

RSPO PRINCIPLE AND CRITERIA
Initial Assessment
Public Summary Report

| |
|----------------------------------------------------------------------------------------------------------------------------------------------|
| Genting Plantations Berhad |
| Head Office: Genting Plantations Berhad 10 th Floor, Wisma Genting Jalan Sultan Ismail 50250 Kuala Lumpur Malaysia |
| Certification Unit: Genting Bukit Sembilan Estate 09300 Kuala Ketil, Kedah, Malaysia |

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Section 1: Scope of the Certification Assessment

| 1. Company Details | | | |
|--------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|--------------------------------------------------------------------------|
| RSPO Membership Number | 1-0086-06-000-00 | Date | Member since: 14 November 2006 |
| Company Name | Genting Plantations (WM) Sdn Bhd | | |
| Address | Head office : 10 th Floor, Wisma Genting, Jalan Sultan Ismail 50250 Kuala Lumpur, Malaysia Certification Unit : Genting Bukit Sembilan Estate 09300 Kuala Ketil, Kedah, Malaysia | | |
| Subsidiary of (if applicable) | Genting Plantations Berhad | | |
| 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 6531 (Head Office) | Facsimile | 03 2333 6575 (Head Office) |

| 2. Certification Information | | | |
|-------------------------------|---------------------------------------------------------------------------|--------------------------------|--------------------|
| Certificate Number | RSPO 673953 | Certificate Issued Date | 18/09/2017 |
| | | Expiry Date | 17/09/2022 |
| Scope of Certification | Production of Fresh Fruit Bunches | | |
| Other Certifications | | | |
| Certificate Number | Standard(s) | Certificate Issued by | Expiry Date |
| EU-ISCC-Cert-DE119-60173936 | ISCC EU | ASG Cert GmbH | 17/05/2018 |
| ISCC-Plus-Cert-60173936 | ISCC PLUS | ASG Cert GmbH | 17/05/2018 |
| MPOB-CoP/ET/0030-1 | Code of Good Agricultural Practice for Oil Palm Estates and Smallholdings | MPOB | 17/12/2017 |

| 3. Location(s) of Supply Bases | | | |
|---------------------------------------------------------------|------------------------------------|-----------------|---------------|
| Name Supply Base | Location [Map Reference #] | GPS | |
| | | Easting | Northing |
| Genting Bukit Sembilan Estate (GBSE – Main Division) | 09300 Kuala Ketil, Kedah, Malaysia | 100° 41' 9.57" | 5° 34'35.04" |
| Genting Bukit Sembilan Estate – Paya Kamunting Division (PKD) | 09300 Kuala Ketil, Kedah, Malaysia | 100° 25' 15.87" | 6° 18' 19.41" |

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| 4. Description of Supply Base | | | | | | | |
|-------------------------------|-------------|---------------|---------------------|----------|--------------------|-----------------|--------------|
| Estate | Mature (ha) | Immature (ha) | Infras & Other (ha) | HCV (ha) | Total Planted (ha) | Total Hectarage | % of Planted |
| Genting Bukit Sembilan Estate | 1,197.78 | 11.19 | 52.62 | 0.14 | 1,208.97 | 1,261.73 | 95.82 |

Note: Infras = infrastructure

| 5. Plantings & Cycle | | | | | | | | | |
|-------------------------------|-------------|------|--------|--------|--------|-------------------------|----------------|------------------------------------------|-----------------------------------------|
| Estate | Age (Years) | | | | | | Tonnage / Year | | |
| | 1-3* | >3-7 | >7-15 | >15-20 | >20-25 | Due for replanting > 25 | - | Actual (Initial) (July 2016 – June 2017) | Forecast (ASA1) (July 2017 – June 2018) |
| Genting Bukit Sembilan Estate | 11.19 | 0 | 329.52 | 300.12 | 568.14 | 0 | - | 25,246.20 | 26,540.00 |

*replanting activities

| 6. Certified Tonnage of FFB (Own Certified Scope) | | | |
|---------------------------------------------------|----------------|------------------------------------------|-----------------------------------------|
| Estate | Tonnage / year | | |
| | - | Actual (Initial) (July 2016 – June 2017) | Forecast (ASA1) (July 2017 – June 2018) |
| Genting Bukit Sembilan Estate | - | 25,246.20 | 26,540.00 |

| 7. Non-Certified Tonnage of FFB (outside supplier – excluded from certificate) | | | |
|--------------------------------------------------------------------------------|----------------|------------------------------------------|-----------------------------------------|
| Independent FFB Supplier | Tonnage / year | | |
| | - | Actual (Initial) (July 2016 – June 2017) | Forecast (ASA1) (July 2017 – June 2018) |
| Not applicable | | | |

| 8. Certified Tonnage | | | | | | | | | |
|----------------------|-----|-----|----|------------------------------------------|-----|----|-----------------------------------------|-----|----|
| Mill | - | | | Actual (Initial) (July 2016 – June 2017) | | | Forecast (ASA1) (July 2017 – June 2018) | | |
| | FFB | CPO | PK | FFB | CPO | PK | FFB | CPO | PK |
| Not applicable* | - | | | 25,246.20 | - | - | 26,540.00 | - | - |

*Not applicable as Genting Bukit Sembilan is standalone estate without mill

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

The on-site initial assessment was conducted on 13 July 2017. The audit programme is included as Appendix D. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas and local communities.

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

Public Stakeholder Notification was made on 5 June 2017, 30 days prior to the recertification assessment. No written feedback received at the end of the 30 days period. Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone and email to arrange meetings at a location convenient to them to discuss Bukit Sembilan Certification Unit's environmental and social performance.

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

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

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The assessment findings for the initial 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 (Supply Base) | Year 1 (Initial Certification) | Year 2 (ASA 1) | Year 3 (ASA 2) | Year 4 (ASA 3) | Year 5 (ASA4) |
| Genting Bukit Sembilan Estate | √ | √ | √ | √ | √ |

[Click here to enter a date.](#)

Tentative Date of Next Visit: July 3, 2018 – July 3, 2018

Total No. of Mandays: 3 mandays

BSI Assessment Team:

Hoo Boon Han – Lead Auditor

He holds Master of Technology (Environmental Management) from the University Malaya and Bachelor of Science Forestry (Hons) Majored in International Tropical Forestry from University Malaysia Sabah. He has more than 3 years working experience in 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 140001, OHSAS 18001, MSPO and RSPO in his previous certification body. He completed the ISO 9001 Lead Auditor Course, ISO 14001 Lead Auditor Course and OHSAS 18001 Lead Auditor Course in 2013, Endorsed RSPO P&C Lead Auditor Course in 2014 and MSPO Awareness Training in 2014. He had been involved in RSPO auditing since May 2013 in more than various companies in Malaysia. During this assessment, he assessed on the aspects of legal, mill best practices, estate best practices, safety and health, environmental and workers and stakeholders consultation.

Hu Ning Shing – Team Member

She holds Bachelor Degree in Science majoring in Applied Chemistry, graduated from University of Malaya on 2011. She has 5 years working experience in rubber and palm oil industry. She also has the experiences as auditor for several standards including ISO 9001, MSPO and RSPO in her previous certification body. She completed the ISO

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9001 Lead Auditor Course on 2016, Endorsed RSPO P&C Lead Auditor Course in 2012 and Endorsed RSPO SCCS Lead Auditor Course in 2015. She had been involved in RSPO auditing since November 2015 in more than various companies in Malaysia. During this assessment, she assessed on the aspects of social. She is fluent in Bahasa Malaysia and English languages.

Accompanying Persons: -

Section 3: Assessment Findings

3.1 Details of audit results

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

- ☒ RSPO P&C MYNI 2014 Checklist – **Appendix A:** Summary report of the Assessment.
- ☒ Genting Plantations Berhad Time Bound Plan – **Appendix B:** Time Bound Plan.

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 131,159* hectares of planted areas 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.

*Note: 131,159 ha is company planted areas, Plasma is 10,027 ha. Total planted areas: 141,186 ha

Genting Plantations Berhad has developed a time-bound plan (Appendix C) 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 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? • 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 ongoing. The company is also expanding the land areas with new acquisitions. | Yes |
| Have there been any changes since the last audit? Are they justified? | The changes are due to new acquisitions and rescheduling by the management. | Yes |
| If there have been changes, what circumstances have occurred? | Delays in certification of some POMs and estates. | Yes |

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| | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|
| Have there been any stakeholder comments? | To-date, no comments received from stakeholders on the TBP. | Yes |
| Have there been any newly acquired subsidiaries? | Yes. PT AAC and PT PALJ in Kalimantan, Indonesia. | Yes |
| Have there been any isolated lapses in implementation of the plan? | No lapses however re-scheduling of the certification dates has been made. | Yes |
| Un-Certified Units or Holdings | | 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 6.4, 7.5 and 7.6. | No. The above NCR land conflict for Tongod (Genting Tanjung Bahagia S/B) was resolved via High Court led mediation in March 2016. | Yes |
| 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 |

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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 Initial Assessment there was 1 (one) Major nonconformity raised. The Genting Bukit Sembilan Estate 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 (if any) will be followed up during the next surveillance assessment.

| Non-Conformity | | |
|-------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| NCR # | Description | Category (Major / Minor) |
| 1502868-201707-M1 | Requirements Indicator 5.1.1 An environmental impact assessment (EIA) shall be documented. | Major |
| | Evidence of Nonconformity The environment aspect and impact register assessment dated 11 July 2017 did not cover the operation of the landfill in the estate. | |
| | Statement of Nonconformity The operation of the landfill in the estate has not been identified in the environmental aspect and impact assessment. | |
| | Corrective Actions Landfill operation was identified as 'main' activity in the EAI as it can have an impact on the environment. The aspects and impacts of the landfill operation were updated accordingly in the Environmental Aspect and Impact (EAI) assessment register (dated 21st July 2017). Operations and activities covered in the EAI will be monitored against operations on the ground to ensure no areas are missed out in the assessment. | |
| | Assessment Conclusion The CAP has been submitted on 24/7/2017. Due to the nature of the major only involving the updates of the Environmental Aspect and Impact (EAI) assessment register, therefore the closure of the major conducted offsite. It has confirmed that the issue has been fully addressed hence the Major NC was closed on 24/7/2017. | |

| Observation | |
|-------------|-------------|
| OBS # | Description |
| | Nil |

| Positive Findings | |
|-------------------|-------------|
| PF # | Description |
| | |

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| | |
|----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. | All operating units has maintained good relationship with the local community and other stakeholders. Positive feedback was given to the audit team during interview. |
| 2. | Boundary Stone Maintenance and Management Programme available: replace missing stone, repainting & numbering and etc. |

Issues raised by Stakeholders

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

Meetings were conducted with stakeholders to seek their views on the performance of the company with respect to the RSP0 requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and later was verified with the management team. These have been incorporated into the assessment findings.

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

| IS # | Description |
|------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | <p>Issues: Assistant Director, M.A.P.A – They did not receive any complaints from N.U.P.W's representatives related to the welfare of the workers. He informed that Genting Bukit Sembilan Estate has complied with all the relevant acts and regulations.</p> <p>Management Responses: The company will continue to comply with all the acts and regulations.</p> <p>Audit Team Findings: No further issue.</p> |
| 2 | <p>Issues: Women's Committee Chairman – No issue of sexual harassment been reported. Meeting was conducted on twice a year to discuss issues concerning women and children in the estate.</p> <p>Management Responses: The management will monitor to ensure no case of sexual harassment happened.</p> <p>Audit Team Findings: Interviewed with other females workers confirmed that no sexual harassment case reported.</p> |
| 3 | <p>Issues: School Teacher of SJKT Ldg Bukit Sembilan – The estate's management has provided assistance whenever they requested such as upkeep the school compound. Good relationship with the management.</p> <p>Management Responses: The management will provide assistance whenever necessary.</p> <p>Audit Team Findings: No further issue.</p> |
| 4 | <p>Issues: Contractor – They have signed on the contract agreement and the payment was made promptly. Good relationship with the management.</p> |

| | |
|---|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <p>Management Responses: The management will ensure the payment was made accordingly to the agreement.</p> <p>Audit Team Findings: No further issue.</p> |
| 5 | <p>Issues: Workers' Representatives – Their salary complied with the Minimum Wage Order 2016. All the PPE was provided by the management without any charges. Free medical facilities was provided to all the workers without any discrimination. They also well aware of the complaints procedure.</p> <p>Management Responses: The management will comply with the Minimum Wage Order 2016 and ensure all the workers are treated equally.</p> <p>Audit Team Findings: No other issues.</p> |
| 6 | <p>Issues: Pejabat Tenaga Kerja, Sg Petani – There is no issue raised by JTK to the Bukit Sembilan Estate including the pay and conditions (Minimum Wage Order 2016). The estate was complying with the legal requirement.</p> <p>Management Responses: The management will continue to comply with the legal requirement.</p> <p>Audit Team Findings: No further issue.</p> |
| 7 | <p>Issues: Department of Environment, Sg Petani – There is no issue raised by DOE to the Bukit Sembilan Estate. The program for scheduled waste competent person still in progress as limited trainer. Inspected the scheduled waste store before and the management have upgrade the store according to the DOE instruction.</p> <p>Management Responses: The management will continue to comply with the legal requirement.</p> <p>Audit Team Findings: No further issue.</p> |

3.3.1 Status of Nonconformities Previously Identified and Observations

| Non-Conformity | | |
|----------------|-----------------------------------|--------------------------|
| NCR # | Description | Category (Major / Minor) |
| N/A | Requirements | |
| | Evidence of Nonconformity | |
| | Statement of Nonconformity | |
| | Corrective Action: | |
| | Assessment Conclusion: | |

| Observation | |
|--------------------|--------------------|
| OBS # | Description |
| N/A | |

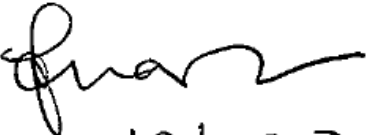
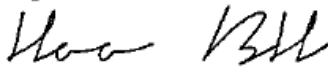
3.3.2 Summary of the Nonconformities and Status

| CAR Ref. | CLASS | ISSUED | STATUS |
|---------------------------|--------------|---------------|--------------------------|
| 1502868-201707-M1 – 5.1.1 | Major | 13 July 2017 | Closed out on 24/07/2017 |

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Assessment Conclusion and Recommendation:

Based on the findings during the initial assessment of Genting Bukit Sembilan Estate Certification Unit complies with the RSPO P&C Malaysian National Interpretation (MY-NI 2014). It is recommended that the certification of Genting Bukit Sembilan Estate Certification Unit is approved.

| Acknowledgement of Assessment Findings | Report Prepared by |
|-----------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|
| Name: Mr Tan Cheng Huat | Name: Mr Hoo Boon Han |
| Company name: Genting Plantations Berhad | Company name: BSI Services Malaysia Sdn Bhd |
| Title: Senior Vice President – Plantation Genting Bukit Sembilan | Title: Lead Auditor |
| Signature:  Date: 21/8/2017 | Signature:  Date: 21 Aug 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 | <p>There shall be evidence that growers and millers provide adequate information on (environmental, social and/or legal) issues relevant to RSPO Criteria to relevant stakeholders for effective participation in decision making.</p> <p>- Minor compliance -</p> | <p>Adequate information covering on environmental, social and legal issues which are relevant to RSPO Criteria and relevant to stakeholders is shared for effective participation and decision making.</p> <p>Requests for information from the Regulatory Department such as DOE and DOSH during compliance visit were attended. Workers normally request for house repairing which are attended promptly. For example, latest visit notes recorded by DOE officer dated 09 May 2017 is made available during onsite visit at estate.</p> <p>Besides, Genting Plantations Berhad also published annual report 2016 which incorporating upstream and downstream information.</p> | Complied |
| 1.1.2 | <p>Records of requests for information and responses shall be maintained.</p> <p>-Major compliance</p> | <p>Records of request and responses are maintained as per in the Sustainable Management Procedure Manual entitled Procedures on Requests and Responses (SMP-GPB-25) dated 14 August 2014. Documents which categorised as confidential such as land titles, HCV, SIA and internal audit report. Relevant flow chart display at the line site as well as the office area.</p> <p>Records are held in a register (Enquiry Register Book) of all requests for information and any information required by stakeholders is made available during onsite audit in all estates and POM. In GBSE, one of the enquiry dated 12 July 2017 regarding transport their cattle out from the plantation.</p> <p>Up to date, no request of information and respond.</p> | Complied |
| Criterion 1.2: | | | |
| Management documents are publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes. | | | |

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|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|
| <p>1.2.1</p> <p>Publicly available documents shall include, but are not necessary limited to:</p> <ul style="list-style-type: none"> • Land titles/user rights (Criterion 2.2); • Occupational health and safety plans (Criterion 4.7); • Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8); • HCV documentation (Criteria 5.2 and 7.3); • Pollution prevention and reduction plans (Criterion 5.6); • Details of complaints and grievances (Criterion 6.3); • Negotiation procedures (Criterion 6.4); • Continual improvement plans (Criterion 8.1); • Public summary of certification assessment report; • Human Rights Policy (Criterion 6.13). <p>- Major compliance –</p> | <p>No restriction noted as to the documents made available to the public except those prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.</p> <p>Genting Plantations Berhad continued to use the annual report for disseminating public information.</p> <p>Policies display at all the office area. Information relating to land titles, SEIA Report, HCV report, Complaint and Grievances procedures, safety and health plans, pollution prevention plans was made available at all operating units including the main notice boards of the estates, mill offices and muster ground notice boards for employees and visitors to view. Enquiry register book available in all office to register the request of documents or relevant information.</p> <p>These documents highlight current Genting Plantations Berhad practices and their continual improvement plans.</p> | <p>Complied</p> |
| <p>Criteria 1.3: Growers and millers commit to ethical conduct in all business operations and transactions.</p> | | |
| <p>1.3.1</p> <p>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.</p> <p>-Minor compliance</p> | <p>Genting Plantations Berhad has established policy on ethical conduct and integrity which covers all operations in the plantation operation. Policy displayed on the notice board and communicated to employees.</p> <p>The policy signed by the President & Chief Operating Officer on 22 June 2015. The relevant training conducted for all employee on 5 July 2017. Interviewed with employees reveal that they are aware of the policy.</p> | <p>Complied</p> |
| <p>Principle 2: Compliance with applicable laws and regulations</p> | | |
| <p>Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.</p> | | |

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|--------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|
| <p>2.1.1</p> <p>Evidence of compliance with relevant legal requirements shall be available. - Major compliance -</p> | <p>GBSE had continued to comply with applicable law and regulation is monitored by the operating units and sustainability team. GBSE had obtained and renewed license and permits as required by the law. List of license and permit sighted onsite:</p> <ul style="list-style-type: none"> a. MPOB License: 508758102000 valid from 01 June 2017 to 31 May 2018; 508592902000 valid from 01 June 2017 to 31 May 2018 b. Storing of controlled item (diesel) valid from 21 March 2017 to 20 March 2018 c. Weighbridge calibration: No-103850459; 26 Oct 2016 to 25 Oct 2017; No- 104550239; 06 Nov 2016 to 05 Dec 2017 d. Air compressor certificate: KD PMT 4993 valid till 18 Jan 2018 and KD PMT 4621 valid till 12 July 2017 e. Fire Arms/ Weapon Permit valid till 26 July 2017 | <p>Complied</p> |
| <p>2.1.2</p> <p>A documented system, which includes written information on legal requirements, shall be maintained. - Minor compliance -</p> | <p>List of applicable legal documented under LRR @ legal requirement register, SMP-GPB-22. The latest revision of register, rev: 4 dated 10 August 16 was made available for verification.</p> <p>The latest Minimum Wage Order 2016 has been incorporated in the register.</p> | <p>Complied</p> |
| <p>2.1.3</p> <p>A mechanism for ensuring compliance shall be implemented. - Minor compliance -</p> | <p>As described in the Procedure on regional, national and international Laws (doc: SMP-GPB-21; revision 1; issue on 14 Aug 2014), mechanism of tracking the changes of laws is contained in the legal requirements register.</p> <p>The person responsible- chief clerk responsible for update the legal requirements register file and disseminate the changes by notice to the respective manage, assistant manager and decisional assistant managers.</p> <p>If the operating unit's current operation does not comply with the new or amended legislation and other requirements, the estate manager shall be briefed to establish and implement new management programmes and/or operation controls.</p> <p>The estate updates the list of relevant laws and regulations that are required to maintain various legal permits.</p> <p>The latest internal audit conducted by the sustainability team dated 29 to 30 June 2017. Internal report and findings sighted onsite.</p> | <p>Complied</p> |

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| 2.1.4 A system for tracking any changes in the law shall be implemented. - Minor compliance - | <p>Genting Plantations Berhad has established a documented procedures on regional, national and international laws (SMP-GPB-21; dated 14th Aug 2014) for tracking any changes in the law. For the changes of laws, the company will refer to as below:</p> <ul style="list-style-type: none"> a. Notification of changes from various source of information b. Monitoring for changes in the Law c. Clarification and review on the changes d. Updating of the Legal register administered internally e. Notification to the operating units and/or the relevant person in charge <p>Currently, the person/team responsible for monitoring the changes and communicating in estate is Chief Clerk as the assistant manager appointed on 26 May 2017.</p> | Complied |
| <p>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.</p> | | |
| 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 - | <p>GBSE consist of total 9 land titles with total land area 1,261.73 ha. The legal use of land was confirmed without any restriction. It is now used for the cultivation of oil palm. Latest quit rent was paid on 21/5/2017.</p> | Complied |
| 2.2.2 Legal boundaries shall be clearly demarcated and visibly maintained. - Minor compliance - | <p>In GBSE, visit to OP95B noted that boundary is visibly maintained and verified during the visit. Legal boundaries are clearly demarcated and visibly maintained throughout the estate.</p> | 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 - | <p>There is no land dispute in the GBSE at the time of audit.</p> <p>However, there have two overplanted areas boundary with Maktab Rendah Sains Mara (MRSM) (Field No. OP 2001A, Lot 2452, Total area: 0.512ha) and smallholder with partly of "no-man's land" (Field No. OP 2000, Lot 1633, Total area: 1.165ha). GBSE was in the midst of getting quotation to carry out re-survey of the boundaries. Seen the recommended resolution processes of the overplanted issues dated 18/5/2017. In the meantime, all the activities at the overplanted area were stop until the survey done.</p> <p>Besides, there was an overplanted issue raised and solved on 14/3/2013 by surrendered 0.348 ha of land with existing oil palms to the legal owner.</p> | 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 | <p>There is no land dispute in the GBSE at the time of audit. Please refer to criteria 2.2.3.</p> | Complied |

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| 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 | 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 | 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 - | Complied |
| 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 - | Complied |

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| 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 | Details refer to criteria 2.2.3. | 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 | Details refer to criteria 2.2.3. | 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 - | Business management plan was established. The Budget for 2017 had been verified by the assessor. | Complied | | | | | | | | | | | | |
| 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 - | Replanting programme for GBSE was established. Sighted the records as below: <table border="1" data-bbox="660 1115 1082 1301"> <thead> <tr> <th>Year</th> <th>Hactarage (Ha)</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>117.58</td> </tr> <tr> <td>2019</td> <td>224.09</td> </tr> <tr> <td>2020</td> <td>133.59</td> </tr> <tr> <td>2021</td> <td>83.21</td> </tr> <tr> <td>2022</td> <td>10.02</td> </tr> </tbody> </table> | Year | Hactarage (Ha) | 2018 | 117.58 | 2019 | 224.09 | 2020 | 133.59 | 2021 | 83.21 | 2022 | 10.02 | Complied |
| Year | Hactarage (Ha) | | | | | | | | | | | | | | |
| 2018 | 117.58 | | | | | | | | | | | | | | |
| 2019 | 224.09 | | | | | | | | | | | | | | |
| 2020 | 133.59 | | | | | | | | | | | | | | |
| 2021 | 83.21 | | | | | | | | | | | | | | |
| 2022 | 10.02 | | | | | | | | | | | | | | |
| Principle 4: Use of appropriate best practices by growers and millers | | | | | | | | | | | | | | | |
| Criterion 4.1: Operating procedures are appropriately documented, consistently implemented and monitored. | | | | | | | | | | | | | | | |

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| 4.1.1 Standard Operating Procedures (SOPs) for estates and mills are documented - Major compliance - | <p>At Genting Bukit Sembilan 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> <p>The procedure for mechanization was established and available at estate office. Sighted the procedure, namely Group Plantation Advisory dated 16/4/2013:</p> <ol style="list-style-type: none"> 1. Structured Cluster Harvesting : MECH-01 2. Mechanically Assisted Collection (MAC): MECH-02 3. Buffalo Assisted Collection (BAC):MECH-03A 4. Buffalo Training: MECH-03B 5. Buffalo Selection and Haulage: MECH-03C | Complied |
| 4.1.2 A mechanism to check consistent implementation of procedures shall be in place. - Minor compliance - | <p>The mechanism to check consistent implementation for all the activities carried out in the estate/mill was through:</p> <p><u>GBSE</u></p> <ol style="list-style-type: none"> 1. Workplace inspection was last conducted on December 16 by OSH team committee members who cover harvesting, water treatment plant, immature, (P&D gang). The workplace inspection for the EFB application, contractor management and driver was carried out on September 16. 2. The internal audit was conducted by Sustainability Department on 21/10/2016 to cover all the indicators of RSPO. | Complied |
| 4.1.3 Records of monitoring and any actions taken shall be maintained and available, as appropriate. - Minor compliance - | <p>All the record and action taken by the management was maintained and available during this assessment for review</p> | Complied |
| 4.1.4 The mill shall record the origins of all third-party sourced Fresh Fruit Bunches (FFB). - Major compliance - | <p>Not applicable. GBSE is a standalone estate without mill.</p> | Complied |
| <p>Criterion 4.2: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p> | | |

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| <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.</p> <p>- Minor compliance -</p> | <p>GBSE 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> <ul style="list-style-type: none"> a) Introduction b) Nursery manuring c) Field Manuring d) Application of Fertiliser e) Fertiliser delivery and Stock Reports for estates f) Fertiliser sampling for analysis g) Manuring Schedule h) Method of application for younger and mature palms | <p>Complied</p> |
| <p>4.2.2</p> <p>Records of fertiliser inputs shall be maintained.</p> <p>- 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>GBSE</u> 2017 Fertiliser Programme by Genting Plantations Research Centre dated 18/11/2016 was sighted. The recommended fertilizer and total tonnage as follow:</p> <ul style="list-style-type: none"> 1. AS : 85.85 mt 2. AC : 249.95 mt 3. MOP : 162.50 mt 4. BRP : 46.50 mt 5. ERP : 108.70 mt 6. B : 1.575 mt 7. GML : 3.20 mt <p>The latest application was carried out on 7/7/2017 for MOP (1.25kg/palm).</p> | <p>Complied</p> |
| <p>4.2.3</p> <p>There shall be evidence of periodic tissue and soil sampling to monitor changes in nutrient status.</p> <p>- Minor compliance -</p> | <p>The agronomist from GPRC will visit the estate and conduct the sampling on annual basis. They will provide a fertiliser recommendation based on the foliar and soil sampling analysis. Foliar analysis was conducted on March 2016 and the samples were sent to GPRC Laboratory for tested. The foliar analysis report (PR54-55/2016) dated 14/4/2016 was sighted.</p> <p>Soil analysis was conducted on July 2014 by GPRC Laboratory. The soil analysis report dated 30/8/2014 was sighted.</p> | <p>Complied</p> |

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| <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, OPM 7: Manuring of Oil Palm, the nutrient strategy includes the use of Empty Fruit Bunches (EFB) distributed in the field to improve the soil structure as well as to improve the organic matter.</p> <p>In Section 3.1.1 EFB Mulching , it documents the application on immature palm :</p> <p>a) Rate and frequency of application b) Method of application c) Cost of large scale application d) Manuring for EFB Mulched Immature Palm</p> <p>In Section 3.2.1 EFB Mulching , it documents the application on mature palm :</p> <p>a) Method of application b) Manuring of EFB Mulched Palms</p> <p>For GBSE, EFB mulching was not recommended by GPRC, however the EFB was received for supplementary purpose.</p> <p>Records of distribution / received are recorded in the EFB programme 2017.</p> <p>The last EFB was received as below:</p> <table border="1" data-bbox="660 1088 1299 1182"> <thead> <tr> <th>Date</th> <th>Estate</th> <th>Tonnage</th> </tr> </thead> <tbody> <tr> <td>Mar 17</td> <td>GBSE</td> <td>425.04 mt</td> </tr> </tbody> </table> | Date | Estate | Tonnage | Mar 17 | GBSE | 425.04 mt | <p>Complied</p> | | | | | | | | |
| Date | Estate | Tonnage | | | | | | | | | | | | | | |
| Mar 17 | GBSE | 425.04 mt | | | | | | | | | | | | | | |
| <p>Criterion 4.3: Practices minimise and control erosion and degradation of soils.</p> | | | | | | | | | | | | | | | | |
| <p>4.3.1</p> <p>Maps of any fragile soils shall be available. - Major compliance -</p> | <p>Soil series map available for both estates visited. Sighted the type of soil available at GBSE:</p> <table border="1" data-bbox="660 1348 1299 1563"> <thead> <tr> <th>No.</th> <th>Type of Soil</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Telemong</td> </tr> <tr> <td>2</td> <td>Munchong</td> </tr> <tr> <td>3</td> <td>Malacca</td> </tr> <tr> <td>4</td> <td>Gajah Mati</td> </tr> <tr> <td>5</td> <td>Kuah</td> </tr> <tr> <td>6</td> <td>Melaka-Tavy-Gajah Mati</td> </tr> </tbody> </table> <p>Based on the soil map, there is no other fragile and problem soils found in GBSE and its divisions.</p> | No. | Type of Soil | 1 | Telemong | 2 | Munchong | 3 | Malacca | 4 | Gajah Mati | 5 | Kuah | 6 | Melaka-Tavy-Gajah Mati | <p>Complied</p> |
| No. | Type of Soil | | | | | | | | | | | | | | | |
| 1 | Telemong | | | | | | | | | | | | | | | |
| 2 | Munchong | | | | | | | | | | | | | | | |
| 3 | Malacca | | | | | | | | | | | | | | | |
| 4 | Gajah Mati | | | | | | | | | | | | | | | |
| 5 | Kuah | | | | | | | | | | | | | | | |
| 6 | Melaka-Tavy-Gajah Mati | | | | | | | | | | | | | | | |

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| 4.3.2 A management strategy shall be in place for plantings on slopes above a certain limit (this needs to be soil and climate specific). - Minor compliance - | 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 & Satellite Images where the following are identified for reference : a) Soil Map b) Slope class map c) Blocking map d) Riparian buffer zone map Soil maps and slope maps were sighted at GBSE. Slope classes for GBSE are: <table border="1" data-bbox="660 853 1297 1126"> <thead> <tr> <th>Estate</th> <th>Slope (degree)</th> <th>%</th> </tr> </thead> <tbody> <tr> <td rowspan="4">GBSE (Main Div)</td> <td>0-6</td> <td>81.05%</td> </tr> <tr> <td>6-10</td> <td>10.31%</td> </tr> <tr> <td>10-15</td> <td>7.57%</td> </tr> <tr> <td>15-20</td> <td>1.07%</td> </tr> <tr> <td rowspan="4">GBSE (Paya Kemunting Div)</td> <td>0-6</td> <td>95.56%</td> </tr> <tr> <td>6-10</td> <td>4.44%</td> </tr> <tr> <td>10-15</td> <td>0.00%</td> </tr> <tr> <td>15-20</td> <td>0.00%</td> </tr> </tbody> </table> | Estate | Slope (degree) | % | GBSE (Main Div) | 0-6 | 81.05% | 6-10 | 10.31% | 10-15 | 7.57% | 15-20 | 1.07% | GBSE (Paya Kemunting Div) | 0-6 | 95.56% | 6-10 | 4.44% | 10-15 | 0.00% | 15-20 | 0.00% | Complied |
| Estate | Slope (degree) | % | | | | | | | | | | | | | | | | | | | | | |
| GBSE (Main Div) | 0-6 | 81.05% | | | | | | | | | | | | | | | | | | | | | |
| | 6-10 | 10.31% | | | | | | | | | | | | | | | | | | | | | |
| | 10-15 | 7.57% | | | | | | | | | | | | | | | | | | | | | |
| | 15-20 | 1.07% | | | | | | | | | | | | | | | | | | | | | |
| GBSE (Paya Kemunting Div) | 0-6 | 95.56% | | | | | | | | | | | | | | | | | | | | | |
| | 6-10 | 4.44% | | | | | | | | | | | | | | | | | | | | | |
| | 10-15 | 0.00% | | | | | | | | | | | | | | | | | | | | | |
| | 15-20 | 0.00% | | | | | | | | | | | | | | | | | | | | | |
| 4.3.3 A road maintenance programme shall be in place. - Minor compliance - | The road maintenance programme was established to cover the road patching and road grading activities. The monthly road maintenance programme was sighted. | Complied | | | | | | | | | | | | | | | | | | | | | |
| 4.3.4 Subsidence of peat soils shall be minimised and monitored. A documented water and ground cover management programme shall be in place. - Minor compliance - | Based on the soil map, there is no peat found in GBSE and its divisions. | 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, there is no peat found in GBSE and its divisions. | 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 - | Based on the soil map, there is no other fragile and problem soils found in GBSE and its divisions. | Complied | | | | | | | | | | | | | | | | | | | | | |
| Criterion 4.4: Practices maintain the quality and availability of surface and ground water. | | | | | | | | | | | | | | | | | | | | | | | |

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| <p>4.4.1</p> <p>An implemented water management plan shall be in place. - Minor compliance -</p> | <p>Water management plan was established for GBSE, dated 21/6/2017. The plan was implemented and monitored on monthly basis by Estate Assistant Manager.</p> <p>Water Sampling analysis (inlet and outlet) was conducted on 29/03/2017 which was analysed by Union Laboratories Sdn Bhd. The result shown all the parameters were within the limits (based on WQI-DOE).</p> <p>Water consumption monitoring was done on monthly basis for both division at GBSE.</p> <table border="1" data-bbox="660 707 930 920"> <thead> <tr> <th>Mth</th> <th>Total (m³)</th> </tr> </thead> <tbody> <tr> <td>Jan</td> <td>3,383</td> </tr> <tr> <td>Feb</td> <td>3,821</td> </tr> <tr> <td>Mar</td> <td>3,638</td> </tr> <tr> <td>Apr</td> <td>4,951</td> </tr> <tr> <td>May</td> <td>3,737</td> </tr> <tr> <td>Jun</td> <td>6,543</td> </tr> </tbody> </table> <p>Rainfall Measurement record for 2017:</p> <table border="1" data-bbox="660 981 1043 1220"> <thead> <tr> <th>Year</th> <th colspan="2">2017</th> </tr> <tr> <th>Mth</th> <th>MM</th> <th>Day</th> </tr> </thead> <tbody> <tr> <td>Jan</td> <td>111</td> <td>11</td> </tr> <tr> <td>Feb</td> <td>139</td> <td>7</td> </tr> <tr> <td>Mar</td> <td>278</td> <td>12</td> </tr> <tr> <td>Apr</td> <td>376</td> <td>19</td> </tr> <tr> <td>May</td> <td>71</td> <td>6</td> </tr> <tr> <td>Jun</td> <td>160</td> <td>7</td> </tr> </tbody> </table> | Mth | Total (m ³) | Jan | 3,383 | Feb | 3,821 | Mar | 3,638 | Apr | 4,951 | May | 3,737 | Jun | 6,543 | Year | 2017 | | Mth | MM | Day | Jan | 111 | 11 | Feb | 139 | 7 | Mar | 278 | 12 | Apr | 376 | 19 | May | 71 | 6 | Jun | 160 | 7 | <p>Complied</p> |
| Mth | Total (m ³) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Jan | 3,383 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Feb | 3,821 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Mar | 3,638 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Apr | 4,951 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| May | 3,737 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Jun | 6,543 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Year | 2017 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Mth | MM | Day | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Jan | 111 | 11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Feb | 139 | 7 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Mar | 278 | 12 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Apr | 376 | 19 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| May | 71 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Jun | 160 | 7 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>4.4.2</p> <p>Protection of water courses and wetlands, including maintaining and restoring appropriate riparian and other buffer zones (refer to national best practice and national guidelines) shall be demonstrated. - Major compliance -</p> | <p>Water Sampling analysis (inlet and outlet) was conducted on 29/03/2017 which was analysed by Union Laboratories Sdn Bhd. The result shown all the parameters were within the limits (based on WQI-DOE).</p> | <p>Complied</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>4.4.3</p> <p>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>Not applicable. GBSE is a standalone estate without any mill.</p> | <p>Not applicable</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>4.4.4</p> <p>Mill water use per tonne of Fresh Fruit Bunches (FFB) (see Criterion 5.6) shall be monitored. - Minor compliance -</p> | <p>Not applicable</p> | <p>Not applicable</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>Criterion 4.5: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management techniques.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| <p>4.5.1</p> <p>Implementation of Integrated Pest Management (IPM) plans shall be monitored. - Major compliance -</p> | <p>Documented IPM is found in the Oil Palm Manual under 'Pest and disease (revision June 2013) OPM 5. It identified the pest such as :</p> <p>a) bagworms b) nettle caterpillars c) Grasshopper d) Rhinoceros beetles e) Bunch moth f) Vertebrates such as rats g) Pest & Diseases in nursery h) Ganoderma</p> <p>The estates also monitors the following for IPM: a) Rat damage census b) Beneficial plant planting c) weed management</p> <p>Sighted File 58, Integrated Pest Management:</p> <table border="1" data-bbox="659 909 1297 981"> <thead> <tr> <th></th> <th>Chain covered</th> <th>Estate</th> </tr> </thead> <tbody> <tr> <td>Beneficial Plant</td> <td>4000 m</td> <td>GBSE</td> </tr> </tbody> </table> <p>The occupancy rate for Barn owl box on Oct 2016.</p> <table border="1" data-bbox="659 1039 1297 1111"> <thead> <tr> <th></th> <th>Occupancy rate</th> <th>Estate</th> </tr> </thead> <tbody> <tr> <td>Barn owl</td> <td>65 %</td> <td>GBSE</td> </tr> </tbody> </table> <p>Grass cutting/rotor slashers (3 units) were used covering all 1,200 Ha.</p> | | Chain covered | Estate | Beneficial Plant | 4000 m | GBSE | | Occupancy rate | Estate | Barn owl | 65 % | GBSE | <p>Complied</p> |
| | Chain covered | Estate | | | | | | | | | | | | |
| Beneficial Plant | 4000 m | GBSE | | | | | | | | | | | | |
| | Occupancy rate | Estate | | | | | | | | | | | | |
| Barn owl | 65 % | GBSE | | | | | | | | | | | | |
| <p>4.5.2</p> <p>Training of those involved in IPM implementation shall be demonstrated. - Minor compliance -</p> | <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" data-bbox="659 1328 1297 1417"> <thead> <tr> <th>Date</th> <th>Training Topic</th> <th>Trainer</th> <th>Estate</th> </tr> </thead> <tbody> <tr> <td>26/7/2016</td> <td>IPM training</td> <td>GPRC</td> <td>GBSE</td> </tr> </tbody> </table> | Date | Training Topic | Trainer | Estate | 26/7/2016 | IPM training | GPRC | GBSE | <p>Complied</p> | | | | |
| Date | Training Topic | Trainer | Estate | | | | | | | | | | | |
| 26/7/2016 | IPM training | GPRC | GBSE | | | | | | | | | | | |
| <p>Criterion 4.6: Pesticides are used in ways that do not endanger health or the environment</p> | | | | | | | | | | | | | | |
| <p>4.6.1</p> <p>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> | <p>The SOP and the Justification of Pesticide used is sighted in the OPM 6: Weed Management. The procedure described the type of weed, herbicide, rate of chemical and spray volume/ha that need to be used.</p> | <p>Complied</p> | | | | | | | | | | | | |

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|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|----------------|------|----------------|-------|------|------|------|--------|-------|-------|-------|----------|
| 4.6.2 Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) shall be provided. - Major compliance - | The records of pesticides used were available at GBSE. Sighted record which was update on 24/5/17. <table border="1" data-bbox="660 465 1273 613"> <thead> <tr> <th>Pesticide usage</th> <th>2015</th> <th>2016</th> <th>2017 (Jan-Apr)</th> </tr> </thead> <tbody> <tr> <td>Kg/Ha</td> <td>1.94</td> <td>3.41</td> <td>1.30</td> </tr> <tr> <td>a.i/Ha</td> <td>0.695</td> <td>1.061</td> <td>0.487</td> </tr> </tbody> </table> The usage of chemical for 2016 was high because of the frequency of spraying activity for immature area. | Pesticide usage | 2015 | 2016 | 2017 (Jan-Apr) | Kg/Ha | 1.94 | 3.41 | 1.30 | a.i/Ha | 0.695 | 1.061 | 0.487 | Complied |
| Pesticide usage | 2015 | 2016 | 2017 (Jan-Apr) | | | | | | | | | | | |
| Kg/Ha | 1.94 | 3.41 | 1.30 | | | | | | | | | | | |
| a.i/Ha | 0.695 | 1.061 | 0.487 | | | | | | | | | | | |
| 4.6.3 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 - | Use of pesticide is minimized and part of the IPM programme. To reduce chemical use the following is implemented in GBSE: a) Planting of beneficial plant b) Barn Owls Documented IPM is found in the Oil Palm Manual under 'Pest and disease' (revision June 2013) OPM 5. It identified the pest such as : a) bagworms b) nettle caterpillars c) Grasshopper d) Rhinoceros beetles e) Bunch moth f) Vertebrates such as rats g) Pest & Diseases in nursery h) Ganoderma | Complied | | | | | | | | | | | | |
| 4.6.4 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 - | There was no stock of Class 1 chemical at the chemical store. This was verified during site visit at chemical store. | Complied | | | | | | | | | | | | |
| 4.6.5 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 - | The training for pesticides operators was conducted on 22/3/2017 by the management of GBSE. Sighted the training attendance list, the sprayer at GBSE main Division was involved on this training. | Complied | | | | | | | | | | | | |

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| 4.6.6 | Storage of all pesticides shall be according to recognised best practices. All pesticide containers shall be properly disposed of and not used for other purposes (see Criterion 5.3). - Major compliance - | The operating units comply with Regulation 9 of the Pesticides Act 1974 requiring balance of remaining solution to be kept under lock and key. During visit it was noted that all the remaining pesticides are kept in the store and securely locked and comply with regulation. | | | | | | | | | | | | | | | | | | | | |
| 4.6.7 | Application of pesticides shall be by proven methods that minimise risk and impacts. - Minor compliance - | The quantity of agrochemicals required for various field conditions are documented and justified in the OPM 6: Weed Management. | | | | | | | | | | | | | | | | | | | | |
| 4.6.8 | Pesticides shall be applied aerially only where there is documented justification. Communities shall be informed of impending aerial pesticide applications with all relevant information within reasonable time prior to application. - Major compliance - | No aerial spraying was carried out at GBSE. | | | | | | | | | | | | | | | | | | | | |
| 4.6.9 | Maintenance of employee and associated smallholder knowledge and skills on pesticide handling shall be demonstrated, including provision of appropriate information materials (see Criterion 4.8). - Minor compliance - | Not applicable. | | | | | | | | | | | | | | | | | | | | |
| 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 - | The empty chemical containers (20Ltrs) were used as premix container for the spraying activity. | | | | | | | | | | | | | | | | | | | | |
| 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. Latest was conducted on 16&17/11/16 by Klinik Dr. Abd Aziz dan Rakan-rakan - HQ/08/DOC/00/197.</p> <table border="1" data-bbox="660 1507 1294 1720"> <thead> <tr> <th>ID No</th> <th>Date of Medical check up</th> <th>Result</th> <th>Estate</th> </tr> </thead> <tbody> <tr> <td>02337</td> <td>16&17/11/16</td> <td>Fit To Work</td> <td>GBSE</td> </tr> <tr> <td>02421</td> <td>16&17/11/16</td> <td>Fit To Work</td> <td>GBSE</td> </tr> <tr> <td>02436</td> <td>16&17/11/16</td> <td>Fit To Work</td> <td>GBSE</td> </tr> <tr> <td>02381</td> <td>16&17/11/16</td> <td>Fit To Work</td> <td>GBSE</td> </tr> </tbody> </table> | ID No | Date of Medical check up | Result | Estate | 02337 | 16&17/11/16 | Fit To Work | GBSE | 02421 | 16&17/11/16 | Fit To Work | GBSE | 02436 | 16&17/11/16 | Fit To Work | GBSE | 02381 | 16&17/11/16 | Fit To Work | GBSE |
| ID No | Date of Medical check up | Result | Estate | | | | | | | | | | | | | | | | | | | |
| 02337 | 16&17/11/16 | Fit To Work | GBSE | | | | | | | | | | | | | | | | | | | |
| 02421 | 16&17/11/16 | Fit To Work | GBSE | | | | | | | | | | | | | | | | | | | |
| 02436 | 16&17/11/16 | Fit To Work | GBSE | | | | | | | | | | | | | | | | | | | |
| 02381 | 16&17/11/16 | Fit To Work | GBSE | | | | | | | | | | | | | | | | | | | |
| 4.6.12 | No work with pesticides shall be undertaken by pregnant or breast-feeding women. - Major compliance - | <p>There were female sprayers that were pregnant at GBSE (main Div). Sighted monthly examination record by HA:</p> <table border="1" data-bbox="660 1798 1273 1951"> <thead> <tr> <th>ID No</th> <th>Month</th> <th>Result</th> </tr> </thead> <tbody> <tr> <td>02337</td> <td rowspan="4">June 2017</td> <td>Not pregnant</td> </tr> <tr> <td>02421</td> <td>Not pregnant</td> </tr> <tr> <td>02436</td> <td>Not pregnant</td> </tr> <tr> <td>02381</td> <td>Not pregnant</td> </tr> </tbody> </table> | ID No | Month | Result | 02337 | June 2017 | Not pregnant | 02421 | Not pregnant | 02436 | Not pregnant | 02381 | Not pregnant | | | | | | | | |
| ID No | Month | Result | | | | | | | | | | | | | | | | | | | | |
| 02337 | June 2017 | Not pregnant | | | | | | | | | | | | | | | | | | | | |
| 02421 | | Not pregnant | | | | | | | | | | | | | | | | | | | | |
| 02436 | | Not pregnant | | | | | | | | | | | | | | | | | | | | |
| 02381 | | Not pregnant | | | | | | | | | | | | | | | | | | | | |

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| <p>Criterion 4.7: An occupational health and safety plan is documented, effectively communicated and implemented. The health and safety plan shall cover the following:</p> | | | | | | | | | | | | | | | | | | | | | | |
| <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 10/6/2017 (GSPE) has been established. The OHS plan comprises of OSH objectives, OSH policy, training, accident & incident statistic, OSH meetings, HIRARC, emergency response plan (ERP), First aid kit, audit inspection and etc.</p> <p>Chemical Health Risk Assessment (CHRA) CHRA was conducted on 16/11/12 (GBSE) by QMSPRO Training & Consultancy (JKKP HIE 127/171-2(154). The action plan for 2017 was established through the recommendation from the assessor.</p> <p>Medical Surveillance Annual medical surveillance for sprayers and pesticide operators were demonstrated. Latest was conducted on 16&17/11/16 by Klinik Dr. Abd Aziz dan Rakan-rakan - HQ/08/DOC/00/197.</p> <table border="1" data-bbox="659 1115 1294 1323"> <thead> <tr> <th>ID No</th> <th>Date of Medical check up</th> <th>Result</th> <th>Estate</th> </tr> </thead> <tbody> <tr> <td>02337</td> <td>16&17/11/16</td> <td>Fit To Work</td> <td>GBSE</td> </tr> <tr> <td>02421</td> <td>16&17/11/16</td> <td>Fit To Work</td> <td>GBSE</td> </tr> <tr> <td>02436</td> <td>16&17/11/16</td> <td>Fit To Work</td> <td>GBSE</td> </tr> <tr> <td>02381</td> <td>16&17/11/16</td> <td>Fit To Work</td> <td>GBSE</td> </tr> </tbody> </table> | ID No | Date of Medical check up | Result | Estate | 02337 | 16&17/11/16 | Fit To Work | GBSE | 02421 | 16&17/11/16 | Fit To Work | GBSE | 02436 | 16&17/11/16 | Fit To Work | GBSE | 02381 | 16&17/11/16 | Fit To Work | GBSE | <p>Complied</p> |
| ID No | Date of Medical check up | Result | Estate | | | | | | | | | | | | | | | | | | | |
| 02337 | 16&17/11/16 | Fit To Work | GBSE | | | | | | | | | | | | | | | | | | | |
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| 02381 | 16&17/11/16 | Fit To Work | GBSE | | | | | | | | | | | | | | | | | | | |
| <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 GBSE were established. This was prepared by Assistant Manager, and approved by Estate Manager. Latest review was done on 1/6/17 after the accident happened. Eg: Grass cutting, , grinder, harvesting, mini tractor for harvesting (tractor grabber), handling JCB, housing repair, FFB transport, Mechanical assist spraying, Manuring (manual), spraying, mistblower, nursery, road maintenance, pruning, RAMP, rat baiting, thinning, mixing chemical, manuring using vicon, water treatment plant, workshop, working at height, replanting, mono sprayer and etc.</p> | <p>Complied</p> | | | | | | | | | | | | | | | | | | | | |

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| <p>4.7.3</p> <p>All workers involved in the operation shall be adequately trained in safe working practices (see Criterion 4.8). Adequate and appropriate protective equipment shall be available to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, and land preparation, harvesting and, if it is used, burning.</p> <p>- Minor compliance -</p> | <p>Training Scheduled for 2017 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="660 651 1292 954"> <thead> <tr> <th>Date</th> <th>Training Topic</th> <th>Trainer</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>18/3/17</td> <td>CHRA</td> <td>CHRA assessor</td> <td rowspan="7">GBSE</td> </tr> <tr> <td>22/3/17</td> <td>Spraying/ Manuring</td> <td>AM</td> </tr> <tr> <td>17/5/17</td> <td>Harvesting</td> <td>AM</td> </tr> <tr> <td>23/5/17</td> <td>HIRARC</td> <td>OSH officer</td> </tr> <tr> <td>1/6/17</td> <td>Harvesting</td> <td>AM</td> </tr> <tr> <td>10/7/17</td> <td>First aid</td> <td>HA</td> </tr> <tr> <td>10/7/17</td> <td>Eye Wash</td> <td>HA</td> </tr> </tbody> </table> | Date | Training Topic | Trainer | Remarks | 18/3/17 | CHRA | CHRA assessor | GBSE | 22/3/17 | Spraying/ Manuring | AM | 17/5/17 | Harvesting | AM | 23/5/17 | HIRARC | OSH officer | 1/6/17 | Harvesting | AM | 10/7/17 | First aid | HA | 10/7/17 | Eye Wash | HA | <p>Complied</p> |
| Date | Training Topic | Trainer | Remarks | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18/3/17 | CHRA | CHRA assessor | GBSE | | | | | | | | | | | | | | | | | | | | | | | | | |
| 22/3/17 | Spraying/ Manuring | AM | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 17/5/17 | Harvesting | AM | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 23/5/17 | HIRARC | OSH officer | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1/6/17 | Harvesting | AM | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10/7/17 | First aid | HA | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10/7/17 | Eye Wash | HA | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <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.</p> <p>- 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>Genting Bukit Sembilan Estate SHC organization chart for 2017 i) Chairman – Estate Manager ii) Secretary – AM (#2: 2/6/17, #1:16/3/17)</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.</p> <p>- Minor compliance -</p> | <p>Accident and emergency procedures have been communicated to employees, contractors and visitors. Fire evacuation drill was last conducted on 8/7/16 (GBSE) to test the state of readiness during emergency situation. Workers trained in First Aider were present in the field operations. First aid box provided at harvesting area and spraying area, the first aid box was inspected by HA on last on June 2017.</p> <p><u>GBSE</u> There is no accident with >4 days MC. JKPP 8 for 2016 was sent to DOSH on 10/1/2017.</p> | <p>Complied</p> | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| 4.7.6 | All workers shall be provided with medical care, and covered by accident insurance. - Minor compliance - | 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. <table border="1"> <thead> <tr> <th>Insurance</th> <th>Period</th> <th>Remark</th> </tr> </thead> <tbody> <tr> <td>Lonpac Insurance Bhd (W/16/WF00/19 2291/KUL)</td> <td>9/3/17 – 8/3/18</td> <td>GBSE</td> </tr> <tr> <td>SOCSO</td> <td>June 17, May 17, April 17</td> <td></td> </tr> </tbody> </table> | Insurance | Period | Remark | Lonpac Insurance Bhd (W/16/WF00/19 2291/KUL) | 9/3/17 – 8/3/18 | GBSE | SOCSO | June 17, May 17, April 17 | | Complied | | | | | | | | | | | | | | | | | | | | | | | |
| Insurance | Period | Remark | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Lonpac Insurance Bhd (W/16/WF00/19 2291/KUL) | 9/3/17 – 8/3/18 | GBSE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SOCSO | June 17, May 17, April 17 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4.7.7 | Occupational injuries shall be recorded using Lost Time Accident (LTA) metrics - Minor compliance - | 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: <table border="1"> <thead> <tr> <th>Year</th> <th>GBSE</th> </tr> </thead> <tbody> <tr> <td>2016</td> <td>34</td> </tr> <tr> <td>2017 (todate Mar 17)</td> <td>2</td> </tr> </tbody> </table> *LTA is equivalent to lost man days | Year | GBSE | 2016 | 34 | 2017 (todate Mar 17) | 2 | Complied | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Year | GBSE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2016 | 34 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2017 (todate Mar 17) | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 Programme for 2017 was established. Sighted the training that had conducted: <table border="1"> <thead> <tr> <th>Date</th> <th>Training Topic</th> <th>Trainer</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>18/3/17</td> <td>CHRA</td> <td>CHRA assessor</td> <td rowspan="9">GBSE</td> </tr> <tr> <td>22/3/17</td> <td>Spraying/ Manuring</td> <td>AM</td> </tr> <tr> <td>6/4/17</td> <td>Buffer Zone</td> <td>AM</td> </tr> <tr> <td>17/5/17</td> <td>Harvesting</td> <td>AM</td> </tr> <tr> <td>23/5/17</td> <td>HIRARC</td> <td>OSH officer</td> </tr> <tr> <td>1/6/17</td> <td>Harvesting</td> <td>AM</td> </tr> <tr> <td>5/7/16</td> <td>RSPO</td> <td>AM</td> </tr> <tr> <td>10/7/17</td> <td>First aid</td> <td>HA</td> </tr> <tr> <td>10/7/17</td> <td>Eye Wash</td> <td>HA</td> </tr> </tbody> </table> | Date | Training Topic | Trainer | Remarks | 18/3/17 | CHRA | CHRA assessor | GBSE | 22/3/17 | Spraying/ Manuring | AM | 6/4/17 | Buffer Zone | AM | 17/5/17 | Harvesting | AM | 23/5/17 | HIRARC | OSH officer | 1/6/17 | Harvesting | AM | 5/7/16 | RSPO | AM | 10/7/17 | First aid | HA | 10/7/17 | Eye Wash | HA | Complied |
| Date | Training Topic | Trainer | Remarks | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18/3/17 | CHRA | CHRA assessor | GBSE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 22/3/17 | Spraying/ Manuring | AM | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6/4/17 | Buffer Zone | AM | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 17/5/17 | Harvesting | AM | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 23/5/17 | HIRARC | OSH officer | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1/6/17 | Harvesting | AM | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5/7/16 | RSPO | AM | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10/7/17 | First aid | HA | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10/7/17 | Eye Wash | HA | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4.8.2 | Records of training for each employee shall be maintained. - Minor compliance - | The training records for each employee were available and maintained accordingly at GBSE. | Complied | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Principle 5: Environmental responsibility and conservation of natural resources and biodiversity | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Criterion 5.1: Aspects of plantation and mill management, including replanting, that have environmental impacts are identified, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| <p>5.1.1</p> <p>An environmental impact assessment (EIA) shall be documented. - Major compliance -</p> | <p>GBSE documented the environment aspect impact register assessment dated 11 July 2017. 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.</p> <p>However, the environment aspect and impact register assessment dated 11 July 2017 did not cover the operation of the dumpsite.</p> | <p>Major nonconformance</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 environment & management plan 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 was done on 21 June 2017.</p> <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>In GBSE, Environmental Improvement & Management Plan reviewed and updated on 21 June 2016. Identification for various activities- protection of HCV areas, soil erosion, water pollution, noise pollution, soil pollution, air pollution, water usage and etc.</p> | <p>Complied</p> |

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

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| <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).</p> <p>- Major compliance -</p> | <p>Based on the HCV assessment conducted back in February-March 2010 by Dr Yap Son Kheong, following assessment findings in GBSE:</p> <ul style="list-style-type: none"> • A strip of residual forest which is within the division area Block OP 95C- HCV 1.4 • Steep sites- HCV 4.2 • Temples and burial grounds – HCV 6 <p>Inventory of the sites using HCVF Toolkit for Malaysia within the Genting Plantations estates in the Northern region of Peninsular Malaysia to determine the presence of sites with high conservation attributes.</p> <p>For Bukit Sembilan estate all two divisions are surrounded by other agricultural land use. The HCV attributes are confined to areas used for erosion control and slope stabilization and those of importance to local communities.</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.</p> <p>- Major compliance -</p> | <p>Management and monitoring plan for HCV areas dated 22 June 2016 stated the HCV, possible threats, management action, status, benchmark, monitoring technique and PIC.</p> <p>Regular patrols within the operating unit estates were carried out and findings recorded by the respective Estate executives to monitor the Conservation / buffer zone areas. The patrol conducted every three months and the latest report dated 23 Mac 2017. Monitoring and control of any illegal hunting, fishing or collecting activities was also implemented.</p> <p>Visited to the HCV area (OP95C; OP93A) and signage are well maintained prohibiting any encroachment, illegal hunting, fishing and the use of fire. Posters are displayed on the notice boards within the estate.</p> <p>The HCV introduction issues being discussed in stakeholder meeting held in 5 April 2017.</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.</p> <p>- Minor compliance -</p> | <p>Estates are doing HCV monitoring assessment based on recommendation of management plan. There is evidence to continuously prevent and discourage any illegal hunting, encroachment or collecting activities via the signage erected.</p> <p>Besides, training about the HCV has been conducted for all the workers on 5 July 2017.</p> | <p>Complied</p> |

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| 5.2.4 Where a management plan has been created there shall be ongoing monitoring: <ul style="list-style-type: none"> • The status of HCV and RTE species that are affected by plantation or mill operations shall be documented and reported; • Outcomes of monitoring shall be fed back into the management plan. - Minor compliance - | <p>The management of the individual estates has taken action to discourage any illegal or inappropriate hunting, fishing or collecting activities.</p> <p>During site visit, 'no hunting' signs has erected at the different strategic location at GBSE, conducted a number of awareness training/meeting to the workers and local communities to discourage hunting and disturbance to the natural areas. Quarterly monitoring at the HCV area checklist (latest 23 Mac 2017) make available during onsite visit.</p> <p>Site verification to the HCV area of GBSE, confirmed that all signage and boundary markers are well maintain. No activities had carried out in that area.</p> | 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 - | Not applicable. No HCV set asides with existing rights of local communities. | N.A. |
| 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 - | All waste products and sources of pollution have been documented in Identification, Segregation and Storage of Waste dated 12 June 2017. The identification based on source, waste, storage/handling/disposal and division. Domestic, recyclable and schedule waste have incorporated in the identification. | Complied |
| 5.3.2 All chemicals and their containers shall be disposed of responsibly. - Major compliance - | <p>The estate has a proper Scheduled Waste Store for storing scheduled waste until time of disposal by DOE authorized waste disposal contractor.</p> <p>In GBSE, 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 Sangaralingam dated 28 June 2017 sighted during onsite audit.</p> <p>Stores for scheduled waste were inspected at audited sites in estate & mill and disposal was done by scheduled waste disposal company authorized (Kumaran & Company) and licensed by Department of Environment. For example, the latest consignment note (no: 20170311083X4RCU) dated 9 March 2017 sighted at GBSE.</p> | Complied |

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| 5.3.3 | <p>A waste management and disposal plan to avoid or reduce pollution shall be documented and implemented.</p> <p>- Minor compliance -</p> | <p>Waste management plan dated 9 Mar 17 was verified for GBSE. Management and disposal plan documented based on schedule waste, domestic waste and recyclable waste.</p> <p>Different management plan and monitoring in place to ensure the proper disposal of the plan.</p> <p>Schedule & recyclable waste was disposal through contractor. All the domestic waste from line sites being collected 3 times a week and dispose at the designated dumpsite. Visit to the dumpsite at block 96 A which started at 30 of June 2017.</p> | Complied |
| <p>Criterion 5.4: Efficiency of fossil fuel use and the use of renewable energy is optimised.</p> | | | |
| 5.4.1 | <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 GBSE, monitoring of diesel consumption per tonne FFB throughout 2013 to 2017. For example:</p> <ul style="list-style-type: none"> a. 2015: 0.57 litre/mt of FFB b. 2016: 1.1 litre/mt of FFB c. 2017 (Jan-Apr): 0.9 litre/mt of FFB <p>Continuous recording and monitoring is in practiced to ensure the fuel efficiency being fully utilized. Management plan to improve fuel efficiency has been documented.</p> | Complied |
| <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> | | | |
| 5.5.1 | <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 (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> | Complied |
| 5.5.2 | <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>No use of fire for land preparation during replanting.</p> <p>Only mechanical machine will be used for felling and land preparation.</p> | Complied |
| <p>Criterion 5.6: Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.</p> | | | |

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| 5.6.1 An assessment of all polluting activities shall be conducted, including gaseous emissions, particulate/soot emissions and effluent (see Criterion 4.4). - Major compliance - | Not applicable. GBSE is only the estate without mill. No gaseous emissions; particulate/soot emissions and effluent are assessed except diesel usage; refer to 5.4.1. | N.A |
| 5.6.2 Significant pollutants and greenhouse gas (GHG) emissions shall be identified, and plans to reduce or minimise them implemented. - Major compliance | For the estate, GHG emissions identified including CO _x , SO _x and NO _x from various sources including fossil fuel, chemical, sinks, crop sequestration, fertilizer consumptions and sequestration in conservation area. Significant pollutants and greenhouse gas (GHG) emission-reduction/ minimization plan dated 21 June 2017 has been implemented to minimize the emission of GHG from diesel used and usage of organic fertilizer. | Complied |
| 5.6.3 A monitoring system shall be in place, with regular reporting on progress for these significant pollutants and emissions from estate and mill operations, using appropriate tools. - Minor compliance - | Monitoring and reporting of the significant pollutants to water, gaseous emission to air and contamination on land are in place. Tools and systems used include the DOE online consignment note for schedule waste, water quality at discharge points as per DID regulations and schedule waste disposal were adhering to DOE requirements. Water samples were regularly taken by the officer and analysed to DOE requirements at the final discharge points. The water samples were sent for analysis by Union Laboratory Sdn Bhd. Records are maintained and verified on site to have met the permissible level BOD <100ppm. 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. These GHG calculations were done as per certification unit basics including 1 estate only. Summary emissions: a. Emission/ mt FFB= 0.24 tCO ₂ e / mt FFB | Complied |

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

Criterion 6.1:

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

| | | |
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| 6.1.1 A social impact assessment (SIA) including records of meetings shall be documented. - Major compliance - | The Sustainability Department has conducted Social Impact Assessment (SIA) & Human Rights Impact Assessment (HRIM) for Genting Bukit Sembilan Estate (GBSE) on 2-12/5/2017. The assessment was involved the participation of internal and external stakeholders such as local workers, contractors and supplies, villagers, cattle owners, smallholders, government authorities and etc through interviewed with them. Attendance list and stakeholders' issues and matters raised was clearly recorded in the report. | 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 stakeholders. Photos, attendance list and stakeholders' issues and matters raised were clearly recorded in the assessment report. The SIA was carried out on 2-12/5/2017. | Complied |

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| 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 - | Social Management and Monitoring Plan of GBSE was established on 29/6/2017. The management plan was prepared by the Sustainability Coordinator GBSE. Besides, the issues raised during the stakeholders’ meeting and actions require to be taken was recorded with the status of actions taken. | 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 - | Since this is the Main Assessment of RSPO, no review is required as the management plan was established on 29/6/2017. The management plan will be reviewed at least two years once according to the management plan. | Complied |
| 6.1.5 | Particular attention shall be paid to the impacts of smallholder schemes (where the plantation includes such a scheme). - Minor compliance - | Not applicable. No schemes smallholders in this assessment. | 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 established Consultation and Communication Procedure with Doc. No. SMP-GPB-17 dated 11/10/2013. The objective of the procedure is for the effective internal and external communication of sustainability requirements and responding to communications from interested parties. All the issues and grievances are handled by Manager except those issues lie beyond the capacity of Manager shall be forwarded to Head Office. | Complied |
| 6.2.2 | A management official responsible for these issues shall be nominated. - Minor compliance - | The Estate Manager was appointed by the Vice President/ General Manager – Plantation (WM) as the official responsible for all the issues concerning RSPO. The memo of appointment dated 10/3/2017 was publicly displayed at the office. | Complied |
| 6.2.3 | A list of stakeholders, records of all communication, including confirmation of receipt and that efforts are made to ensure understanding by affected parties, and records of actions taken in response to input from stakeholders, shall be maintained. - Minor compliance - | Stakeholder list for Internal and External stakeholders was developed. The list included contractors and suppliers, local communities, government authorities, smallholders, workers’ representative and etc. Stakeholder meeting for Internal parties was conducted on 30/6/2017 with contractors, 27/6/2017 with workers’ representative and 6/4/2017 with External parties. Meeting minutes for all the meetings were sighted. Issues raised during the meeting was incorporated into the meeting minutes where person in charge with timeline and the proposed actions to be taken was included. | Complied |
| 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. | | | |

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| 6.3.1 | The system, open to all affected parties, shall resolve disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants and whistleblowers, where requested. - Major compliance - | GPB has established a Complaints and Grievances Procedure with Doc. No. SMP-GPB-19 dated 05/09/2014. The procedure provides guideline on handling complaints and grievances. All the complaints and grievances will be lodged into the Complaints/ Grievances Book. The management shall acknowledged and responded to the complaints within 14 working days upon receipt. | Complied |
| 6.3.2 | Documentation of both the process by which a dispute was resolved and the outcome shall be available. - Major compliance – | GBSE has implemented Complaint/ Grievances Record Book where the complaint book was displayed outside the office. The stakeholders are able to lodge complaints whenever they have issues. Most of the issues were related to the housing repair such as clogged in the toilet, malfunction of lights and etc. The management has taken action to repair the issues and each complainants has acknowledged on the complaint book once the issues have been rectified. | Complied |
| Criterion 6.4: Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions. | | | |
| 6.4.1 | A procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, shall be in place. - Major compliance - | GPB has established Negotiation, Compensation and Handling procedure with Doc. No. SMP-GPB-18 dated 5/9/2014. The procedure is to guide the management to handle the issues related to land/boundary dispute, squatter issue and social issue. The procedure consists of flowchart on how to handle if any cases related to dispute reported. Compensation and Claim Procedure was clearly explained in the procedure as well. | Complied |
| 6.4.2 | A procedure for calculating and distributing fair compensation (monetary or otherwise) shall be established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. This procedure shall take into account: gender differences in the power to claim rights, ownership and access to land; differences of transmigrants and long-established communities; and differences in ethnic groups' proof of legal versus communal ownership of land. - Minor compliance - | Procedure same as above criteria 6.4.1. | Complied |
| 6.4.3 | The process and outcome of any negotiated agreements and compensation claims shall be documented, with evidence of the participation of affected parties, and made publicly available. - Major compliance - | Details refer to criteria 2.2.3 and 2.3.2. | Complied |
| Criterion 6.5: Pay and conditions for employees and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages. | | | |

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| 6.5.1 Documentation of pay and conditions shall be available. - Major compliance - | <p>GBSE consists of local workers, foreign workers and contractor’s workers. The management has included basic pay, net pay, gross pay, deduction of salary and etc on the pay slip. Payslip of month January 2017, March 2017 and June 2017 for workers have been sampled as below:</p> <ul style="list-style-type: none"> a. Employee No.: 02469 b. Employee No.: 02510 c. Employee No.: 02499 d. Employee No.: 02472 e. Employee No.: 02415 f. Passport No.: A 9089744 (Contractor’s Worker) g. Passport No.: B 9091378 (Contractor’s Worker) h. Passport No.: AT 993704 (Contractor’s Worker) <p>All the sampled workers below were achieved Minimum Wage Order 2016 of RM 1000/ month or RM 38.46/ day.</p> | Complied |
| 6.5.2 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. - Major compliance - | <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, transportation provided, 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.: 02510 b. Employee No.: 02499 c. Employee No.: 02472 d. Passport No.: A 9089744 (Contractor’s Worker) e. Passport No.: B 9091378 (Contractor’s Worker) f. Passport No.: AT 993704 (Contractor’s Worker) | Complied |
| 6.5.3 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. - Minor compliance – | <p>The company has provided free concrete housing and medical facilities to all the workers. Houses were equipped with electricity, piped water, indoor washrooms, sewerage, waste collection service, etc. Government school was built inside the estate’s compound. Public facilities such as mosque, Indian temple, football field and etc was available in the estate. The Hospital Assistant has carried out linesite inspection on weekly basis where the last inspection was carried out on 12/7/2017, 5/7/2017 and 29/6/2017.</p> | Complied |
| 6.5.4 Growers and millers shall make demonstrable efforts to monitor and improve workers’ access to adequate, sufficient and affordable food. - Minor compliance – | <p>The estate was located near to the town in Kuala Ketil which can be easily access by the workers to purchase their daily groceries.</p> | Complied |
| <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> | | |
| 6.6.1 A published statement in local languages recognising freedom of association shall be available. - Major compliance - | <p>GPB has established a Social Policy dated 22/6/2015 and People Policy dated 3/8/2009 where the company respects the rights of the employees to join or form any legal trade unions of their own choosing and to bargain collectively.</p> | Complied |

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| 6.6.2 | Minutes of meetings with main trade unions or workers representatives shall be documented. - Minor compliance - | Workers' Committee was formed by representatives from different nationalities and head of N.U.P.W. through election by the workers. Meeting was carried out on 20/5/2017 for Paya Kamunting Division and 27/6/2017 for Main Division. Seen the meeting minutes and issues raised during the meeting was incorporated into an action plan to monitor the progress of action taken. | Complied |
| Criterion 6.7: Children are not employed or exploited. | | | |
| 6.7.1 | There shall be documentary evidence that minimum age requirements are met. - Major compliance - | GPB has established a Social Policy dated 22/6/2015 and People Policy dated 3/8/2009. They do not employ illegal workers nor exploit under aged children to work in the operating units. Document reviewed through the name list of workers as at 10/7/2017 confirmed that all the workers are above 20 years old. | Complied |
| Criterion 6.8: Any form of discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age, is prohibited. | | | |
| 6.8.1 | A publicly available equal opportunities policy including identification of relevant/affected groups in the local environment shall be documented. - Major compliance - | GPB has established a Social Policy dated 22/6/2015 and People Policy dated 3/8/2009. The company prohibited any discrimination against race, caste, national original, religion, disability, gender, sexual orientation and etc. The policies were displayed at the notice board in the office and on the notice board at linesite. | 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 company treated all the workers equally without any discrimination. They offered jobs to local communities and foreign workers which consists of male and female. They offered the jobs based on capabilities and medical fitness. Salary of all the workers were based on MAPA/NUPW agreement | 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 - | The Social Policy has mentioned that they will not discriminate in terms of recruitment, promotion and hiring. Through interviewed with workers and document reviewed, it was found that no discrimination happened. | Complied |
| Criterion 6.9: There is no harassment or abuse in the work place, and reproductive rights are protected. | | | |
| 6.9.1 | Policy to prevent sexual and all other forms of harassment and violence shall be implemented and communicated to all levels of the workforce. - Major compliance - | GPB has established a Sexual Harassment Policy dated 3/8/2009. Women's Committee has been developed. The committee has conducted meeting twice a year to discuss issues related to gender. The policy was displayed at the office area and notice board in the linesite. Besides, briefing of policy was conducted during morning muster on 5/7/2017. | Complied |
| 6.9.2 | A policy to protect the reproductive rights of all, especially of women, shall be implemented and communicated to all levels of the workforce. - Major compliance - | GPB has established a Social Policy dated 22/6/2015 and People Policy dated 3/8/2009 signed by President and Chief Operating Officer. The policy consists a statement to protect the reproductive rights of all. The policy was displayed at the office area and notice board in the linesite. Besides, briefing of policy was conducted during morning muster on 5/7/2017. | Complied |

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| Criterion / Indicator | Assessment Findings | Compliance |
|--------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| 6.9.3 | <p>A specific grievance mechanism which respects anonymity and protects complainants where requested shall be established, implemented, and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p> <p>GPB has established procedure on Prevention and Eradication of Sexual Harassment and Violence at the Work Place with Doc. No. SMP-GPB-20 dated 11/10/2013. The policy was displayed at the office area and notice board in the linesite. Besides, briefing of policy was conducted during morning muster on 5/7/2017.</p> <p>The last meeting was conducted on 6/4/2017 which chaired by the Chief Clerk. No issue such as sexual harassment or violence was reported during the meeting. Meeting minutes was sighted with the participation of total 9 members. Interviewed with the workers confirmed that no case of sexual harassment been reported.</p> | Complied |
| <p>Criterion 6.10: Growers and mills deal fairly and transparently with smallholders and other local businesses.</p> | | |
| 6.10.1 | <p>Current and past prices paid for Fresh Fruit Bunches (FFB) shall be publicly available.</p> <p>- Minor compliance -</p> <p>Not applicable as this is stand-alone estate.</p> | Not applicable |
| 6.10.2 | <p>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).</p> <p>- Major compliance -</p> <p>Not applicable as this is stand-alone estate.</p> | Not applicable |
| 6.10.3 | <p>Evidence shall be available that all parties understand the contractual agreements they enter into, and that contracts are fair, legal and transparent.</p> <p>- Minor compliance -</p> <p>Contractor agreement for contractors was sighted and sampled as below:</p> <ul style="list-style-type: none"> a. Agreement No.: GBSE/TR/17/01/01 dated 1/1/2017 for loading and transporting of FFB and loose fruits which expires on 31/12/2017. b. Agreement No.: GBSE/TR/17/01/03 dated 1/1/2017 for EFP transport and EFB application which expires on 31/12/2017. <p>All the terms and conditions were specified in the contract and contractors have acknowledged on each page of the contract. The payment will be made within 30 days from the date of loading and transportation works is carried out. The contractors shall comply with the requirements stated in the agreement.</p> | Complied |
| 6.10.4 | <p>Agreed payments shall be made in a timely manner.</p> <p>- Minor compliance -</p> <p>Seen the purchase summary and invoice confirmed that the payment was made promptly and according to the signed contract agreement. Interviewed with the contractor confirmed that the payment was made accordingly.</p> | Complied |
| <p>Criterion 6.11: Growers and millers contribute to local sustainable development where appropriate.</p> | | |
| 6.11.1 | <p>Contributions to local development that are based on the results of consultation with local communities shall be demonstrated.</p> <p>- Minor compliance -</p> <p>GBSE has made contributions to the local communities and stakeholders such as below:</p> <ul style="list-style-type: none"> a. Donation to estate school sports on 24/5/2017 b. Majlis berbuka puasa on 20/6/2017 c. Upkeep for the school's compound on 15/6/2017 d. Green Book projects for the workers e. Local employment opportunities f. And etc. | Complied |

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|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| 6.11.2 | Where there are scheme smallholders, there shall be evidence that efforts and/or resources have been allocated to improve smallholder productivity. - Minor compliance – | Not applicable. | 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 - | Employees recruited by the management are with the legal identification for local and valid passport and work permit for foreign workers. Sampled workers with valid work permit as below: a. Permit No.: PD 8257878 valid until 20/7/2018 b. Permit No.: PD 8059812 valid until 18/4/2018 c. Permit No.: PD 6521355 valid until 3/10/2017 d. Permit No.: PD 6530801 valid until 27/10/2017 e. Permit No.: PD 8046833 valid until 23/5/2018 f. Permit No.: PD 8061518 valid until 11/5/2018 | Complied |
| 6.12.2 | Where applicable, it shall be demonstrated that no contract substitution has occurred. - Minor compliance – | No contract substitution was noted. This was confirmed through inspection of employment contract and interview with workers. | 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 company has implemented Social Policy with specified guidance on forced and bonded labour. They ensure that it does not use any labour from agencies or firms involved in human trafficking or other forms of bonded labour. | Complied |
| Criterion 6.13: Growers and millers respect human rights. | | | |
| 6.13.1 | A policy to respect human rights shall be documented and communicated to all levels of the workforce and operations (see Criteria 1.2 and 2.1). - Major compliance - | GPB has implemented a Social Policy dated 22/6/2015 where they respect and support the Universal Declaration of Human Rights. The policy has been communicated to the workers during morning muster on 5/7/2017. | 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 Bukit Sembilan Estate Certification unit 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. | | | |

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| Criterion / Indicator | Assessment Findings | Compliance |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|
| <p>8.1.1</p> <p>The action plan for continual improvement shall be implemented, based on a consideration of the main social and environmental impacts and opportunities of the grower/mill, and shall include a range of Indicators covered by these Principles and Criteria.</p> <p>As a minimum, these shall include, but are not necessarily be limited to:</p> <ul style="list-style-type: none"> • Reduction in use of pesticides(Criterion 4.6); • Environmental impacts (Criteria 4.3, 5.1 and 5.2); • Waste reduction (Criterion 5.3); • Pollution and greenhouse gas (GHG) emissions (Criteria 5.6 and 7.8); • Social impacts (Criterion 6.1); • Optimising the yield of the supply base. <p>- Major compliance -</p> | <p>Agriculture best practice</p> <ol style="list-style-type: none"> a. Grass cutting/rotor slashers (3 units) were used covering 1,200 Ha. b. 84% harvesting activity using mechanization c. Spraying activity using mono sprayer at flat area d. Manuring activity using vicon spreader at flat area <p>Use of pesticide is minimized and part of the IPM programme. To reduce chemical use the following is implemented in GBSE:</p> <ol style="list-style-type: none"> a. Planting of beneficial plant b. Barn Owls c. Stop using Class 1A or 1B chemical <p>Regular patrols within the operating unit estates were carried out and findings recorded by the respective Estate executives to monitor the Conservation / buffer zone areas. The patrol conducted every three months and the latest report dated 23 Mac 2017.</p> <p>Pollution and greenhouse gas emissions:</p> <ol style="list-style-type: none"> a. Improve condition of tractors i.e. leaking etc to prevent pollution and improve safety as well as productivity | <p>Complied</p> |

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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. Voluntary Suspension of the Certificate w.e.f 1 Sept 2017 | 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 | Oct 2018 | | None |
| 14 | Genting Permai Estate, Sabah, Malaysia | | Oct 2018 | | |
| 15 | Genting Kencana Estate, Sabah, Malaysia | | Oct 2018 | | |
| 16 | Genting Jambongan Estate, Sabah, Malaysia | Supply base for Genting Jambongan | Sept 2018 | | None |

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| | | | | | |
|----|------------------------------------------------|-------------------------------------------------------------|------------|-------------------|------|
| | | Oil Mill, Sabah, Malaysia | | | |
| 17 | Genting Sekong Estate, Sabah, Malaysia | Supply base for Genting Trushidup Oil Mill, Sabah, Malaysia | Sept, 2017 | | None |
| 18 | Genting Suan Lamba Estate, Sabah, Malaysia | | Sept, 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, Malaysia | Supply base for Genting Mewah Oil Mill, Sabah, Malaysia | Mar, 2017 | Certified | None |
| 30 | Genting Lokan Estate, Sabah, Malaysia | | Mar, 2017 | | None |
| 32 | Genting Bukit Sembilan Estate, Kedah, Malaysia | | July, 2017 | Audited | 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 |

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| | | | | | |
|----|---------------------|----------------------------------|-----------|--|------|
| 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,2019 | | None |
| 52 | PT PALJ | Supply base for PALJ Oil Mill* | Aug,2023 | | None |

Note: The above time-bound plan is subject to revision and changes by top management. If any change is made, the Certification Body will be notified before the next audit.

*Oil Mill planned for construction

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Appendix C: Certification Unit RSPO Certificate Details

Genting Plantations Berhad
 Genting Plantation (WM) Sdn Bhd
 Genting Bukit Sembilan Estate
 09300 Kuala Ketil, Kedah, Malaysia
 RSPO membership number: 1-0086-06-000-00

BSI RSPO Certificate No. : RSPO 673953
 Date of Initial Certificate Issued: 18/09/2017
 Date of Expiry: 17/09/2022
 Applicable Standards: RSPO P&C for Sustainable Palm Oil Production : 2013; Malaysia National Interpretation : 2014)

| Genting Bukit Sembilan Estate | | | | | |
|--------------------------------------|-----------------|------------------------------------------------------------------|----------------|----------------------------------------|----------------------------|
| Location Address | | Genting Bukit Sembilan Estate 09300 Kuala Ketil, Kedah, Malaysia | | | |
| GPS Location | | 100° 41' 9.57" E ; 5° 34' 35.04" N | | | |
| CPO Tonnage Total | | - | | | |
| PK Tonnage Total | | - | | | |
| CPO Claimed for Certification* | | - | | | |
| PK Claimed for Certification * | | - | | | |
| Own estates FFB Tonnage | | 26,540.00 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 Bukit Sembilan Estate | 1,197.78 | 11.19 | 52.76 | 1,261.73 | 26,540.00 |

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Appendix D: Assessment Plan

| Date | Time | Subjects | Hoo Boon Han | Hu Ning Shing | Mohd Hafiz |
|-------------------------|----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|---------------|------------|
| Wednesday 12/07/2017 | AM | Audit team traveling to the site | √ | √ | √ |
| | PM | Meeting with stakeholders (Government, village rep, smallholders, worker leader, contractor etc.) | √ | √ | √ |
| Thursday 13/07/2017 | 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) • Review on documentation against RSPO P&C MYNI 2014 | √ | √ | √ |
| | 0900-1100 | Genting Bukit Sembilan Estate Field visit, boundary inspection, field operations, staff & workers interview, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, schedule waste management, worker housing, clinic, Landfill, etc. | √ | √ | √ |
| | 1100-1200 | Meeting with stakeholders (Government, village rep, smallholders, workers leader, contractor etc.) | √ | √ | √ |
| | 1200-1300 | Lunch | √ | √ | √ |
| | 1300-1630 | Genting Bukit Sembilan 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 | Verify any outstanding issues & preparation for closing meeting | √ | √ | √ |
| | 1700-1730 | Closing Meeting | √ | √ | √ |
| | Friday 14/07/2017 | AM | Audit team tarveling back to KL | √ | √ |

Appendix E: Stakeholders Contacted**Internal Stakeholders**

| | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|
| Managers and assistants Male mill staff/workers Female mill staff/workers Foreign workers Male and female estate worker Hospital assistant Female assistant at clinic Union representatives Gender committee secretary | Contractors Village representative |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|

External Stakeholders

| |
|--------------------------------------------------------------|
| MAPA SJKT Ldg Bukit Sembilan Department of Environment |
|--------------------------------------------------------------|

Appendix F: GHG Reporting Executive Summary

The GHG emissions that were produced in 2016 for Genting Bukit Sembilan Estate 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. Due to Genting Bukit Sembilan is single estate without mill, the records verified includes:

- i. Estates area planted data
- ii. Fuel consumed
- iii. Fertilizer consumed data for both estates

The summary of the Net GHG emitted in 2016 for Genting Bukit Sembilan Estate are as following:

| Emission per product | tCO ₂ e/tProduct |
|----------------------|-----------------------------|
| CPO | N/A |
| PKO | N/A |

| Extraction | % |
|------------|-----|
| OER | N/A |
| KER | N/A |

| Production | t/yr |
|--------------|------|
| FFB Process | N/A |
| CPO Produced | N/A |
| PKO Produced | N/A |

| Land Use | Ha |
|-----------------------------|-----------------|
| OP Planted Area | 1,222.31 |
| OP Planted on peat | 0 |
| Conservation (forested) | 0 |
| Conservation (non-forested) | 0 |
| Total | 1,222.31 |

** FFB Produced: 21,171.49 mt

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 | 14,166.12 | 0.67 | 0 | 0 | 0 | 0 | 14,166.12 | 0.67 |
| CO ₂ Emission from fertilizer | 1,079.25 | 0.05 | 0 | 0 | 0 | 0 | 1,079.25 | 0.05 |
| NO ₂ Emmision | 1,105.80 | 0.05 | 0 | 0 | 0 | 0 | 1,105.80 | 0.05 |
| Fuel Consumption | 72.62 | 0 | 0 | 0 | 0 | 0 | 72.62 | 0 |
| Peat Oxidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sink | | | | | | | | |
| Crop Sequestration | -11,442.94 | -0.54 | 0 | 0 | 0 | 0 | -11,442.94 | -0.54 |
| Conservation Sequestration | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 4,980.85 | 0.24 | 0 | 0 | 0 | 0 | 4,980.85 | 0.24 |

*Note: Includes both estates and smallholders

Summary of Mill Emission and Credit

| | tCO ₂ e | tCO ₂ e/tFFB |
|------------------------------|--------------------|-------------------------|
| Emission | | |
| POME | N/A | N/A |
| Fuel Consumption | N/A | N/A |
| Grid Electricity Utilisation | N/A | N/A |
| Credit | | |
| Export of Grid Electricity | N/A | N/A |
| Sales of PKS | N/A | N/A |
| Sales of EFB | N/A | N/A |
| Total | N/A | N/A |

Summary of Kernel Crusher Emission and Credit (if applicable)

| Emissions | tCO₂e |
|--------------------------------|-------------------------|
| PK from own mill | N/A |
| PK from other source | N/A |
| Fuel Consumptions | N/A |
| Total Crusher emissions | N/A |

*This mill has no kernel crusher operation.

| Palm Oil Mill Effluent (POME) Treatment: | |
|-------------------------------------------------|-----|
| Divert to Compost (%) | N/A |
| Divert to anaerobic diversion (%) | N/A |

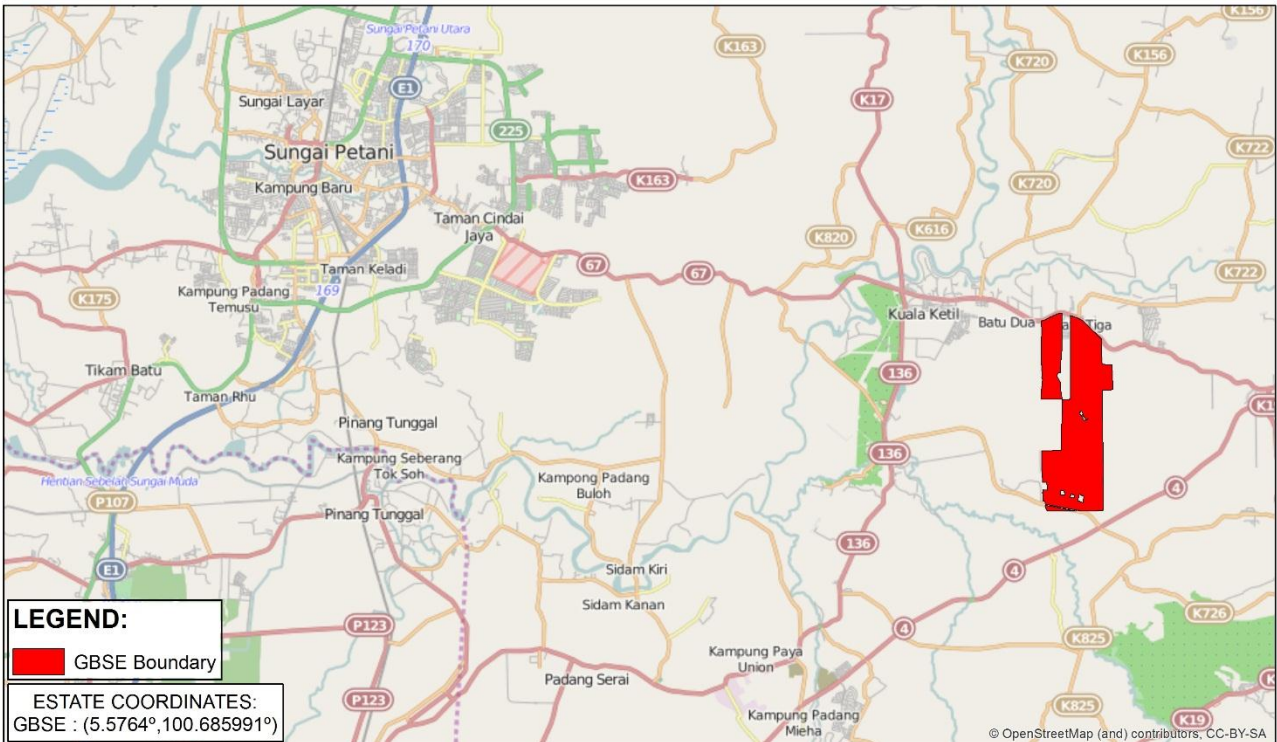
| POME Diverted to Anaerobic Digestion: | |
|----------------------------------------------------|-----|
| Divert to anaerobic pond (%) | N/A |
| Divert to methane captured (flaring) (%) | N/A |
| Divert to methane captured (energy generation) (%) | N/A |

Appendix G: Location Map of Genting Bukit Sembilan Estate

 **LOCATION MAP**
GENTING GENTING BUKIT SEMBILAN ESTATE
PLANTATIONS

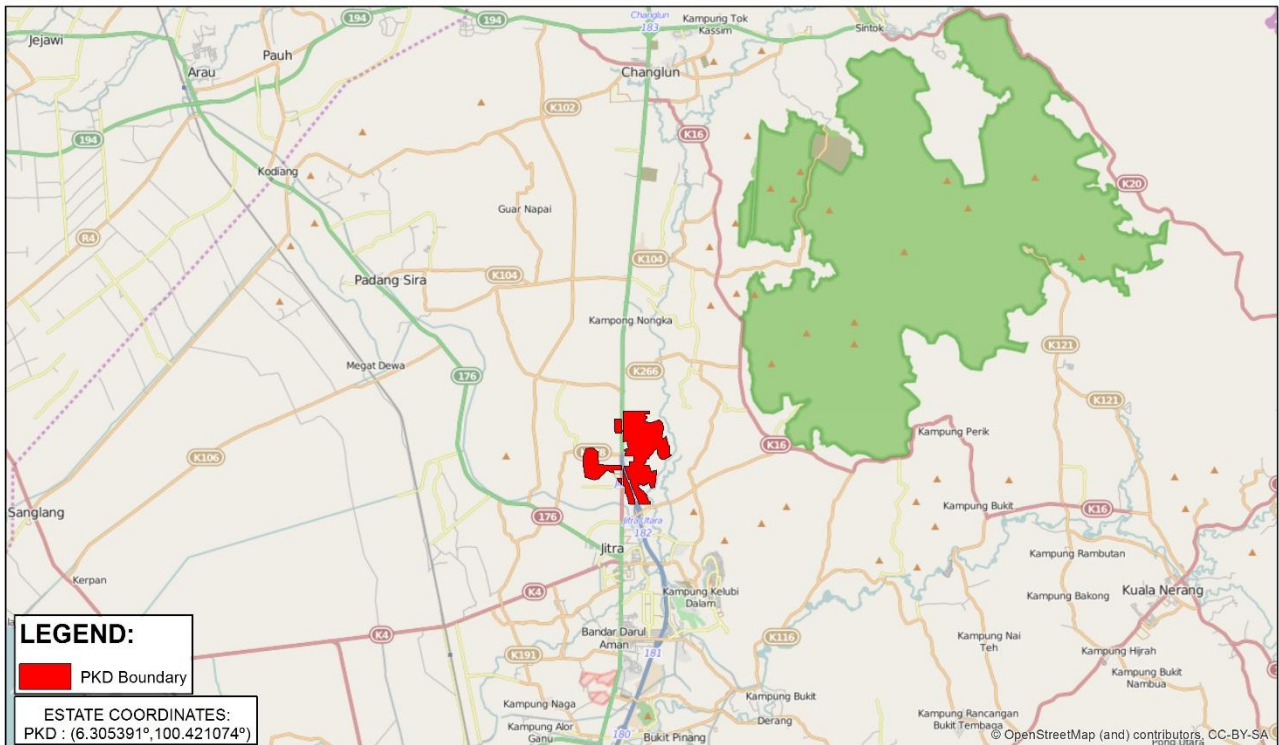


Scale 1:131,700



Appendix H: Location Map of Genting Bukit Sembilan Estate (Paya Kamunting Division)

 **LOCATION MAP**
GENTING PLANTATIONS GENTING BUKIT SEMBILAN ESTATE
PAYA KAMUNTING DIVISION



Appendix I: List of Smallholder Sampled

- Not applicable -

Appendix J: List of Abbreviations Used

| | |
|--------|-------------------------------------------------------------|
| AN | Ammoniacal Nitrogen |
| 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 |
| GBSE | Genting Bukit Sembilan Estate |
| GPB | Genting Plantations Berhad |
| HCV | High Conservation Value |
| HIRARC | Hazard Identification, Risk Assessment and Risk Control |
| IPM | Integrated Pest Management |
| ISCC | International Sustainable Carbon Certification |
| KER | Kernel Extraction Rate |
| MSDS | Material Safety Data Sheet |
| 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 |
| SS | Suspended solids |
| TN | Total Nitrogen |
| TS | Total Solids |
| TBP | Time Bound Plan |
| WTP | Water Treatment Plant |