Passport No</th> </tr> </thead> <tbody> <tr> <td>a)</td> <td>AP646752</td> </tr> <tr> <td>b)</td> <td>AP646693</td> </tr> <tr> <td>c)</td> <td>AR391432</td> </tr> <tr> <td>d)</td> <td>AT244450</td> </tr> </tbody> </table>		I/C No	a)	951118125153	b)	870204496335	c)	770314125545		Employee No/ Passport No	a)	AS243884	b)	AR391359	c)	AR398662		Employee No/ Passport No	a)	B4134946	b)	AS228661		Employee No/ Passport No	a)	AP646752	b)	AP646693	c)	AR391432	d)	AT244450	<p>Complied</p>
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<p>4.7.7 Occupational injuries shall be recorded using Lost Time Accident (LTA) metrics - Minor compliance -</p>	<p>Accident statistics are being maintained and periodically reviewed (quarterly basis) during 'Health and Safety' committee meeting – minutes reviewed. The following Accident instances were reviewed.</p> <p>At GTOM, there was 1 case of accident that less than 4 days MC for 2015 and no case of accident for 2016 (todate). The accident investigation was carried out accordingly by Mill Engineer, and the report was verified. JKKP 8 was raised on 13/1/2016, sighted the report and found 1 Accidents recorded for 2015, 6 cases of occupational disease and has been forwarded to DOSH accordingly.</p> <p>At GTGE and GTJE, the accident statistic report was monitored on monthly basis. There is no accident occurred for 2016, however for 2015, there were 11 accidents occurred at GTJE. For GTJE, there was 5 casess of accident less than 4 days MC. However, at GTGE only 1 case was involve in loss day > 4 days involving the harvester (MC 18days). The loss time injury was recorded 33 days (GTGE) and 32 days (GTJE) for 2015. The JKKP 6 was sent to DOSH on 24/8/15 after the internal investigation completed. The JKKP 8 was sent accordingly on 15 January 2016 for GTGE and GTJE.</p>	<p>Complied</p>
<p>Criterion 4.8: All staff, workers, smallholders and contract workers are appropriately trained.</p>		

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4.8.1 A formal training programme shall be in place that covers all aspects of the RSPO Principles and Criteria, and that includes regular assessments of training needs and documentation of the programme. - Major compliance -	Comprehensive Safety Related training was provided to the workers. The following Training reviewed. : <table border="1" data-bbox="660 450 1273 1272"> <thead> <tr> <th>Training Type</th> <th>Date</th> <th>Remarks</th> </tr> </thead> <tbody> <tr><td>Hearing conservation programme</td><td>12/10/2015</td><td>GTOM</td></tr> <tr><td>Vehicle Handling</td><td>11/7/2016</td><td>GTOM</td></tr> <tr><td>Proper Usage of PPE</td><td>3/6/2016</td><td>GTOM</td></tr> <tr><td>Chemical spillage/Chemical handling</td><td>5/5/2016</td><td>GTOM</td></tr> <tr><td>S/waste management</td><td>4/4/2016</td><td>GTOM</td></tr> <tr><td>Effective workplace inspection</td><td>4/5/2016</td><td>GTOM</td></tr> <tr><td>HIRARC/Aspect Impact</td><td>17/2/2016</td><td>GTOM</td></tr> <tr><td>Spraying</td><td>28/7/2016</td><td>GTGE</td></tr> <tr><td>Harvester</td><td>17/8/2016</td><td>GTGE</td></tr> <tr><td>Grading</td><td>10/8/2016</td><td>GTGE</td></tr> <tr><td>First Aid Box</td><td>13/8/2016</td><td>GTGE</td></tr> <tr><td>Workshop</td><td>25/7/2016</td><td>GTGE</td></tr> <tr><td>Manuring</td><td>15/7/2016</td><td>GTGE</td></tr> <tr><td>RSPO Awareness</td><td>18/5/2016</td><td>GTGE</td></tr> <tr><td>Rat Bait</td><td>4/4/2016</td><td>GTJE</td></tr> <tr><td>HCV</td><td>11/2/2016</td><td>GTJE</td></tr> <tr><td>Recycleable Waste Mgt</td><td>12/3/2016</td><td>GTJE</td></tr> <tr><td>Spraying</td><td>17/2/2016</td><td>GTJE</td></tr> <tr><td>RSPO Awareness</td><td>21/1/2016</td><td>GTJE</td></tr> </tbody> </table>	Training Type	Date	Remarks	Hearing conservation programme	12/10/2015	GTOM	Vehicle Handling	11/7/2016	GTOM	Proper Usage of PPE	3/6/2016	GTOM	Chemical spillage/Chemical handling	5/5/2016	GTOM	S/waste management	4/4/2016	GTOM	Effective workplace inspection	4/5/2016	GTOM	HIRARC/Aspect Impact	17/2/2016	GTOM	Spraying	28/7/2016	GTGE	Harvester	17/8/2016	GTGE	Grading	10/8/2016	GTGE	First Aid Box	13/8/2016	GTGE	Workshop	25/7/2016	GTGE	Manuring	15/7/2016	GTGE	RSPO Awareness	18/5/2016	GTGE	Rat Bait	4/4/2016	GTJE	HCV	11/2/2016	GTJE	Recycleable Waste Mgt	12/3/2016	GTJE	Spraying	17/2/2016	GTJE	RSPO Awareness	21/1/2016	GTJE	Complied
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4.8.2 Records of training for each employee shall be maintained. - Minor compliance -	All records of training for each employee were maintained at the mill and estate office.	Complied																																																												

Principle 5: Environmental responsibility and conservation of natural resources and biodiversity

Criterion 5.1:

Aspects of plantation and mill management, including replanting, that have environmental impacts are identified, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement.

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<p>5.1.1</p> <p>An environmental impact assessment (EIA) shall be documented. - Major compliance -</p>	<p>Genting Tanjung POM documented the environment aspect impact register assessment dated 30th November 2015. The assessment covered:</p> <ul style="list-style-type: none"> a) Section/location, b) Activities/products services, c) Environmental aspect, d) Applicable legal and requirements e) Environmental impact f) Mitigation plan- control measures <p>The assessment cover different area and process in the mill such as FFB reception, loading ramp & marshalling yard, sterilizer and etc.</p> <p>List of identification of environmental aspect and impact and evaluation of significance incorporating all activities/area which available in the estates. The activities/area including herbicides spraying, manuring, harvesting/pruning and etc. In estate there seen no changes in operation activities. In Tanjung estate, the aspect and impacts reviewed on 3 March 2016.</p>	<p>Complied</p>
<p>5.1.2</p> <p>Where the identification of impacts requires changes in current practices, in order to mitigate negative effects, a timetable for change shall be developed and implemented within a comprehensive management plan. The management plan shall identify the responsible person/persons. - Minor compliance -</p>	<p>As for the review process, the annual review of the EIA management review meeting and re-evaluate if any new activities in POM and estate, changes of legislation and environmental issue raise by stakeholders.</p> <p>It was observed that the reviewing and updating on the registers were done annually if there's no any new activity within respective sites.</p> <p>The monitoring & action plan are ongoing and the person in charge always by Estate Manager and Assistant Manager.</p>	<p>Complied</p>

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Criterion / Indicator	Assessment Findings	Compliance
<p>5.1.3</p> <p>This plan shall incorporate a monitoring protocol, adaptive to operational changes, which shall be implemented to monitor the effectiveness of the mitigation measures. The plan shall be reviewed as a minimum every two years to reflect the results of monitoring and where there are operational changes that may have positive and negative environmental impacts.</p> <p>- Minor compliance -</p>	<p><u>Genting Tanjung POM</u></p> <p>Monitoring plan was established based on DOE license compliance schedule which include scheduled waste storage and disposal record, POME final discharge BOD, stack monitoring and boiler stack sampling.</p> <ul style="list-style-type: none"> a. Incinerator Stack emission monitoring report dated 21st May 2016; Result for Stack No 1 and No 2 are within permissible limit at and 0.240 g/Nm³ and 0.325 g/Nm³ respectively. b. Sampled effluent monitoring records: Monthly Effluent Analysis Test Report no. GTOM/LAB/01/07 dated 20/07/2016 for sample taken on 14/07/2016 by KDC Laboratory; parameter monitored-: pH, BOD, COD, TS, SS, TN, AN, O&G. Samples were taken from each point of treatment in the system consist of raw pond, acid ponds, digester tanks and final pond before field application. BOD limit for final discharge <20mg/L were met as well as all parameters that were within allowable limit. c. CEMS emission data records on 21/8/2016 shown the stack emissions opacity are within limit (20%) at 6.01% d. Consignment Note for scheduled waste (no: 20160702156BNZKJ; SW102) dated 02 July 2016; <p>Genting Tenegang Estate: Environmental Improvement & Management Plan reviewed and updated on 19th Feb 2016. Identification for various activities- protection of HCV areas, soil erosion, water pollution, noise pollution, soil pollution, air pollution, water usage and etc.</p> <p>Similar improvement plan available at Genting Tanjung Estate which review on 20 Jan 2016.</p>	<p>Complied</p>

Criterion 5.2:
 The status of rare, threatened or endangered species and other High Conservation Value habitats, if any, that exist in the plantation or that could be affected by plantation or mill management, shall be identified and and operations managed to best ensure that they are maintained and/or enhanced.

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5.2.1 Information shall be collated in a High Conservation Value (HCV) assessment that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors). - Major compliance -	<p>The inventory of the HCV sites was conducted in FY2010 by Dr Yap Son Kheong which covered all the Sabah region estates of Genting Plantations.</p> <p>Based on the findings of the assessment, the management and monitoring plan for HCV areas report dated 10th October 2014; High Conservation Value (HCV) areas have been identified such as river buffer zone in Genting Tenegang Estate.</p> <p>Genting Tenegang estate is surrounded by smallholders and there is no village settlements nearby.</p> <p>For Genting Tanjung Estate, it has a residual forest, Bukit Baha covering approximately 159 hectares as a site for conservation and water catchment. The estate recorded present HCV 1, 3 and 4.</p>	Complied
5.2.2 Where rare, threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill operations, appropriate measures that are expected to maintain and/or enhance them shall be implemented through a management plan. - Major compliance -	<p>Regular patrols within the operating unit estates were carried out and findings recorded by the respective Estate executives to monitor the Conservation / buffer zone areas. Monitoring and control of any illegal hunting, fishing or collecting activities was also implemented.</p> <p>While in Genting Tenegang estate, no HCV present within the plantation except the riparian buffer zone. Management and monitoring plan for HCV areas dated 18 Feb 2016 sighted during onsite visit.</p>	Complied
5.2.3 There shall be a programme to regularly educate the workforce about the status of these RTE species, and appropriate disciplinary measures shall be instigated in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect or kill these species. - Minor compliance -	<p>The program to regularly educate the workforce and community about the status of these RTE species are also established with on-going consultation with the relevant authorities at the LahadDato District. There is evidence of commitment to discourage any illegal or inappropriate hunting, fishing or collecting activities via the signage erected around the affected areas which prohibit such activities.</p>	Complied
5.2.4 Where a management plan has been created there shall be ongoing monitoring: <ul style="list-style-type: none"> • The status of HCV and RTE species that are affected by plantation or mill operations shall be documented and reported; • Outcomes of monitoring shall be fed back into the management plan. - Minor compliance -	<p>The management of the individual estates has taken action to discourage any illegal or inappropriate hunting, fishing or collecting activities.</p> <p>During site visit, 'no hunting' signs has erected at the different strategic location at Genting Tenegang Estate, conducted a number of awareness training/meeting to the workers and local communities to discourage hunting and disturbance to the natural areas. Bi-monthly monitoring at the HCV area checklist (dated 19 August 2016) make available during onsite visit.</p> <p>Site verification to the HCV area of Genting Tanjung Estate, confirmed that all signage and boundary markers are well maintain. No activities had carried out in that area. Stakeholders being informed about the HCV assessment and monitoring result through meeting.</p>	Complied

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Criterion / Indicator	Assessment Findings	Compliance
5.2.5 Where HCV set-asides with existing rights of local communities have been identified, there shall be evidence of a negotiated agreement that optimally safeguards both the HCVs and these rights. - Minor compliance -	There was no HCV set-aside that needs any negotiation process with the local communities.	Complied
Criterion 5.3: Waste is reduced, recycled, re-used and disposed of in an environmentally and socially responsible manner.		
5.3.1 All waste products and sources of pollution shall be identified and documented. - Major compliance -	<p>In POM and estate, three main type of waste including schedule waste, domestic waste and recyclable waste were identified and documented as per Waste Management Plan (POM dated 18th Feb 2016; Genting Tenengang Estate dated 26th Feb 2016)</p> <p>Stores for scheduled waste were inspected at audited sites in estate and disposal was done by scheduled waste disposal company authorized (Southern Strength (M) SdnBhd) and licensed by Department of Environment.</p> <p>The estate also have a proper Scheduled Waste Store for storing scheduled waste until time of disposal by DOE authorized waste disposal contractor.</p>	Complied
5.3.2 All chemicals and their containers shall be disposed of responsibly. - Major compliance -	<p>For estates, the empty pesticides container were collected in scheduled waste store after being triple rinsing and punctured at the bottom of the container. Latest disposal record by G-planter dated 18 March 2016 sighted during onsite audit.</p> <p>Stores for scheduled waste were inspected at audited sites in estate & mill and disposal was done by scheduled waste disposal company authorized (Legenda Bumimas Sdn Bhd) and licensed by Department of Environment. For example, the latest consignment note (no: 2016062917U1YQ85) dated 29 June 2016 sighted at Genting Tanjung estate.</p> <p>The mill and estate also have a proper Scheduled Waste Store for storing scheduled waste until time of disposal by DOE authorized waste disposal contractor.</p>	Complied
5.3.3 A waste management and disposal plan to avoid or reduce pollution shall be documented and implemented. - Minor compliance -	<p>Online scheduled waste inventory & consignment – updated as of 31/07/2016 where the quantity and storage period were within allowable limit.</p> <p>In POM, latest Scheduled Waste disposal done on 02/7/2016, consignment # 20160702156bnzkj for SW 102 by LegendaBumimasSdn Bhd.</p> <p>Genting Tenengang Estate:</p> <p>For landfills, appointed workers will segregate the waste after collecting from the line site prior to sending it to the designated landfill. Sighted at one of the landfill in Genting Tenengang estate at Field 92/ Block 8 observed that segregation of waste were implemented properly.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
Criterion 5.4: Efficiency of fossil fuel use and the use of renewable energy is optimised.			
5.4.1	A plan for improving efficiency of the use of fossil fuels and to optimise renewable energy shall be in place and monitored. - Minor compliance -	The plan to improve the efficiency of fossil fuel usage was established and approved by Mill Manager. 1. To reduce diesel consumption by 3% for the year 2016. 2. To increase 1% consumption of fibres for 2016. The plan was monitored by Mill Engineer on monthly basis. At the GTJE there was a plan established for improving efficiency of the use of fossil fuel for 2016.	Complied
Criterion 5.5: Use of fire for preparing land or replanting is avoided, except in specific situations as identified in the ASEAN guidelines or other regional best practice.			
5.5.1	There shall be no land preparation by burning, other than in specific situations as identified in the 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions. - Major compliance -	No burning policy is available and signed by Mr Yong Chee Kong (President & Chief Operating Officer) dated 10 Aug 2011 and no evidence of open burning was observed during onsite visit to the line site as well as the areas surrounding the office.	Complied
5.5.2	Where fire has been used for preparing land for replanting, there shall be evidence of prior approval of the controlled burning as specified in 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions. - Minor compliance -	No use of fire for land preparation during replanting	Complied
Criterion 5.6: Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.			

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Criterion / Indicator	Assessment Findings	Compliance
5.6.1 An assessment of all polluting activities shall be conducted, including gaseous emissions, particulate/soot emissions and effluent (see Criterion 4.4). - Major compliance -	Based on the assessment done by Genting Tanjung POL of all polluting activities as of the Environment Aspect and Impact assessment, identified source was boiler chimney. Current monitoring was through online boiler smoke density and alarm and quarterly boiler stack monitoring of dust particulate. For example: a. Incinerator Stack emission monitoring report dated 21 st May 2016; Result for Stack No 1 and No 2 are within permissible limit at and 0.240 g/Nm ³ and 0.325 g/Nm ³ respectively. b. Sampled effluent monitoring records: Monthly Effluent Analysis Test Report no. GTOM/LAB/01/07 dated 20/07/2016 for sample taken on 14/07/2016 by KDC Laboratory; parameter monitored-: pH, BOD, COD, TS, SS, TN, AN, O&G. Samples were taken from each point of treatment in the system consist of raw pond, acid ponds, digester tanks and final pond before field application. BOD limit for final discharge <20mg/L were met as well as all parameters that were within allowable limit. c. CEMS emission data records on 21/8/2016 shown the stack emissions opacity are within limit (20%) at 6.01%	Complied
5.6.2 Significant pollutants and greenhouse gas (GHG) emissions shall be identified, and plans to reduce or minimise them implemented. - Major compliance	For the estate, insignificant GHG emissions identified including CO _x , SO _x and NO _x from various sources including fossil fuel, chemical and fertilizer consumptions.	Complied
5.6.3 A monitoring system shall be in place, with regular reporting on progress for these significant pollutants and emissions from estate and mill operations, using appropriate tools. - Minor compliance -	Monitoring of the GHG quantity was done through RSPO approved calculator Palm GHG. Annual quantification of all GHG sources was input into the calculator. These GHG calculations were done as per certification unit basics. Total field and mill emission is 0.72 and 0.26 (tCO ₂ e/mt FFB) respectively. Final Report for Palm GHG Calculator and email dated 25 th August 2016 submitted to RSPO were sighted.	Complied

Principle 6: Responsible consideration of employees and of individuals and communities affected by growers and millers.

Criterion 6.1:

Aspects of plantation and mill management that have social impacts, including replanting, are identified in a participatory way, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement.

6.1.1 A social impact assessment (SIA) including records of meetings shall be documented. - Major compliance -	SIA and Human Rights Impact Assessment (HRIM) was conducted for mill, GTGE and GTJE estates on 7-9/3/2016, 17-19/3/2016 and 15-17/2/2016 respectively by Sustainability Department. Sampling stakeholders were selected for interview such as local and foreign workers' representatives, women committee representatives, contractors and smallholders. Attendant list was sighted.	Complied
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Criterion / Indicator	Assessment Findings	Compliance
6.1.2 There shall be evidence that the assessment has been done with the participation of affected parties. - Major compliance -	SIA was conducted with the participation of selected stakeholders. The stakeholders have raised issues during the meeting as below: a) Smallholders requested the mill management to extend the time to receive crops from them. The management has extended the operation hours from 7 am to 10 pm during peak season. Notice with reference GTOM/801/16/ dated 7/6/2016 has been displayed at the weighbridge notice board. Workers complained that wild dogs were scattered around the housing area and canteen which caused disturbance for them. They have lodged the complaint on December 2015 but no action has taken. The management has sent a letter to local authority on 5/3/2016.	Complied
6.1.3 Plans for avoidance or mitigation of negative impacts and promotion of the positive ones, and monitoring of impacts identified, shall be developed in consultation with the affected parties, documented and timetabled, including responsibilities for implementation. - Major compliance -	The mill has generated a Social Management and Monitoring Plan which updated on 3/3/2016 by the mill engineer. The plan developed has incorporated the status, benchmark, monitoring technique and person to be responsible for the issue. Management and monitoring plan for GTGE was last updated on 5/8/2016 whereas management plan for GTJE was updated on 20/3/2016.	Complied
6.1.4 The plans shall be reviewed as a minimum once every two years and updated as necessary, in those cases where the review has concluded that changes should be made to current practices. There shall be evidence that the review includes the participation of affected parties. - Minor compliance -	The plan was reviewed on yearly basis. Last reviewed on 3/3/2016, 5/8/2016 and 25/8/2016 for mill, GTGE and GTJE respectively.	Complied
6.1.5 Particular attention shall be paid to the impacts of smallholder schemes (where the plantation includes such a scheme). - Minor compliance -	Not applicable as there is no scheme smallholders involved in the operating units.	Not applicable
Criterion 6.2: There are open and transparent methods for communication and consultation between growers and/or millers, local communities and other affected or interested parties.		

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Criterion / Indicator	Assessment Findings	Compliance
6.2.1 Consultation and communication procedures shall be documented. - Major compliance -	GPB has implemented procedure on Consultation and Communication with doc. No. SMP-GPB-17 dated 11/10/2013. The procedure is for the internal and external communication of sustainability requirements and responding to communications from interested parties. Topics or issues shall be discussed as below: a) Relationship with company b) Opportunities for employment c) Land issues d) Pay, condition, facilities, safety and training e) And etc. All the issues and grievances will be handled by manager otherwise will be forwarded to Head Office if serious incidents beyond capability of manager.	Complied
6.2.2 A management official responsible for these issues shall be nominated. - Minor compliance -	An official appointment letter to the mill manager has been issued on 18/2/2016 by the Vice President, Processing Sabah as Management Representative for ISCC, RSPO and MSPO related matters. The mill assistant manager has been appointed as Sustainability Coordinator on 1/5/2016 by the mill manager. GTGE and GTJE Manager has been appointed as MR for ISCC, RSPO and MSPO related matters by the VP Plantation Region 2 Sabah. The appointment letter dated 16/1/2016 is sighted. The GTJE assistant manager has been appointed as Sustainability Coordinator on 25/1/2016 by the estate manager.	Complied
6.2.3 A list of stakeholders, records of all communication, including confirmation of receipt and that efforts are made to ensure understanding by affected parties, and records of actions taken in response to input from stakeholders, shall be maintained. - Minor compliance -	The mill has developed Internal and External Stakeholders Lists. The lists were included government bodies, FFB suppliers, contractors, workers' representatives and etc. The lists were separated by internal and external and last updated on 13/1/2016 to 11/7/2016. Stakeholder's meeting for internal and external was conducted on 16/2/2016 and 22/3/2016 respectively. External stakeholder meeting was conducted together with GTJE. Meeting minutes were sighted and documented. The meeting was conducted together with the estate. No issues were reported during the meeting. Stakeholder list was last updated since July 2016 for GTGE. Stakeholder meeting was conducted on 22/3/2016 for external. Attendant list and meeting minutes is sighted. Internal stakeholder meeting was conducted on 19/3/2016. Meeting minutes and attendant list is sighted. There was an issue raised by stakeholder related teenagers riding motorcycle exceeded the speed limit and dangerous. The management has monitored through AP rounding. AP rounding record book is sighted. GTJE has updated the stakeholder list on July 2016. Internal stakeholder meeting was conducted on 16/2/2016. Issues raised by stakeholders have been rectified and action plan was generated. Evidence of quotation to repair the toilet is verified.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
Criterion 6.3: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all effected parties.			
6.3.1	The system, open to all affected parties, shall resolve disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants and whistleblowers, where requested. - Major compliance -	GPB has implemented procedure on Complaints and Grievance with doc. No. SMP-GPB-19 dated 5/9/2014. The procedure is to provide guidelines on handling complaints and grievances as below: <ul style="list-style-type: none"> a) Complaints and grievances extended to estate/ mill management by workers and internal & external stakeholders b) Complaints and grievances by stakeholders (including workers) extended to Head Office c) Complaints & grievances arise due to NCR land issue and at new development/ new planting areas d) And etc. The time frame to acknowledge and respond to complaints or grievances is within 14 working days upon receipt.	Complied
6.3.2	Documentation of both the process by which a dispute was resolved and the outcome shall be available. - Major compliance –	GTOM, GTGE and GTJE have implemented Complaints/ Grievances Record Book for the stakeholders to lodge any complaints or grievances. Issues and actions taken have been recorded in the record book. All the issues were resolved. Issues raised by JKPP on 8/8/2016 were still in progress. Complainants have acknowledged on the complaint books after issues being rectified.	Complied
Criterion 6.4: Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
6.4.1	A procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, shall be in place. - Major compliance -	GPB has established procedure on negotiation, compensations and handling with doc. No. SMP-GPB-18 dated 5/9/2014. The objective of the procedure is to provide guidelines on handling issues as follow: <ul style="list-style-type: none"> a) Land/ Boundary dispute including NCR related land conflict b) Squatter issue c) Social issue Negotiation will be carried out between estate management and the stakeholders. If it fails, then will consulted Legal Department and etc in Head Office. Any compensation claims will be decided by the HO top management bases on case basis and current value. If negotiation and compensation fails, HQ top management will proceed with legal action against the affected party.	Complied

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Criterion / Indicator	Assessment Findings	Compliance	
6.4.2	A procedure for calculating and distributing fair compensation (monetary or otherwise) shall be established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. This procedure shall take into account: gender differences in the power to claim rights, ownership and access to land; differences of transmigrants and long-established communities; and differences in ethnic groups' proof of legal versus communal ownership of land. - Minor compliance -	SOP same as above criteria 6.4.1. Complied	
6.4.3	The process and outcome of any negotiated agreements and compensation claims shall be documented, with evidence of the participation of affected parties, and made publicly available. - Major compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit. Complied	
Criterion 6.5: Pay and conditions for employees and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages.			
6.5.1	Documentation of pay and conditions shall be available. - Major compliance -	Mill has employed local and foreign workers. All the workers are under direct employment. Sampled payslip from May – July 2016 as below: <ul style="list-style-type: none"> a) Employee No.: E00152 (Philippine) b) Employee No.: E00082 (Indonesian) c) Employee No.: E00172 (Malaysian) d) Employee No.: E11185 (Malaysian) e) Employee No.: E00099 (Philippine) f) Employee No.: C00375 (Indonesian) g) Employee No.: E02443 (Malaysian) h) Employee No.: E02386 (Philippine) All the sampled workers were achieved the minimum wage accordance to Minimum Wage Order 2012 for May & June whereas Minimum Wage Order 2016 for July which achieved RM 920/ month. The mill management has applied from Jabatan Tenaga Kerja Sabah to extend the maximum overtime per month to 130 hours. Permit for OT hours extended with No. Series: 08(0058)SDK dated 28/3/2016 was noted. The permit is expired on 27/3/2017. GTJE has applied permit for salary deduction on tools replacement and recreation club fees from Jabatan Tenaga Kerja, Kinabatangan. The permit with Series No.: 11(0216)KBN is valid from 28/3/2016 till 27/3/2017.	Complied

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Criterion / Indicator	Assessment Findings	Compliance
<p>6.5.2</p> <p>Labour laws, union agreements or direct contracts of employment detailing payments and conditions of employment (e.g. working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc.) shall be available in the languages understood by the workers or explained carefully to them by a management official.</p> <p>- Major compliance -</p>	<p>Employment contract are available in language that understood by workers. The contract has detailing the payments and employment conditions such as period of working, working hour, medical assistance, housing, holiday and annual leave, period of notice and etc. The contract was signed by the workers and sampled contracts as below:</p> <ul style="list-style-type: none"> a) Employee No.: E00213 (Malaysian) joined on 19/6/2015 b) Employee No.: E00221 (Indonesian) joined on 10/8/2015 c) Employee No.: E11276 (Indonesian) joined on 3/5/2016 d) Employee No.: E02386 (Philippine) join on 2/6/2015 <p>Extension contract for the workers who worked more than 3 years were sampled as below:</p> <ul style="list-style-type: none"> a) Employee No.: E00089 (Indonesian) signed on 1/9/2015 which valid until 31/8/2016 b) Employee No.: E00161 (Philippine) signed on 29/10/2015 which valid until 28/10/2016 c) Employee No.: E10330 (Inodnesian) signed on 14/2/2016 which valid until 12/2/2017. d) Employee No.: E00099 (Philippine) signed on 13/6/2016 which valid until 13/6/2017. <p>All the terms were according to the initial contract of employment signed.</p> <p>Induction training was conducted for new recruited workers. Evidence of training materials and attendant lists were sighted.</p>	<p>Complied</p>
<p>6.5.3</p> <p>Growers and millers shall provide adequate housing, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible.</p> <p>- Minor compliance –</p>	<p>The mill and estates have provided housing facilities to the workers. They also supplied water tanks for the workers to store water. Water was treated in the mill treatment plant and found is clean. Interviewed with the housewives and workers found out that water and electricity was provide without charges. Clinic is located in the estate compound to provide medical facilities to all the workers. HUMANA school was also found in the estate. Crèche is provided in the mill and estate for the kids.</p>	<p>Complied</p>
<p>6.5.4</p> <p>Growers and millers shall make demonstrable efforts to monitor and improve workers’ access to adequate, sufficient and affordable food.</p> <p>- Minor compliance –</p>	<p>Sundry shops and canteens were located in the estate. The goods and foods price list was displayed at the shop. Besides, the management has provided transport to send workers to LahadDatu town once a month to purchase goods and foods upon request. The canteen food prepare attendant has injected with anti-typhoid vaccine on 16/3/2016.</p>	<p>Complied</p>
<p>Criterion 6.6: The employer respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>		

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Criterion / Indicator	Assessment Findings	Compliance	
6.6.1	A published statement in local languages recognising freedom of association shall be available. - Major compliance -	GPB has implemented a People Policy dated 3/8/2009 signed by Chief Operating Officer where the workforces have the rights, freedom of association and equal opportunities. Briefing on policies on 12/1/2016. Attendant list and training material is sighted.	Complied
6.6.2	Minutes of meetings with main trade unions or workers representatives shall be documented. - Minor compliance -	<p>Mill has established a Worker’s Committee which consists of local workers’ representatives, Bugis workers’ representatives and Visaya workers’ representatives. Meeting was conducted on 3/4/2016. Meeting minutes and attendance list is noted. The meeting was conducted on yearly basis.</p> <p>Appointment letters have been issued to the workers’ representatives dated 24/2/2016 for GTGE. Election of representative was done by the workers themselves. Evidence of photo is sighted. Through interviewed with workers’ representative found that they were selected by the workers through election. Meeting was conducted on 16/8/2016. No issue raised during the meeting. Meeting minutes and attendant list is documented.</p> <p>Appointment letters have been issued to the workers’ representative dated 1/3/2016 for GTJE. Last meeting was conducted on 18/8/2016. No issues were raised during the meeting.</p>	Complied
Criterion 6.7: Children are not employed or exploited.			
6.7.1	There shall be documentary evidence that minimum age requirements are met. - Major compliance -	GPB has implemented a People Policy (dated 3/8/2009) and Social Policy (Incorporating the Labour and Human Rights requirements) dated 22/6/2015 where the management do not employ under aged children to work in the operating units. They are respected the children’s rights. They will not hired workers who less than 15 years old for full time work and 18 years old for hazardous work. Document reviewed on the latest workers’ name list for GTOM found that the youngest employed worker is 19 years old and 18 years old for GTGE. Briefing on the policy was conducted on 22/8/2016 and 8/4/2016 for mill and GTGE respectively. Attendant list and training material is sighted.	Complied
Criterion 6.8: Any form of discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age, is prohibited.			
6.8.1	A publicly available equal opportunities policy including identification of relevant/affected groups in the local environment shall be documented. - Major compliance -	GPB has implemented a People Policy dated 3/8/2009 and Social Policy (Incorporating the Labour and Human Rights requirements) dated 22/6/2015 where the workforces have the rights, freedom of association and equal opportunities. No discrimination in terms of hiring, compensation and etc is practice by the management. Briefing on policies for GTGE was conducted on 8/4/2016 and 12/1/2016 for GTJE. Attendant list and training material is sighted.	Complied

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Criterion / Indicator	Assessment Findings	Compliance	
6.8.2	Evidence shall be provided that employees and groups including local communities, women, and migrant workers have not been discriminated against. - Major compliance -	Through document reviewed of active employee list found that the management has recruited local and foreign workers which consisted of male and female workers. Total 403 foreign workers and 40 local workers. Female workers consisted of 119 persons whereas 324 persons are male workers as at July 2016.	Complied
6.8.3	It shall be demonstrated that recruitment selection, hiring and promotion are based on skills, capabilities, qualities, and medical fitness necessary for the jobs available. - Minor compliance -	Recruitment selection, hiring and promotion are based on skills, capabilities, qualities, and medical fitness necessary for the jobs available. It was noted during the audit that there is no discrimination based on nationality, race, gender, age, etc.	Complied
Criterion 6.9: There is no harassment or abuse in the work place, and reproductive rights are protected.			
6.9.1	Policy to prevent sexual and all other forms of harassment and violence shall be implemented and communicated to all levels of the workforce. - Major compliance -	GPB has implemented a Sexual Harassment Policy dated 3/8/2009 signed by Chief Operating Officer. Training on sexual harassment in workplace has been given to the workers on 22/8/2016 for GTOM female workers. Attendance list and evaluation forms were noted. GTGE and GTJE have conducted briefing on policies on 29/2/2016, 8/4/2016 and 12/1/2016 respectively to the workers. Attendant list and training material is sighted.	Complied
6.9.2	A policy to protect the reproductive rights of all, especially of women, shall be implemented and communicated to all levels of the workforce. - Major compliance -	GPB has implemented a Social Policy (Incorporating the Labour and Human Rights requirements) dated 22/6/2015. In the policy statement, it mentioned that reproductive rights are protected. Briefing on policies on 12/1/2016. Attendant list and training material is sighted.	Complied
6.9.3	A specific grievance mechanism which respects anonymity and protects complainants where requested shall be established, implemented, and communicated to all levels of the workforce. - Minor compliance -	GPB has established procedure on prevention and eradication of sexual harassment at the workplace with doc. No. SMP-GPB-20 dated 11/10/2013. There is flowchart shown the procedure involved in resolving sexual harassment cases. Complaint forms is implemented. Mill has established a Women's Committee and appointment letters dated 17/10/2015 were issued by manager to the committee. Last meeting was conducted on 3/4/2016. For GTGE, the last meeting was conducted on 29/3/2016. No issue raised during the meeting. Meeting was conducted on 8/8/2016 and 17/2/2016 for GTJE. Meeting minutes and attendant list were sighted. Through interviewed with chairman and female workers concluded that no sexual harassment cases reported thus far.	Complied
Criterion 6.10: Growers and mills deal fairly and transparently with smallholders and other local businesses.			
6.10.1	Current and past prices paid for Fresh Fruit Bunches (FFB) shall be publicly available. - Minor compliance -	The mill has displayed the FFB pricing of May until July 2016 at the weighbridge area. The pricing was displayed in front of the weighbridge counter.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
6.10.2	Evidence shall be available that growers/millers have explained FFB pricing, and pricing mechanisms for FFB and inputs/services shall be documented (where these are under the control of the mill or plantation). - Major compliance -	Pricing mechanism was documented and issued to the smallholders every month with payment advice. The mechanism has included oil mill achieved OER, oil mill achieved KER, Sabah average price for CPO, CPO selling expenses, PK selling expenses and FFB price computation.	Complied
6.10.3	Evidence shall be available that all parties understand the contractual agreements they enter into, and that contracts are fair, legal and transparent. - Minor compliance -	The contractors have signed on contractor's agreement with the management. Below are the sampled contract agreements: <ul style="list-style-type: none"> a) Agreement No.: GTOM/MOA/16/01 which expired on 31/12/2016 (General Work Order) b) Company No.: 1033122-P which expired on 31/12/2017 (Palm Kernel Transporter) c) Agreement No.: GTGE/TC/2016/02 which expired on 31/12/2016 (Loading and Transporting works) d) Agreement No.: GTJE/MOA/2016/03 which expired on 31/12/2016 (Road Maintenance work) The contractors have signed on each page of the agreement.	Complied
6.10.4	Agreed payments shall be made in a timely manner. - Minor compliance -	According to the contract agreement, the company shall pay to the contractors within 30 days from the date of issuance of Schedule of Work Completed. Payment records were sighted.	Complied
Criterion 6.11: Growers and millers contribute to local sustainable development where appropriate.			
6.11.1	Contributions to local development that are based on the results of consultation with local communities shall be demonstrated. - Minor compliance –	GTOM has provided transport for the students who studied outside the estate which is about 76km away from the estate without any charges. Annual Mill Feast on 1/4/2016 for all the employees. Festival celebrations such as Hari Raya, Chinese new year celebration, Labour Day celebration, Sport days and etc. Contribution of Humana Child Society Sabah every month. All of these are sighted in the budget 2016. GTGE has made donation to HUMANA school to organize field visit for the students dated 13/11/2015. Church expenses, festival celebrations, HUMANA expenses were allocated in the budget 2016.	Complied
6.11.2	Where there are scheme smallholders, there shall be evidence that efforts and/or resources have been allocated to improve smallholder productivity. - Minor compliance –	Not applicable as there is no scheme smallholder involved in the operating units.	Not applicable
Criterion 6.12: No forms of forced or trafficked labour are used.			

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Criterion / Indicator		Assessment Findings	Compliance
6.12.1	There shall be evidence that no forms of forced or trafficked labour are used. - Major compliance -	GPB has implemented a Social Policy (Incorporating the Labour and Human Rights requirements) dated 22/6/2015. In the policy statement, the management has committed not to use any forced labour or trafficked labour. The workers had signed on the contract of employment where it stated that the passport will be retained by the employer for safety reason.	Complied
6.12.2	Where applicable, it shall be demonstrated that no contract substitution has occurred. - Minor compliance –	No contract of substitution is sighted.	Complied
6.12.3	Where temporary or migrant workers are employed, a special labour policy and procedures shall be established and implemented. - Major compliance -	People policy and Social policy is implemented. No temporary workers. Migrant workers are treated equally as per the locals.	Complied
Criterion 6.13: Growers and millers respect human rights.			
6.13.1	A policy to respect human rights shall be documented and communicated to all levels of the workforce and operations (see Criteria 1.2 and 2.1). - Major compliance -	GPB has implemented a Social Policy (Incorporating the Labour and Human Rights requirements) dated 22/6/2015. They are respected and supported the Universal Declaration of Human Rights. Briefing on policies was conducted on 8/4/2016 and 12/1/2016 for GTGE and GTJE respectively. Attendant list and training material is sighted.	Complied
6.13.2	As long as children of foreign workers in Sabah and Sarawak are ineligible to attend government school, the plantation companies should engage in a process to secure these children access to education as a moral obligation.	There is a HUMANA school in the estates' compound. Parents do not need to pay any school fee. The mill and estates have provided free stationery and school bags to the student every year. Photo evident is sighted. Budget 2016 also found that have contribution to Humana Child Society Sabah and upkeep of Humana. Total 30 students from mill, 67 students from GTGE and 62 students from GTJE. GTGE has also donated computer to HUMANA school. Upon request by GTJE HUMANA teacher, the management has provided transport for the students to send the students to the GTGE. There was budget allocated for HUMANA maintenance and fees sighted in Budget 2016.	Complied
Principle 7: Responsible development of new plantings Genting Tanjung Oil Mill and supply base only involved in re-planting programme after felling of old palms and there is no plan for expansion. No new planting has been carry out thorough verification of the land title, map and planting history. Therefore, Principle 7 is not applicable during this recertification assessment. The immature area are replanted area.			
Principle 8: Commitment to continual improvement in key areas of activity			
Criterion 8.1: Growers and millers regularly monitor and review their activities, and develop and implement action plans that allow demonstrable continual improvement in key operations.			

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Criterion / Indicator	Assessment Findings	Compliance
<p>8.1.1</p> <p>The action plan for continual improvement shall be implemented, based on a consideration of the main social and environmental impacts and opportunities of the grower/mill, and shall include a range of Indicators covered by these Principles and Criteria.</p> <p>As a minimum, these shall include, but are not necessarily be limited to:</p> <ul style="list-style-type: none"> • Reduction in use of pesticides(Criterion 4.6); • Environmental impacts (Criteria 4.3, 5.1 and 5.2); • Waste reduction (Criterion 5.3); • Pollution and greenhouse gas (GHG) emissions (Criteria 5.6 and 7.8); • Social impacts (Criterion 6.1); • Optimising the yield of the supply base. <p>- Major compliance -</p>	<p>In POM, new equipment that had been installed on 2015, EFB press and FFB splitter.</p> <p>Use alternative pesticides that are safe and less toxic i.e. Basta and Glyphosate. Use of pesticide is minimized and part of the IPM programme. To reduce chemical use the following is implemented in GTGE and GTJE.</p> <ul style="list-style-type: none"> a) Planting of beneficial plant b) Barn Owls c) Cattle <p>Waste segregation station available near to the landfill to ensure the proper segregation being implemented.</p> <p>For GTGE, EFB mulching was carried out for supplementary purpose.</p> <p>For social, contribution of Humana Child Society Sabah every month. All of these are sighted in the budget 2016. GTGE has made donation to HUMANA school to organize field visit for the students dated 13/11/2015. Church expenses, festival celebrations, HUMANA expenses were allocated in the budget 2016.</p>	<p>Complied</p>

Appendix B: Approved Time Bound Plan

No	Name of the Estate and Mills	TBP for certification	Status as Aug. 2016	Any unresolved (Labour Disputes/Land conflicts/Legal Non-Compliance etc.)	
1	Genting Sri Gading Estate, Johor, Malaysia	Supply base for Genting Ayer Item Oil Mill, Johor, Malaysia	Dec, 2014	Certified	None
2	Genting Sungei Rayat Estate, Johor, Malaysia		Dec, 2014	Certified	None
3	Genting Kulai Besar Estate, Johor, Malaysia		Dec, 2014	Certified	None
4	Genting Tanah Merah Estate, Johor, Malaysia		Dec, 2015	Certified	None
5	Genting Tebong Estate, Melaka, Malaysia		July, 2015	Certified	None
6	Genting Selama Estate, Kedah, Malaysia		July, 2015	Certified	None
7	Genting Sabapalm Estate, Sabah, Malaysia	Supply base for Genting Sabapalm Oil Mill, Sabah, Malaysia	Aug, 2015	Certified	None
8	Genting Tanjung Estate, Sabah, Malaysia	Supply base for Genting Tanjung Oil Mill, Sabah, Malaysia	Aug, 2016	Audited	None
9	Genting Tenegang Estate, Sabah, Malaysia		Aug, 2016	Audited	None
10	Genting Layang Estate, Sabah, Malaysia		Aug, 2016	Audited	None
11	Genting Bahagia Estate, Sabah, Malaysia		Aug, 2016	Audited	None
12	Genting Landworthy Estate, Sabah, Malaysia		Aug, 2016	Audited	None
13	Genting Indah Estate, Sabah, Malaysia	Supply base for Genting Indah Oil Mill, Sabah, Malaysia	Aug, 2017		None
14	Genting Permai Estate, Sabah, Malaysia		Aug, 2017		
15	Genting Kencana Estate, Sabah, Malaysia		Aug, 2017		
16	Genting Jambongan Estate, Sabah, Malaysia	Supply base for Genting Jambongan Oil Mill, Sabah, Malaysia	Oct, 2017		None
17	Genting Sekong Estate, Sabah, Malaysia	Supply base for Genting Trushidup Oil Mill, Sabah, Malaysia	June, 2017		None
18	Genting Suan Lamba Estate,		June, 2017		None

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	Sabah, Malaysia	Malaysia			
19	Mulia Estate 1, Kalimantan, Indonesia	Supply base for Mulia Oil Mill, Kalimantan, Indonesia	Dec,2016		None
20	Mulia Estate 2, Kalimantan, Indonesia		Dec,2016		None
21	Mulia Estate 3, Kalimantan, Indonesia		Dec,2016		None
22	Mulia Estate 4, Kalimantan, Indonesia		Dec,2016		None
23	Mulia Estate 5, Kalimantan, Indonesia		Dec,2016		None
24	Mulia Estate 6, Kalimantan, Indonesia		Dec,2016		None
25	PT SMA Estate 1		Dec,2016		None
26	PT SMA Estate 2		Dec,2016		None
27	PT SMA Estate 3		Dec,2016		None
28	PT SMA Estate 4	Dec, 2016		None	
29	Genting Mewah Estate, Sabah, Kalimantan	Supply base for Genting Mewah Oil Mill, Sabah, Malaysia	Mar,2017		None
30	Genting Lokan Estate, Sabah, Malaysia		Mar,2017		None
31	Genting Cheng Estate, Melaka, Malaysia		Jan,2017		None
32	Genting Bukit Sembilan Estate, Kedah, Malaysia		July,2017		None
33	Lamunti Barat Estate	Supply base for PT GAL Oil Mill, Kalimantan, Indonesia	Oct,2017		None
34	Lamunti Timur Estate I/II		Oct 2017		None
35	Mengkatip Estate I/II		Oct,2017		None
36	Bakuta Estate		Oct,2017		None
37	Plasma Timur/Barat		Oct, 2017		None
38	PT UAI 1/2		April, 2018		None
39	Golden Hill Estate I	Supply base for Golden Hill Oil Mill, Kalimantan, Indonesia	July, 2018		None
40	Golden Hill Estate II		July, 2018		None
41	Diamond Hill Estate		July, 2018		None
42	Puroh Estate		July, 2018		None
43	Masaha Estate		July, 2018		None
44	Zircon Hill		July, 2018		None
45	PT CSC		April,2019		None
46	PT SAP Estate 1	Supply base for PT SAP Oil Mill	Aug, 2019		None
47	PT SAP Estate 2		Aug,2019		None

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48	PT SAP Estate 3		Aug,2019		None
49	PT SAP Estate 4		Aug,2019		None
50	PT SAP Estate 5		Aug,2019		None
51	PT SAP Estate 6		Aug,2019		None
52	PT PSM		May,2020		None
53	PT PALJ		Aug,2020		None
54	PT AAC 1, 2,3,4		Oct,2020		None

Appendix C: Certification Unit RSPO Certificate Details

Genting Plantations Berhad
 Genting Tanjung Oil Mill
 Mile 97, Sandakan Lahad Datu Road
 Tenegang, Jalan Jeroco
 90200 Kinabatangan
 Sabah, Malaysia
 RSPO membership number: 1-0086-06-000-00

BSI RSPO Certificate No. : RSPO 652320
 Date of Initial Certificate Issued: 11/01/2017
 Date of Expiry: 10/01/2022
 Applicable Standards: RSPO P&C MYNI 2014; RSPO Certification System June 2007 (revised March 2011); RSPO P&C MY-NIWG 2010; RSPO Supply Chain Certification Standard 21 November 2014 Module E - CPO Mills: Mass Balance)

Genting Tanjung Oil Mill & supply base					
Location Address	Genting Tanjung Oil Mill, Mile 97, Sandakan-Lahad Datu Road, Tenegang, Jalan Jeroco 90200 Kinabatangan, Sabah, Malaysia				
GPS Location	118.273154° E ; 5.422626° N				
CPO Tonnage Total	118,498 mt				
PK Tonnage Total	29,076 mt				
CPO Claimed for Certification*	106,158 mt				
PK Claimed for Certification *	26,048 mt				
Own estates FFB Tonnage	491,470 mt				
Independent Smallholder FFB Tonnage	57,130 mt				
Estates	Production Area		Other use (ha)	Certified Area / Total land lease (ha)	Annual FFB Production (mt)
	Mature (ha)	Immature (ha)			
Genting Tanjung Estate	3,395.55	603.20	346.54	4,345.29	99,630
Genting Tenegang Estate	3,186.69	243.56	222.29	3,652.54	94,778
Genting Landworthy Estate	3,706.61	0	331.19	4,037.8	119,935
Genting Layang Estate	1,708.56	110.31	258.54	2,077.41	52,561
Genting Bahagia Estate	4,054.79	0	494.52	4,549.31	124,566
Total	16,052.20	957.07	1,653.08	18,662.35	491,470

Appendix D: Assessment Plan

Date	Time	Subjects	Boon Han	Ning Shing	Hafiz
Monday 22/08/2016	AM	Audit Team travelling to site	√	√	√
	PM	Stakeholder Consultation	√	√	√
Tuesday 23/08/2016 Genting Tanjung Oil Mill	0830 - 0900	Opening meeting: <ul style="list-style-type: none"> Opening presentation by Team Leader Confirmation of assessment scope and finalize audit plan 	√	√	√
	0900 - 1200	Genting Tanjung Oil Mill Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment, staff, workers and contractor interview, housing and facility inspection, clinic, meeting stakeholders etc.	√	√	√
	1100-1200	Supply chain for CPO mill, weighbridge officer, production record and etc	-	√	-
	1200 - 1300	Lunch	√	√	√
	1300 - 1630	Document review P1 – P8: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/ workers representatives, new planting, TBP, CIP and implementation etc.)	√	√	√
	1630-1700	Interim closing briefing	√	√	√
	Wednesday 24/08/2016 Genting Tenegang Estate	0900-1100	Genting Tenegang Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill, etc.	√	√
1100-1200		Meeting with stakeholders (Government, village rep, smallholders, Workers Leader, contractor etc.)	√	√	√
1200-1300		Lunch	√	√	√

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Date	Time	Subjects	Boon Han	Ning Shing	Hafiz
	1300-1630	Genting Tenegang Estate Document review P1 – P8: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc).	√	√	√
	1630-1700	Interim Closing Meeting	√	√	√
Thursday 25/08/2016 Genting Tanjung Estate	0900-1100	Genting Tanjung Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill, etc.	√	√	√
	1100-1200	Meeting with stakeholders (Government, village rep, smallholders, Workers Leader, contractor etc.)	√	√	√
	1200-1300	Lunch	√	√	√
	1300-1530	Genting Tanjung Estate Document review P1 – P8: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc).	√	√	√
	1530-1630	Verify any outstanding issues & Preparation for closing meeting	√	√	√
	1630-1730	Closing Meeting	√	√	√
Friday 26/08/2016	AM	Audit Team traveling back to KL	√	√	√

Appendix E: Stakeholders Contacted

<p>Internal Stakeholders</p> <p>Workers' Representatives (Bugis, Timur) Hospital Assistant Women Committee (Chairman, female workers) Housewives Crèche Attendants HUMANA teachers Smallholder</p>	<p>Union/Contractors/Local Communities</p> <p>Neighbouring plantations</p>
<p>Government Departments</p> <p>Jabatan Tenaga Kerja, Kinabatangan DOSH officer, Department of Environment Sandakan</p>	<p>Contractors and Suppliers</p> <p>General Supplier FFB Transport contractor Engineering & Civil work contractor</p>

Appendix F: Genteng Tanjung Oil Mill Supply Chain Assessment (Module E - CPO Mills: Mass Balance)

Requirements	Compliance
E.1 Definition	
<p>E.1.1 Certification for CPO mills is necessary to verify the volumes of certified and uncertified FFB entering the mill and volume sales of RSPO certified producers. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own certified land base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>Genteng Tanjung Palm Oil Mill only receives 85% FFB from own estates and 15% from third party estates. Therefore qualifies for the Mass Balance supply chain system and module. During the P&C assessment, the audit team verified the volumes and sources of certified and uncertified FFB entering the mill, the implementation of processing controls and volume sales of RSPO certified products.</p>
E.2 Explanation	
<p>E.2.1 The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill must be recorded by the CB in the public summary of the P&C certification report. This figure represents the total volume of certified palm oil product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced should then be recorded in each subsequent annual surveillance report.</p>	<p>The estimated tonnage of certified CPO and PK products that could potentially be produced by the certified mill is recorded in this public summary report.</p>
<p>E.2.2 The mill must also meet all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organization (RSPO IT platform or book and claim).</p>	<p>The mill has met all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organization (RSPO IT platform or book and claim).</p>
E.3 Documented procedures	
<p>E.3.1 The site shall have written procedures and/or work instructions to ensure the implementation of all the elements specified in these requirements. This shall include at minimum the following:</p> <p>a) Complete and up to date procedures covering the implementation of all the elements in these requirements;</p> <p>b) The name of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the site procedures for the implementation of this standard.</p>	<p>Latest written documented procedures- Supply Chain, Traceability, Mass Balance (MB) & Identity Preserved (SMP-GPB-23, rev :05 dated 19th November 2015) for the chain of custody is with Mass Balance(MB) model covering all the RSPO Supply Chain Certification Standard. This developed based on the RSPO SCCS 21 November 2014.</p> <p>The mill manager and assistant manager have awareness of the supply chain system. The manager has overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements.</p>
<p>E.3.2 The site shall have documented procedures for receiving and processing certified and non-certified FFBs.</p>	<p>Genteng Tanjung Oil Mill has documented procedures for the incoming FFB, processing and outgoing palm products (CPO and PK). System available to make marking on the receiving documents to differentiate the certified and non-certified FFB received. Interviewed the weighbridge officer and confirmed that the FFB from own estates will have the stamp on the dispatch chip.</p>
E.4 Purchasing and goods in	

RSPO Public Summary Report
Revision 3 (July /2016)

E.4.1 The site shall verify and document the volumes of certified and non-certified FFBs received.	Daily records are prepared at the entry point at the weighbridge. Daily summary and monthly summary documented for all the certified and non-certified FFB. Records verified by internal and external audit.
E.4.2 The site shall inform the CB immediately if there is a projected overproduction.	The mill aware of this procedure.
E.5 Record keeping	
E.5.1 a) The site shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a three-monthly basis. (b) All volumes of palm oil and palm kernel oil that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO. c) The site can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three months. However, a site is allowed to sell short.(ie product can be sold before it is in stock.)	Daily records are prepared at the entry point at the weighbridge. Daily summary and monthly summary documented for all the certified and non-certified FFB. Computerized system in place. Records verified by internal and external audit. Sample taken at Genting Tanjung POM: <ul style="list-style-type: none"> a. Ticket No: FFB16027153W (Genting Tenegang Estate) b. Ticket No: FFB16027125W (Genting Layang Estate) c. Ticket No: FFB16027166W (Smallholder- Teh Ah Bu Plantations) d. Ticket No: FFB16027162W (Smallholder- HarusPermaiSdnBhd) Computerized system in place with the delivery deducted accordingly. The mass balance worksheet recorded the FFB received, CPO and PK Despatch through sustainable (ISCC EU, ISCC Plus, RSPO, MSPO) and non-certified scheme. The Mill aware that only positive stock can be delivered. The mass balance stock record updated on monthly basics.
E.5.2 In cases where a mill outsources activities to an independent palm kernel crush, the crush still falls under the responsibility of the mill and does not need to be separately certified. The mill has to ensure that the crush is covered through a signed and enforceable agreement	No outsourcing activities.

Actual Tonnage Certified Palm Production - 01 June 2015 – 31 July 2016

Mill	Capacity	CPO	PK
Genting Tanjung Oil Mill	80 mt/hr	N.A	N.A

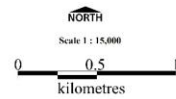
Actual Tonnage Sales of Certified Palm Products - 01 June 2015 – 31 July 2016 (RC 2016)

Mill	Certified CPO Sales	Certified PK Sales	Remarks
Genting Tanjung Oil Mill	N.A	N.A	

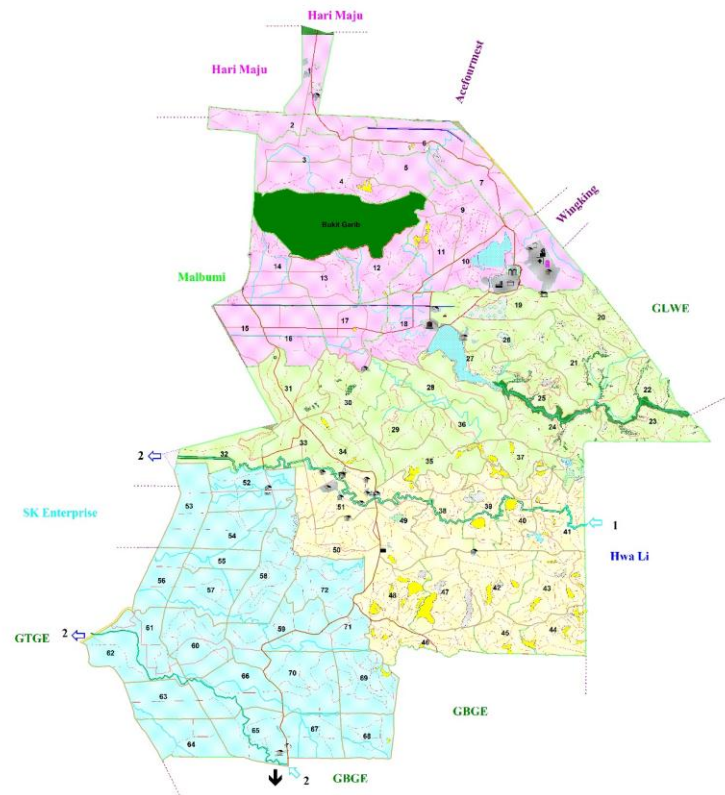
Actual Tonnage Certified FFB Received Monthly - 01 June 2015 – 31 July 2016

Not applicable as this is main assessment

Appendix G: Location Map of Genting Tanjung Estate



GENTING PLANTATIONS
GPS MAP OF GENTING TANJUNG ESTATE



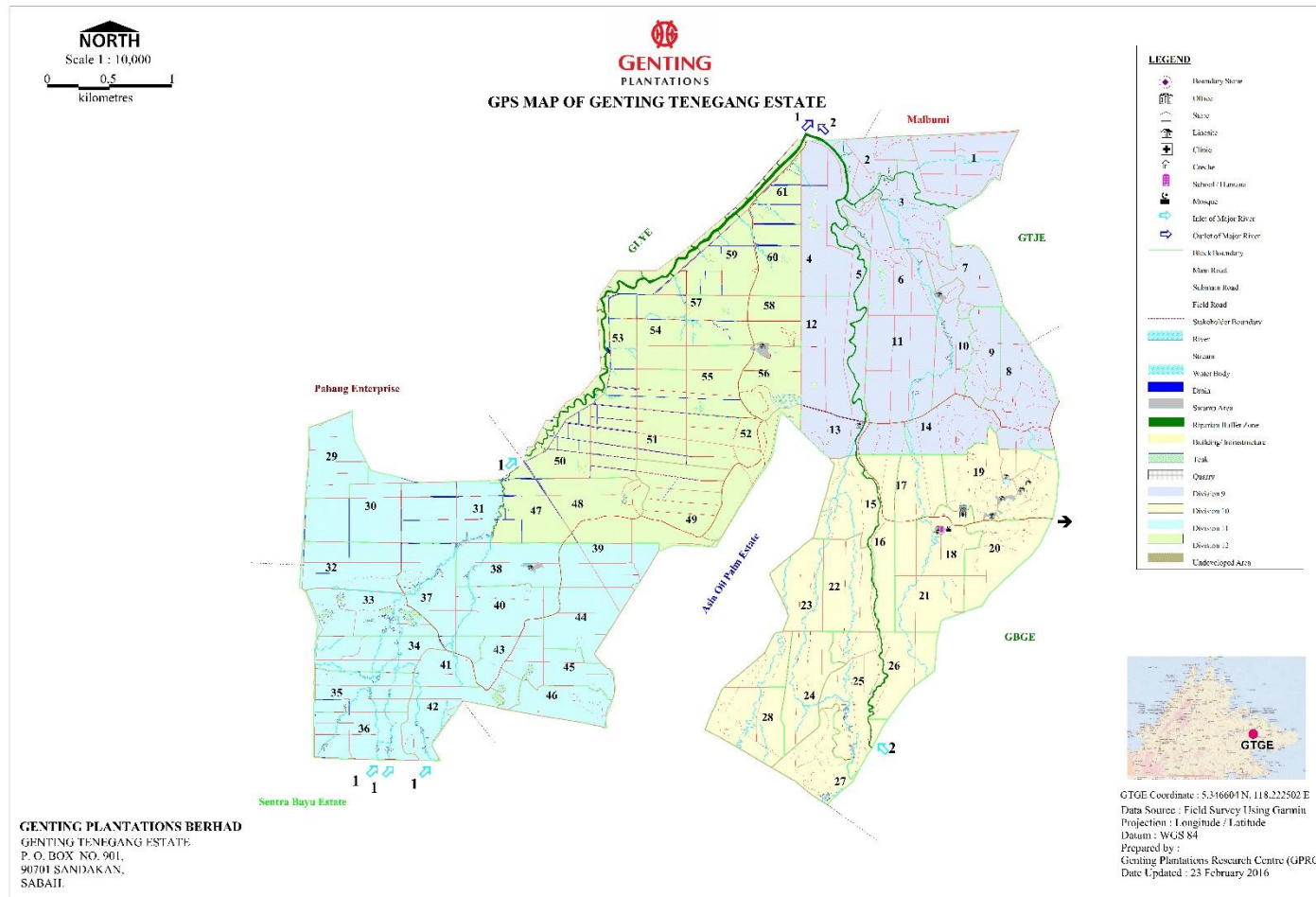
- LEGEND**
- Boundary Stone
 - Nursery
 - Office
 - Weevil Rice
 - Store
 - Landscape
 - Clinic
 - Creche
 - School / Hamam
 - Mosque
 - Church
 - Tanjung Club
 - Mill Site
 - Inlet of Major River
 - Outlet of Major River
 - Fish and Entrance
 - Block Boundary
 - Main Road
 - Submain Road
 - Field Road
 - Recevie Road
 - Stakeholder Boundary
 - Water Body
 - Streams
 - Main Drain
 - Bridging Infrastructure
 - Trench
 - Ravine
 - River Buffer Zone
 - Habitat Corridor
 - Unplantable - Vacant Area
 - Unplantable - Steep Rocky
 - Division 1
 - Division 2
 - Division 3
 - Division 4
 - Undeveloped Area



GTJE Coordinate : 5-422626 N, 118.273154 E
 Projection : Longitude/Latitude
 Datum : WGS 84
 Data Source : Field Survey Using Garmin
 Prepared by :
 Genting Plantations Research Centre Sabah(GPRCS)
 Date Updated : 15 January 2016

GENTING PLANTATIONS BERHAD
 GENTING TANJUNG ESTATE
 P. O. BOX NO. 901,
 90701 SANDAKAN,
 SABAH.

Appendix H: Location Map of Genting Tenegang Estate



Appendix I: List of Abbreviations Used

ASA	Annual Surveillance Assessment
BOD	Biological Oxygen Demand
CHRA	Chemical Health Risk Assessment
CIP	Continual Improvement Plan
CPO	Crude Palm Oil
DOE	Department of Environment
DOSH	Department of Occupational Safety & Health
EFB	Empty Fruit Bunch
EIA	Environmental Impact Assessment
EMS	Environmental Management System
ERP	Emergency Response Plan
FFB	Fresh Fruit Bunch
GBGE	Genting Bahagia Estate
GPB	Genting Plantations Berhad
GTGE	Genting Tenegang Estate
GTJE	Genting Tanjung Estate
GTOM	Genting Tanjung Oil Mill
GLYE	Genting Layang Estate
GLWE	Genting Landworthy Estate
HCV	High Conservation Value
IPM	Integrated Pest Management
ISCC	International Sustainable Carbon Certification
MPOA	Malaysian Palm Oil Association
MSDS	Material Safety Data Sheet
MSPO	Malaysian Sustainable Palm Oil
MY-NI	Malaysian National Interpretation
NGO	Non Governmental Organisation
OSH	Occupational Safety & Health
PK	Palm Kernel
PKO	Palm Kernel Oil
POM	Palm Oil Mill
PPE	Personal Protective Equipment
RED	Renewable Energy Directive
RSPOP&C	Roundtable on Sustainable Palm Oil Principle & Criteria
SCCS	Supply Chain Certification Standard
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure