

RSPO PRINCIPLE AND CRITERIA
2nd Annual Surveillance Assessment (ASA2)
Public Summary Report

Genting Plantations Berhad
Head Office: 10 th Floor, Wisma Genting Jalan Sultan Ismail 50250 Kuala Lumpur, Malaysia
Genting Ayer Item Oil Mill and supply base Batu 54, Jalan Johor 86100 Air Hitam Johor, Malaysia

TABLE of CONTENTS

Page No

Section 1: Scope of the Certification Assessment.....	4
1. Company Details	4
2. Certification Information	4
3. Location(s) of Mill & Supply Bases	5
4. Description of Supply Base	5
5. Plantings & Cycle	6
6. Certified Tonnage of FFB (Own Certified Scope)	7
7. Non-Certified Tonnage of FFB (outside supplier – excluded from certificate) if applicable	7
8. Certified Tonnage	7
Section 2: Assessment Process	8
1. Assessment Program	9
Section 3: Assessment Findings	11
3.1 Details of audit results	11
3.2 Progress against Time Bound Plan.....	11
3.3 Details of findings	13
3.3.1 Status of Nonconformities Previously Identified and Observations	16
3.3.2 Summary of the Nonconformities and Status.....	22
Assessment Conclusion and Recommendation:	23
Acknowledgement of Assessment Findings	23
Appendix A: Summary of Findings	24
Appendix B: Approved Time Bound Plan.....	60
Appendix C: Certification Unit RSPO Certificate Details.....	63
Appendix D: Assessment Plan.....	64
Appendix E: Stakeholders Contacted	66
Appendix F: CPO Mill Supply Chain Assessment Report (Module D : Identity Preserved)	67
Appendix G: Location Map of Genting Ayer Item Oil Mill Certification Unit and Supply bases.....	70
Appendix H: Genting Kulai Besar Location and Estate Field Map	71
Appendix I: Genting Sungei Rayat Location and Estate Field Map	74
Appendix J: List of Smallholder Sampled	78
Appendix K: GHG Reporting Executive Summary	79
Appendix K: List of Abbreviations Used.....	81

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	Head office : 10 th Floor, Wisma Genting, Jalan Sultan Ismail 50250 Kuala Lumpur, Malaysia Certification unit : Genting Ayer Item Oil Mill, Batu 54, Jalan Johor 86100 Air Hitam, Johor, Malaysia		
Subsidiary of (if applicable)	Not applicable		
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) 04 369 0027 (Estate)	Facsimile	03 2333 6575 04 452 1188

2. Certification Information			
Certificate Number	RSPO 653474	Certificate Issued Date	26/03/2015
		Expiry Date	25/03/2020
Scope of Certification	Palm Oil and Palm Kernel Production from Genting Ayer Item Oil Mill and Supply Base (Genting Kulai Besar Estate, Genting Sri Gading Estate, Genting Sungei Rayat Estate, Genting Tanah Merah Estate & Genting Tebong Estate)		
Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
GAIOM AR 2239 ER 0733 SR 0579 SR 0580	ISO 9001 : 2008 ISO 14001 : 2004 OHSAS OHSAS 18001 : 2007 MS 1722 : 2011	SIRIM QAS International Sdn Bhd	14.09.2018 13.01.2017 13.01.2017 13.01.2017 <i>** awaiting for new certification after the recertification audit 27-29 Dec 2016</i>
SoP/ MF /0025	Code of Good Milling Practice for Palm Oil	MPOB	19.03.2018
GAIOM, GKBE, GSGE, GSRE, GTME & GTBE EU-ISCC-Cert-DE119-60153390 ISCC-Plus-Cert-60153390	ISCC EU ISCC PLUS	ASG Cert GmbH ASG Cert GmbH	23/10/2017 23/10/2017

**RSPO Public Summary Report
Revision 4 (November / 2016)**

GKBE: MPOB/CoP/ET/0061-1	Code of Good Agricultural Practice for Oil Palm Estates and Smallholdings	MPOB	27/10/2018
GSGE: MPOB/CoP/ET0063-1	Code of Good Agricultural Practice for Oil Palm Estates and Smallholdings	MPOB	30/04/2017
GSRE: MPOB/CoP/ET0062-1	Code of Good Agricultural Practice for Oil Palm Estates and Smallholdings	MPOB	27/10/2018
GTBE: MPOB-CoP/ET/0042-1	Code of Good Agricultural Practice for Oil Palm Estates and Smallholdings	MPOB	18/03/2018
GSGE: MPOB/CoP/NN/0023	Code of Good Nursery Practice for Oil Palm Nurseries	MPOB	30/06/2017
GTBE: MPOB/CoP/NN/0269	Code of Good Nursery Practice for Oil Palm Nurseries	MPOB	20/04/2019

3. Location(s) of Mill & Supply Bases

Name (Mill / Supply Base)	Location [Map Reference #]	GPS	
		Easting	Northing
Genting Ayer Item Palm Oil Mill (60 mt/hr)	Ayer Hitam, Johor, Malaysia	103° 12' 43.0" E	1° 51' 25.6" N
Genting Kulai Besar Estate	Kulai, Johor, Malaysia	103° 36' 45.0" E	1° 36' 55.4" N
Genting Sri Gading Estate	Batu Pahat, Johor, Malaysia	103° 1' 5.6" E	1° 50' 17.8" N
Genting Sungei Rayat Estate	Batu Pahat, Johor, Malaysia	103° 00' 44.6" E	1° 54' 14.2" N
Genting Tanah Merah Estate	Tangkak, Johor, Malaysia	102° 33' 37.17" E	2° 16' 53.94" N
Genting Tebong Estate	Melaka, Malaysia	102° 21' 38.44" E	2° 27' 19.97" N

4. Description of Supply Base

Estate	Mature (ha)	Immature (ha)	Infras & Other (ha)	HCV (ha)	Total Planted (ha)	Total Hectarage	% of Planted
Genting Kulai Besar Estate	1,919.03	127.84	625.50	10.68	2,046.87	2,683.05	76.3 %
Genting Sri Gading Estate	2,712.35	553.50	471.53	19.57	3,265.85	3,756.95	86.9 %
Genting Sungei Rayat Estate	2,155.54	176.97	43.60	0.06	2,332.51	2,376.17	98.2 %

**RSPO Public Summary Report
Revision 4 (November / 2016)**

Genting Tanah Merah Estate	1,483.17	183.18	124.20	10.31	1,666.35	1,800.86	92.5%
Genting Tebong Estate	1,810.92	360.69	81.36	32.87	2,171.61	2,285.84	95.0%
Total	10,081.01	1,402.18	1,346.19	73.49	*11,483.19	**12,902.87	89.0%

Note: Infrass = infrastructure

*The reduction of 110.99ha of the Total Planted area compared with EOS was due to development project in GSGE and GKBE.

**The increase of 5111.44ha of Total Hectarage compared with EOS was due to 177.86ha was transferred from Property Div. to GSGE, 16.13ha was due to harmonization of GPS ha with physical land perimeter survey hectare in GTME and 82.55ha reduction due to development of projects in GKBE.

5. Plantings & Cycle									
Estate	Age (Years)						Tonnage / Year		
	1-3	>3-7	>7-15	>15-20	>20-25	>25	Estimated (Jan 2016 – Dec 2016)	Actual (Jan 2016 – Dec 2016)	Forecast (Jan 2017 – Dec 2017)
Genting Kulai Besar Estate	127.84	153.75	308.71	202.66	441.02	812.89	45,800.00	42,031.27	43,305.00
Genting Sri Gading Estate	553.50	517.28	551.31	575.18	136.88	931.70	69,000.00	67,567.60	68,682.00
Genting Sungei Rayat Estate	176.97	153.96	955.32	565.49	208.68	272.09	58,000.00	49,832.16	51,927.00
Genting Tanah Merah Estate	183.18	159.3	260.62	159.88	773.4	129.97	38,000.00	33,060.29	33,800.00
Genting Tebong Estate	360.69	141.85	124.46	616.34	813.46	114.81	45,300.00	32,335.98	36,800.00
Total	1,402.18	1,126.14	2,200.42	2,119.55	2,373.44	2,261.46	256,100.00	**224,827.30	234,514.00

*Total matured area reduced is due to replanting at the following estates:

- i. GSGE: 165.16ha
- ii. GSRE: 69.29ha
- iii. GTBE: 145.14ha

**GTME and GTBE has diverted crop to other mill. Therefore, total of FFB production is differ from the certified FFB in Table 8.

RSPO Public Summary Report
Revision 4 (November / 2016)

6. Certified Tonnage of FFB (Own Certified Scope)			
Estate	Tonnage / year		
	Estimated (ASA1) (Jan 2016 – Dec 2016)	Actual (ASA1) (Jan 2016 – Dec 2016)	Forecast (ASA2) (Jan 2017 – Dec 2017)
Genting Kulai Besar Estate	45,800.00	42,031.27	43,305.00
Genting Sri Gading Estate	69,000.00	67,567.60	68,682.00
Genting Sungei Rayat Estate	58,000.00	49,832.16	51,927.00
Genting Tanah Merah Estate	38,000.00	33,060.29	33,800.00
Genting Tebong Estate	45,300.00	32,335.98	36,800.00
Total	256,100.00	224,827.30	234,514.00

7. Non-Certified Tonnage of FFB (outside supplier – excluded from certificate) if applicable			
Independent FFB Supplier	Tonnage / year		
	Estimated (ASA1) (Jan 2016 – Dec 2016)	Actual (ASA1) (Jan 2016 – Dec 2016)	Forecast (ASA2) (Jan 2017 – Dec 2017)
N/A	N/A	N/A	N/A

8. Certified Tonnage									
Mill	Estimated (ASA1) (Jan 2016 – Dec 2016)			Actual (ASA1) (Jan 2016 – Dec 2016)			Forecast (ASA2) (Jan 2017 – Dec 2017)		
	FFB	CPO	PK	FFB	CPO	PK	FFB	CPO	PK
Genting Ayer Item Oil Mill	199,402.00	40,665.00	10,507.00	*185,362.17	37,583.32	9,226.58	234,514.00	47,981.56	12,054.02
% of OER & KER		20.39	5.27		20.27	4.98		20.46	5.14

*GTME and GTBE has diverted crop to other mill. Therefore, total of certified FFB is differ from the FFB production in Table 5.

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn Bhd,
(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
Nicholas Cheong: Nicholas.Cheong@bsigroup.com
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. BSI is accredited for RSPO Supply Chain Certification Systems (SCCS) and Principles & Criteria for Sustainable Palm Oil Production (P&C, Single Site & Group) certification Worldwide.

Assessment Methodology, Programme, Site Visits

This on-site assessment was conducted from 23-25 January 2017. 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 (Genting Kulai Besar Estate & Genting Sungei Rayat Estate). 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 Principles & Criteria 2013 (MYNI-2014) and RSPO Supply Chain Certification Standard 2014 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.

The approach to the audit was to treat the mill and its supply base as an RSPO Certification Unit. The mill was audited together with the estates (or smallholders) of its supply base. The estates sample were determined based on formula $N = 0.8\sqrt{y}$ where y is the number of estates while when applicable, the smallholders sample were determined following the RSPO Certification Requirement for Group Certification Standard 2016. The sampling of smallholders were based on the formula $(0.8\sqrt{y}) \times (z)$; where y is total number of independent group member and where z is the multiplier defined by the risk assessment. The sampled smallholder (when applicable) is listed in Appendix J.

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.

**RSPO Public Summary Report
Revision 4 (November /2016)**

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 and the sampled smallholder (when applicable) is listed in Appendix J

All the previous nonconformities are remains closed. (No NCR raised during ASA1, NCR raised during extension of scope visit). The assessment findings for the 2nd Annual Surveillance Assessment are detailed in Section 3.3.

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 that have not been identified.

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)	Year 1 (Certification)	Year 2 (ASA 1)	Extension of scope	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA4)
Genting Ayer Item Oil Mill	√	√	√	√	√	√
Genting Kulai Besar Estate		√		√		√
Genting Sri Gading Estate	√	√			√	
Genting Sungei Rayat Estate	√			√		
Genting Tanah Merah Estate		√			√	
Genting Tebong Estate	*	*	√			√

*certified by other CB (individual certificate/stand alone estate)

Tentative Date of Next Visit: January 23, 2018 – January 25, 2018

Total No. of Mandays: 9 mandays

**RSPO Public Summary Report
Revision 4 (November /2016)****BSI Assessment Team:****Hu Ning Shing – Trainee Lead Auditor**

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 her 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

Hoo Boon Han – Team Member

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 Bin Mat Hussain – 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 14001, 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 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.

Accompanying Persons: -

Section 3: Assessment Findings

3.1 Details of audit results

This assessment has been assessed using the following RSPO normative requirements. The assessment details are provided in Appendix A.

- Genting Plantations Berhad Time Bound Plan
- RSPO Group Certification Standard 2016 Checklist
- RSPO P&C for Smallholders TH-WG 2012 Checklist
- RSPO P&C GN-NIWG 2010 Checklist
- RSPO P&C INA-NIWG 2016 Checklist
- RSPO P&C PNG-NIWG 2016 Checklist
- RSPO P&C SI-NIWG 2010 Checklist
- RSPO P&C MY-NIWG 2014 Checklist
- RSPO P&C TH-WG 2011 Checklist
- RSPO Supply Chain Certification Checklist November 2014
- RSPO P&C 2013 Generic Checklist

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 B) for the phased implementation 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

**RSPO Public Summary Report
Revision 4 (November /2016)**

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
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		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"> • Primary forest. • Any area identified as containing High Conservation Values (HCVs). • Any area required to maintain or enhance HCVs in accordance with RSPO criterion 7.3. 	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 Tanjung Bahagia S/B) was resolved via High Court led mediation in March 2016.	Yes

**RSPO Public Summary Report
Revision 4 (November /2016)**

6.4, 7.5 and 7.6.		
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO criterion 6.3.	To-date, no complaints on labour disputes received by the company.	Yes
Did the company conduct an internal audit? If so, has a positive assurance statement been produced?	Yes	Yes
Any Legal non- compliance is being resolved in accordance with the legal requirements, with reference to RSPO criteria 2.1 and 2.2.	None so far. No stakeholder comments or complaints received.	Yes

3.3 Details of findings

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

During the 2nd Annual Surveillance Assessment there was one (1) Major nonconformity raised. The Genting Ayer Item Oil Mill Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. The implementation of the Corrective Actions for the Major Nonconformity(ies) has been verified for it effectiveness and closed accordingly.

Non-Conformity		
NCR #	Description	Category (Major / Minor)
1426259-201701-M1	<p>Requirements Indicator 6.5.1 Documentation of pay and conditions shall be available.</p>	Major
	<p>Evidence of Nonconformity According to MAPA/NUPW Circular No. 22/2015 dated 4/8/2015, the employer required to fully subsidize RM 3.00 per month for each of the members of NUPW as premium towards NUPW/AIA Personal Accident Group Scheme. However, the GAIOM’s management has yet to subsidize and deducted RM 11.00 from sampled workers below: a. Employee No.: 02018 b. Employee No.: 02069 c. Employee No.: 02736 d. Employee No.: 02744 e. Employee No.: 02857F f. Employee No.: 02750F g. Employee No.: 02800F h. Employee No.: 02803F</p>	

**RSPO Public Summary Report
Revision 4 (November /2016)**

	<p>Statement of Nonconformity The management did not comply with the MAPA/NUPW Circular No. 22/2015.</p>	
	<p>Corrective Actions Root cause: Not aware and received MAPA circular no. 22/2015 since they updated on MAPA website only.</p> <p>Correction:</p> <ol style="list-style-type: none"> To pay back RM 3.00 to those NUPW member that had deducted RM 11.00 since September 2015 with January 2017 wages via bank payment. Amend the General Worker Master in Lintramax System from RM 11.00 to RM 8.00 deduction of MAPA/ NUPW members. <p>Corrective Action: Chief Clerk/ Office Clerk to visit and check on new circular by MAPA at their website every month and do update as necessary.</p>	
	<p>Assessment Conclusion The management has paid RM 3.00 to the above Union members since September 2015 through January 2017 salary. The management has also changed in the LintraMax system on the deduction of Union fee to RM 8.00. No onsite audit is required as the closure evidence relating to documentation is sufficient for offsite closure.</p>	
	<p>The Major Nonconformity was closed on 2/3/2017.</p>	

Observation	
OBS #	Description
	Nil

Positive Findings	
PF #	Description
1	In chemical store, picture with the schedule waste code being display to enable workers easily disposing the schedule waste to the right place

Issues raised by Stakeholders
<p>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 Ayer Item Palm Oil Mill Certification Unit's environmental and social performance, legal and any known dispute issues.</p> <p>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.</p> <p>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</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

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: SJKT Ladang Kulai Besar- No any social issue between the school and the estate.</p> <p>Management Responses: Estate will provide any necessary assistance to the school if they need any.</p> <p>Audit Team Findings: No further issue.</p>
2	<p>Issues: Smallholder- Mr Chang rent the space under the high tension cable near the plantation to plant the cash crop such as pandan, coffee and lime. He well aware on not spraying near the drain as well as the river. He also attended few stakeholder meeting organized by the estate.</p> <p>Management Responses: Estate will continue maintain the good relationship among the stakeholder.</p> <p>Audit Team Findings: No further issue.</p>
3	<p>Issues: Replanting Contractor- He well aware the tender process, following the safety and environmental policies and regulation which has set by the company.</p> <p>Management Responses: Estate will continue maintain the system in ensuring all the contractor comply with the company's policies.</p> <p>Audit Team Findings: No further issue.</p>
4	<p>Issues: Workers' Representative – They were well understood on the terms stated in the contract of employment. They informed that their house was in good condition. They were treated equally without any discrimination.</p> <p>Management Responses: The management will continue to upkeep and maintain the housing condition.</p> <p>Audit Team Findings: No other issue.</p>
5	<p>Issues: Contractors and Transporter – They have signed an agreement with the management prior the work commence. They paid to the workers according to the estate's record and before 7th. Payment to the contractors were made promptly by the management.</p> <p>Management Responses: The management will made the payment promptly.</p> <p>Audit Team Findings: No further issue.</p>
6	<p>Issues: Women and Children Committee representative – No case of sexual harassment and violence was reported.</p> <p>Management Responses: The management will continue to monitor if there is any case reported.</p> <p>Audit Team Findings: Further interviewed with female workers confirmed that no issue was reported.</p>
7	<p>Issues:</p>

	Head of Village, Kg. Sri Maju Jaya – No land dispute issue reported. Trenches and road were constructed to demarcate the boundary.
	Management Responses: The management acknowledged it and will maintain the boundary according to land title.
	Audit Team Findings: No further issue.

3.3.1 Status of Nonconformities Previously Identified and Observations

NC from previous extension of scope assessment (09/08/2016)

Non-Conformity		
NCR #	Description	Category (Major / Minor)
1366665N1	Requirements Indicator 2.1.2 A documented system, which includes written information on legal requirements, shall be maintained.	Minor
	Evidence of Nonconformity Minimum Wage Order 2016 which takes effect 1st July 2016 was yet to be included Legal and Other Requirements Register (LRR; doc: SMP-GPB-22; revision 03-12th November 2014)	
	Statement of Nonconformity Documented system of written information on legal requirements is not updated	
	Corrective Action: Minimum Wage Order 2016 was updated in LRR on 10th August 2016. The person in charge of updating the LRR at OUs (chief clerk) will be retrained to update LRR as soon as notification is received from relevant sources. Sustainability Department will provide the training and assist the OUs in updating the LRR. The minor closed out on 16 Aug 2016. The status of corrective action taken will be verified in the next assessment.	
	Assessment Conclusion: Documented system including legal requirements register (doc: SMP-GPB-22; revision 04-10th August 2016) is available. The content of the register as below: <ul style="list-style-type: none"> a. List of local legal requirements applicable to plantation operations in Malaysia included Minimum Wage Order 2016 b. List of international standards/requirements applicable to plantation operation in Malaysia <ul style="list-style-type: none"> i. Part 1: Environment ii. Part 2: Safety and Health iii. Part 3: Social iv. Part 4: Best Practices and other requirements v. Part 5: International Standards/Requirements 	
	Thus, the minor nonconformity was closed during ASA2.	

**RSPO Public Summary Report
Revision 4 (November /2016)**

Observation raised during ASA1 by other CB

Observation	
OBS #	Description
1	<p>Indicator 2.1.3: A mechanism for ensuring compliance shall be implemented</p> <p>Objective Evidence: The estate updates the list of relevant laws and regulations that are required to maintain various legal permits. However, the LRR documents distributed to the operation units (GSGE/GAIOM) on year 2014 has not completely review and utilize for legal compliance monitoring on the estate and mill level. Evidence of review and monitoring on all the relevant legal compliances listed in the LRR was not clearly seen.</p> <p>ASA2 verification : Evaluation of legal requirements and compliance status with legal requirement is monitored by operating units, Sustainability Team, OHS Department and head office audit Department.</p> <p>Besides, the internal audit conducted by the sustainability team from HQ will able to check on the compliance status of the operating unit. The latest internal audit for Genting Kulai Besar Estate (GKBE) conducted on 20 Sep 2016; Sungei Rayat Estate- 21 Sep 2016; Genting Ayer Item Oil Mill- 11th Jan 2017.</p> <p>Mill and estate sharing the same legal requirement system register. Documented system including legal requirements register (doc: SMP-GPB-22; revision 04-10th August 2016) is available.</p> <p>Therefore, the observation is closed.</p>
2	<p>Indicator 4.1.3 A mechanism to check consistent implementation of procedures shall be in place.</p> <p>Objective evidence: According to Genting Oil Mill Sdn. Bhd. Standard Operating Manual Section no 4.9.14, Doc no: SOM-LAB-15, Issue date 14th August 2015. Title: Effluent treatment plant 9.14.4.3 Operation Control of Effluent Ponds stated that b) Daily operation: The effluent pond attendant must regularly check for any sign of overflowing, especially during rainy period, from effluent pond no. 6. If that pond level is consistently high, operator should carry out 24 hours pumping. However, during audit visit to the POME ponding areas, found that there are insufficient of POME level indicators. The level indicators are require for the POME pond attendant to monitor on the level to maintain the sufficient free- board and prevent overflowing of POME from the Ponds</p> <p>ASA2 verification : During site visit, the level indicators (free-board) were installed accordingly at Effluent pond.</p> <p>Therefore, the observation is closed.</p>
3	<p>Indicator 4.4.1 An implemented water management plan shall be in place</p> <p>Objective evidence: GAIOM report of analysis of the treated drinking water is sighted, Lotus Laboratory Services (M) Sdn Bhd dated 20/5/15 . Report number : LS/W/D8963/15. Based on the result the pH (6.4) and presence of coliform (<2 MPN/100ml) did not comply with the WHO Guideline As part of the recommendation by SPAN, they have installed the pump to add soda ash to improve the pH.</p> <p>ASA2 verification :</p>

	<p>Water analysis was sent to the independent Lab, Envilab Sdn Bhd., which the latest was carried out on 18/11/16. The parameters were within the parameters.</p> <p>Therefore, the observation is closed.</p>
<p>4</p>	<p>Indicator 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.</p> <p>Objective evidence: In GSGE , the riparian buffer zone at River Sg Bahang at OP12B and 14B was visited . Similarly the river that cuts across the TNB rented area that was leased to outside contractor planting tapioca was also visited. At the Sg Bahang riparian, the old palm trees were marked to indicate the buffer zone however on the OP12B and 14B markings were absent . There was some circle spray conducted on the last palm closes to the river. At the TNB rented area , there were evidence of spraying done on the river bufferzone suspected to be done by the tapioca planter GTME Natural vegetation seen along the natural waterways and no any activities along that area. However, there is insufficient of buffer zone demarcation along the natural streams in field 09B. Previous markers have been washed out during the raining season. Besides it was observed that at field 84, buffer zone marking is available but there is inconsistency of buffer zone demarcation along the natural stream. Observation 04</p> <p>ASA2 verification : Observed that during site visit at both estates, the buffer zone was marked and no activity sighted especially spraying, manuring and harvesting activities.</p> <p>Therefore, the observation is closed.</p>
<p>5</p>	<p>Indicator 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.</p> <p>Objective evidence: In GTME, Legend – Fipronil not listed in the justification of chemicals In GSGE , DOW Nurelle D505 EC that was found in the store was not included in the Justification of Use</p> <p>ASA2 verification : During site visit at GKBE and GSRE, noted that there is no pesticides namely Legend –Fipronil and DOW Nurelle 505 EC. GKBE and GSRE were not used this chemical and found no stock in the estate store. The current pesticides that were used in the estates were sighted in the SMP-GPB-28.</p> <p>Therefore, the observation is closed.</p>
<p>6</p>	<p>Indicator 4.6.6 Storage of all pesticides shall be according to recognized best practices. All pesticide containers shall be properly disposed of and not used for other purposes (see Criterion 5.3). Pesticides shall be stored in accordance to the Occupational Safety and Health Act 1994 (Act 514) and Regulations and Orders, Pesticides Act 1974 (Act 149) and Regulations.</p> <p>Objective evidence: In GTME, one of the empty chemical container Comet was not well - triple rinsed. In GAIOM, usage of unlabelled green empty containers for fuel was sighted at the EFB storage site. GKBE and GSGE empty containers were found to be triple-rinsed.</p> <p>ASA2 verification : The empty container at GSRE, GKBE and GAIOM were declared as scheduled waste and sent to the license contractor to dispose as per legal requirements.</p> <p>Therefore, the observation is closed.</p>

<p>7</p>	<p>Indicator 4.7.6 All workers shall be provided with medical care, and covered by accident insurance.</p> <p>Objective evidence: As for Mohd Lablu, his name is documented in the LONPAC Policy W15WF01022869KUL-34. Letter from the estate submitted to HQ for the compensation was sighted , dated 19/1/15. Letter from Genting HQ to LONPAC for the FCWS claim was sighted , Ref No: HRAD/FW/L/32/15 dated 2/4/15 and as of today there is no confirmation of the claim being released by the insurance policy to the worker. Clarification from the estate Manager indicate that the claims will be between the worker and the their agent a) Out of the the 34 workers , 8 were identified required to undergo retest within 3 months. Records were available to show that they have undergone for the retest and was confirm that they experience permanent STS (Standard Threshold Shift) . Follow-up training as recommended was sighted dated 18/8/15 conducted by the Dr Zainudin. However it was found that 3 workers, Ali @Antty Kutty (ngine driver), Saharudin(Boiler) and Shukri (Supervisor) did not attend as they were in the night shift.</p> <p>ASA2 verification :</p> <ol style="list-style-type: none"> 1. The policies as per foreign workers compensation scheme were sighted at all sites visited (GAIOM, GSRE and GKBE). All the policies were found valid. 2. The Audiometric testing was conducted on March-April 2016 for 75 workers and found no workers with STS. Hearing conservation programme was conducted by the doctor from Poliklinik Intan to all the workers involved. <p>Therefore, the observation is closed.</p>
<p>8</p>	<p>Indicator 4.6.10 & 5.3.2 All chemicals and their containers shall be disposed of responsibly. Cross-reference 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).</p> <p>Objective evidence: GTME Consignment notes on chemical containers disposal for Environmental quality (Schedule Waste) Regulations 2005 Sixth schedule available. Latest disposal for empty chemical containers on 2 Oct 2015 by G planter Sdn Bhd. The estate has generated few types of scheduled waste such as SW 305, SW 306, SW 408, SW 410, SW 312 and SW 409. The inventories for all the scheduled waste were reported to DOE through e-consignment. The latest update of inventory was done on 08/12/2015. The last disposal of scheduled waste for SW 305, SW 306, SW 408, SW 409 and SW 410 was carried out on 25/11/2015 by the approved contractor, Southern Strength (M) Sdn. Bhd. The previous disposal was carried out 26/10/2013. The management has not complied with the requirement stated in EQA on the period of storage of scheduled waste. Clinical wastes are disposed every month by Kualiti Alam Sdn. Bhd. Sixth schedules were verified. Empty chemical containers were collected by approved DOE contractor, G-Planter Sdn. Bhd. Last disposal was carried out on 04/12/2015. 6th schedule was verified and found signed by the contractor. The GSGE has maintained an inventory of empty chemical containers and was up to date. Used tyres and used batteries were collected by G.C. Liew. The last disposal was on December 2015. Evidence of receipts was verified. Inventories for all the scheduled waste generated were up to date and well maintained. The management also participated in the E-consignment inventory. The scheduled wastes were collected by approved contractor, Southern Strength (M) Sdn. Bhd. The last disposal was carried out on December 2015. The license of contractor is sighted and valid from 01/05/2015 until 30/04/2016. Domestic waste collection programme has implemented on 28/04/2011 on alternate day. The mill has conducted inspection to the scheduled waste store at least once a month. The inventory of scheduled waste, 5th schedule was kept updated until December 2015. Types of SW generated are SW305, SW306, SW408, SW409, SW410 and SW430. The up-to-date record of inventory reported to DOE on 03/12/2015 as below:</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

Waste Category Code	Waste of Name	Balance B/F / MT	Quantity Generated / MT	Total Quantity / MT
SW 305	Spent engine oil	0.8130	0.1070	0.9200
SW 306	Spent hydraulic oil	0.0000	0.0000	0.0000
SW 408	Contaminated Sand Fiber	0.2297	0.0000	0.2297
SW 409	Contaminated Chemical Container	0.4166	0.1041	0.5207
SW 410	Contaminated Cotton Rag, Plastic and Filter	0.1074	0.0626	0.1700
SW 430	Obsolete Chemical	0.9570	0.0000	0.9570

The date of generation for SW stated in 5th schedule, inventory for SW were found incorrect. The mill disposed part of the SW 409 and the half of the balance of SW were still kept in the store. However, the clerk reported the date of generation for the following month as the date after disposal for the part of SW whereas there still have some old generated SW in the store. The clerks did not have good understanding on the SW E-SWIS system. For SW 409 from Jan 2015 to Nov 2015,

Month	Date of Generation	Balance B/F / MT	Balance C/F / MT	Disposal Quantity / MT	Disposal Date	
Jan	28/11/2014	0.13098	0.07102	0.2020	-	-
Feb	28/11/2014	0.2020	0.02350	0.2255	-	-
March	28/11/2014	0.2255	0.02872	0.21422	0.04000	Recovery for usage of linesite

ASA2 verification :
During site visit, the waste material especially the empty containers were disposed as per schedule waste regulation. For estates, the empty pesticides container were collected in scheduled waste store after being triple rinsed and punctured at the bottom of the container. Latest disposal record by G-Planter dated 01 August 2016 sighted during onsite audit in Genting Kulai Besar estate. Similar record dated 07 Dec 2016 sighted in Genting Sungei Rayat estate.

Stores for scheduled waste were inspected at audited sites in estate and disposal was done by scheduled waste disposal company authorized (Kualiti Alam Sdn Bhd/ Southern Strength) and licensed by Department of Environment. Consignment note and inventory record sighted during onsite audit.

Therefore, the observation is closed.

9 **Indicator 6.1.2**
There shall be evidence that the assessment has been done with the participation of affected parties.

Objective evidence:
GKBE
However, *Jabatan Perhutanan* has not participated in the stakeholder consultation process. *Jabatan Perhutanan* is one of the important stakeholders to be consulted due to the boundary of estate with the Gunung Pulai Forest Reserve.

ASA2 verification :

**RSPO Public Summary Report
Revision 4 (November / 2016)**

	<p>A Social Impact Assessment (SIA) and Human Rights Impact Assessment (HRIM) was conducted on 5-7/12/2016 for GKBE by Sustainability team. The assessment was involved workers’ representatives, contractors, villagers and government officers such as Forestry Department.</p> <p>Therefore, the observation is closed.</p>
<p>10</p>	<p>Indicator 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.</p> <p>Objective evidence: The management has maintained a list of stakeholders which included statutory bodies, local communities and etc. However, internal Union Representatives and representatives from different nationality have yet to include into stakeholders’ list. In additional, some of the enquiries and complaints lodged into Enquiry Register Book and Complaint & Grievances Book have been rectified. However, there were no acknowledgements from some of the stakeholders or workers.</p> <p>ASA2 verification : Stakeholder list was updated on 4/1/2017 for GAIOM which has included the internal Union Representatives and representatives from different nationalities. Complaints that lodged in the Enquiry Register Book and Complaint & Grievances Book have been acknowledged by the complainants after actions have been taken to rectify the issues.</p> <p>Therefore, the observation is closed.</p>
<p>11</p>	<p>Indicator The site shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept segregated from non- certified material including during transport and storage.</p> <p>Objective evidence: As of June 2015, GAIOM ceased receiving from non-certified non-Genting suppliers in June 2015. In Feb 2015, GAIOM started to receive from GTME which prior to this audit was non-certified. However , based on the Mass Balance Worksheet, GTME has been identified as RSPO sustainable during the period when it was not certified</p> <p>ASA2 verification : Genting Ayer Item Oil Mill only receives certified FFB. Therefore qualifies for the Identity Preserved supply chain system and module. During the P&C assessment, the audit team verified the volumes and sources of certified FFB entering the mill, the implementation of processing controls and volume sales of RSPO certified products.</p> <p>Therefore, the observation is closed.</p>



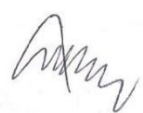
3.3.2 Summary of the Nonconformities and Status

CAR Ref.	CLASS	ISSUED	STATUS
Minor 01 - 4.3.4	Minor	18/14/2014	Closed 31/01/2015
Major 02 - 4.4.1	Major	18/14/2014	Closed 31/01/2015
Major 03 - 4.6.5	Major	18/14/2014	Closed 31/01/2015
OBS 01 – 2.1.3	Observation	18/12/2015	Closed 25/01/2017
OBS 02 – 4.1.3	Observation	18/12/2015	Closed 25/01/2017
OBS 03 – 4.4.1	Observation	18/12/2015	Closed 25/01/2017
OBS 04 – 4.4.2	Observation	18/12/2015	Closed 25/01/2017
OBS 05 – 4.6.1	Observation	18/12/2015	Closed 25/01/2017
OBS 06 – 4.6.6	Observation	18/12/2015	Closed 25/01/2017
OBS 07 – 4.7.6	Observation	18/12/2015	Closed 25/01/2017
OBS 08 – 4.6.10 / 5.3.2	Observation	18/12/2015	Closed 25/01/2017
OBS 09 – 6.1.2	Observation	18/12/2015	Closed 25/01/2017
OBS 10 – 6.2.3	Observation	18/12/2015	Closed 25/01/2017
OBS 11	Observation	18/12/2015	Closed 25/01/2017
OBS 1-4.4.1	Observation	08/07/2015	Verified on 09/08/2016 (extension of scope visit)
OBS 2-4.6.1	Observation	08/07/2015	Verified on 09/08/2016 (extension of scope visit)
OBS 3-4.6.6	Observation	08/07/2015	Verified on 09/08/2016 (extension of scope visit)
OBS 4-6.5.3	Observation	08/07/2015	Verified on 09/08/2016 (extension of scope visit)
OBS 5-6.5.4	Observation	08/07/2015	Verified on 09/08/2016 (extension of scope visit)
1366665M1	Major	09/08/2016	Closed on 16/08/2016
1366665N1	Minor	09/08/2016	Closed on 16/08/2016. Further verify during next surveillance and closed on 25/01/2017
1426259-201701-M1	Major	25/01/2017	Closed on 02/03/2017

**RSPO Public Summary Report
Revision 4 (November /2016)**

Assessment Conclusion and Recommendation:

Based on the findings during the assessment Genting Ayer Item Oil Mill Certification Unit and supply base complies with the RSPO P&C 2013 (MY-NI 2014) , and the RSPO Supply Chain Certification Standard (Nov 2014) for CPO Mill. It is recommended that the certification of Genting Ayer Item Oil Mill Certification Unit is approved and continued.

Acknowledgement of Assessment Findings	Report Prepared by
Name: Mr Tan Cheng Huat	Name: Ms Hu Ning Shing
Company name: Genting Plantations Berhad Genting Ayer Item Oil Mill	Company name: BSI Services Malaysia Sdn Bhd
Title: Senior Vice President - Plantation	Title: Trainee Lead Auditor
Signature:  Date: 2013/1/7	Signature:  Date: 01/03/2017
Name: Mr Choo Huan Boon	
Title: Senior Vice President – Processing	
Signature:  Date: 6/3/2017	

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	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. - Minor compliance -	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. Requests for information from the Regulatory Department such as DOE, DOSH, MPOB or buyers during compliance visit were attended. Workers normally request for house repairing which are attended promptly. Besides, Genting Plantations Berhad also published annual report 2015 which incorporating upstream and downstream information.	Complied
1.1.2	Records of requests for information and responses shall be maintained. -Major compliance	The stakeholders were signed on a letter before the management included them into the stakeholder list. They are required to fill in the Enquiry Register Book if they requested for any documents related to RSPO. Verification on the Enquiry Register Book found that the stakeholders were requested for some assistance from the management such as permission to use the road for charity run and etc.	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.			
1.2.1	Publicly available documents shall include, but are not necessary limited to: • 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 –	Genting Plantations Berhad has no restriction on the information for public such policies, procedures and etc. The stakeholders were required to fill in the enquiry register book if requested for information. Genting Plantations Berhad continued to use the annual report for disseminating public information. Annual report also found publicly displayed at the office area.	Complied
Criteria 1.3: Growers and millers commit to ethical conduct in all business operations and transactions.			

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance	
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	GPB has established an Ethical Conduct and Integrity Policy dated 22/6/2015 and Whistleblower Policy dated 19/2/2013 endorsed by President & Chief Operating Officer. The management is committed to respect for fair conduct of business and refrain from all forms of corruption, bribery and fraudulent use of funds and resources. The policy is communicated to the employees on 22/9/2016 and 13/1/2017.	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.			
2.1.1	Evidence of compliance with relevant legal requirements shall be available. - Major compliance -	<p>Genting Ayer Item 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 Ayer Item Oil Mill:</u></p> <ul style="list-style-type: none"> a. DOE License/ JadualPematuhan: 002156 (validity period 23/6/2016-30/6/17) – Method of discharge: Land Irrigation, BOD limit=500ppm b. MPOB license: 500056704000 (validity period 23/12/2015 - 31/01/2017) c. Mill License: JK2818 valid from 28 Feb 2016 to 27 May 2017 d. Air compressor No.3 Cert no: PMT-JH 125108; dated 28 Feb 2016 TO 27 May 2017 e. Storage for Diesel Cert No: J025878 valid from 18 Aug 2011 to 19 Sep 2017. f. Weighbridge No 1; Cert no: B681554 valid from 07 April 2016 TO 06 April 2017 g. Certificate of Analysis (Genting/E/N13061(F) for Aerobic Pond No 6 dated 14 Oct 2016 <p><u>Genting Sungei Rayat Estate:</u></p> <ul style="list-style-type: none"> a. MPOB License: 508590202000 (validity period 01 May 2016 to 30 April 2017; Genting Sing Mah Estate 508590202000 (validity period 01 April 2016 to 31 March 2017) b. Weighbridge Calibration #Serial 123950996 expiring 10 Mar 2017 c. Air compressor #JH PMT 14835 expiring 01 May 2017854 d. Storage of control items (diesel) #J025854 expiring J025 <p><u>Genting Kulai Besar Estate:</u></p> <ul style="list-style-type: none"> a. MPOB License: 508591102000 (validity period 01 May 2016 to 30 April 2017) b. Weighbridge Calibration #Serial 140036045 14 Mar 2016 to 13 Mar 2017 <p>License to practice as VMO #serial 278 78/2015; 01 Jan 2017 to 31 Dec 2017</p>	Complied

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
2.1.2 A documented system, which includes written information on legal requirements, shall be maintained. - Minor compliance -	Mill and estate sharing the same legal requirement system register. Documented system including legal requirements register (doc: SMP-GPB-22; revision 04-10th 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 vi. Part 1: Environment vii. Part 2: Safety and Health viii. Part 3: Social ix. Part 4: Best Practices and other requirements x. Part 5: International Standards/Requirements	Complied
2.1.3 A mechanism for ensuring compliance shall be implemented. - Minor compliance -	Evaluation of legal requirements and compliance status with legal requirement is monitored by operating units, Sustainability Team, OHS Department and head office audit Department. Besides, the internal audit conducted by the sustainability team from HQ will able to check on the compliance status of the operating unit. The latest internal audit for Genting Kulai Besar Estate (GKBE) conducted on 20 Sep 2016; Sungei Rayat Estate- 21 Sep 2016; Genting Ayer Item Oil Mill- 11 th Jan 2017.	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 10 th 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 etin 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 Tey Yong Jian as the Senior assistant manager appointed on 1 st May 2016. In Sungei Rayat Estate, the Chief Clerk has been appointed as the PIC on 16 th December 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 Kulai Besar Estate consists of 36 land titles with total land area 2,765.595 ha (less 11.02 ha after acquired by government). The legal use of land was confirmed without any restriction. It is now used for the cultivation of oil palm. Genting Sungei Rayat Estate consist of 31 land titles with total land area 2,376.1 ha. The land title and quit rent (17 May 2016) paid on being identified during site visit.	Complied

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance	
2.2.2	Legal boundaries shall be clearly demarcated and visibly maintained. - Minor compliance -	In Genting Kulai Besar 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, following GPS taken during site visit: a. E 103° 34' 56.3"; N 01° 36' 51.3"; b. E 103° 34' 48.8"; N 01° 36' 46.7"; Similar GPS taken in Genting Sungei Rayat Estate which near to Bindu Forest Reserve: a. E 103° 00' 23.6"; N 01° 54' 0.40"; Mill is located inside Genting Sing Mah Estate division and sharing the estate boundary. All the boundaries are visibly maintained as per company SOP.	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 -	The estate lands are legally owned and leased by the company. The existing estates are not encumbered by any customary land rights. Interview with the surrounding communities and stakeholders confirm no disputes. The management has demarcated the boundary by constructed trenches.	Complied

**RSPO Public Summary Report
Revision 4 (November /2016)**

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 -	The estate lands are legally owned and leased by the company. The existing estates are not encumbered by any customary land rights. Interview with the surrounding communities and stakeholders confirm no disputes. The management has demarcated the boundary by constructed trenches.	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	The estate lands are legally owned and leased by the company. The existing estates are not encumbered by any customary land rights. Interview with the surrounding communities and stakeholders confirm no disputes. The management has demarcated the boundary by constructed trenches.	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	The estate lands are legally owned and leased by the company. The existing estates are not encumbered by any customary land rights. Interview with the surrounding communities and stakeholders confirm no disputes. The management has demarcated the boundary by constructed trenches.	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 -	Genting Ayer Item Oil Mill (GAIOM) and supply bases have established and implemented its commitment to long term sustainability and improvements through a capital expenditure programme. Budget and 5 years management plan (projections 2018- 2022) was verified during the audit. Genting Ayer Item Oil Mill and supply bases have made progress towards achieving their performance production targets for the current financial year.	Complied

**RSP0 Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings	Compliance																					
3.1.2	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>The replanting programme was established. Sighted Replanting Programme 2016-2022:</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Estate</th> <th>Ha</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td rowspan="4">GKBE</td> <td>111.59</td> </tr> <tr> <td>2018</td> <td>69.37</td> </tr> <tr> <td>2019</td> <td>73.27</td> </tr> <tr> <td>2020</td> <td>82.75</td> </tr> <tr> <td>2017</td> <td rowspan="4">GSRE</td> <td>127.21</td> </tr> <tr> <td>2018</td> <td>162.51</td> </tr> <tr> <td>2019</td> <td>83.11</td> </tr> <tr> <td>2020</td> <td>-</td> </tr> </tbody> </table>	Year	Estate	Ha	2017	GKBE	111.59	2018	69.37	2019	73.27	2020	82.75	2017	GSRE	127.21	2018	162.51	2019	83.11	2020	-	Complied
Year	Estate	Ha																						
2017	GKBE	111.59																						
2018		69.37																						
2019		73.27																						
2020		82.75																						
2017	GSRE	127.21																						
2018		162.51																						
2019		83.11																						
2020		-																						
Principle 4: Use of appropriate best practices by growers and millers																								
Criterion 4.1: Operating procedures are appropriately documented, consistently implemented and monitored.																								
4.1.1	Standard Operating Procedures (SOPs) for estates and mills are documented - Major compliance -	<p>At GAIOM, 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 Genting Kulai Besar Estate and Genting Sungai Rayat Estate, the Sustainability Management Procedure Manual, Standard Operating Procedures (SOP) and The Oil Palm Manual (latest update on 30/8/13) were established. The manual covering the activity for replanting, oil palm nursery practices, planting techniques, soil conservation and terracing, pest and diseases, weed management, manuring of oil palm, immaturity, harvesting, crop forecasting and managing difficult soils. All of the activities have been described comprehensively in the Standard operating procedure (SOP) and pictorial SOP. All the estate implemented through its daily operations.</p> <p>The procedure for Occupational Health and Safety has been established and implemented. Sighted the procedure for Accident investigation, PTW, PPE, workshop, harvesting, manuring, pest & disease were available during the assessment.</p>	Complied																					

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
<p>4.1.2</p> <p>A mechanism to check consistent implementation of procedures shall be in place. - Minor compliance -</p>	<p>The mechanism to check consistent implementation for all the activities carried out in the estate/mill was through:</p> <p><u>Genting Kulai Besar Estate:</u></p> <ul style="list-style-type: none"> a. Workplace inspection was last conducted on 14/12/16 by OSH team committee members which cover workshop, spraying, chemical store, tractor, fertilizer store, manuring, harvesting and etc. b. The internal audit was conducted by Sustainability Department on 20/9/16 to cover all the indicators of RSPO. <p><u>Genting Sungei Rayat Estate:</u></p> <ul style="list-style-type: none"> a. Workplace inspection was last conducted on 13/12/16 by OSH team committee members who covered workshop, spraying, chemical store, tractor, fertilizer store, manuring, harvesting and etc. b. The internal audit was conducted by Sustainability Department on 29/9/16 to cover all the indicators of RSPO. <p><u>Genting Ayer Item Oil Mill:</u></p> <ul style="list-style-type: none"> a. Workplace inspection was last conducted on 11/11/16 by OSH team committee members who covered sterilizer, loading ramp, press, kernel plant, oil room, boiler, bunker, thresher, workshop and etc. b. The internal audit was conducted by Sustainability Department on 11/1/17 to cover all the indicators of RSPO. 	<p>Complied</p>
<p>4.1.3</p> <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</p>	<p>Complied</p>
<p>4.1.4</p> <p>The mill shall record the origins of all third-party sourced Fresh Fruit Bunches (FFB). - Major compliance -</p>	<p>Genting Ayer Item Oil Mill only receive certified FFB from their own 5 supply bases. The records show the origin, weight, transporters details and volume of FFB received. Interviewed the weighbridge officer and they well aware how to identify and receive from FFB from own estates.</p>	<p>Complied</p>
<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>		

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
<p>4.2.1</p> <p>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>	<p>GKBE and GSRE 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 procedures, OPM 7: Manuring of Oil Palm is referred for managing soil fertility. It includes sections on :</p> <ol 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>Complied</p>
<p>4.2.2</p> <p>Records of fertiliser inputs shall be maintained. - Minor compliance -</p>	<p>Fertilizers are applied as per agronomist recommendation. Record shows application date, filed number, dosage applied per palm, type of fertilizer and number of applicators.</p> <p><u>Genting Kulai Besar Estate:</u> Agronomist report by Research Centre department dated 23/11/2016, fertilizer recommendation 2017 was done by agronomist :</p> <ol style="list-style-type: none"> a. AS : 170.05 mt b. BRP : 77.10 mt c. MOP : 408.45 mt d. AC : 424.15 mt e. RP : 176.65 mt <p>The latest application was carried out at P01A (GKBE) on 16/1/17 for Rock Phosphate (1.5kg/palm).</p> <p><u>Genting Sungei Rayat Estate:</u> Agronomist report by Research Centre department dated 23/11/2016, fertilizer recommendation 2017 was done by agronomist :</p> <ol style="list-style-type: none"> a. AS : 188.85 mt b. BRP : 81.25 mt c. MOP : 120.75 mt d. KIES : 22.15 mt <p>The latest application was carried out at P07C (GSRE) on 19/11/16 for Yield Booster (1.0kg/palm).</p>	<p>Complied</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance									
<p>4.2.3</p> <p>There shall be evidence of periodic tissue and soil sampling to monitor changes in nutrient status. - Minor compliance -</p>	<p><u>Genting Kulai Besar Estate:</u> 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. Foliar analysis was conducted on March 2016 and the samples were sent to GPRC Laboratory for tested. The foliar analysis report (PR47/2016) dated 1/4/2016 was sighted.</p> <p>Soil analysis was conducted on September 2013 by GPRC Laboratory. The soil analysis reports (SR 12/13) dated 26/10/2013 was sighted.</p> <p><u>Genting Sungei Rayat Estate:</u> 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. Foliar analysis was conducted on January 2016 and the samples were sent to GPRC Laboratory for tested. The foliar analysis report (PR40/2016) dated 17/3/2016 was sighted.</p> <p>Soil analysis was conducted on September 2013 by GPRC Laboratory. The soil analysis reports (SR 12/13) dated 26/10/2013 was sighted.</p>	<p>Complied</p>									
<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. - 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> <ol style="list-style-type: none"> a. Rate and frequency of application b. Method of application c. Cost of large scale application d. Manuring for EFB Mulched Immature Palm <p>In Section 3.2.1 EFB Mulching , it documents the application on mature palm :</p> <ol style="list-style-type: none"> a. Method of application b. Manuring of EFB Mulched Palms <p>For GKBE, EFB mulching was not recommended by GPRC, however the 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="662 1832 1299 1971"> <thead> <tr> <th>Date</th> <th>Estate</th> <th>Tonnage</th> </tr> </thead> <tbody> <tr> <td>Dec 16</td> <td>GKBE</td> <td>831.70 mt</td> </tr> <tr> <td>Dec 16</td> <td>GSRE</td> <td>6,832.69 mt</td> </tr> </tbody> </table>	Date	Estate	Tonnage	Dec 16	GKBE	831.70 mt	Dec 16	GSRE	6,832.69 mt	<p>Complied</p>
Date	Estate	Tonnage									
Dec 16	GKBE	831.70 mt									
Dec 16	GSRE	6,832.69 mt									

**RSP0 Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance																										
Criterion 4.3: Practices minimise and control erosion and degradation of soils.																												
4.3.1 Maps of any fragile soils shall be available. - Major compliance -	Soil series map available for both estates visited. No other soil categorised as problematic or fragile soil. Sighted the type of soil available at GKBE and GSRE. <table border="1" data-bbox="659 562 1297 958"> <thead> <tr> <th>No.</th> <th>Type of Soil</th> </tr> </thead> <tbody> <tr><td>1</td><td>Rengam-Jerangau</td></tr> <tr><td>2</td><td>Segamat-Katong</td></tr> <tr><td>3</td><td>Durian-Melaka-Tavy</td></tr> <tr><td>4</td><td>Serdang-Bungor-Muchong</td></tr> <tr><td>5</td><td>Pelepah</td></tr> <tr><td>6</td><td>Rasau</td></tr> <tr><td>7</td><td>Limau-Sedu</td></tr> <tr><td>8</td><td>Serdang-Bungor-Munchong</td></tr> <tr><td>9</td><td>Peat</td></tr> <tr><td>10</td><td>Sedu</td></tr> <tr><td>11</td><td>Briah</td></tr> <tr><td>12</td><td>Briah Sedu</td></tr> </tbody> </table>	No.	Type of Soil	1	Rengam-Jerangau	2	Segamat-Katong	3	Durian-Melaka-Tavy	4	Serdang-Bungor-Muchong	5	Pelepah	6	Rasau	7	Limau-Sedu	8	Serdang-Bungor-Munchong	9	Peat	10	Sedu	11	Briah	12	Briah Sedu	Complied
No.	Type of Soil																											
1	Rengam-Jerangau																											
2	Segamat-Katong																											
3	Durian-Melaka-Tavy																											
4	Serdang-Bungor-Muchong																											
5	Pelepah																											
6	Rasau																											
7	Limau-Sedu																											
8	Serdang-Bungor-Munchong																											
9	Peat																											
10	Sedu																											
11	Briah																											
12	Briah Sedu																											
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 -	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 The estate also has a file known as File 56: Estate Maps & Satelite Imagaes where the following are identified for reference : a. Soil Map b. Slope class map c. Blocking map d. Riparian buffer zone map Similar soil maps and slope maps were sighted at GKBE and GSRE. Slope classes for GKBE and GSRE are: <table border="1" data-bbox="659 1458 1297 1760"> <thead> <tr> <th>Estate</th> <th>Slope (degree)</th> <th>%</th> </tr> </thead> <tbody> <tr><td rowspan="4">GKBE</td><td>0-6</td><td>86.34%</td></tr> <tr><td>6-10</td><td>11.93%</td></tr> <tr><td>10-15</td><td>1.68%</td></tr> <tr><td>15-20</td><td>0.05%</td></tr> <tr><td rowspan="5">GSRE</td><td>0-6</td><td>97.55%</td></tr> <tr><td>6-10</td><td>1.10%</td></tr> <tr><td>10-15</td><td>1.00%</td></tr> <tr><td>15-20</td><td>0.32%</td></tr> <tr><td>20-25</td><td>0.03%</td></tr> </tbody> </table>	Estate	Slope (degree)	%	GKBE	0-6	86.34%	6-10	11.93%	10-15	1.68%	15-20	0.05%	GSRE	0-6	97.55%	6-10	1.10%	10-15	1.00%	15-20	0.32%	20-25	0.03%	Complied			
Estate	Slope (degree)	%																										
GKBE	0-6	86.34%																										
	6-10	11.93%																										
	10-15	1.68%																										
	15-20	0.05%																										
GSRE	0-6	97.55%																										
	6-10	1.10%																										
	10-15	1.00%																										
	15-20	0.32%																										
	20-25	0.03%																										
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 GKBE was completed on Dec 2016.	Complied																										

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
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 GKBE. However, there is peat soil at Sing Mah Division, GSRE. The water management plan which was include the peat soil area at Sing Mah Div. Sighted the programme: a. Maintain water level at 50 – 75 cm; b. Control peat subsidence and reduce CO ₂ emission; c. Maintain main drain, field drain and collection drain sizes/specs as per policy and procedure; d. Periodic flushing of the acidic and excessive storm water and annual desilting/degrassing of the canals, main and collection drains.	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 GKBE. However, at GSRE, the replanting for 2016 was not involved with peat area.	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 GKBE. However, there is peat soil at Sing Mah Division, GSRE. The water management plan which was include the peat soil area at Sing Mah Div. Sighted the programme: a. Maintain water level at 50 – 75 cm; b. Control peat subsidence and reduce CO ₂ emission; c. Maintain main drain, field drain and collection drain sizes/specs as per policy and procedure; d. Periodic flushing of the acidic and excessive storm water and annual desilting/degrassing of the canals, main and collection drains.	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 was established for GAIOM, GKBE and GSRE. The plan was implemented and monitored on monthly basis by Mill Engineer and Estate Assistant Manager.	Complied

**RSPO Public Summary Report
Revision 4 (November /2016)**

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>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, Envilab Sdn Bhd. The latest was conducted on 2/12/2016.</p> <p>GAIOM</p> <table border="1" data-bbox="660 667 1082 808"> <thead> <tr> <th>Month</th> <th>2/12/16</th> <th>18/11/16</th> </tr> </thead> <tbody> <tr> <td>Upstream & downstream</td> <td>Within Spec</td> <td>-</td> </tr> <tr> <td>Water analysis</td> <td>-</td> <td>Within Spec</td> </tr> </tbody> </table> <p>For water analysis, the sampling was done against Drinking Water Quality Standard Report (MOH) shown result was in compliance against the standard tested.</p> <table border="1" data-bbox="660 981 1107 1178"> <thead> <tr> <th>Estate</th> <th>Month</th> <th>Result</th> </tr> </thead> <tbody> <tr> <td>GKBE</td> <td>Upstream & downstream (22/8/16)</td> <td>Within Spec</td> </tr> <tr> <td>GSRE</td> <td>Upstream & downstream (28/7/16)</td> <td>Within spec</td> </tr> </tbody> </table>	Month	2/12/16	18/11/16	Upstream & downstream	Within Spec	-	Water analysis	-	Within Spec	Estate	Month	Result	GKBE	Upstream & downstream (22/8/16)	Within Spec	GSRE	Upstream & downstream (28/7/16)	Within spec	<p>Complied</p>
Month	2/12/16	18/11/16																		
Upstream & downstream	Within Spec	-																		
Water analysis	-	Within Spec																		
Estate	Month	Result																		
GKBE	Upstream & downstream (22/8/16)	Within Spec																		
GSRE	Upstream & downstream (28/7/16)	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, independent Lab, Envilab Sdn Bhd.</p> <table border="1" data-bbox="660 1413 1286 1592"> <thead> <tr> <th>Month</th> <th>2/12/16</th> <th>4/11/16</th> <th>7/10/16</th> <th>2/9/16</th> </tr> </thead> <tbody> <tr> <td>ETP Final Discharge Results *BOD limit= 500ppm</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: 12th Jan 2017, 8th October, 2016, 4th Jul 2016 were sighted during the audit.</p>	Month	2/12/16	4/11/16	7/10/16	2/9/16	ETP Final Discharge Results *BOD limit= 500ppm	Within Spec	Within Spec	Within Spec	Within Spec	<p>Complied</p>								
Month	2/12/16	4/11/16	7/10/16	2/9/16																
ETP Final Discharge Results *BOD limit= 500ppm	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>GAIOM monitored its water consumption on monthly basis for the source of water supply for its mill process usage.</p> <table border="1" data-bbox="660 1809 1026 1899"> <thead> <tr> <th>Year</th> <th>Water consumed</th> </tr> </thead> <tbody> <tr> <td>2015</td> <td>2.01 m³</td> </tr> <tr> <td>2016</td> <td>1.52 m³</td> </tr> </tbody> </table>	Year	Water consumed	2015	2.01 m ³	2016	1.52 m ³	<p>Complied</p>												
Year	Water consumed																			
2015	2.01 m ³																			
2016	1.52 m ³																			
<p>Criterion 4.5: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management techniques.</p>																				

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings	Compliance																
4.5.1	Implementation of Integrated Pest Management (IPM) plans shall be monitored. - Major compliance -	<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> <ul style="list-style-type: none"> 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>The estates also monitors the following for IPM :</p> <ul style="list-style-type: none"> a. Rat damage census b. Beneficial plant planting c. weed management <table border="1"> <thead> <tr> <th></th> <th>Ha covered</th> <th>Estate</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Beneficial Plant</td> <td>618 Ha</td> <td>GKBE</td> </tr> <tr> <td>2,250.79 Ha</td> <td>GSRE</td> </tr> </tbody> </table> <p>The occupancy rate for Barn owl box on Oct 2016.</p> <table border="1"> <thead> <tr> <th></th> <th>Occupancy rate</th> <th>Estate</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Barn owl</td> <td>66 %</td> <td>GKBE</td> </tr> <tr> <td>53 %</td> <td>GSRE</td> </tr> </tbody> </table>		Ha covered	Estate	Beneficial Plant	618 Ha	GKBE	2,250.79 Ha	GSRE		Occupancy rate	Estate	Barn owl	66 %	GKBE	53 %	GSRE	Complied
	Ha covered	Estate																	
Beneficial Plant	618 Ha	GKBE																	
	2,250.79 Ha	GSRE																	
	Occupancy rate	Estate																	
Barn owl	66 %	GKBE																	
	53 %	GSRE																	
4.5.2	Training of those involved in IPM implementation shall be demonstrated. - Minor compliance -	<p>Training records for staff and workers on IPM implementation were available and verified to be satisfactory during on-site assessment.</p> <table border="1"> <thead> <tr> <th>Date</th> <th>Training Topic</th> <th>Trainer</th> <th>Estate</th> </tr> </thead> <tbody> <tr> <td>27/9/16</td> <td>IPM training</td> <td>GPRC</td> <td>GKBE</td> </tr> <tr> <td>28/9/16</td> <td>IPM training</td> <td>GPRC</td> <td>GSRE</td> </tr> </tbody> </table>	Date	Training Topic	Trainer	Estate	27/9/16	IPM training	GPRC	GKBE	28/9/16	IPM training	GPRC	GSRE	Complied				
Date	Training Topic	Trainer	Estate																
27/9/16	IPM training	GPRC	GKBE																
28/9/16	IPM training	GPRC	GSRE																
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 -	<p>The SOP and the Justification of Pesticide used is sighted in the SMP-GPB-28.</p> <p>It records the :</p> <ul style="list-style-type: none"> 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 -	<p>Records of pesticides and their active ingredients used, LD50, area treated, amount of a.i. applied per ha, and number of applications was maintained.</p> <table border="1"> <thead> <tr> <th></th> <th>2015</th> <th>2016</th> </tr> </thead> <tbody> <tr> <td>GKBE</td> <td>2.127 kg a.i/ha</td> <td>2.097 kg a.i/ha</td> </tr> <tr> <td>GSRE</td> <td>2.243 kg a.i/ha</td> <td>1.851 kg a.i/ha</td> </tr> </tbody> </table>		2015	2016	GKBE	2.127 kg a.i/ha	2.097 kg a.i/ha	GSRE	2.243 kg a.i/ha	1.851 kg a.i/ha	Complied							
	2015	2016																	
GKBE	2.127 kg a.i/ha	2.097 kg a.i/ha																	
GSRE	2.243 kg a.i/ha	1.851 kg a.i/ha																	

**RSPO Public Summary Report
Revision 4 (November /2016)**

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. - Major compliance -</p>	<p>Use of pesticide is minimized and part of the IPM programme. To reduce chemical use the following is implemented in GKBE and GSRE.</p> <ul style="list-style-type: none"> a. Planting of beneficial plant b. Barn Owls c. Cattle <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> <ul style="list-style-type: none"> 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>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. - Minor compliance -</p>	<p>Noted the use of class Ib chemical, paraquat as to control circle and VOPs for immature area. Justification of using the said chemical is to control VOPs and circle.</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). - Major compliance -</p>	<p>Training for both estates was conducted accordingly.</p> <table border="1" data-bbox="662 1592 1299 1715"> <thead> <tr> <th>Date</th> <th>Training Topic</th> <th>Trainer</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>27/9/16</td> <td>IPM</td> <td>GPRC</td> <td>GKBE</td> </tr> <tr> <td>28/9/16</td> <td>IPM training</td> <td>GPRC</td> <td>GSRE</td> </tr> </tbody> </table>	Date	Training Topic	Trainer	Remarks	27/9/16	IPM	GPRC	GKBE	28/9/16	IPM training	GPRC	GSRE	<p>Complied</p>
Date	Training Topic	Trainer	Remarks											
27/9/16	IPM	GPRC	GKBE											
28/9/16	IPM training	GPRC	GSRE											

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
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 -	Complied
4.6.7	Application of pesticides shall be by proven methods that minimise risk and impacts. - Minor compliance -	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 -	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 -	Complied
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 -	Complied

**RSPO Public Summary Report
Revision 4 (November /2016)**

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>Annual medical surveillance for sprayers and pesticide operators were demonstrated.</p> <p>Medical examination programme established for 1 group of sprayer and trunk injection team which conducted by Klinik Adham Sdn Bhd-JKKP IH 127/1712-1(214) and Klinik Nur-HQ/08/DOC/00/347.</p> <table border="1"> <thead> <tr> <th>ID No</th> <th>Date of Medical check up</th> <th>Result</th> <th>Estate</th> </tr> </thead> <tbody> <tr> <td>BC0622614</td> <td rowspan="3">19/9/16</td> <td>Normal</td> <td rowspan="3">GKBE</td> </tr> <tr> <td>J8018924</td> <td>Normal</td> </tr> <tr> <td>AE2844129</td> <td>Normal</td> </tr> <tr> <td>AE4733223</td> <td rowspan="4">25/4/16</td> <td>Normal</td> <td rowspan="4">GSRE</td> </tr> <tr> <td>AE1963793</td> <td>Normal</td> </tr> <tr> <td>AE6767248</td> <td>Normal</td> </tr> <tr> <td>AE6706874</td> <td>Normal</td> </tr> </tbody> </table>	ID No	Date of Medical check up	Result	Estate	BC0622614	19/9/16	Normal	GKBE	J8018924	Normal	AE2844129	Normal	AE4733223	25/4/16	Normal	GSRE	AE1963793	Normal	AE6767248	Normal	AE6706874	Normal	Complied
ID No	Date of Medical check up	Result	Estate																						
BC0622614	19/9/16	Normal	GKBE																						
J8018924		Normal																							
AE2844129		Normal																							
AE4733223	25/4/16	Normal	GSRE																						
AE1963793		Normal																							
AE6767248		Normal																							
AE6706874		Normal																							
4.6.12	No work with pesticides shall be undertaken by pregnant or breast-feeding women. - Major compliance -	No female sprayer in GKBE and GSRE.	Complied																						
<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>																									

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
<p>4.7.1</p> <p>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>	<p>The Occupational Safety And Health Policy was established, signed by President and Chief Operating Officer on 1st July 2015.</p> <p>OHS plan for 2017 dated 2/1/2017 has been established. The OHS plan comprises of OSH legal compliance, emergency response plan (ERP), OSH management system, risk management and safety committee activities. Sample of OSH management system activities as follows :</p> <ul style="list-style-type: none"> a. Chemical Health Risk Assessment (CHRA) CHRA was conducted on 20/10/2012 (GKBE) and 23-24/4/12 (GSRE) by QMSPRO Training & Consultancy (JKKP HIE 127/171-2(154) for GKBE. The action plan for 2017 was established through the recommendation from the assessor. CHRA was conducted on 17/5/2013 (GAIOM) and 23-24/4/12 (GSRE) by independent assessor (JKKP HIE 127/171-2(128). The action plan for 2017 was established through the recommendation from the assessor. b. Annual Audiometry Audiometric testing was conducted on March-April 2016 by Poliklinik Intan. Total workers tested 75. 23 workers were found with hearing impairment. JKKP 7 was sent to DOSH accordingly on 23/9/16 for those who are found with hearing impairment. c. Medical Surveillance 5 workers were sent on 27/12/16 and 1 worker on 20/12/16 for medical surveillance for those who are involved with chemical, refer to medical surveillance report by registered OHD, HQ/08/DOC/00/468 under RZ Intan Medicare Sdn Bhd. All the operators were found normal. 	<p>Complied</p>
<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. - Major compliance -</p>	<p>The hazard identification, risk assessment and determining control for GAIOM and supply bases were established. This was prepared by Assistant Manager, reviewed by Sr Assistant Manager and approved by Estate/Mill Manager. The latest review was done on 7/3/2016. Eg: Weighbridge, Loading Ramp, Sterilizer, Threshing Station, Pressing Station, Clarification, Nut Cracking Station, Kernel Plant, Kernel Storage, CPO Storage, Boiler Station, Engine room, workshop, General-cleaning and others, Store, EFB Press, Laboratory, WTP, Sterilizer, Landfill, Manuring, Chemical mixing, spraying, trunk injection, harvesting, road maintenance, pruning, FFB transport, confined space, construction of boiler, construction of biogas plant, nursery, FFB evacuation using MB, bio-composting plant, replanting and etc.</p>	<p>Complied</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance																																																																																																	
<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.</p> <p>- Minor compliance -</p>	<p>Training Scheduled for 2016 was established. Awareness and training programme had been carried out. All workers involved had been adequately trained in safe working practices. The objective was to ensure all workers involved have been adequately trained in understanding MSDS, safe working practices and the correct use of PPE. Suitable PPE has been provided to the workers based on the information in the MSDS/CSDS and CHRA assessor’s recommendation.</p> <table border="1" data-bbox="660 647 1289 1841"> <thead> <tr> <th>Date</th> <th>Training Topic</th> <th>Trainer</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>27/9/16</td> <td>IPM</td> <td>GPRC</td> <td rowspan="10">GKBE</td> </tr> <tr> <td>14/12/16</td> <td>Chemical handling</td> <td>AM</td> </tr> <tr> <td>16/11/16</td> <td>Induction</td> <td>AM</td> </tr> <tr> <td>21-22/11/16</td> <td>First Aid, CPR & AED</td> <td>External</td> </tr> <tr> <td>15/8/16</td> <td>Tractor Handling</td> <td>AM</td> </tr> <tr> <td>3/5/16</td> <td>Chemical mixing</td> <td>SA</td> </tr> <tr> <td>3/5/16</td> <td>Manuring</td> <td>SA</td> </tr> <tr> <td>28/4/16</td> <td>Spraying</td> <td>SA</td> </tr> <tr> <td>27/4/16</td> <td>Harvesting</td> <td>Staff</td> </tr> <tr> <td>10/6/16</td> <td>Recycle training</td> <td>AM</td> </tr> <tr> <td>3/3/16</td> <td>Buffer zone</td> <td>AM</td> <td rowspan="10">GSRE</td> </tr> <tr> <td>28/9/16</td> <td>IPM training</td> <td>GPRC</td> </tr> <tr> <td>21/9/16</td> <td>Buffer zone</td> <td>AM</td> </tr> <tr> <td>4/12/16</td> <td>Driving</td> <td>External</td> </tr> <tr> <td>1/12/16</td> <td>Trunk Injection</td> <td>AM</td> </tr> <tr> <td>4/10/16</td> <td>Spraying</td> <td>External</td> </tr> <tr> <td>30/9/16</td> <td>Manuring</td> <td>AM</td> </tr> <tr> <td>27/8/16</td> <td>Harvesting</td> <td>AM</td> </tr> <tr> <td>13/8/16</td> <td>First aid</td> <td>AM</td> </tr> <tr> <td>16/12/16</td> <td>E-SWISS</td> <td>SAM</td> <td rowspan="10">GAIOM</td> </tr> <tr> <td>21/11/16</td> <td>BOFA</td> <td>External</td> </tr> <tr> <td>13/11/16</td> <td>Fire Drill</td> <td>Mgt</td> </tr> <tr> <td>5/11/16</td> <td>S/Waste</td> <td>SAM</td> </tr> <tr> <td>19-21/10/16</td> <td>AGT</td> <td>NIOSH</td> </tr> <tr> <td>15/10/16</td> <td>SOP workshop</td> <td>ME</td> </tr> <tr> <td>7/10/16</td> <td>Noise Training</td> <td>ME</td> </tr> <tr> <td>5/10/16</td> <td>Oil Spillage</td> <td>ME</td> </tr> <tr> <td>1/9/16</td> <td>Accident Investigation</td> <td>SAM</td> </tr> <tr> <td>22/7/16</td> <td>SOP for POME operator</td> <td>PE</td> </tr> <tr> <td>12/7/16</td> <td>Waste Mgt</td> <td>SAM</td> </tr> </tbody> </table>	Date	Training Topic	Trainer	Remarks	27/9/16	IPM	GPRC	GKBE	14/12/16	Chemical handling	AM	16/11/16	Induction	AM	21-22/11/16	First Aid, CPR & AED	External	15/8/16	Tractor Handling	AM	3/5/16	Chemical mixing	SA	3/5/16	Manuring	SA	28/4/16	Spraying	SA	27/4/16	Harvesting	Staff	10/6/16	Recycle training	AM	3/3/16	Buffer zone	AM	GSRE	28/9/16	IPM training	GPRC	21/9/16	Buffer zone	AM	4/12/16	Driving	External	1/12/16	Trunk Injection	AM	4/10/16	Spraying	External	30/9/16	Manuring	AM	27/8/16	Harvesting	AM	13/8/16	First aid	AM	16/12/16	E-SWISS	SAM	GAIOM	21/11/16	BOFA	External	13/11/16	Fire Drill	Mgt	5/11/16	S/Waste	SAM	19-21/10/16	AGT	NIOSH	15/10/16	SOP workshop	ME	7/10/16	Noise Training	ME	5/10/16	Oil Spillage	ME	1/9/16	Accident Investigation	SAM	22/7/16	SOP for POME operator	PE	12/7/16	Waste Mgt	SAM	<p>Complied</p>
Date	Training Topic	Trainer	Remarks																																																																																																
27/9/16	IPM	GPRC	GKBE																																																																																																
14/12/16	Chemical handling	AM																																																																																																	
16/11/16	Induction	AM																																																																																																	
21-22/11/16	First Aid, CPR & AED	External																																																																																																	
15/8/16	Tractor Handling	AM																																																																																																	
3/5/16	Chemical mixing	SA																																																																																																	
3/5/16	Manuring	SA																																																																																																	
28/4/16	Spraying	SA																																																																																																	
27/4/16	Harvesting	Staff																																																																																																	
10/6/16	Recycle training	AM																																																																																																	
3/3/16	Buffer zone	AM	GSRE																																																																																																
28/9/16	IPM training	GPRC																																																																																																	
21/9/16	Buffer zone	AM																																																																																																	
4/12/16	Driving	External																																																																																																	
1/12/16	Trunk Injection	AM																																																																																																	
4/10/16	Spraying	External																																																																																																	
30/9/16	Manuring	AM																																																																																																	
27/8/16	Harvesting	AM																																																																																																	
13/8/16	First aid	AM																																																																																																	
16/12/16	E-SWISS	SAM		GAIOM																																																																																															
21/11/16	BOFA	External																																																																																																	
13/11/16	Fire Drill	Mgt																																																																																																	
5/11/16	S/Waste	SAM																																																																																																	
19-21/10/16	AGT	NIOSH																																																																																																	
15/10/16	SOP workshop	ME																																																																																																	
7/10/16	Noise Training	ME																																																																																																	
5/10/16	Oil Spillage	ME																																																																																																	
1/9/16	Accident Investigation	SAM																																																																																																	
22/7/16	SOP for POME operator	PE																																																																																																	
12/7/16	Waste Mgt	SAM																																																																																																	

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
<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>OSH Committees meeting conducted quarterly and meeting minutes includes issues raised and action taken form workplace inspection report etc. The discussion on the accident review, workplace inspection, safety improvement plan, issues from workers, training, complaints has been discussed and action to be taken. There was no major issue.</p> <p><u>Genting Kulai Besar Estate:</u> SHC organization chart for 2017 i) Chairman – Estate Manager ii) Secretary – Assistant Estate Manager (#4: 14/12/16, #3: 13/10/16, #3: 14/7/16)</p> <p><u>Genting Sungei Rayat Estate:</u> SHC organization chart for 2017 i) Chairman – Estate Manager In-charge ii) Secretary – Assistant Estate Manager (#4: 14/12/16, #3: 23/9/16, #3: 22/6/16)</p> <p><u>Genting Ayer Item Oil Mill:</u> SHC organization chart for 2017 i) Chairman – Sr Assistant Manager ii) Secretary – Chief Clerk (#4: 21/12/16, #3: 1/10/16, #3: 23/9/16)</p>	<p>Complied</p>
<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. - Minor compliance -</p>	<p>Accident and emergency procedures have been communicated to employees, contractors and visitors. Fire evacuation drill was last conducted on 17/12/16 to test the state of readiness during emergency situation. Workers trained in First Aider were present in the mill and field operations.</p> <p><u>Genting Kulai Besar Estate:</u> No accident occurred for 2016. JKKP 8 for 2016 was sent to DOSH on 10/1/2017.</p> <p><u>Genting Sungei Rayat Estate:</u> No accident > 4 days occurred for 2016. JKKP 8 for 2016 was sent to DOSH on 11/1/2017.</p> <p><u>Genting Ayer Item Oil Mill:</u> There are 3 cases of accident with MC > 4 days occurred in 2016. The internal investigation was conducted accordingly by Safety Committee team. JKKP 6 was sent to DOSH accordingly for all the 3 accidents happened. JKKP 8 for 2016 was sent to DOSH on 16/1/2017.</p>	<p>Complied</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings	Compliance																					
4.7.6	All workers shall be provided with medical care, and covered by accident insurance. - Minor compliance -	<p>Medical care is provided to all the employees. Local workers are covered under SOCSO scheme while foreign workers are covered under foreign workers compensation scheme.</p> <table border="1"> <thead> <tr> <th>Insurance</th> <th>Period</th> <th>Remark</th> </tr> </thead> <tbody> <tr> <td>LONPAC INSURANCE BHD (W/16/WF01/03 6211/KUL-78)</td> <td>15/7/16-14/7/17</td> <td>GKBE</td> </tr> <tr> <td>SOCSO</td> <td>Dec 16, Nov 16, Sept 16</td> <td></td> </tr> <tr> <td>LONPAC INSURANCE BHD (W/17/WF01/04 0645/KUL-002)</td> <td>1/1/17-31/12/17</td> <td>GSRE</td> </tr> <tr> <td>SOCSO</td> <td>Dec 16, Nov 16</td> <td></td> </tr> <tr> <td>LONPAC INSURANCE BHD (W/17/WF01/04 0654/KUL-10)</td> <td>1/1/17-31/12/17</td> <td>GAIOM</td> </tr> <tr> <td>SOCSO</td> <td>Dec 16, Nov 16</td> <td></td> </tr> </tbody> </table>	Insurance	Period	Remark	LONPAC INSURANCE BHD (W/16/WF01/03 6211/KUL-78)	15/7/16-14/7/17	GKBE	SOCSO	Dec 16, Nov 16, Sept 16		LONPAC INSURANCE BHD (W/17/WF01/04 0645/KUL-002)	1/1/17-31/12/17	GSRE	SOCSO	Dec 16, Nov 16		LONPAC INSURANCE BHD (W/17/WF01/04 0654/KUL-10)	1/1/17-31/12/17	GAIOM	SOCSO	Dec 16, Nov 16		Complied
Insurance	Period	Remark																						
LONPAC INSURANCE BHD (W/16/WF01/03 6211/KUL-78)	15/7/16-14/7/17	GKBE																						
SOCSO	Dec 16, Nov 16, Sept 16																							
LONPAC INSURANCE BHD (W/17/WF01/04 0645/KUL-002)	1/1/17-31/12/17	GSRE																						
SOCSO	Dec 16, Nov 16																							
LONPAC INSURANCE BHD (W/17/WF01/04 0654/KUL-10)	1/1/17-31/12/17	GAIOM																						
SOCSO	Dec 16, Nov 16																							
4.7.7	Occupational injuries shall be recorded using Lost Time Accident (LTA) metrics - Minor compliance -	<p>Records on Lost Time Accident (LTA) metrics was maintained and based on accident statistic monitoring, JKKP 6, 7 & 8. Sample of accident statistic as shown below:</p> <table border="1"> <thead> <tr> <th>Year</th> <th>GKBE</th> <th>GSRE</th> <th>GAIOM</th> </tr> </thead> <tbody> <tr> <td>2015</td> <td>0</td> <td>0</td> <td>5</td> </tr> <tr> <td>2016</td> <td>0</td> <td>1</td> <td>178</td> </tr> </tbody> </table> <p>*LTA is equivalent to lost man days</p>	Year	GKBE	GSRE	GAIOM	2015	0	0	5	2016	0	1	178	Complied									
Year	GKBE	GSRE	GAIOM																					
2015	0	0	5																					
2016	0	1	178																					
Criterion 4.8: All staff, workers, smallholders and contract workers are appropriately trained.																								
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 -	Training Scheduled for 2016 was established. Awareness and training programme had been carried out. All workers involved had been adequately trained on the RSPO principles and criteria.	Complied																					

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings				Compliance
4.8.2	Records of training for each employee shall be maintained. - Minor compliance -	All the records of training were available at mill and estates office.				Complied
		Date	Training Topic	Trainer	Remarks	
		27/9/16	IPM	GPRC	GKBE	
		14/12/16	Chemical handling	AM		
		16/11/16	Induction	AM		
		21-22/11/16	First Aid, CPR & AED	External		
		15/8/16	Tractor Handling	AM		
		3/5/16	Chemical mixing	SA		
		3/5/16	Manuring	SA		
		28/4/16	Spraying	SA		
		27/4/16	Harvesting	Staff		
		10/6/16	Recycle training	AM		
		3/3/16	Buffer zone	AM	GSRE	
		28/9/16	IPM training	GPRC		
		21/9/16	Buffer zone	AM		
		4/12/16	Driving	External		
		1/12/16	Trunk Injection	AM		
		4/10/16	Spraying	External		
		30/9/16	Manuring	AM		
		27/8/16	Harvesting	AM		
		13/8/16	First aid	AM		
		16/12/16	E-SWISS	SAM		
		21/11/16	BOFA	External		
		13/11/16	Fire Drill	Mgt		
		5/11/16	S/Waste	SAM		
		19-21/10/16	AGT	NIOSH		
		15/10/16	SOP workshop	ME		
		7/10/16	Noise Training	ME		
		5/10/16	Oil Spillage	ME		
		1/9/16	Accident Investigation	SAM		
		22/7/16	SOP for POME operator	PE		
		12/7/16	Waste Mgt	SAM		

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.

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
<p>5.1.1</p> <p>An environmental impact assessment (EIA) shall be documented. - Major compliance -</p>	<p>Genting Ayer Item Oil Mill documented the environment aspect impact register assessment (SG-MGR-02-F01-2) dated 27 July 2016. 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. Respective aspect and impacts reviewed at:</p> <ul style="list-style-type: none"> a. Genting Kulai Besar estate, the aspect and impacts reviewed on 4 January 2017. It also covers the nursery activities available in the estate. b. Genting Sungei Rayat Estate reviewed on 27 Dec 2016 	<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. The latest review as:</p> <ul style="list-style-type: none"> a. Genting Kulai Besar Estate updated in 20th September 2016. b. Genting Sungei Rayat Estate updated on 23rd Dec 2016 c. Genting Ayer Item Oil Mill revised on 12 Jan 2017 <p>The monitoring & action plan are ongoing and the person in charge always by Estate Manager and Assistant Manager.</p>	<p>Complied</p>
<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. - Minor compliance -</p>	<p>The environmental improvement & management plan being reviewed on the yearly basics.</p> <p><u>Genting Sungei Rayat Estate:</u> Environmental Improvement & Management Plan reviewed and updated on 23rd Dec 2016. Identification for various activities- protection of HCV areas, soil erosion, water pollution, noise pollution, soil pollution, air pollution, water usage and etc. Monitoring of subsidence in peat & acid sulphate areas and ensure water level are within 50-70cm from time to time as peat existence within the estate area.</p> <p>Similar improvement plan sighted in Genting Kulai Besar Estate and Genting Ayer Item Oil Mill.</p>	<p>Complied</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance	
<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 operations managed to best ensure that they are maintained and/or enhanced.</p>			
<p>5.2.1</p>	<p>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>	<p>HCV assessment was conducted on February 2010 by Dr. Yap Son Kheong. The assessment was conducted through few channels such as interview with stakeholders, field visit and etc. From assessment, the team concluded that only HCV 4.2 were sighted in Genting Kulai Besar Estate. In North western boundary borders the Gunung Pulai Forest Reserve is sighted.</p> <p>In Genting Sungei Rayat Estate, no HCV present within the plantation except the boundary zone for the Bindu Forest Reserve is on the western perimeter of the division which has an undulating terrain. The other potential HCV identified is the old Malay burial site at Block 9c and a Chinese temple.</p>	<p>Complied</p>
<p>5.2.2</p>	<p>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>	<p>Based on HCV assessment, there is no ERT species was sighted in the Gunung Kulai Besar estate. The management and monitoring plan for HCV areas within Genting Kulai Besar Estate and last updated on 20th September 2016. Plan such as:</p> <ul style="list-style-type: none"> a. Boundary markers between estate and the forest reserve b. Placing no hunting signage c. Patrolling the boundary area d. Stakeholder meeting and etc <p>However, during stakeholder meeting conducted on 22 December 2016, training for educating the stakeholder about the HCV was conducted by the estate.</p> <p>Regular patrol on bi-monthly basics in boundary between Gunung Kulai Besar estate and Gunung Pulai Forest Reserve boundary to ensure no illegal encroaching or activities. The latest recorded site visit conducted on 14 Nov 2016. One case of encroachment reported in 11 August 2016 and this has communicated to the forest department already for further investigation on 30 Aug 2016.</p> <p>Similar management plan implemented in Genting Sungei Rayat Estate. Stakeholders being informed about the HCV assessment and monitoring result through meeting on 4th October 2016.</p>	<p>Complied</p>
<p>5.2.3</p>	<p>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>	<p>The GKBE has conducted buffer zone training to the sprayers' gang on 21/12/2016. During onsite inspection, no traps or snares were set up to trap the wildlife species. During stakeholder meeting conducted on 22 December 2016, training for educating the stakeholder about the HCV was conducted by the estate.</p> <p>Signage are maintained at the boundary between the estates and forest reserve prohibiting illegal hunting, fishing and the use of fire. Posters are displayed on the notice boards at entrance and few other area.</p>	<p>Complied</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
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 -	Similar management plan has been develop for Genting Kulai Besar and Genting Sungei Rayat estate. Management plan is incorporated with ongoing monitoring of the status of HCV and ERT species that are affected by plantation or mill operations. There is evidence that the operating units continuously prevent and discourage illegal or hunting, fishing or collecting activities. Sign board as well as routine patrolling activities were utilised as part of creating awareness among employees and maintain HCVs.	Complied
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 -	Various aspects have been identified such as domestic waste, schedule waste & recyclable waste in the Waste Management Plans reviewed on 16 th Jan 2017. Records on the usage and disposal were well recorded and documented. Appropriate secondary containment for the diesel skid tanks, chemical and scheduled waste storage areas was verified to be maintained. The estate also have a proper Scheduled Waste Store for storing scheduled waste until time of disposal by DOE authorized waste disposal contractor.	Complied

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
<p>5.3.2</p> <p>All chemicals and their containers shall be disposed of responsibly. - Major compliance -</p>	<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 01 August 2016 sighted during onsite audit in Genting Kulai Besar estate. Similar record dated 07 Dec 2016 sighted in Genting Sungei Rayat estate.</p> <p>Stores for scheduled waste were inspected at audited sites in estate and disposal was done by scheduled waste disposal company authorized (Kualiti Alam Sdn Bhd/ Southern Strength) and licensed by Department of Environment. Consignment note and inventory record sighted during onsite audit. Sample as below:</p> <ul style="list-style-type: none"> a. Consignment no: 2017010910K5GQ2T dated 09 Jan 17 (GKBE) b. Inventory no: 0109J2352146112017 dated 09 Jan 17 (GKBE) c. Consignment no: 2016123118O4ZC0 dated 19 Dec 16 (GSRE) d. Consignment no: 2016123117VF2N40 dated 19 Dec 16 (GSRE) e. Consignment no: 201611917EG3MNP dated 20 Nov 2016 f. Consignment no: 2016112917ENSIP dated 29 Nov 2016 <p>The estate also recycle their waste such as paper, aluminium, plastic and newspaper through Metal Enterprise. Last purchase invoice dated 06 Jan 2017 sighted during site visit.</p>	<p>Complied</p>
<p>5.3.3</p> <p>A waste management and disposal plan to avoid or reduce pollution shall be documented and implemented. - Minor compliance -</p>	<p>Pollution Prevention Plan in Genting Kulai Besar and Genting Sungei Rayat estate dated 20th September 2016 made available during onsite. Various pollution source have been identified such as workshop, line-site, office, diesel tank, chemical store, fertilizer store and etc.</p> <p>Inspection of the landfill in Genting Sungei Rayat Estate at block 87G found the landfill being established as per procedure. It is far from the residential area and river.</p> <p>Mitigation and monitoring plan also incorporated into the management plan.</p>	<p>Complied</p>
<p>Criterion 5.4: Efficiency of fossil fuel use and the use of renewable energy is optimised.</p>		

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator	Assessment Findings	Compliance
<p>5.4.1</p> <p>A plan for improving efficiency of the use of fossil fuels and to optimise renewable energy shall be in place and monitored.</p> <p>- Minor compliance -</p>	<p>In the estate fossil fuel usage was monitored on monthly basics. Record from Jan till Oct 2016 sighted during onsite audit. The POM and estates monitor the use of fossil fuel/mt FFB:</p> <p>For example, the Genting Ayer Item Oil Mill:</p> <ul style="list-style-type: none"> a. August- 0.12 l/MT FFB b. September- 0.17 l/MT FFB c. December - 0.11 l/MT FFB <p>In Genting Kulai Besar estate</p> <ul style="list-style-type: none"> a. October- 1.69 l/MT FFB b. November- 1.50 l/MT FFB c. December- 1.54 l/MT FFB <p>In Sungei Rayat Estate, the diesel usage as below:</p> <ul style="list-style-type: none"> a. August- 0.929 l/MT FFB b. September- 0.656 l/MT FFB c. October- 0.682 l/MT FFB <p>Fibre use in the boiler and the renewable energy consumption over per mt FFB proceeds recorded as below in mill:</p> <ul style="list-style-type: none"> a. Oct- 0.19 MT fibre /MT FFB b. Nov- 0.22 MT fibre /MT FFB c. Dec- 0.16 MT fibre /MT FFB 	<p>Complied</p>
<p>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.</p>		
<p>5.5.1</p> <p>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.</p> <p>- Major compliance -</p>	<p>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.</p>	<p>Complied</p>
<p>5.5.2</p> <p>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.</p> <p>- Minor compliance -</p>	<p>Visited to the replanting block</p> <ul style="list-style-type: none"> a. P2015- 38.8 ha in Kulai Besar estate b. OP2016A and OP2016B in Sungei Rayat estate <p>and confirmed no use of fire for land preparation during replanting. It was also confirmed through interview contractor as they well aware no fire shall be used during replanting.</p>	<p>Complied</p>
<p>Criterion 5.6: Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.</p>		

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
<p>5.6.1</p> <p>An assessment of all polluting activities shall be conducted, including gaseous emissions, particulate/soot emissions and effluent (see Criterion 4.4). - Major compliance -</p>	<p>Based on the assessment done by Genting Ayer Item Oil Mill 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:</p> <ul style="list-style-type: none"> a. Aerobic Pond No 6; Report no: Genting/E/N13061 dated 14 Oct 2016; 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 <200mg/L were met as well as all parameters that were within allowable limit. b. Ambient Air Monitoring point 1 & 2; report: AD1612(046-047)/AOMSB(AMB); dated 23 December 2016 c. Chimney gas emission; report: AD1612(048)/AOMSB(BOI4) dated 06 December 2016 d. Incinerator Stack emission monitoring report dated 23 Aug 2016; report no: A1608(187)/AOMSB(INC) 	<p>Complied</p>
<p>5.6.2</p> <p>Significant pollutants and greenhouse gas (GHG) emissions shall be identified, and plans to reduce or minimise them implemented. - Major compliance</p>	<p>For the estate, GHG emissions identified including CO_x, SO_x and NO_x from various sources including fossil fuel, chemical, peat oxidation, sinks, crop sequestration, fertilizer consumptions and sequestration in conservation area.</p> <p>For mill, GHG emission identified from POME, fuel consumption and grid electricity utilization.</p> <p>Significant pollutants and greenhouse gas (GHG) emission-reduction/ minimization plan for year 2017 dated 16 Jan 2017 has been implemented to minimize the emission of GHG from diesel used, material used and POME. Management plan such as reduce diesel consumption and control fuel feeding.</p>	<p>Complied</p>
<p>5.6.3</p> <p>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 -</p>	<p>Monitoring of the GHG quantity was done through RSPO PalmGHG Calculator Version 3.0.1 is used and the management opted for full version was applied. The report prepared on 22 Jan 2017.</p> <p>These GHG calculations were done as per certification unit basics including 5 estate and mill. Summary emissions:</p> <ul style="list-style-type: none"> a. Emission/ mt CPO= 1.41 tCO₂ e/mt CPO b. Emission/ mt PK= 1.41 tCO₂ e/mt PK <p>Final Report for Palm GHG Calculator and email dated 18th January 2017 submitted to RSPO were sighted.</p>	<p>Complied</p>

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.

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
6.1.1 A social impact assessment (SIA) including records of meetings shall be documented. - Major compliance -	A Social Impact Assessment (SIA) and Human Rights Impact Assessment (HRIM) was conducted on 5-7/12/2016 for GKBE, 22/11-2/12/2016 for GSRE and 2/12/2016, 4-6/1/2017 for GAIOM by Sustainability team. The assessment was involved workers' representatives, contractors, villagers and government officers.	Complied
6.1.2 There shall be evidence that the assessment has been done with the participation of affected parties. - Major compliance -	The assessment was conducted with the participation of relevant stakeholders. The list of respondents were sighted.	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 -	A Social Management and Monitoring Plan was developed by estates and mill which last updated on 12/12/2016 for GKBE, 28/12/2016 for GSRE and 18/1/2017 for GAIOM. The plan has incorporated the status, benchmark, monitoring technique and the person in charge for the aspects.	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 and last reviewed was conducted on 12/12/2016 for GKBE, 28/12/2016 for GSRE and 18/1/2017 for GAIOM.	Complied
6.1.5 Particular attention shall be paid to the impacts of smallholder schemes (where the plantation includes such a scheme). - Minor compliance -	No smallholder schemes were involved in the certification unit.	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.		
6.2.1 Consultation and communication procedures shall be documented. - Major compliance -	GPB has developed Consultation and Communication with Doc. No. SMP-GPB-17 dated 11/10/2013 in Sustainability Management Procedure Manual. The objective for the procedure is to communicate and respond effectively with the internal and external interested parties. The communication is two way process and meeting shall be conducted at least six months or as deems necessary.	Complied
6.2.2 A management official responsible for these issues shall be nominated. - Minor compliance -	Assistant Manager and Field supervisors were the management official person to handle any issues related on social according to the Job Responsibilities with Doc. No. SMP-GPB-24 dated 9/9/2016. Assistant Manager was appointed by Manager to be the Sustainability Coordinator for ISCC, RSPO and MSPO related matter such as social issues at GKBE and GSRE.	Complied

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance	
6.2.3	<p>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.</p> <p>- Minor compliance -</p>	<p>GKBE has developed and reviewed the stakeholder list for internal and external stakeholder on 9/1/2017. Stakeholder meeting for internal and external was conducted separately once a year on 22/9/2016. The meeting minutes was sighted and no issue was found. During the meeting, the management also explained on the RSPO and workers' rights to the workers and social issues to the external stakeholders.</p> <p>GSRE has developed stakeholder list which last updated on November 2016. The stakeholder list did include contractors, suppliers, local communities, government authorities, workers' representative and etc. Internal stakeholder meeting with contractors, suppliers and workers' representative was conducted on 2/6/2016 and 26/9/2016 and meeting with contractors (Harvesting works) was conducted on 23/8/2016 to discuss harvesting and pruning issues. External stakeholder meeting was conducted on 4/10/2016 and 16/11/2016 with the cattle's owners.</p> <p>Stakeholder list was updated on 4/1/2017 for GAIOM. External stakeholder meeting was conducted on 18/8/2016 where internal stakeholder meeting was conducted on 25/8/2016. Actions have been taken to rectify the issues raised by the stakeholders.</p>	Complied
<p>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.</p>			
6.3.1	<p>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.</p> <p>- Major compliance -</p>	<p>GPB has established a Complaints and Grievances Procedure with Doc. No. SMP-GPB-19 dated 14/8/2014. The acceptable timeframe for action to be taken is within 14 working days upon receipt. The complaints or grievances will be written in the Complaints/ Grievances Book.</p>	Complied
6.3.2	<p>Documentation of both the process by which a dispute was resolved and the outcome shall be available.</p> <p>- Major compliance –</p>	<p>GKBE and GSRE has implemented Complaints/ Grievances Record Book. Most of the complaints were related to house repair work such as broken fan or door. The management has taken action to rectify the problems. The complainants have acknowledged after the problems been rectified. Interviewed with workers found that they were aware of the complaint procedure and the usage of complaint book.</p>	Complied
<p>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.</p>			
6.4.1	<p>A procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, shall be in place.</p> <p>- Major compliance -</p>	<p>GPB has developed Negotiation, Compensations and Handling Procedure with Doc. No. SMP-GPB-18 dated 14/8/2014. The objective of this procedure is to provide guidelines on handling issues related to land/boundary disputes, squatter issues and social issues. Compensation price will be decided further by HQ top management based on case by case basis and the current value.</p>	Complied

**RSPO Public Summary Report
Revision 4 (November / 2016)**

Criterion / Indicator	Assessment Findings	Compliance
<p>6.5.1 Documentation of pay and conditions shall be available. - Major compliance -</p>	<p>The mill and estates consist of local workers, foreign workers and contractor’s workers. The management has included normal work pay, overtime pay, piece rated pay, deduction of salary, holiday pay and etc on the pay slip. Payslip of month October to December 2016 for workers have been sampled as below:</p> <ul style="list-style-type: none"> a. Employee No.: 02606 (GKBE) b. Employee No.: 02985 (GKBE) c. Employee No.: 03079 (GKBE) d. Passport No.: AR 294093 (Contractor’s Worker GKBE) e. Passport No.: AT 449630 (Contractor’s Worker GKBE) f. Employee No.: 02416 (GSRE) g. Employee No.: 02743 (GSRE) h. Employee No.: 02808 (GSRE) i. Passport No.: M 8378505 (Contractor’s Worker GSRE) j. Passport No.: AS 124110 (Contractor’s Worker GSRE) k. Employee No.: 2750F (GAIOM) l. Employee No.: 2856F (GAIOM) m. Employee No.: 02848 (GAIOM) <p>All the sampled workers below were achieved Minimum Wage Order 2016 of RM 1000 / month or RM 38.46/ day.</p> <p>The GKBE’s management has made deduction on the salary for electricity usage. The management has submitted application letter to the Labour Office on 18/8/2014 and replied was received on 8/9/2014 saying that no permit is required for deduction as long as they complied with legal requirements and obtained consent from the workers. In the contract of employment under Clause 21, the workers were agreed to allow the management to deduct on salary according to the Employment Act 1955.</p> <p>According to MAPA/NUPW Circular No. 22/2015 dated 4/8/2015, the employer required to fully subsidize RM 3.00 per month for each of the members of NUPW as premium towards NUPW/AIA Personal Accident Group Scheme. However, the GAIOM’s management has yet to subsidize and deducted RM 11.00 from sampled workers below:</p> <ul style="list-style-type: none"> a. Employee No.: 02018 b. Employee No.: 02069 c. Employee No.: 02736 d. Employee No.: 02744 e. Employee No.: 02857F f. Employee No.: 02750F g. Employee No.: 02800F h. Employee No.: 02803F <p>Thus, a major non-compliance was raised.</p>	<p>Major nonconformance</p>

**RSP0 Public Summary Report
Revision 4 (November /2016)**

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, holiday and annual leave, termination of services and etc. The contract was signed by the workers and sampled contracts as below:</p> <ul style="list-style-type: none"> a. Employee No.: 03057 (GKBE) b. Employee No.: 03079 (GKBE) c. Employee No.: 03088 (GKBE) d. Passport No.: A 2399697 (Contractor’s Worker GKBE) e. Passport No.: B 3163627 (Contractor’s Worker GKBE) f. Employee No.: 02773 (GSRE) g. Employee No.: 02823 (GSRE) h. Passport No.: B 2712853 (Contractor’s Worker GSRE) i. Passport No.: B 3277719 (Contractor’s Worker GSRE) j. Employee No.: 2883F (GAIOM) k. Employee No.: 2856F (GAIOM) <p>Extension contracts were signed by the workers who have worked more than 2 years.</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 management has provided free accommodation and water supply to all the workers. They were entitled with free medical assistance. Electricity was supplied by TNB where the electricity bill was paid according to the meter usage. Surau and clinic were available in the estate’s compound.</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>There was sundry shop inside the estates’ compound. The workers were satisfied with the price of goods and foods that sold in the shop. No complaint of expensive goods was recorded. Besides, the estates were nearby the town or village where the workers are easily access to the shop to purchase goods and foods.</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>		
<p>6.6.1</p> <p>A published statement in local languages recognising freedom of association shall be available.</p> <p>- Major compliance -</p>	<p>GPB has established Social Policy dated 22/6/2015 and People Policy dated 3/8/2009 endorsed by Chief Operating Officer where the management respected the rights of the workers to join or form legal trade unions of their own choosing and to bargain collectively.</p>	<p>Complied</p>

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator	Assessment Findings	Compliance
6.6.2 Minutes of meetings with main trade unions or workers representatives shall be documented. - Minor compliance -	<p>GKBE has established Workers Committee for 2016/2017 with total 18 members. There are different nationalities' representative in the committee. The representatives were elected among the workers themselves. Meeting was conducted once a year and the last meeting was conducted on 5/12/2016. Issues raised during the meeting were resolved accordingly.</p> <p>GSRE's Workers Committee was established by 16 members. The meeting was conducted on 2/6/2016 with foreign workers' representatives and 21/4/2016 with local workers. Issues raised during the meeting were resolved accordingly.</p> <p>Internal stakeholder meeting was conducted on 25/8/2016 with the participation of workers' representatives in GAIOM. Actions have been taken to rectify the issues raised by the stakeholders.</p>	Complied
<p>Criterion 6.7: Children are not employed or exploited.</p>		
6.7.1 There shall be documentary evidence that minimum age requirements are met. - Major compliance -	GPB has established Social Policy dated 22/6/2015 and People Policy dated 3/8/2009 endorsed by Chief Operating Officer. The management was committed not to employ under aged children to work in all operating units. Document reviewed of the employees' name list found the youngest workers were 19 years old.	Complied
<p>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.</p>		
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 established Social Policy dated 22/6/2015 and People Policy dated 3/8/2009 endorsed by Chief Operating Officer. The management was committed to ensure all the workers are treated fairly, equally and with respect without any discrimination against race, religion, national origin, disability, pregnancy, age and gender.	Complied
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 -	The management has recruited employees of different nationalities and gender. No discrimination was sighted based on interview with the workers. The management treated all the workers fairly and equally without discrimination.	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
<p>Criterion 6.9: There is no harassment or abuse in the work place, and reproductive rights are protected.</p>		
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 established a Sexual Harassment Policy dated 3/8/2009 endorsed by Chief Operating Officer. The policy stated that no one should be subjected to any form of sexual harassment while carrying out their duties. They are committed to strive for a harassment-free environment. The policy has been communicated to the workers on 22/9/2016 and 13/1/2017.	Complied

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
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 developed a Social Policy dated 22/6/2015 and People Policy dated 3/8/2009 endorsed by Chief Operating Officer. The management prohibit any form of violence, harassment or discrimination against race, religion, national origin, disability, pregnancy, age and gender. They protect the reproductive rights of all. The policy has been communicated to the workers on 22/9/2016 and 13/1/2017.	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 developed Procedure on Prevention and Eradication of Sexual Harassment at the Workplace with Doc No. SMP-GPB-20 dated 11/10/2013. The procedure was detailing definition of sexual harassment, types of sexual harassment and steps applied on dealing with the complaints and grievance related to sexual harassment. There was flowchart on the procedure on how to resolve the case. GKBE has established a Women and Children Committee which lead by the chief clerk with four members. Last meeting was conducted on 29/2/2016 in GKBE, 27/5/2016 in GSRE and 15/12/2016 in GAIOM. Reviewed on the meeting minutes and interviewed with the members of the committee found that no case was reported.	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 -	There is no smallholder dealing with the palm oil mill. Pricing mechanism for FFB is not applicable because the FFB sourced is from own company estates.	Complied
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 -	There is no smallholder dealing with the palm oil mill. Pricing mechanism for FFB is not applicable because the FFB sourced is from own company estates.	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 -	Contract agreement was verified during the audit and sampled contracts were as below: a. Agreement No.: GKBE/HAR/004/ABS/016 signed on 1/1/2016 and expired on 31/12/2016 for FFB harvesting works. b. Agreement No.: GKBE/HAR/001/MSE/016 signed on 1/1/2016 and expired on 31/12/2016 for FFB harvesting works. c. Agreement No.: GSRE/GC/16/01/02 signed on 1/1/2016 and expired on 31/12/2016 for FFB harvesting works. d. Company No.: 36374-K signed on 1/1/2016 and expired on 21/12/2017 for CPO transport. The terms and conditions were stated in the agreement.	Complied
6.10.4 Agreed payments shall be made in a timely manner. - Minor compliance -	According to the agreement, payment to the contractors were paid within 30 days from the date of work carried out. Interviewed with the contractors found that the payment were made promptly according to the agreement.	Complied
Criterion 6.11: Growers and millers contribute to local sustainable development where appropriate.		

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator	Assessment Findings	Compliance
6.11.1 Contributions to local development that are based on the results of consultation with local communities shall be demonstrated. - Minor compliance –	GKBE has made contribution to the local development and communities such as organized football match with all the workers and staffs, supplied free electricity and water to the mosque, permission for using estate road on Charity Run organized by the school nearby, health check-up for the workers on yearly basis, shirts and fruits donation to the workers, foods donation to the workers who have achieved target crops and etc.	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 –	No scheme smallholders were involved in the certification units.	Not applicable
Criterion 6.12: No forms of forced or trafficked labour are used.		
6.12.1 There shall be evidence that no forms of forced or trafficked labour are used. - Major compliance -	GPB has established Social Policy dated 22/6/2015 and People Policy dated 3/8/2009 endorsed by Chief Operating Officer. They are prohibited to recruit any illegal workers or forced/ trafficked labour in their operating units. Employees recruited by the management are with the legal identification for local and valid passport and work permit for foreign workers. The workers were signed on the contract of employment prior commencement of work. Sampled workers with valid work permit as below: <ul style="list-style-type: none"> a. Permit No.: PD 6725260 valid until 10/9/2017 (GKBE) b. Permit No.: PD 6279053 valid until 14/11/2017 (GKBE's contract workers) c. Permit No.: PD 6081568 valid until 24/8/2017 (GKBE's contract workers) d. Permit No.: PD 5211373 valid until 25/5/2017 (GSRE) e. Permit No.: PD 6274918 valid until 18/9/2017 (GSRE) f. Permit No.: PD 5089845 valid until 1/4/2017 (Contractor's Worker GSRE) g. Permit No.: PD 6406406 valid until 21/10/2017 (Contractor's Worker GSRE) h. Permit No.: PD 6523256 valid until 13/10/2017 (GAIOM) i. Permit No.: PD 6401428 valid until 11/9/2017 (GAIOM) 	Complied
6.12.2 Where applicable, it shall be demonstrated that no contract substitution has occurred. - Minor compliance –	Interviewed with the workers confirmed that no substitution of contract has occurred.	Complied
6.12.3 Where temporary or migrant workers are employed, a special labour policy and procedures shall be established and implemented. - Major compliance -	The Social Policy dated 22/6/2015 explained that the company will not engaged to any agencies or firms that involved in human trafficking or other forms of bonded labour. The company does not required the workers to pay recruitment fees or lodge money deposits during recruitment.	Complied
Criterion 6.13: Growers and millers respect human rights.		

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance	
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 established Social Policy dated 22/6/2015 endorsed by Chief Operating Officer. They are committed to respect and support the Universal Declaration of Human Rights. The policy was communicated to the workers on 22/9/2016 and 13/1/2017.	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.	Not applicable.	Not applicable
Principle 7: Responsible development of new plantings Genting Ayer Item Oil Mill Certification unit and supply base did not carry out any new plantings since November 2005. Therefore, Principle 7 is not applicable during this annual surveillance. The immature areas 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.			
8.1.1	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. As a minimum, these shall include, but are not necessarily be limited to: <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); <ul style="list-style-type: none"> • Optimising the yield of the supply base. - Major compliance -	A continual improvement plan has been implemented by the estate and mill as below: <ol style="list-style-type: none"> a. Minimize use of certain pesticide – Replace Class I chemical (Metamidophos) with Class III chemical (Acephate) b. Encourage optimizing the yield of the supply base – EFB, bunch ash, POME etc used to increase the nutrient for the palm. c. Constructed new shed at new planting field which budgeted in budget 2017. d. CAPEX for upgrading of labour quarters. e. To reduce and maintain the black smoke emission within allowable limit of 20% by ensure the fibre are 100% used for boiler operation. and etc. 	Complied

**RSPO Public Summary Report
Revision 4 (November /2016)**

Appendix B: Approved Time Bound Plan

No	Name of the Estate and Mills	TBP for certification	Status as Jan 2017	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		
3	Genting Kulai Besar Estate, Johor, Malaysia		Dec,2014		
4	Genting Tanah Merah Estate, Johor, Malaysia		Dec,2015		
5	Genting Tebong Estate, Melaka, Malaysia		July, 2015		
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	Certified	None
9	Genting Tenegang Estate, Sabah, Malaysia		Aug,2016		
10	Genting Layang Estate, Sabah, Malaysia		Aug,2016		
11	Genting Bahagia Estate, Sabah, Malaysia		Aug,2016		
12	Genting Landworthy Estate, Sabah, Malaysia		Aug,2016		
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		Remarks: The New Planting was in progress. TUV Rheiland did the NPP verification and public announcement were made on 16/9/2016.

**RSPO Public Summary Report
Revision 4 (November /2016)**

17	Genting Sekong Estate, Sabah, Malaysia	Supply base for Genting Trushidup Oil Mill, Sabah, Malaysia	July,2017		None
18	Genting Suan Lamba Estate, Sabah, Malaysia		July, 2017		
19	Mulia Estate 1, Kalimantan, Indonesia	Supply base for Mulia Oil Mill, Kalimantan, Indonesia	Oct, 2017	Stage 1 Sept 2016	None
20	Mulia Estate 2, Kalimantan, Indonesia		Oct, 2017	Stage 1 Sept 2016	None
21	Mulia Estate 3, Kalimantan, Indonesia		Oct, 2017	Stage 1 Sept 2016	None
22	Mulia Estate 4, Kalimantan, Indonesia		Oct, 2017	Stage 1 Sept 2016	None
23	Mulia Estate 5, Kalimantan, Indonesia		Oct, 2017	Stage 1 Sept 2016	None
24	Mulia Estate 6, Kalimantan, Indonesia		Oct, 2017	Stage 1 Sept 2016	None
25	PT SMA Estate 1		Oct, 2017	Stage 1 Sept 2016	None
26	PT SMA Estate 2		Oct, 2017	Stage 1 Sept 2016	None
27	PT SMA Estate 3		Oct, 2017	Stage 1 Sept 2016	None
28	PT SMA Estate 4		Oct, 2017	Stage 1 Sept 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,2018		None
32	Genting Bukit Sembilan Estate, Kedah, Malaysia		April,2017		None
33	Lamunti Barat Estate	Supply base for PT GAL Oil Mill, Kalimantan, Indonesia	Oct,2018		None
34	Lamunti Timur Estate I/II		Oct 2018		None
35	Mengkatip Estate I/II		Oct,2018		None
36	Bakuta Estate		Oct,2018		None
37	Plasma Timur/Barat		Oct, 2018		None
38	PT UAI 1/2		Oct, 2020		None
39	Golden Hill Estate I	Supply base for Golden Hill Oil Mill, Kalimantan, Indonesia	Oct 2019		None
40	Golden Hill Estate II		Oct 2019		None
41	SP1		Oct 2019		None
42	SP2		Oct 2019		None

**RSPO Public Summary Report
Revision 4 (November / 2016)**

43	Diamond Hill Estate	Supply base for KMJ Oil Mill	Oct,2019		None
44	Puroh Estate		Oct, 2019		None
45	Masaha Estate		Oct,2019		None
46	PT CSC	Supply base for CSC Oil Mill	Oct,2020		None
46	PT SAP Estate 1	Supply base for PT SAP Oil Mill	Oct, 2019		None
47	PT SAP Estate 2		Oct,2019		None
48	PT SAP Estate 3		Oct,2019		None
49	PT SAP Estate 4		Oct,2019		None
50	PT SAP Estate 5		Oct,2019		None
51	PT SAP Estate 6		Oct,2019		None
53	PT AAC 1, 2,3,4		Oct,2029		None
52	PT PALJ	Supply base for PALJ Oil Mill	Aug,2023		None

Appendix C: Certification Unit RSPO Certificate Details

Genting Plantations Berhad
Genting Ayer Item Oil Mill
Batu 54, Jalan Johor
86100 Air Hitam
Johor, Malaysia
RSPO membership number: 1-0086-06-000-00

BSI RSPO Certificate No. : RSPO 653474
Date of Initial Certificate Issued: 26/03/2015
Date of Expiry: 25/03/2020
Applicable Standards: RSPO P&C MYNI-2014; RSPO Supply Chain Certification Standard November 2014 Module D – CPO Mills: Identity Preserved)

Genting Ayer Item Oil Mill and Supply Base					
Location Address		Batu 54, Jalan Johor 86100 Air Hitam, Johor, Malaysia			
GPS Location		103° 12' 43.0" E ; 1° 51' 25.6" N			
CPO Tonnage Total		47,981.56 mt			
PK Tonnage Total		12,054.02 mt			
CPO Claimed for Certification*		47,981.56 mt			
PK Claimed for Certification *		12,054.02 mt			
Own estates FFB Tonnage		234,514.00 mt			
Scheme Smallholder FFB Tonnage		-			
Estates	Production Area		Other use (ha)	Certified Area / Total land lease (ha)	Annual FFB Production (mt)
	Mature (ha)	Immature (ha)			
Genting Kulai Besar Estate (Genting Kulai Besar North Division)	1,919.03	127.84	636.18	2,683.05	43,305.00
Genting Sri Gading Estate	2,712.35	553.50	491.10	3,756.95	68,682.00
Genting Sungei Rayat Estate (Genting Sing Mah Division)	2,155.54	176.97	43.66	2,376.17	51,927.00
Genting Tanah Merah Estate	1,483.17	183.18	134.51	1,800.86	33,800.00
Genting Tebong Estate	1,810.92	360.69	114.23	2,285.84	36,800.00
TOTAL	10,081.01	1402.18	1,419.68	12,902.87	234,514.00

Appendix D: Assessment Plan

Date	Time	Subjects	Hu Ns	Hafiz	Hoo BH
Sunday 22/01/2017	PM	Audit team traveling to site	√	√	√
Monday 23/01/2017 Genting Kulai Besar Estate	0830 - 0900	Opening Meeting <ul style="list-style-type: none"> • Opening presentation by Audit Team Leader • Confirmation of assessment scope and finalize audit plan (including stakeholder's consultation) 	√	√	√
	0900 - 1200	Genting Kulai Besar 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	√	√	√
	1000 - 1100	Meeting with stakeholders (village rep, smallholders, Union Leader, contractor etc)	√	-	-
	1200 - 1300	Lunch	√	√	√
	1300 - 1630	Genting Kulai Besar Estate Visit to laboratory, weighbridge and palm product storage area. Document Review P1 – P8: SOPs, Supply chain for CPO mill, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation etc Verify previous nonconformities	√	√	√
	1630 -1700	Interim Closing briefing	√	√	√
	Tuesday 24/01/2017 Genting Sungei Rayat Estate	0830 - 1200	Genting Sungei Rayat 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	√	√
1200 -1300		Lunch	√	√	√
1300 - 1630		Genting Sungei Rayat 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 briefing	√	√	√

**RSPO Public Summary Report
Revision 4 (November /2016)**

Date	Time	Subjects	Hu Ns	Hafiz	Hoo BH
Wednesday 25/01/2017 Genting Ayer Item Oil Mill	0830 - 1200	Ayer Item Palm 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	√	√	√
	1200 - 1300	Lunch	√	√	√
	1300 - 1530	Ayer Item Palm Oil Mill: Visit to laboratory, weighbridge and palm product storage area. Document Review P1 – P8: SOPs, Supply chain for CPO mill, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation etc	√	√	√
	1530 - 1630	Verify any aoutstanding issues & preparation for closing meeting	√	√	√
	1630 - 1700	Closing meeting & presentation of findings	√	√	√
	Thursday 26/01/2017	AM	Traveling back to KL	√	√

Appendix E: Stakeholders Contacted

Internal Stakeholders

Managers Assistant Managers Staffs Hospital Assistants Women & Children Committee's representatives Workers' representatives	Contractors SJKT Ladang Kulai Besar Smallholders Transporter
---	---

External Stakeholders

Government Departments	NGOs and others	Local Communities Head of Village, Kg. Sri Maju Jaya
-------------------------------	------------------------	--

Appendix F: CPO Mill Supply Chain Assessment Report (Module D : Identity Preserved)

Requirements	Compliance
D.1 Definition	
<p>D.1.1 A mill is deemed to be Identity Preserved (IP) if the FFB used by the mill are sourced from its own supply base certified to the RSPO Principles and Criteria (RSPO P&C). Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own certified land base. If a mill processes certified and uncertified FFB without physically separating the material then only Module E is applicable.</p>	<p>During this surveillance audit, Genting Tebong estate which is newly added integrated as one of the supply base of Genting Ayer Item Oil Mill.</p> <p>Genting Ayer Item Oil Mill only receives certified FFB. Therefore qualifies for the Identity Preserved supply chain system and module. During the P&C assessment, the audit team verified the volumes and sources of certified FFB entering the mill, the implementation of processing controls and volume sales of RSPO certified products.</p>
D.2 Explanation	
<p>D.2.1 The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill must be recorded by the certification body (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 shall then be recorded in each subsequent annual surveillance report.</p>	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in this public summary report.</p>
<p>D.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>
D.3 Documented procedures	
<p>D.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: a) Complete and up to date procedures covering the implementation of all the elements in these requirements; b) The role 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’s 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 Identity Preserved (IP) 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>D.3.2 The site shall have documented procedures for receiving and processing certified and non-certified FFBs.</p>	<p>Genting Ayer Item has documented procedures (as per above in D 3.1) for the incoming FFB, processing and outgoing palm products (CPO and PK). The procedure covers receiving and processing certified FFBs, it clearly stated in the procedures clause 9.6.</p>
D.4 Purchasing and goods in	
<p>D.4.1 The site shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p>	<p>Daily summary and monthly summary documented for all the certified FFB. Records verified by internal and external audit. For example, Daily Production Figure for 25-27 Jan 2017 were verified during onsite visit.</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

	<p>Genting Ayer Item palm oil mill have system to verify the tonnage at the weighbridge. Weighbridge tickets were verified:</p> <ul style="list-style-type: none"> a. Ticket no: FFB17000796W dated 24 Jan 2017 b. Ticket no: FFB17000770W dated 23 Jan 2017 c. Ticket no: FFB17000717W dated 22 Jan 2017 <p>Genting Ayer Item only receive certified FFB from their own estate.</p>
D.4.2 The site shall inform the CB immediately if there is a projected overproduction of certified tonnage.	Documented procedures- Supply Chain, Traceability, Mass Balance (MB) & Identity Preserved (SMP-GPB-23, rev: 05 dated 19 th November 2015). In clause 10.5 stated the mill will inform to certification body in the case of projected overproduction.
D.5 Record keeping	
D.5.1 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.	All the inventory records are maintained and updated in ISCC, RSPO and MSPO Sustainable Products- Monthly Movement Summary Report (CPO) and it show every 3 monthly inventory. Computerized system in place. Daily records are prepared at the entry and exit point at the weighbridge. Daily summary and monthly summary documented for all the FFB received. Records of certified FFB received verified during annual surveillance. Records verified by internal and external audit. The palm oil mill record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a three-monthly basis.
D.6 Processing	
D.6.1 The site shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept segregated from noncertified material including during transport and storage.	During this assessment it was confirmed that only certified source of FFB from own plantation is processed. This ensures that there is no possibility of mixing during processing.
D.6.2 The objective is for 100 % segregated material to be reached.	Processing and storage records can trace back to only certified segregated FFB and finish product (CPO and PK) through traceability records such as weighbridge records. This ensures that 100% segregated materials are reached.

Actual Certified Palm Production – 01 Jan 2016 – 31 Dec 2016 (ASA1)

Mill	Processing Capacity	CPO	PK
Genting Ayer Item Oil Mill	60 mt/hr	37,583.32 mt	9,226.58 mt

Actual Sales of Certified Palm Products – 01 Jan 2016 – 31 Dec 2016 (ASA1)

Mill	CPO (Certified)	PK (Certified)
Genting Ayer Item Palm Oil Mill	26,114.84 mt	6,286.75 mt

RSPO Public Summary Report
Revision 4 (November / 2016)

Month	Certified Supply Base (from own certificate scope) (mt)					Total FFB/Month (mt)
	Genting Kulai Besar Estate (GKBE)	Genting Sri Gading Estate (GSGE)	Genting Sungei Rayat Estate (GSRE)	Genting Tanah Merah Estate (GTME)	Genting Tebong Estate (GTBE)	
Jan 2016	3,032.78	4,110.60	2,696.90	-	-	9,840.28
Feb 2016	3,086.08	4,337.17	2,805.43	-	-	10,228.68
March 2016	3,368.20	4,300.14	2,771.35	-	812.85	11,252.54
April 2016	3,039.20	4,921.82	2,842.39	-	779.23	11,582.64
May 2016	3,197.55	5,681.56	3,444.08	2,150.04	781.09	15,254.32
June 2016	3,539.01	6,316.90	4,620.56	1,835.27	745.49	17,057.23
July 2016	3,248.59	6,238.10	4,756.44	1,776.41	668.92	16,688.46
Aug 2016	3508.07	6163.33	4558.26	1828.87	833.31	16,891.84
Sept 2016	3609.71	6552.94	5356.18	2071.27	838.81	18,428.91
Oct 2016	3965.51	6480.39	5312.83	2226.81	761.43	18,746.97
Nov 2016	4277.25	6441.79	5464.95	2803.43	921.56	19,908.98
Dec 2016	4159.32	6022.86	5202.79	2983.33	1113.03	19,481.33
Total	42,031.27	67,567.60	49,832.16	17,675.43	8,255.72	185,362.18

- *GTME and GTBE has diverted crop to other mill. Therefore, the total of certified FFB was differ to the FFB production table.*

Appendix G: Location Map of Genting Ayer Item Oil Mill Certification Unit and Supply bases

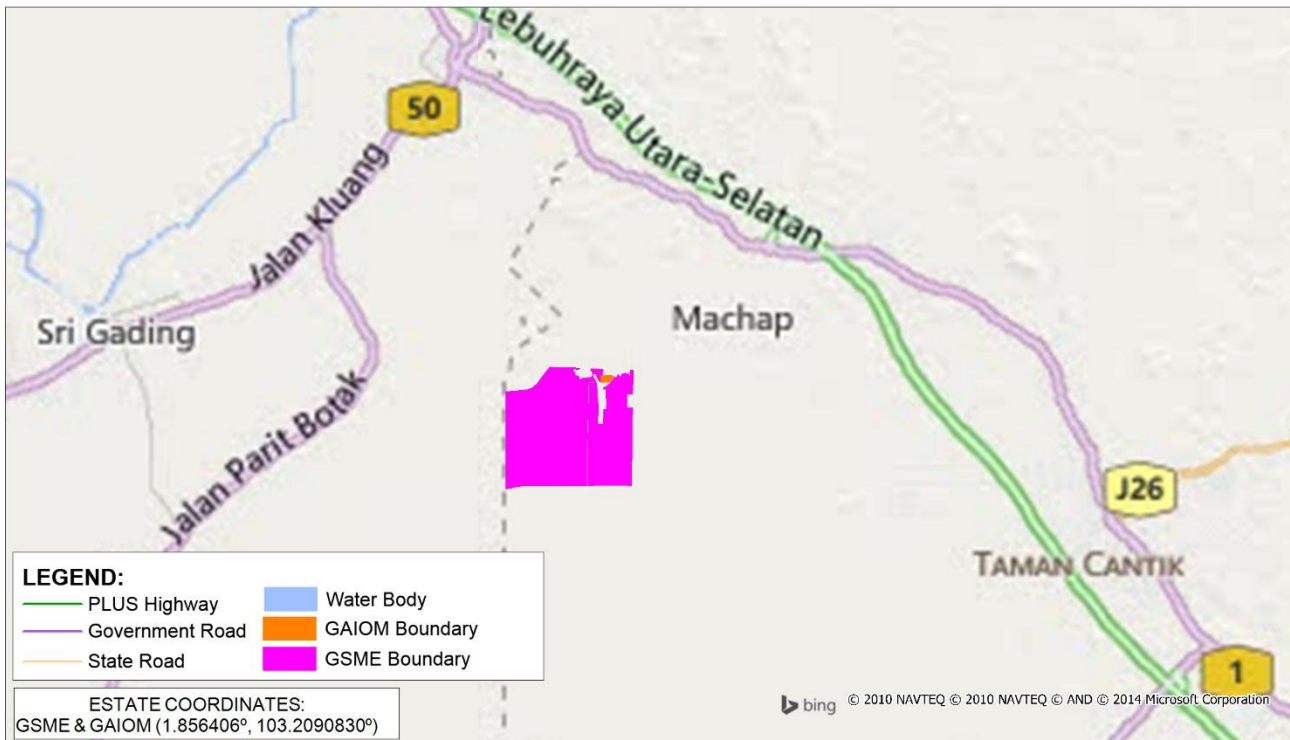


LOCATION MAP

GENTING SING MAH ESTATE (GSME) &
GENTING AYER ITEM OIL MILL (GAIOM)



Scale 1 : 101,200

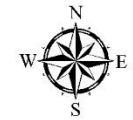


Appendix H: Genting Kulai Besar Location and Estate Field Map

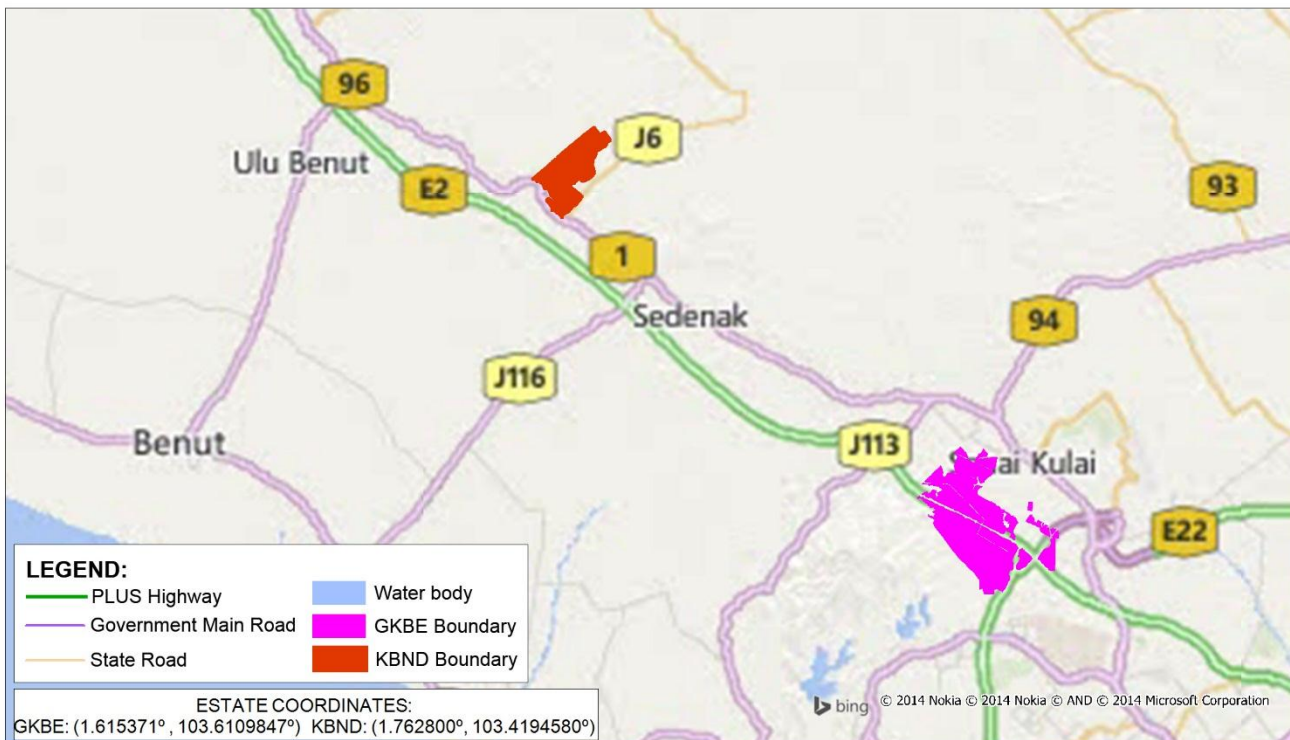


LOCATION MAP

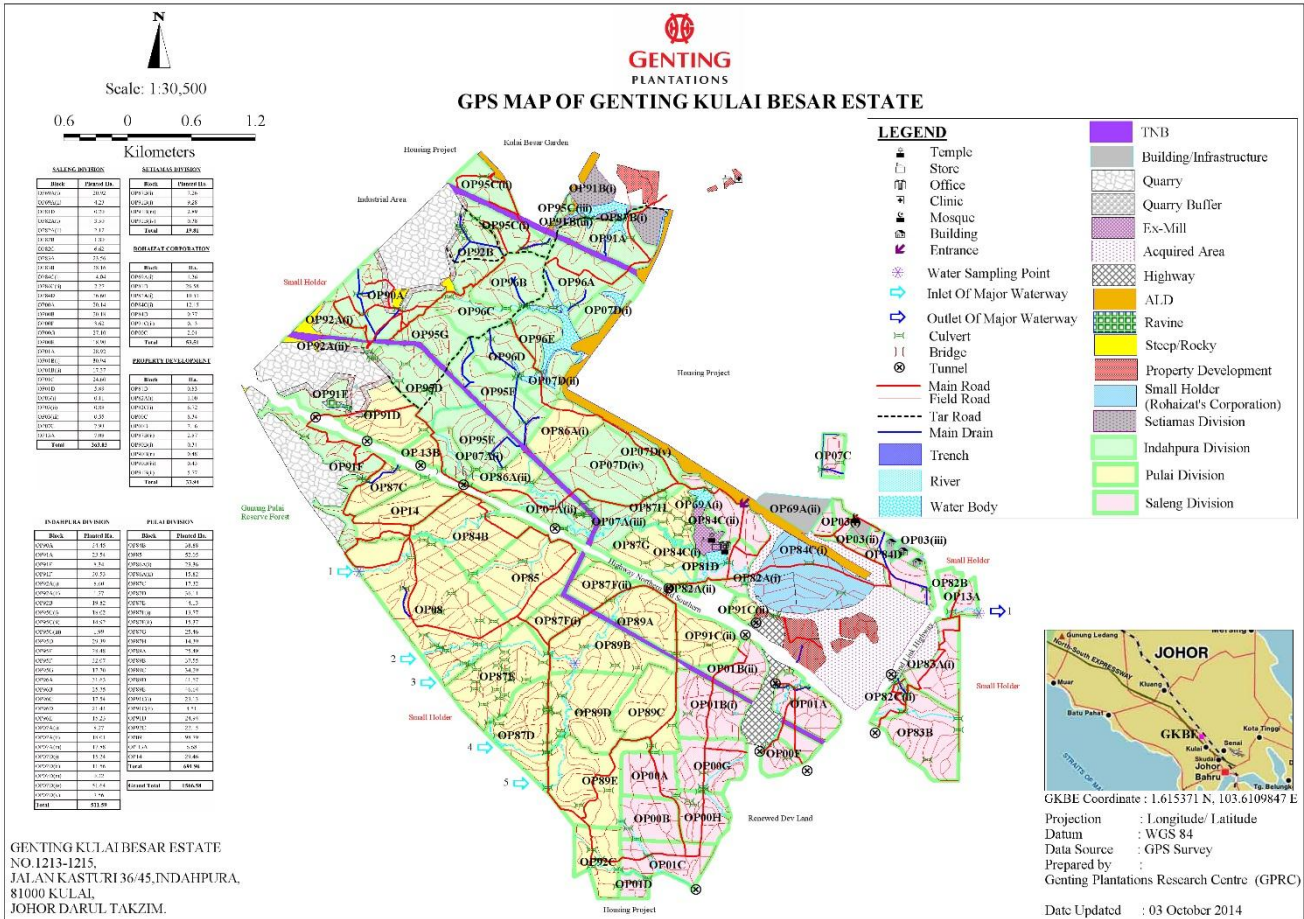
GENTING KULAI BESAR ESTATE (GKBE) &
KULAI BESAR NORTH DIVISION (KBND)



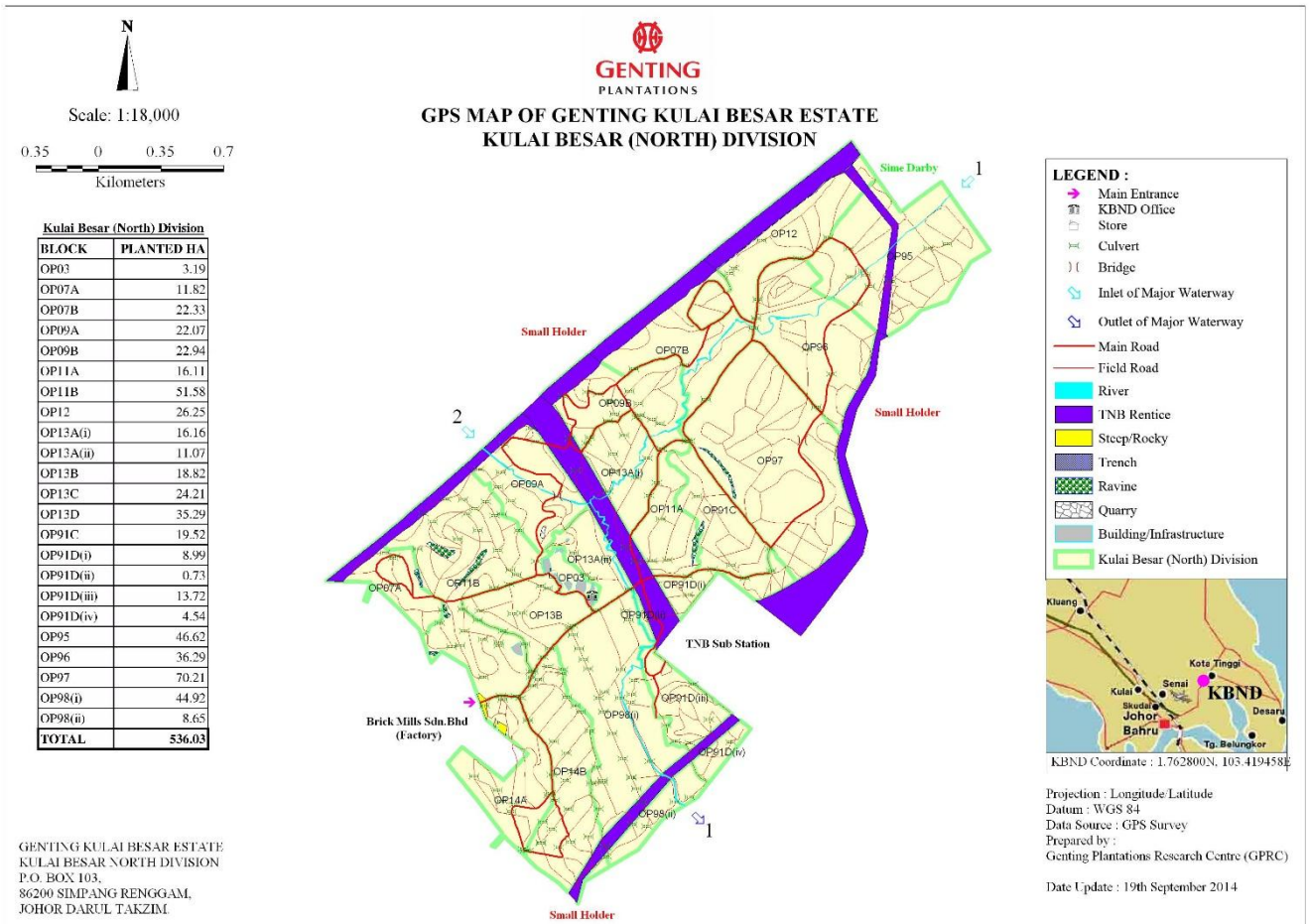
Scale 1 : 216,800



**RSPO Public Summary Report
Revision 4 (November / 2016)**



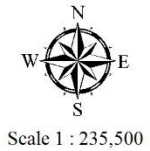
**RSPO Public Summary Report
Revision 4 (November / 2016)**

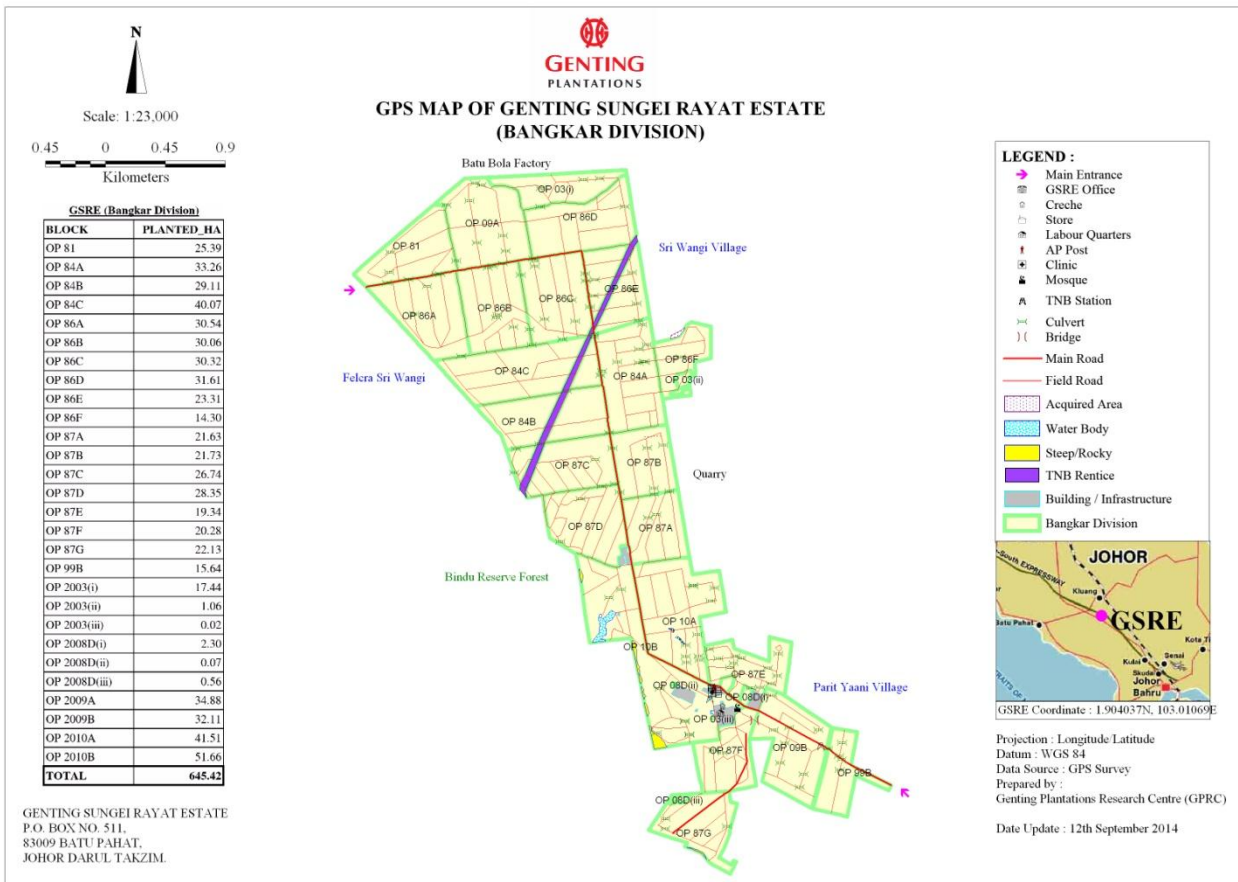


Appendix I: Genting Sungei Rayat Location and Estate Field Map

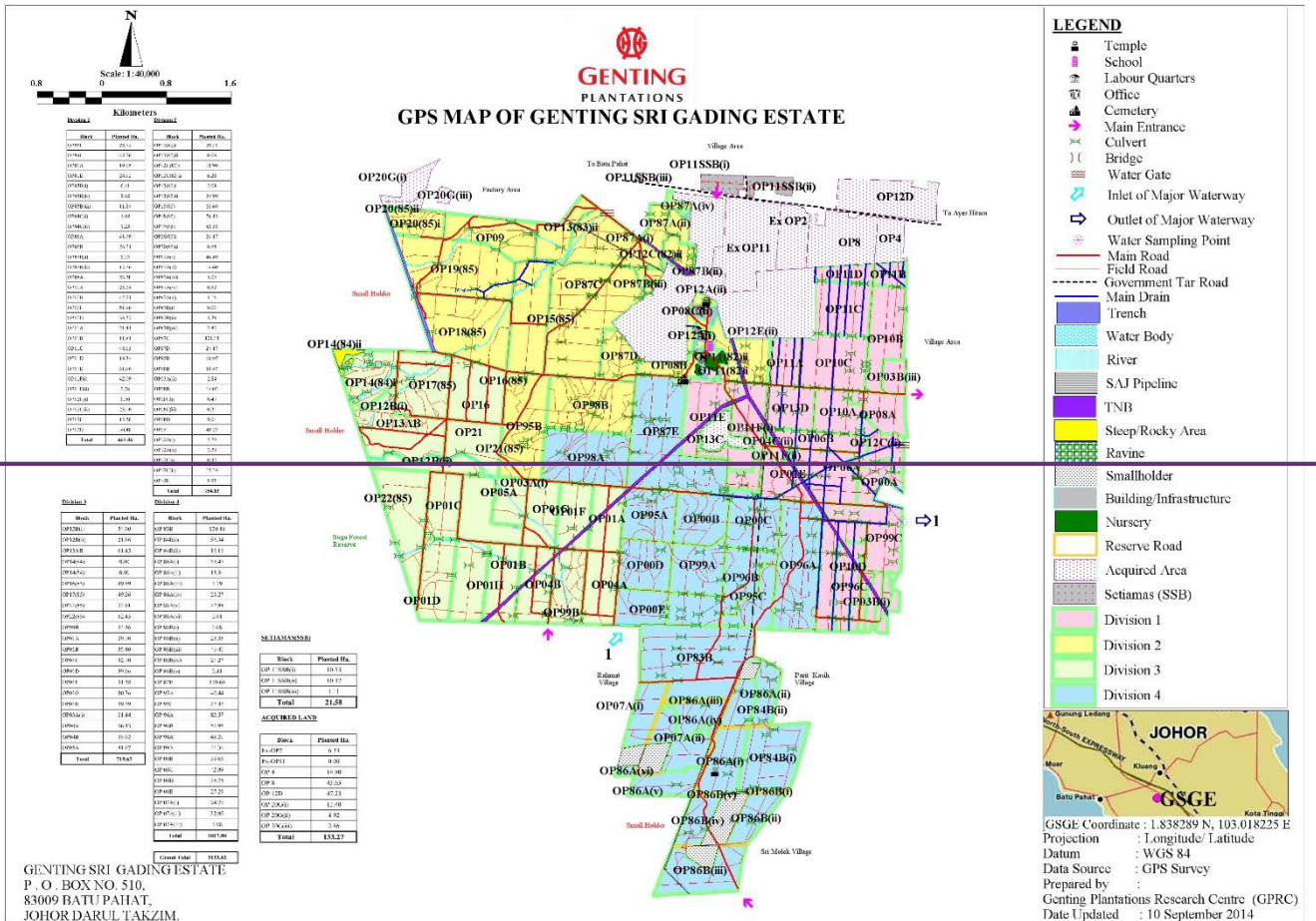


LOCATION MAP
GENTING SUNGEI RAYAT ESTATE
Bangkar and Tanjung Divisions





RSPO Public Summary Report
Revision 4 (November / 2016)



Appendix J: List of Smallholder Sampled

- Not applicable -

Appendix K: GHG Reporting Executive Summary

The GHG emissions that were produced in 2016 for Genting Ayer Item Oil Mill and supply base was calculated using the GHGpalm Calculator version 3.0. The assessment team had verified the data input in the GHGpalm Calculator against operations records. Palm GHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

- i. Estates area planted data
- ii. Fuel consumed
- iii. Mill datas include CPO produced, PKO Produced and FFB Processed
- iv. Fertilizer consumed data for both estates and smallholders.

The summary of the Net GHG emitted in 2016 for Genting Ayer Item Oil Mill mill and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	1.41
PKO	1.41

Extraction	%
OER	20.28
KER	4.98

Production	t/yr
FFB Process	185,359.69
CPO Produced	37,583.32
PKO Produced	9,226.58

Land Use	Ha
OP Planted Area	11,486.52
OP Planted on peat	336.84
Conservation (forested)	0
Conservation (non-forested)	81.28
Total	8,265.78

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	73,880.11	0.41	0	0	0	0	73,880.11	0.41
CO ₂ Emission from fertilizer	7,308.25	0.04	0	0	0	0	7,308.25	0.04
NO ₂ Emmision	9,558.66	0.05	0	0	0	0	9,558.66	0.05
Fuel Consumption	785.88	0	0	0	0	0	785.88	0
Peat Oxidation	18,391.46	0.08	0	0	0	0	18,391.46	0.08
Sink								
Crop Sequestration	-68,567.68	-0.37	0	0	0	0	-68,567.68	-0.37
Conservation Sequestration	0	0	0	0	0	0	0	0
Total	41,356.68	0.21	0	0	0	0	41,356.68	0.21

*Note: Includes both estates and smallholders

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	24,201.86	0.13
Fuel Consumption	437.43	0
Grid Electricity Utilisation	193.97	0
Credit		
Export of Grid Electricity	0	0
Sales of PKS	0	0
Sales of EFB	0	0
Total	24,833.26	0.13

Summary of Kernel Crusher Emission and Credit (if applicable)

Emissions	tCO₂e
PK from own mill	13,046.53
PK from other source	0
Fuel Consumptions	0
Total Crusher emissions	0

*This mill has no kernel crusher operation.

Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	0
Divert to anaerobic diversion (%)	100

POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	100
Divert to methane captured (flaring) (%)	0
Divert to methane captured (energy generation) (%)	0

Appendix K: 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
GAIOM	Genting Ayer Item Oil Mill
GPB	Genting Plantations Berhad
GKBE	Genting Kulai Besar Estate
GSGE	Genting Sri Gading Estate
GSRE	Genting Sungei Rayat Estate
GTE	Genting Tebong Estate
GTME	Genting Tanah Merah Estate
HCV	High Conservation Value
HIRARC	Hazard Identification, Risk Assessment and Risk Control
IPM	Integrated Pest Management
ISCC	International Sustainable Carbon Certification
JTK	Jabatan Tenaga Kerja
KER	Kernel Extraction Rate
MPOA	Malaysian Palm Oil Association
MPOB	Malaysian Palm Oil Board
MPOM	Melewar Palm Oil Mill
MSDS	Material Safety Data Sheet
MSPO	Malaysian Sustainable Palm Oil
MY-NI	Malaysian National Interpretation
NGO	Non Governmental Organisation
OER	Oil Extraction Rate
OSH	Occupational Safety & Health
PK	Palm Kernel
PKO	Palm Kernel Oil
POM	Palm Oil Mill
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RED	Renewable Energy Directive
RSPO	P&C Roundtable on Sustainable Palm Oil Principle & Criteria
SCCS	Supply Chain Certification Standard
SEIA	Social & Environmental Impact Assessment
SHO	Safety and Health Officer
SIA	Social Impact Assessment
SOP	Standard Operating Procedure
TBP	Time Bound Plan
WTP	Water Treatment Plant