

**MALAYSIAN SUSTAINABLE PALM OIL
– INITIAL (STAGE 2) ASSESSMENT
Public Summary Report**

GENTING PLANTATIONS BERHAD
Client Company Address: 10th Floor, Wisma Genting, Jalan Sultan Ismail, 50250 Kuala Lumpur
Certification Unit: Genting Selama Estate Location of Certification Unit: 09800 Serdang, Kedah, Malaysia

Report prepared by: Hafriazhar Mohd. Mokhtar (Lead Auditor)

Report Number: 9753672

Assessment Conducted by:

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Section 1: Executive Summary

1.1 Organizational Information and Contact Person			
MPOB License	508756502000		
Company Name	Genting Plantations Berhad – Genting Selama Estate		
Address	HQ: 10th Floor, Wisma Genting, Jalan Sultan Ismail, 50250 Kuala Lumpur, Malaysia. CU: 09800 Serdang, Kedah, Malaysia.		
Group name if applicable:	n/a		
Subsidiary of (if applicable)	Genting Plantations (WM) Sdn. Bhd.		
Contact Person Name	Mr. Arunan Kandasamy		
Website	www.gentingplantations.com	E-mail	arunan.kandasamy@genting.com
Telephone	03-2333 6401	Facsimile	n/a

1.2 Certification Information			
Certificate Number	MSPO 709624		
Issue Date	10/10/2019	Expiry date	09/10/2024
Scope of Certification	Production of Sustainable Oil Palm Fruits		
Stage 1 Date	13-14 May 2019		
Stage 2 / Initial Assessment Visit Date (IAV)	15-16 May 2019		
Continuous Assessment Visit Date (CAV) 1	n/a		
Continuous Assessment Visit Date (CAV) 2	n/a		
Continuous Assessment Visit Date (CAV) 3	n/a		
Continuous Assessment Visit Date (CAV) 4	n/a		
Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
Nil	n/a	n/a	n/a

1.3 Location of Certification Unit			
Name of the Certification Unit (Palm Oil Mill/ Estate/ Smallholder/ Independent Smallholder)	Site Address	GPS Reference of the site office	
		Longitude	Latitude
Genting Selama Estate	09800 Serdang, Kedah, Malaysia.	100° 39' 25.16" E	5° 13' 19.82" N

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1.4 Plantings & Cycle								
Estate	Age (Years)						Mature	Immature
	1-3	>3-7	>7-15	>15-20	>20-25	>25		
Genting Selama Estate	242.61	68.78	399.17	129.27	639.08	295.41	1,531.71	242.61
Total (ha)	242.61	68.78	399.17	129.27	639.08	295.41	1,531.71	242.61

1.5 FFB Production (Actual) and Projected (tonnage)			
Producer Group	Projected from last audit	Actual production Oct 2018– Sep 2019 or last 12 months	Projected production for next 12 months (Oct 2019 – Sep 2020)
Genting Selama Estate	n/a	n/a	35,700.00
Total (ha)	n/a	n/a	35,700.00

1.6 Certified CPO / PK Tonnage			
Mill	Estimated (Previous Year)	Actual (This Year)	Forecast (Next Year)
Not applicable	CPO (OER: %)	CPO (OER: %)	CPO (OER: %)
	n/a	n/a	n/a
	PK (KER: %)	PK (KER: %)	PK (KER: %)
	n/a	n/a	n/a

1.7 Certified Area					
Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Genting Selama Estate	1,774.32	27.37	29.15	1,830.84	96.91%
Total (ha)	1,774.32	27.37	29.15	1,830.84	96.91%

1.8 Details of Certification Assessment Scope and Certification Recommendation:

BSI Services Malaysia Sdn Bhd has conducted the Stage 2 Certification Assessment of Genting Selama Estate, located in Serdang, Kedah, Malaysia comprising one (1) estate and its infrastructure.

The assessment was conducted onsite to assess the compliance of the certification unit against the MS 2530-3:2013 Malaysian Sustainable Palm Oil (MSPO) Part 3: General principles for oil palm plantations and organised smallholders.

The onsite assessment was conducted on 15-16 May 2019.

Based on the assessment result, Genting Selama Estate complies with the MS 2530-3:2013 Malaysian Sustainable Palm Oil (MSPO) Part 2: Part 3: General principles for oil palm plantations and organised smallholders and recommended for certification.

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn Bhd,
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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.

Assessment Methodology, Programme, Site Visits

This on-site assessment was conducted from 15-16/05/2019. The audit programme is included as Appendix A. The approach to the audit was to treat the Genting Selama Estate as a MSPo Certification Unit. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HBVs, 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. MS 2530-3:2013 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.

The estates or smallholders sample were determined based on formula $S = r\sqrt{n}$ where n is the number of estates while when applicable, the smallholders sample were determined following the MSPo Certification Requirement. The sampling of smallholders were based on the formula $(r\sqrt{n})$; where r is the risk factor (may defers 1, 1.5 and 2 depending on risk), where n is total number of group members. The sampled smallholder listed in Appendix C.

Public Stakeholder Notification was made on 8th April 2019, more than 30 days prior to the initial certification assessment date as per following link:

<https://www.bsigroup.com/globalassets/localfiles/en-my/mspo/Public%20Notification/2019/mspo-public-notification-selama-estate-en-my.pdf>

No written negative feedback received at the end of the 30 days period. Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted through phone and email to arrange meetings at a location convenient to them to discuss Genting Selama Estate's environmental and social performance.

Meetings were held with stakeholders to seek their views on the performance of the company with respect to the MSPo 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

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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 B.

All the previous nonconformities are remains closed. The assessment findings for the initial assessment are detailed in Section 4.2.

This report is structured to provide a summary of assessment finding as attached in the Section 3. The assessment was based on random samples and therefore nonconformities may exist that have not been identified.

This report was externally reviewed by MSPO approved Peer Reviewer prior to certification decision by BSI.

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

1. Assessment Program					
Name (Mill / Plantation / Group smallholders)	Year 1 (Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
Genting Selama Estate	✓	✓	✓	✓	✓

Tentative Date of Next Visit: June 1, 2020 - June 2, 2020

Total No. of Mandays: 2

BSI Assessment Team:

Hafriazhar Mohd. Mokhtar – Lead Assessor

Hafriazhar Mohd. Mokhtar is a Chemical Engineer by qualification. He has more than five years of direct work experience in the upstream processes of palm oil within the plantation industry. He is a qualified Lead Auditor for CDM, ISO 9001, ISO 14001, ISO 45001 and ISO 50001 and has accumulated more than 1000 audit days throughout his current career as the auditor for multiple disciplines covering Malaysia, Indonesia and Thailand. He has been trained in the RSPO P&C and SCCS standards and recently completed his RSPO P&C Lead Assessor training and has been involved in RSPO audits within Malaysia, Papua New Guinea, Solomon Islands, Gabon and Nigeria. During assessment, he covered the mill and estate best practices, legal issues, social issues, workers consultation, stakeholder consultation, environmental and occupational safety & health. He is fluent in Bahasa Malaysia and English languages.

Accompanying Persons:

Nil

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.

- MSPO MS 2530-2:2013 – General Principles for Independent Smallholders
- MSPO MS 2530-3:2013 – General Principles for Oil Palm Plantations and Organized Smallholders
- MSPO MS 2530-4:2013 – General Principles for Palm Oil Mills

3.2 Details of Nonconformities and Opportunity for improvement

The nonconformity is listed below.

During the Certification Assessment there were Three (3) Major Nonconformities raised. The Genting Selama 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 will be followed up during the next surveillance assessment. The implementation of the Corrective Actions for the Major Nonconformity(ies) has been verified for its effectiveness and closed accordingly.

Major Nonconformities:		
Ref	Area/Process	Clause
1777377-201905-M1	MS 2530:2013-3 (MSPO Part 3)	4.4.2.2
Requirements:	The system shall be able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties.	
Statement of Nonconformity:	Complaints/grievances mentioned raised during stakeholders meeting conducted on 28/3/2019 (external) and 29/3/2019 (internal) was not being recorded in the book as per procedure. Hence, no evidence of effective, timely and acceptance of action taken to resolve disputes.	
Objective Evidence:	<ul style="list-style-type: none"> - Report on External Stakeholder Consultation and Communication Meeting MSPO/RSPO & ISCC Principles and Criteria; Dated 28/3/2019 - Internal Stakeholder Consultation and Communication Meeting MSPO/RSPO & ISCC Principles and Criteria; Dated 29/3/2019 - Procedure: Complaints and Grievances; SMP-GPB-19; Rev. 03; Date: 21/3/2018 	
Corrections:	To write the complaints raised during the stakeholder meeting in the 'Complaints / Grievance Record Book' and to resolve it within stipulated time.	
Root cause analysis:	<p>The 'Complaint & Grievance Book' was not made available at the meeting room during the stakeholder meeting.</p> <p>Inadequate training to the management team on the Complaints / Grievances Procedure.</p>	
Corrective Actions:	'Complaints / Grievances Record Book' to be made available at the meeting room during the future stakeholder meeting.	

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	Refresher training on Complaints / Grievances Procedure to the management team.
Assessment Conclusion:	<p>Evidence submitted:</p> <ul style="list-style-type: none"> - Scanned copy of written complaints book pages – relevant comment ref. # 075 dated 22/3/2019 and resolution of complaints dated 29/3/2019 - Records of refresher training on Complaints & Grievances Procedure; Training Date: 29/5/2019; Training conducted by Estate Manager and attended by Assistant Managers and all Field Staffs as well as Office Staffs <p>Evidence submitted confirmed that CAP sufficient to address issues raised, hence Major Nonconformity closed on 31/5/2019.</p>

Major Nonconformities:		
Ref	Area/Process	Clause
1777377-201905-M2	MS 2530:2013-3 (MSP0 Part 3)	4.5.7.1
Requirements:	Use of fire for waste disposal and for preparing land for oil palm cultivation or replanting shall be avoided except in specific situations, as identified in regional best practice.	
Statement of Nonconformity:	Use of fire was not fully avoided when not in specific situations as identified in regional best practice.	
Objective Evidence:	Traces of open burning on the ground were found within workers quarters nearby abandoned old house area at Selama Main Division workers quarters.	
Corrections:	To clear all the open burning traces/wastes immediately.	
Root cause analysis:	Inadequate training among the workers on the prohibition of open burning.	
Corrective Actions:	<p>To provide trainings to the workers on the 'zero burning policy.</p> <p>To install 'No Open Burning' signage at linesite.</p> <p>To provide sufficient waste bin and recycle bin within linesite for proper waste disposal.</p>	
Assessment Conclusion:	<p>Evidence submitted:</p> <ul style="list-style-type: none"> - Photo of the before and after of burnining trace area within linesite - Records of refresher training on Zero Burning Policy; Training Date: 28/5/2019; Training conducted by Assistant Manager and attended by Field Staffs and workers - Photo of the erection of 'No Open Burning' signages within workers quarters area <p>Evidence submitted confirmed that CAP sufficient to address issues raised, hence Major Nonconformity closed on 31/5/2019.</p>	

Major Nonconformities:		
Ref	Area/Process	Clause
1777377-201905-M3	MS 2530:2013-3 (MSPO Part 3)	4.4.4.2
Requirements:	The occupational safety and health plan shall cover the following: i) Employees trained in First Aid should be present at all field operations. A First Aid Kit equipped with approved contents should be available at each worksite.	
Statement of Nonconformity:	A First Aid Kit equipped with approved contents available at one of the worksite was found expired.	
Objective Evidence:	An anti-septic wash was found expired (expired date on 11/2018) contained in one of the First Aid Kit at worksite in Selama Main Division.	
Corrections:	The expired 'Anti Septic Wash' was replaced immediately with new unit.	
Root cause analysis:	Section for the 'Expiry date' not available in the monitoring checklist of First Aid Kit.	
Corrective Actions:	The First Aid Kit checklist to be amended to include section for 'expiry date'.	
Assessment Conclusion:	Evidence submitted: - Photo of the newly replaced 'Anti Septic Wash' equipped in the First Aid Kit # 5 - Scanned copy of amended First Aid Kit inspection checklist with inspection conducted on 18/5/2019 by HA Evidence submitted confirmed that CAP sufficient to address issues raised, hence Major Nonconformity closed on 31/5/2019.	

Opportunity For Improvement		
Ref	Area/Process	Clause
1777377-201905-I1	Genting Selama Estate	4.4.4.2
Requirements:	The occupational safety and health plan shall cover the following: b) The risks of all operations shall be assessed and documented.	
Objective Evidence:	Relevant occupational safety control measures related to slope erosion issues at riparian area within OP95B at Choong Meng Division need further enhancement.	

Opportunity For Improvement		
Ref	Area/Process	Clause
1777377-201905-I2	Genting Selama Estate	4.5.1.3
Requirements:	An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, effectively implemented and monitored.	
Objective Evidence:	Relevant environmental improvement plan as control measures to mitigate issues related to slope erosion at riparian area within OP95B at Choong Meng Division need further enhancement.	

Noteworthy Positive Comments	
1.	Positive feedbacks received from external stakeholders consulted
2.	Efficient monitoring of parameters related to raw water quality and biodiversity
3.	Good implementation of waste management plan for all identified type of wastes

3.3 Status of Nonconformities Previously Identified and OFI

Not applicable since this is the initial certification audit.

3.4 Issues Raised by Stakeholders

IS #	Description
1	<p>Feedbacks: Union (NUPW) representative – freedom was fully given by management for employee to involve and participate in union activities.</p> <p>Management Responses: Management always recognized freedom of association and support all activities related.</p> <p>Audit Team Findings: Infor included in checklist.</p>
2	<p>Feedbacks: Vendors & contractors – long service to Genting Plantation since Asiatic time for more than 10 years. No issue in pricing and payment.</p> <p>Management Responses: Positive comment noted.</p> <p>Audit Team Findings: No further issue.</p>
3	<p>Feedbacks: Village representative – having few villagers working with company at the estate. No issue in estate and villagers land boundary.</p> <p>Management Responses: Priorities always given to local communities to fulfil any relevant post vacancy within estate. Periodical consultation made with villagers from time to time.</p> <p>Audit Team Findings: No further issue.</p>
4	<p>Feedbacks: HA – sufficient medical facilities provided by company to serve employee within estate. No any viral disease case within estate.</p> <p>Management Responses: Workers medical care was provided as per requirement.</p> <p>Audit Team Findings: No further issue</p>
5	<p>Feedbacks: Smallholder neighbour – estate management always been considerate to allow access for smallholders to their land crossing through estate area.</p> <p>Management Responses: Estate access were guarded by security personnel and any security matters always reported to the management.</p> <p>Audit Team Findings: No further issue.</p>
6	<p>Feedbacks: Local & Foreign Workers – no issue in provision of housing and accommodation. PPE always provided by management. Contract agreements terms and conditions were fully explained by management.</p> <p>Management Responses: Workers conditions are always priority to management.</p> <p>Audit Team Findings: All feedbacks from workers were used as the input to the checklist.</p>

3.5 Summary of the Nonconformities and Status

CAR Ref.	CLASS	ISSUED	STATUS
1777377-201905-M1	Major	17/5/2019	Closed on 31/5/2019
1777377-201905-M2	Major	17/5/2019	Closed on 31/5/2019
1777377-201905-M3	Major	17/5/2019	Closed on 31/5/2019

3.6 Summary of the findings by Principles and Criteria

Criterion / Indicator		Assessment Findings	Compliance
4.1 Principle 1: Management commitment & responsibility			
Criterion 4.1.1 – Malaysian Sustainable Palm Oil (MSPO) Policy			
4.1.1.1	A policy for the implementation of MSPO shall be established. - Major compliance -	Established as Sustainability Management Group Policies as following: <ul style="list-style-type: none"> • Sustainability Policy; Rev. 00; Date: 3/8/2009 • Environmental Policy; Rev. 00; Date: 5/10/2009 • People Policy; Rev. 00; Date: 3/8/2009 • Sexual Harassment Policy; Rev. 00; Date: 3/8/2009 • Safety and Health Policy; Rev. 02; Date: 1/7/2018 • Zero Burning Policy; Rev. 00; Date: 10/8/2011 • Food Safety Policy; Rev. 00; Date: 2/2/2010 • Whistleblower Policy; Rev. 00; Date: 4/4/2013 • MSPO Policy; Rev. 00; Date: 18/3/2014 • Policy on Ethical Conduct and Integrity; Rev. 00; Date: 22/6/2015 • Social Policy (Incorporating Special Labour and Human Rights requirements); Rev. 00; Date: 22/6/2015 All policies were available in dual language (BM & English) and signed Genting Plantations Berhad President & COO. Latest briefing on Understanding & Awareness of Group Policies was conducted by GSLE management to all employees on 20/3/2019.	Complied
4.1.1.2	The policy shall also emphasize commitment to continual improvement.	The MSPO Policy; rev. 00; Dated 18/3/2014 sighted emphasized commitment to continual improvement. Sighted records of policy briefing conducted on 20/3/2019.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
Criterion 4.1.2 – Internal Audit			
4.1.2.1	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement. - Major compliance -	Implemented based on Sustainability Management Procedure of Internal Audit; SMP-GPB-03; Rev. 01; Date: 11/12/2013. Sighted Internal Audit Plan for the audit to be conducted from 29 -30/4/2019 by Lead Auditor (P. Sivaji Raja) from Sustainability Department. 1 Major NCRs were raised for issues related to Scheduled Waste handling requirements. Sighted that all findings still in progress of corrective actions. It was found that for both NCRs and OBS, no specific MSPO indicators were referred to the findings. It will be better if MPSO indicators/clauses number to be included in the audit findings/reporting.	Complied
4.1.2.2	The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order to implement the necessary corrective action. - Major compliance -	Documented as procedures above, Internal Audit Plan, Internal Audit Report Summary, Internal Audit NCR form and Internal Audit Observations (OBS) form.	Complied
4.1.2.3	Report shall be made available to the management for their review. - Major compliance -	Records of internal audit were included in the Management Review Meeting dated 3/5/2019.	Complied

Criterion / Indicator	Assessment Findings	Compliance	
Criterion 4.1.3 – Management Review			
<p>4.1.3.1</p>	<p>The management shall periodically review the continuous suitability, adequacy and effectiveness of the requirements for effective implementation of MSPO and decide on any changes, improvement and modification.</p> <p>- Major compliance -</p>	<p>Implemented based on Sustainability Management Procedure of Management Review; SMP-GPB-06; Rev. 01; Date: 25/5/2018. Sighted agendas to be covered including following:</p> <ul style="list-style-type: none"> • Status of outstanding issues from previous meeting • Changes, improvement or modification to the Sustainability Management System (SMS) • Internal audit and external audit findings on SMS • Complaints and Grievances Book • Enquiry Register Book • Stakeholder Meeting Reports/Minutes • Risk Management (specific to ISCC) • Green-house value (specific to ISCC, MSPO & RSPO) • Review continual improvement status and its recommendations • Review on resource & training requirements • Review of Sustainability Policy and its objectives status • Review of effectiveness in achieving quality, environmental, social, safety and health objectives • Compliance status on legal and other requirements • Any other matters <p>The procedure also specifies the Management Review Committee at the OU shall consist of Estate/Mil Manager, Senior Assistant, Assistant Manager/Engineer, Chief Clerk, Field Staffs, Supervisors, Office Clerks, OSH Coordinator, Sustainability Coordinator and Hospital Assistant.</p> <p>Sighted the latest management review meeting records shown meeting conducted on 3/5/2019 among Vice President/GM – Plantation</p>	<p>Complied</p>

Criterion / Indicator		Assessment Findings	Compliance
		(WM), Estate Managers, Sr. AM and HQ, KL Sustainability Manager with discussion/review on general view on MSPO Internal Audit Findings, Status of MSPO Internal Audit Findings and Conclusion.	
Criterion 4.1.4 – Continual Improvement			
4.1.4.1	The action plan for continual improvement shall be based on consideration of the main social and environmental impact and opportunities of the company. - Major compliance -	Established as Continuous Improvement Plan; Date: 4/4/2019, mostly for following elements: <ul style="list-style-type: none"> • Minimize use of certain pesticides – e.g. removal of Paraquat • Environmental impacts – e.g. water & waste management, recycling program • Social impacts – e.g. interior and exterior of workers quarters renovation 	Complied
4.1.4.2	The company shall establish a system to improve practices in line with new information and techniques or new industry standards and technology (where applicable) that are available and feasible for adoption. - Major compliance -	Mechanization has been adopted in Genting Selama Estate (GSLE) since 2015. Upon successful of trial period, few adopted new technology were as following: <ul style="list-style-type: none"> - Mechanical Assisted Fertilizer Application (MAF) Spreader - Mechanical Assisted Spraying (MAS – Tractor Mounted Sprayer) - Mechanical Platform Collection (MPC – Big Tractor Grabber) - Mechanical Assisted In-field Collection (MAIC – Mini Tractor Grabber & Mechanical Wheelbarrow) - Mechanized Cutter (MoCu – Sickle) 	Complied
4.1.4.3	An action plan to provide the necessary resources including training, to implement the new techniques or new industry standard or technology (where applicable) shall be	Included the GSLE Annual Training Programme 2019 on operational subject adapting new industry standard/technology for harvesting, spraying, first aid and other relevant operational matter. Latest training	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	established. - Major compliance -	was conducted on 28/3/2019 for Mechanical Wheelbarrow PB 250 potential handler.	
4.2 Principle 2: Transparency			
Criterion 4.2.1 – Transparency of information and documents relevant to MSPO requirements			
4.2.1.1	The management shall communicate the information requested by the relevant stakeholders in the appropriate languages and forms, except those limited by commercial confidentiality or disclosure that could result in negative environmental or social outcomes. - Major compliance -	Implemented based on Sustainability Management Procedure for Consultation and Communication; SMP-GPB-17; Rev. 02; Date: 23/2/2018. Consultation & communication done through meetings, dialogs, engagement to both internal & external stakeholders and recorded in Genting Plantations Complaints/Grievance Record Book – Estate: GSLE. Latest briefing on procedure was conducted on 11/4/2019. Sighted latest complaints received from internal stakeholder (mandore) (ref. # 033; dated 3/11/2017) on stray dogs in housing areas. Sighted immediate action taken accordingly. No any external complaints/grievances received from external stakeholder. Specific to Selama Estate – Procedure for Complaints and Grievances for Workers, Suppliers, Contractors and Other Stakeholders of Genting Selama Estate with Flow-Chart.	Complied
4.2.1.2	Management documents shall be publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes. - Major compliance -	GSLE divided into 4 divisions with a total of 35 land titles/user rights as per sighted samples as following: <ul style="list-style-type: none"> • Selama Main Div.: <ul style="list-style-type: none"> i) Title # 99094; Lot # 1234; Area: 465.5912 ha; Daerah: Bandar Baharu; Mukim: Serdang ii) Title # 99093; Lot # 382; Area: 15.6529 ha; Daerah: Bandar Baharu; Mukim: Serdang 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> • Chong Meng Div.: <ul style="list-style-type: none"> i) Title # GM 350; Lot # 147; Area: 2.7265 ha; Daerah: Bandar Baharu; Mukim: Kuala Selama ii) Title # GM 495; Lot # 216; Area: 12.7804 ha; Daerah: Bandar Baharu; Mukim: Serdang • Selding Div.: <ul style="list-style-type: none"> i) Title # 64752; Lot # 753; Area: 406.7084 ha; Daerah: Selama; Mukim: Selama ii) Title # 2854; Lot # 752; Area: 1.6794 ha; Daerah: Selama; Mukim: Selama • Halifax Div.: <ul style="list-style-type: none"> i) Title # 51800; Lot # 801; Area: 199.2062 ha; Daerah: Selama; Mukim: Selama • Area Statement as per Monthly Progress Report • Estate MPOB license # 508756502000; Validity: 1/6/2018-31/5/2019; Area reg.: 1,830.14 ha • Nursery MPOB license # 524812011000; Validity: 1/12/2018-30/11/2019; Area reg.: 1,830.14 ha <p>* Noted that inconsistency of area between land titles and MPOB license with newly surveyed area by external land surveyor (KSN). Summary of GPS Field Hectarage Statement.</p>	
Criterion 4.2.2 – Transparent method of communication and consultation			
4.2.2.1	Procedures shall be established for consultation and communication with the relevant stakeholders. - Major compliance -	Implemented based on Sustainability Management Procedure for Consultation and Communication; SMP-GPB-17; Rev. 02; Date: 23/2/2018. Consultation & communication done through meetings, dialogs, engagement to both internal & external stakeholders and	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<p>recorded in Genting Plantations Complaints/Grievance Record Book – Estate: GSLE.</p> <p>Sighted records of “Penerangan kepada kontraktor bagi mamenuhi standard persijilan RSPO, ISCC, MSPO” dated 16/11/2017.</p>	
4.2.2.2	<p>A management official should be nominated to be responsible for issues related to Indicator 1 at each operating unit.</p> <p>- Minor compliance -</p>	<ul style="list-style-type: none"> As per the letter of Appointment as Person-in-Charge for Traceability requirements as RSPO, ISC and MSPO Sustainability Standards. Letter of Appointment as Person-In-Charge for Updating Changes in Laws at GSLE; dated 7/11/2017. Appointed person: Chief Clerk – GSLE; by Acting Manager GSLE Letter of Appointment as Sustainability Coordinator for ISCC, RSPO and MSPO Related Matters; dated 1/11/2017. Appointed person: Assistant Manager; by Acting Manager GSLE 	Complied
4.2.2.3	<p>List of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders should be properly maintained.</p> <p>- Major compliance -</p>	<p>Sighted list of Internal Stakeholders and List of External Stakeholders updated as at March 2019 identified amongst all neighbouring estate, villagers, smallholders, suppliers, contractors, customer, NGO and etc.</p> <p>Latest external stakeholder consultation meeting was conducted on 28/3/2019 while consultation with internal (workers) stakeholders including briefing of procedure was conducted on 11/4/2019.</p>	Complied
Criterion 4.2.3 – Traceability			
4.2.3.1	<p>The management shall establish, implement and maintain a standard operating procedure to comply with the requirements for traceability of the relevant product(s).</p> <p>- Major compliance -</p>	<p>Established as Sustainability Management Procedure for Traceability; SMP-GPB-09; Rev. 02; Date: 14/8/2017.</p>	Complied

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4.2.3.2	<p>The management shall conduct regular inspections on compliance with the established traceability system.</p> <p>- Major compliance -</p>	<p>As per internal audit, implemented based on Sustainability Management Procedure of Internal Audit; SMP-GPB-03; Rev. 01; Date: 11/12/2013. Sighted Internal Audit Plan for the audit to be conducted from 29 -30/4/2019 by Lead Auditor (P. Sivaji Raja) from Sustainability Department. 1 Major NCRs were raised for issues related to Scheduled Waste handling requirements.</p> <p>Sighted that all findings still in progress of corrective actions. It was found that for both NCRs and OBS, no specific MSPO indicators were referred to the findings. It will be better if MPSO indicators/clauses number to be included in the audit findings/reporting.</p>	Complied
4.2.3.3	<p>The management should identify and assign suitable employees to implement and maintain the traceability system.</p> <p>- Minor compliance -</p>	<ul style="list-style-type: none"> As per the letter of Appointment as Person-in-Charge for Traceability requirements as RSPO, ISC and MSPO Sustainability Standards. Letter of Appointment as Person-In-Charge for Updating Changes in Laws at GSLE; dated 7/11/2017. Appointed person: Chief Clerk – GSLE; by Acting Manager GSLE Letter of Appointment as Sustainability Coordinator for ISCC, RSPO and MSPO Related Matters; dated 1/11/2017. Appointed person: Assistant Manager; by Acting Manager GSLE 	Complied
4.2.3.4	<p>Records of sales, delivery or transportation of FFB shall be maintained.</p> <p>- Major compliance -</p>	<p>As per file records of GLSE's FFB Oil Palm Yield Statistic (For the Month of Apr-19), Harvesting Chit (Sample # 41208; Date: 9/5/2019); FFB Despatch Note (Sample # FFB19000553W; Date: 15/5/2019) & Mill's Delivery/Goods Received Advice Sample ticket # 1905/00384; dated 9/5/2019 (Arah Kawasan Mill) and Sample ticket # 23972; dated 9/5/2019 (Malmaju Mill).</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
4.3 Principle 3: Compliance to legal requirements			
Criterion 4.3.1 – Regulatory requirements			
4.3.1.1	<p>All operations are in compliance with the applicable local, state, national and ratified international laws and regulations.</p> <p>- Major compliance -</p>	<p>A mechanism to ensure compliance to legal and other requirement has been documented in Sustainability Management Procedure Manual – Legal Requirement Register (SMP-GPB-22; Revision 07 dated 19/04/2019) and the Sustainability Management Procedure Manual – Procedures on Regional, National and International Laws (SMP-GPB-21; Revision 01 dated 14/08/2014).</p> <p>Sustainability Department and respective operating units will undertake the responsibility of identifying, managing, updating and tracking the legal requirement as well as monitoring the status of legal compliance.</p>	Complied
4.3.1.2	<p>The management shall list all laws applicable to their operations in a legal requirements register.</p> <p>- Major compliance -</p>	<p>List of applicable legal and other requirements was made available during the assessment and compiled in the Sustainability Management Procedure Manual – Legal Requirement Register (SMP-GPB-22; Revision 07 dated 19/04/2019) and the Sustainability Management Procedure Manual – Procedures on Regional, National and International Laws (SMP-GPB-21; Revision 01 dated 14/08/2014).</p> <p>As to date, Genting Selama Estate (GSLE) had complied with all the applicable local, state, national and ratified international laws and regulations.</p>	Complied

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4.3.1.3	The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force. - Major compliance -	All the legal and other requirements were register accordingly in the legal requirement register including Minimum Wages Order 2016. The evaluation was last carried out on 19/04/2019 by Assistant Manager and approved by the Estate Manager. Appointment as Person In-Charge for Updating Changes in Laws at GSLE of Mdm. Poongulali (Chief Clerk); Dated 27/4/2019.	Complied
4.3.1.4	The management should assign a person responsible to monitor compliance and to track and update the changes in regulatory requirements. - Minor compliance -	<u>Selama Estate:</u> Letter of Appointment as Sustainability Coordinator for ISCC, RSPO and MSPO Related Matters; dated 21/3/2019. Appointed person: Estate Manager; by VP/GM Plantation (WM)	Complied
Criterion 4.3.2 – Lands use rights			
4.3.2.1	The management shall ensure that their oil palm cultivation activities do not diminish the land use rights of other users. - Major compliance -	As per indicator 4.2.1.2, GSLE divided into 4 divisions with a total of 35 land titles/user rights as per sighted samples as following: <ul style="list-style-type: none"> • Selama Main Div.: <ul style="list-style-type: none"> iii) Title # 99094; Lot # 1234; Area: 465.5912 ha; Daerah: Bandar Baharu; Mukim: Serdang iv) Title # 99093; Lot # 382; Area: 15.6529 ha; Daerah: Bandar Baharu; Mukim: Serdang • Chong Meng Div.: <ul style="list-style-type: none"> iii) Title # GM 350; Lot # 147; Area: 2.7265 ha; Daerah: Bandar Baharu; Mukim: Kuala Selama iv) Title # GM 495; Lot # 216; Area: 12.7804 ha; Daerah: Bandar Baharu; Mukim: Serdang • Selding Div.: 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> iii) Title # 64752; Lot # 753; Area: 406.7084 ha; Daerah: Selama; Mukim: Selama iv) Title # 2854; Lot # 752; Area: 1.6794 ha; Daerah: Selama; Mukim: Selama • Halifax Div.: <ul style="list-style-type: none"> ii) Title # 51800; Lot # 801; Area: 199.2062 ha; Daerah: Selama; Mukim: Selama • Area Statement as per Monthly Progress Report • Estate MPOB license # 508756502000; Validity: 1/6/2018-31/5/2019; Area reg.: 1,830.14 ha • Nursery MPOB license # 524812011000; Validity: 1/12/2018-30/11/2019; Area reg.: 1,830.14 ha <p>* Noted that inconsistency of area between land titles and MPOB license with newly surveyed area by external land surveyor (KSN).</p> <p>Summary of GPS Field Hectarage Statement.</p>	
4.3.2.2	<p>The management shall provide documents showing legal ownership or lease, history of land tenure and the actual use of the land.</p> <p>- Major compliance -</p>	<p>As per indicator 4.2.1.2, GSLE divided into 4 divisions with a total of 35 land titles/user rights as per sighted samples as following:</p> <ul style="list-style-type: none"> • Selama Main Div.: <ul style="list-style-type: none"> v) Title # 99094; Lot # 1234; Area: 465.5912 ha; Daerah: Bandar Baharu; Mukim: Serdang vi) Title # 99093; Lot # 382; Area: 15.6529 ha; Daerah: Bandar Baharu; Mukim: Serdang • Chong Meng Div.: <ul style="list-style-type: none"> v) Title # GM 350; Lot # 147; Area: 2.7265 ha; Daerah: Bandar Baharu; Mukim: Kuala Selama vi) Title # GM 495; Lot # 216; Area: 12.7804 ha; Daerah: Bandar Baharu; Mukim: Serdang • Selding Div.: 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		v) Title # 64752; Lot # 753; Area: 406.7084 ha; Daerah: Selama; Mukim: Selama vi) Title # 2854; Lot # 752; Area: 1.6794 ha; Daerah: Selama; Mukim: Selama <ul style="list-style-type: none"> • Halifax Div.: iii) Title # 51800; Lot # 801; Area: 199.2062 ha; Daerah: Selama; Mukim: Selama • Area Statement as per Monthly Progress Report • Estate MPOB license # 508756502000; Validity: 1/6/2018-31/5/2019; Area reg.: 1,830.14 ha • Nursery MPOB license # 524812011000; Validity: 1/12/2018-30/11/2019; Area reg.: 1,830.14 ha * Noted that inconsistency of area between land titles and MPOB license with newly surveyed area by external land surveyor (KSN) and the summary of GPS Field Hectarage Statement. All titles shown "Syarat-Syarat Nyata: Kebun Getah" which were in process of application to change.	
4.3.2.3	Legal perimeter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable. - Major compliance -	As per indicator 4.2.1.2, GSLE established a Boundary Stone Maintenance and Management Programme; Dated 28/2/2019. Programmes included replace missing stones, repainting & numbering, patrolling and etc.	Complied
4.3.2.4	Where there are, or have been, disputes, documented proof of legal acquisition of land title and fair compensation that have been or are being made to previous owners and occupants; shall be made available and that these should have been accepted with free prior informed consent (FPIC).	Established as Sustainability Management Procedure for Negotiation, Compensation and Handling Procedure; SMP-GPB-18; Rev. 03; Date: 29/12/2017. No disputes recorded.	Complied

Criterion / Indicator		Assessment Findings	Compliance		
	- Minor compliance -				
Criterion 4.3.3 – Customary rights					
4.3.3.1	Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced. - Major compliance -	No customary rights issue.	Complied		
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights land, if any, should made available. - Minor compliance -	No customary rights issue.	Complied		
4.3.3.3	Negotiation and FPIC shall be recorded and copies of negotiated agreements should be made available. - Major compliance -	No customary rights issue.	Complied		
4.4 Principle 4: Social responsibility, health, safety and employment condition					
Criterion 4.4.1: Social Impact Assessment (SIA)					
4.4.1.1	Social impact should be identified and plans are implemented to mitigate the negative impacts and promote the positive ones. - Minor compliance -	Social impact identified as per documented RSPO & MSPO Social Impact Assessment (SIA) and Human Rights Impact Assessment (HRIM) Report, Genting Selama Estate (GSLE); Date: 24-25/4/2019. Report prepared by Sustainability Department dated 30/4/2019. The SIA study summarize few key areas findings as following samples: <table border="1" data-bbox="1048 1289 1870 1353"> <tr> <td>SIA Key Areas</td> <td>Findings</td> </tr> </table>	SIA Key Areas	Findings	Complied
SIA Key Areas	Findings				

Criterion / Indicator		Assessment Findings		Compliance
		Economic livelihood/quality of life	<ul style="list-style-type: none"> - Minimum wage met - No land disputes since 2015 - Local young generation not interested to work in plantation 	
		Environment	No complaints & noncompliance of environmental issue	
		Health & wellbeing	- Health screening prior to employment/FOMEMA compliance	
		Community, families and individuals	- No issue	
		<p>Plans (as per section 4: Summary of Issues Raised by External stakeholders and Actions Required & Section 5: Summary of Issues Raised by Internal Stakeholders and Action Required). Based on the consultation, few action plan were established as per following samples:</p> <ul style="list-style-type: none"> - Maintain existing good communication with all internal and external stakeholders by estate management - Maintenance of boundary drains at all estate boundary with neighboring smallholder - Continuous training of workers on MSPO & RSPO 		

Criterion / Indicator		Assessment Findings	Compliance
Criterion 4.4.2: Complaints and grievances			
4.4.2.1	A system for dealing with complaints and grievances shall be established and documented. - Major compliance -	As per indicator 4.2.2.1 – 4.2.2.3 above, implemented based on Sustainability Management Procedure for Consultation and Communication; SMP-GPB-17; Rev. 02; Date: 23/2/2018. Consultation & communication done through meetings, dialogs, engagement to both internal & external stakeholders and recorded in Genting Plantations Complaints/Grievance Record Book – Estate: GSLE. Sighted records of “Penerangan kepada kontraktor bagi mamenuhi standard persijilan RSPO, ISCC, MSPO” dated 16/11/2017.	Complied
4.4.2.2	The system shall be able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties. - Major compliance -	As per indicator 4.2.2.1 – 4.2.2.3 above, disputes to be resolve as per External Stakeholder Consultation and Communication Meeting MSPO/RSPO & ISCC Principles and Criteria; Dated 28/3/2019. (Proc. SMP-GPB-19; Rev. 03; Date: 21/3/2018) – Pihak Pengurusan membantu mencatatkan aduan/kilanan lisan dalam Buku Aduan dan Kilanan. However, complaints/grievances mentioned raised during stakeholders meeting conducted on 28/3/2019 (external) and 29/3/2019 (internal) were not being recorded in the book as per procedure. Hence, no evidence of effective, timely and acceptance of action taken to resolve disputes. Based on following evidence/requirements: - Report on External Stakeholder Consultation and Communication Meeting MSPO/RSPO & ISCC Principles and Criteria; Dated 28/3/2019	Major noncompliance

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Criterion / Indicator		Assessment Findings	Compliance
		-Internal Stakeholder Consultation and Communication Meeting MSPO/RSPO & ISCC Principles and Criteria; Dated 29/3/2019 - Procedure: Complaints and Grievances; SMP-GPB-19; Rev. 03; Date: 21/3/2018 A major noncompliance has been raised on the matter.	
4.4.2.3	A complaint form should be made available at the premises, where employees and affected stakeholders can make a complaint. - Minor compliance -	Complaints form available in the form of Complaint Book as per Report on Internal Stakeholder Consultation and Communication Meeting MSPO/RSPO & ISCC Principles and Criteria; Dated 29/3/2019.	Complied
4.4.2.4	Employees and the surrounding communities should be made aware that complaints or suggestions can be made any time. - Minor compliance -	Employees and surrounding communities were made aware on the matter as per Report on Internal Stakeholder Consultation and Communication Meeting MSPO/RSPO & ISCC Principles and Criteria; Dated 29/3/2019.	Complied
4.4.2.5	Complaints and resolutions for the last 24 months shall be documented and made available to affected stakeholders upon request. - Major compliance -	Except for findings above, records available as per Report on Internal Stakeholder Consultation and Communication Meeting MSPO/RSPO & ISCC Principles and Criteria; Dated 29/3/2019.	Complied
Criterion 4.4.3: Commitment to contribute to local sustainable development			
4.4.3.1	Growers should contribute to local development in consultation with the local communities. - Minor compliance -	Contributions made based on consultation as per Summary of Corporate Social Responsibility dated 18/10/2017 <ul style="list-style-type: none"> Workers Day Celebrations NUPW Perak; Date: 10/4/2019 Yearly Badminton Match competition 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> • Labour Day celebration • Majlis buka puasa • Free transport to clinic/hospital in case of emergency • Hari raya korban buffalo contribution • Rice incentives 	
Criterion 4.4.4: Employees safety and health			
4.4.4.1	<p>An occupational safety and health policy and plan shall be documented, effectively communicated and implemented.</p> <p>- Major compliance -</p>	<p>Established based on Risk Management and Risk Assessment; SMP-GPB-08; Rev. 00; Date: 11/10/2013 as OSH Management Plan 2019 that includes OSH Objectives, targets & Programs, OSH Policy – communication & implementation and training plan. Sighted table of OSH Action Plan & Strategies for main activities & areas amongst all includes the Agrochemicals on Plantations, Harvesting Operation, Machine Operators (farm tractors), FFB Lorry Drivers, Workshop Operation, Usage of PPE & training. Also included the details of OSH Budget to be utilized for year 2018 includes OSHA training, poster/signboard, OSHA meeting, fire extinguisher and etc.</p>	Complied
4.4.4.2	<p>The occupational safety and health plan shall cover the following:</p> <p>a) A safety and health policy, which is communicated and implemented.</p> <p>b) The risks of all operations shall be assessed and documented.</p> <p>c) An awareness and training programme which includes the following requirements for employees exposed to pesticides:</p>	<p>Occupational Safety and Health Manual for Plantation Division (OM-GPB-01; Revision 0 dated 01/01/2010) prepared by JKPP IS 127/438/2/3246, approved by the Executive Vice President were made available.</p> <p>Topics covered were:</p> <ol style="list-style-type: none"> 1. Notification and investigation of accidents at workplaces 2. Personal Protective Equipment 3. Occupational safety and health program 4. Emergency Response Plan 	Major noncompliance

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Criterion / Indicator	Assessment Findings	Compliance
<ul style="list-style-type: none"> i. all employees involved shall be adequately trained on safe working practices ii. all precautions attached to products shall be properly observed and applied d) The management shall provide the appropriate PPE at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC). e) The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 and Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000. f) The management shall appoint responsible person(s) for workers' safety and health. The appointed person(s) of trust must have knowledge and access to latest national regulations and collective agreements. g) The management shall conduct regular two-way communication with their employees where issues affecting their business such as employee's health, safety and welfare are discussed openly. Records from such meeting are kept and the concerns of the employees and any remedial actions taken are recorded. h) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees. 	<ul style="list-style-type: none"> 5. OSH Signages 6. OSH Committee 7. HIRARC 8. Pesticides usage 9. OSH documentation management 10. USECHH 2000 (Hazardous Chemical Handling) <p>GSLE has established a Hazard Identification Risk Assessment Risk Control (HIRARC) reviewed by Sr. Assistant Manager and approved by Mr. Izuddin Kusni (Estate Manager) on 19/3/2019. The HIRARC was prepared by a team of Assistant Manager, Hospital Assistant and Field Supervisors on 13/3/2019.</p> <p>Genting Selama Estate Annual OSH Training Programme & Safety Meeting for 2019 were available. GSLE conducts a periodic training for employees such as Fire Drill Training [21/3/2019], SOP Spraying Training [14/11/2018], Scheduled Waste Awareness Training [22/11/2018], Public Road Crossing Training [10/5/2019] and etc.</p> <p>GSLE management has appointed the OSH Committee for 2018/2019 consisting of representatives from employer and employee. The OHS Chairman and Secretary are in coordination with the Sustainability Dept for any updates on national regulations and collective agreements.</p> <p>During site visit to the chemical store, premix area, fertilizers store and clinic, the respective sites are equipped with first aid box, fire extinguisher, important contact number and flowchart of emergency procedures.</p>	

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Criterion / Indicator		Assessment Findings	Compliance
	i) Employees trained in First Aid should be present at all field operations. A First Aid Kit equipped with approved contents should be available at each worksite. j) Records shall be kept of all accidents and be reviewed periodically at quarterly intervals. - Major compliance -	<p>Interview with worker, found they are able to explain and demonstrate steps of precaution on incidence, such as first aid action to be taken, spills handling and reporting.</p> <p>The Hospital Assistance is the key person as first aider and supported by estate staff whom been trained by him. Sighted the training record for first aiders on 27/4/2019. However, a First Aid Kit equipped with approved contents available at one of the worksite was found expired. It was seen that an anti-septic wash was found expired (expired date on 11/2018) contained in one of the First Aid Kit at worksite in Selama Main Division. Hence, a major noncompliance was raised on this matter based on the consideration that the issue needed immediate corrective actions to be taken.</p> <p>The OSH Committee has records of accidents happened and will evaluate it during the OSH quarter meeting, which was latest conducted on 13/3/2019. There was no accident case reported in the 1st quarter 2019.</p>	
Criterion 4.4.5: Employment conditions			
4.4.5.1	The management shall establish policy on good social practices regarding human rights in respect of industrial harmony. The policy shall be signed by the top management and effectively communicated to the employees. - Major compliance -	Policy sighted as above; People Policy; Rev. 00; Date: 3/8/2009.	Complied
4.4.5.2	The management shall not engage in or support discriminatory practices and shall provide equal opportunity and treatment regardless of race, colour, sex, religion, political opinion,	As above.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	<p>nationality, social origin or any other distinguishing characteristics.</p> <p>- Major compliance -</p>		
4.4.5.3	<p>Management shall ensure that employees' pay and conditions meet legal or industry minimum standards and as per agreed Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage.</p> <p>- Major compliance -</p>	<p>The template for work agreements been used was revised by Genting HR as "Perjanjian Pekerjaan"; HRAD WM Rev4 Date: 7/1/2019. All terms and conditions in the work agreements were based on latest applicable requirements as per Labour Act 1955, MAPA/NUPW Agreement and Minimum Wage Order 2018 (Amendment).</p> <p>Samples of work agreements sighted and checked as following:</p> <ul style="list-style-type: none"> - Employee # 03588; Joined date: 11/4/2016; Post: Harvester - Employee # 03532; Joined date: 10/8/2015; Post: Weeder - Employee # 03575; Joined date: 17/10/2016; Post: Harvester - Employee # 03664; Joined date: 22/10/2016; Post: Harvester - Employee # 03600; Joined date: 27/7/2017; Post: Weeder - Employee # 03583; Joined date: 1/11/2016; Post: Weeder <p>The recent MAPA/NUPW Agreement on the Wages of Harvesters, Harvesting Kanganies, Loaders and "Other Loaders" on Oil Palm Estates, 2019; MAPA/NUPW Field and Other General Employees and Fringe Benefits Agreement, 2019; MAPA Circular No. 12/2019; Dated 2/4/2019 referred to in the agreement was kept available by GSLE.</p>	Complied
4.4.5.4	<p>Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.</p> <p>- Minor compliance -</p>	<p>Contractors and their employees were employed in harvesting operation including for FFB transporters and palm tree felling & chipping of replanting machinery operator.</p> <p>Sighted the following sample GSLE signed 3 types of agreements:</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<p>i) Harvesting Agreement (GSLE/HA/19/01/01 – Avis Sivamani Enterprise); 02-Chin Chu Poh; 03-Kumarvary Enterprise; 04-Koo Development Construction</p> <p>ii) Loading and Transporting Agreement (GSLE/TPT/19/01/05 – Avis Sivamani; 06-Ragunathan a/l Subiah; 07-Kama Devi Agency</p> <p>iii) MOA Agreement (GSLE/GW/19/01/08 – Avis Sivamani Enterprise; 09-Chin Chu Poh; 10-Kumarvary Enterprise</p> <p>In all agreements, it was mentioned that in accordance with RSPO, ISCC and MSPO requirements the contractor shall submit the following:</p> <p>iv) Copies of passport or work permit together with the job description work agreement</p> <p>v) Copy of each workers’ pay advice</p> <p>vi) Copy of insurance policy for contractors’ workers</p> <p>Sighted that the estate kept all records accordingly. However consistency of records to be maintained needs further improvements.</p>	
4.4.5.5	<p>The management shall establish records that provide an accurate account of all employees (including seasonal workers and subcontracted workers on the premises). The records should contain full names, gender, date of birth, date of entry, a job description, wage and the period of employment.</p> <p>- Major compliance -</p>	<p>There is a list of employees consist of employee number, name, division, pay, NRIC/Passport no, employment category, nationality, DOB, age, race and status in the Lintramax system – Name List of Workers (as at April 2019).</p>	Complied

Criterion / Indicator	Assessment Findings	Compliance
<p>4.4.5.6 All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract is available for each and every employee indicated in the employment records.</p> <p>- Major compliance -</p>	<p>The worker’s contract valid for a 3 years basis [evident from the Employment Agreement, Rev.2 dated 01/08/2016)], termination of service is after receiving 1 month prior notice or deduction of 1 month salary in lieu or where either party mutually agree to terminate the service.</p> <p>GSLE can terminate the service under varies conditions as per the Employment Agreement (eq. if they fail the medical test or any criminal misconduct during the employment period).</p> <p>The cost involved for their return will be borne by the company.</p> <p>All workers are provided an explanation of the understanding of the agreement, given a copy of the agreement and the original is kept in respective personal file.</p> <p>As per stated in item 2.3 of the contract, all workers are given the probation period for 6 months and as per bullet 6 stated that all works, salary, rewards, rules, and conditions based on the current Minimum Wage Order.</p> <p>Sample contractor payslip:</p> <ul style="list-style-type: none"> - Worker ID # AT 067482; Date engaged: 25/6/2014; Post: Harvester; Contractor: Kumarvany Enterprise - Worker ID # AU 187315; Date engaged: 30/5/2018; Post: Harvester; Contractor: Chin Chu Poh - Worker ID # AT 864292; Date engaged: 11/10/2016; Post: Harvester; Contractor: Avis Sivamani Enterprise - Worker ID # AT 476215; Date engaged: 6/11/2015; Post: Harvester; Contractor: Kumarvany Enterprise 	<p>Complied</p>

Criterion / Indicator		Assessment Findings	Compliance
		- Worker ID # C 0696772; Date engaged: 11/12/2015; Post: Harvester; Contractor: Chin Chu Poh	
4.4.5.7	<p>The management shall establish a time recording system that makes working hours and overtime transparent for both employees and employer.</p> <p>- Major compliance -</p>	<p>Based on the sampled pay slips of workers [each nationality of 3 months' pay slip], there is no trace of breach of payment as stipulated in their contract.</p> <p>Interview with workers shows no issue on wages received.</p> <p>During site visit, interview with both local and foreign workers revealed no discrimination on overtime hours as well on wages received for overtime work done.</p> <p>This was also cross checked in their respective payslips and no discrepancies found.</p> <p>GSLE has implemented the FingerTec TA500 Biometric Time Attendance System for time recording.</p>	Complied
4.4.5.8	<p>The working hours and breaks of each individual employee as indicated in the time records shall comply with legal regulations and collective agreements. Overtime shall be mutually agreed and shall always be compensated at the rate applicable and shall meet the applicable legal requirement.</p> <p>- Major compliance -</p>	<p>Working hours is 8 hours. From Monday to Saturday. Total monthly working hours is 208 hours. The overtime maximum is 104 hours according to the Malaysia Employment Act 1955.</p> <p>As at current status, there was none has crossed 80 hours of overtime. Verified the payslips, the payment and calculation of overt time well distributed.</p> <p>The overtime rate after 8 hours daily rated is: upkeeping</p> <ul style="list-style-type: none"> • Mon - Sat – daily rated / 8 hours x 1.5 • Sunday - daily rated / 8 hours x 2.0 • Public holiday – daily rated / 8 hours x 3.0 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>The overtime rate after 8 hours piece rated is: harvesters</p> <ul style="list-style-type: none"> • Mon - Sat – flat rate • Sunday – flat rate x 2.0 • Public holiday – flat rate x 3.0 	
4.4.5.9	<p>Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements.</p> <p>- Major compliance -</p>	<p>Salary slips clearly shows the calculations of gross salary, all deductions and net salary of a worker.</p> <p>Workers interviewed confirmed that they are being paid more than the stipulated minimum wage and that they understand all the deductions being made.</p> <p>Sampled 3 months' payslip for:</p> <ul style="list-style-type: none"> - Employee # 03588; Joined date: 11/4/2016; Post: Harvester - Employee # 03532; Joined date: 10/8/2015; Post: Weeder - Employee # 03575; Joined date: 17/10/2016; Post: Harvester - Employee # 03664; Joined date: 22/10/2016; Post: Harvester - Employee # 03600; Joined date: 27/7/2017; Post: Weeder - Employee # 03583; Joined date: 1/11/2016; Post: Weeder 	Complied
4.4.5.10	<p>Other forms of social benefits should be offered by the employer to employees, their families or the community such as incentives for good work performance, bonus payment, professional development, medical care and health provisions.</p> <p>- Minor compliance -</p>	<p>The social benefits for:</p> <p>Local - incentives for good work performance by giving hampers for general workers during annual dinner and for staff is based on KPI eligible for incentive, bonus payment, professional development for only executive and above, medical care and health provisions are for entire work force.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>Foreigner – new employees arriving from overseas are given the basic necessities and food (as per the GWLE Basis Necessities for New Worker checklist).</p> <p>Total there are 309 workers [97.1% foreigners], interviewed the Estate Manager who mentioned the social benefits for workers are based on the instruction from HQ level.</p> <p>Medical surveillance for sprayers (10), manuring (5), storekeeper (1) and workshop (4) [Total 20 workers] has been conducted on 25/10/2018 by Poliklinik Sakthi & Sheila (HQ/12/DOC/00/262). Summary report for the medical surveillance were available and 19 workers were found fit for work. 1 weeding worker need to repeat the cholinesterase test which was done on 25/4/2019. Upon action taken by estate management to transfer the worker to other work section not involving chemical handling, the worker’s repeat test passed.</p>	
4.4.5.11	<p>In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities in compliance with the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446) or any other applicable legislation.</p> <p>- Major compliance -</p>	<p>Based on field visit and interview with workers known that the adequate housing, clean water supplies, medical, mosque, electricity and access to adequate, sufficient and affordable food has been provided.</p> <p>Foreign workers housed accordingly and have adequate beds, clean running water from taps, kitchen and toilet facility. There is no complain, and grievance related to housing standard.</p> <p>During site visit to line-site, interview both local and foreign workers claimed that the management provides decent living quarters with proper drainage system, twice a week domestic waste collection, attend to household repairs and free water and electricity supply for</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<p>domestic consumption. The audit team witnessed the tap water condition in foreign worker’s quarter that has no sign of pollution.</p> <p>The clinic seen with sufficient facilities to treat patient with minor illness and for major case it will be refer to local government hospital in Serdang town (± 7km). Interview with workers, resulted positive feedbacks of the service from clinic.</p>	
4.4.5.12	<p>The management shall establish a policy and provide guidelines to prevent all forms of sexual harassment and violence at the workplace.</p> <p>- Major compliance -</p>	<p>Appointment Letter (Surat lantikan) – as Women Committee Secretary Member dated 25/4/2019 of Norhafiza (General Clerk).</p> <p>The latest meeting with woman association in GSLE was done on 25/4/2019 as per “Minit Mesyuarat Persatuan Wanita Dan Kanak-Kanak” sighted.</p>	Complied
4.4.5.13	<p>The management shall respect the right of all employees to form or join trade union and allow workers own representative(s) to facilitate collective bargaining in accordance with applicable laws and regulations. Employees shall be given the freedom to join a trade union relevant to the industry or to organize themselves for collective bargaining. Employees shall have the right to organize and negotiate their work conditions. Employees exercising this right should not be discriminated against or suffer repercussions.</p> <p>- Major compliance -</p>	<p>The Genting Plantations Group “People Policy” signed by Mr Yong Chee Kong, CEO dated 03/08/2017 clearly states that no one shall be denied of their rights, freedom of association and equal opportunities.</p>	Complied
4.4.5.14	<p>Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation. Work by children is acceptable on family farms, under adult supervision, and when not interfering with their education</p>	<p>There is a Genting Plantations Social Policy on Child Protection dated on 22/06/2015.</p> <p>During site visit to field and line site, there was no evidence found of workers below 18 years old. Workers are aware of the minimum age</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
	programmes. Children shall not exposed to hazardous working conditions. - Major compliance -	policy is being strictly enforced by the management at which the age limit is above 18 years old.	
Criterion 4.4.6: Training and competency			
4.4.6.1	All employees, contractors and relevant smallholders are appropriately trained. A training programme (appropriate to the scale of the organization) that includes regular assessment of training needs and documentation, including records of training shall be kept. - Major compliance -	Sighted the Genting Selama Estate Annual OSH Training Programme & Safety Meeting for 2017. The program consists of briefing about SOP and PPE (18), briefing about safety policy (1), first aid training (1), safety committee meeting (1) and fire drill (1). Training records sampled:- i) Safety Training for Hitachi (Excavator) Driver – 06/07/2017 ii) Motorcycle Safety – 17/05/2017 iii) Safety at Workshop – 24/04/2017	Complied
4.4.6.2	Training needs of individual employees shall be identified prior to the planning and implementation of the training programmes in order to provide the specific skill and competency required to all employees based on their job description. - Major compliance -	Seen a matrix table that identified programs and whom are required to be trained. There is no special or specific training identified by the management, however the existing plans are able to promote individual workers improve their working skill. Training calendar with programs seen in align with management’s direction to ensure all workers are trained in their respective job. Cross verified, harvesters, sprayers and chemical/store handler found satisfactory discussion. Sighted the (Executive/Staffs/Workers) Training needs, analysis and plan for year 2017 dated 14/10/2017.	Complied

Criterion / Indicator		Assessment Findings	Compliance
4.4.6.3	<p>A continuous training programme should be planned and implemented to ensure that all employees are well trained in their job function and responsibility, in accordance to the documented training procedure.</p> <p>- Minor compliance -</p>	<p>The estate has training program which updated annually. The annual internal audit by the Sustainability Dept and the management review does review the effectiveness of the training plan and its execution.</p> <p>Interview with workers and staff, found they are aware on their job scope and responsibilities, e.g. Hospital Assistance, Asst. manager and field workers during site visit.</p>	Complied
4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services			
Criterion 4.5.1: Environmental Management Plan			
4.5.1.1	<p>An environmental policy and management plan in compliance with the relevant country and state environmental laws shall be developed, effectively communicated and implemented.</p> <p>- Major compliance -</p>	<p>The Genting Plantations "Environment Policy" was established. The policy was signed by Mr Yong Chee Kong, CEO on 05/10/2009.</p> <p>The GSLE environmental improvement and management plan has been established to monitor the identified significant activities that give impacts on environment. The Assistant Manager has been appointed to do the monitoring to ensure the plan is effectively implemented.</p>	Complied
4.5.1.2	<p>The environmental management plan shall cover the following:</p> <ul style="list-style-type: none"> a) An environmental policy and objectives; b) The aspects and impacts analysis of all operations. <p>- Major compliance -</p>	<p>An environmental improvement plan was implemented to monitor the effectiveness of the mitigation measures.</p> <p>This plan incorporated a monitoring protocol, which is adaptive to operational changes and is reviewed every year to reflect the results of monitoring operational changes that may have positive and negative environmental impacts. Last reviewed was done on 11/2/2019.</p> <p>Appointment as Environmental Committee Member – Environmental Performance Monitoring Committee.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
4.5.1.3	An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, effectively implemented and monitored. - Major compliance -	Based on Sustainability Management Procedure Manual; Doc. # SMP-GPB-29; Rev. 01; Date: 6/6/2018. Established in EAI Register	Complied
4.5.1.4	A programme to promote the positive impacts should be included in the continual improvement plan. - Minor compliance -	Programs conducted including 3R campaign and provision of 3R bins within office and housing area, waste segregation monitoring of river water sample analysis and etc.	Complied
4.5.1.5	An awareness and training programme shall be established and implemented to ensure that all employees understand the policy and objectives of the environmental management and improvement plans and are working towards achieving the objectives. - Major compliance -	The Genting Selama Estate Annual OSH Training Programme & Safety Meeting for 2017 includes environmental awareness and compliance related trainings to the executives, staffs and workers. Continuous awareness training program eq. Riparian Training has been carried out on 16/10/2017 by the company to its workers and other stakeholders.	Complied
4.5.1.6	Management shall organize regular meetings with employees where their concerns about environmental quality are discussed. - Major compliance -	Environmental related matters were discussed during morning muster calls. Workers interview reveal that they are encouraged to discuss environmental issues with the management. Continuous awareness training through the Understanding and Awareness of the Company's Policy training upon meeting has been carried out on 11/3/2019 by the company to its workers and other stakeholders.	Complied
Criterion 4.5.2: Efficiency of energy use and use of renewable energy			

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Criterion / Indicator		Assessment Findings	Compliance														
4.5.2.1	<p>Consumption of non-renewable energy shall be optimized and closely monitored by establishing baseline values and trends shall be observed within an appropriate timeframe. There should be a plan to assess the usage of non-renewable energy including fossil fuel, electricity and energy efficiency in the operations over the base period.</p> <p>- Major compliance -</p>	<p><u>Selama Estate:</u></p> <p>GSLE maintains records of energy usage, which is reported monthly to head office. The use of the fossil fuel against the FFB production is being monitored.</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>Year</th> <th>Diesel/ mt FFB</th> </tr> </thead> <tbody> <tr> <td rowspan="5">Genting Selama Estate (GSLE)</td> <td>2015</td> <td>0.63 ltrs/mt</td> </tr> <tr> <td>2016</td> <td>0.79 ltrs/mt</td> </tr> <tr> <td>2017</td> <td>0.82 ltrs/mt</td> </tr> <tr> <td>2018</td> <td>1.12 ltrs/mt</td> </tr> <tr> <td>2019</td> <td>1.00 ltrs/mt (as of Mar 2019)</td> </tr> </tbody> </table>	Estate	Year	Diesel/ mt FFB	Genting Selama Estate (GSLE)	2015	0.63 ltrs/mt	2016	0.79 ltrs/mt	2017	0.82 ltrs/mt	2018	1.12 ltrs/mt	2019	1.00 ltrs/mt (as of Mar 2019)	Complied
Estate	Year	Diesel/ mt FFB															
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4.5.2.2	<p>The oil palm premises shall estimate the direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations. This shall include fuel use by contractors, including all transport and machinery operations.</p> <p>- Major compliance -</p>	<p>GSLE have estimation on total energy required. This estimation was compared to the actual usage by monthly and reported to the head office for monitoring.</p>	Complied														
4.5.2.3	<p>The use of renewable energy should be applied where possible.</p> <p>- Minor compliance -</p>	<p>The estate are using grid supply as their source of electricity with diesel genset as a back-up power supply. There's no renewable energy generation or application of the time being except that the estate adopted utilization of renewable biomass source of their own EFB to be applied within the estate fields.</p>	Complied														
<p>Criterion 4.5.3: Waste management and disposal</p>																	

Criterion / Indicator		Assessment Findings	Compliance								
4.5.3.1	<p>All waste products and sources of pollution shall be identified and documented.</p> <p>- Major compliance -</p>	<p>Visit to GSLE facilities showed that all waste products and sources of pollution were identified and documented.</p> <p>The documentation and identification of all the waste products such as scheduled waste, domestic waste and recyclable waste such as metal, plastic, mill waste and polluting materials e.g. EFB were maintained and monitored.</p> <p>Scheduled Waste identified included SW305, SW312, SW404, SW408, SW409 and SW410. Records on the usage and disposal were well recorded and documented.</p> <p>Appropriate secondary containment for the diesel skid tanks, chemical and scheduled waste storage areas was verified to be maintained.</p>	Complied								
4.5.3.2	<p>A waste management plan to avoid or reduce pollution shall be developed and implemented. The waste management plan should include measures for:</p> <p>a) Identifying and monitoring sources of waste and pollution</p> <p>b) Improving the efficiency of resource utilization and recycling of potential wastes as nutrients or converting them into value-added by-products</p> <p>- Major compliance -</p>	<p>Documented Waste Management Plan dated 9/3/2019 was established where the site visit confirmed that the practice of reduce, reuse and recycle of materials has been implemented.</p> <p>Segregation of wastes i.e. general wastes and scheduled wastes was verified to be satisfactory. Proper storage areas were identified for the storage of the recyclable wastes at the estate.</p> <p>The estate adopted utilization of biomass source from their own EFB to be applied within the estate fields as nutrients source. EFB application ratio is between 10mt/ha to 20mt/ha depends of field area. Sample records shown following:</p> <table border="1"> <thead> <tr> <th>Division</th> <th>Field</th> <th>Tonnage (mt)</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>SLD</td> <td>OP 16</td> <td>237</td> <td>Jul-18</td> </tr> </tbody> </table>	Division	Field	Tonnage (mt)	Date	SLD	OP 16	237	Jul-18	Complied
Division	Field	Tonnage (mt)	Date								
SLD	OP 16	237	Jul-18								

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Criterion / Indicator		Assessment Findings				Compliance
		SLCM	OP 16A	515	Jun-18	
			OP 18B	204	Apr-19	
		SLSD	OP 18	315	Mar-19	
		SLH	OP 16	550	Jun-18	
4.5.3.3	<p>The management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environment Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal.</p> <p>- Major compliance -</p>	<p>Based on Sustainability Management Procedure Manual established as following titles:</p> <ul style="list-style-type: none"> i) Scheduled Waste Management; doc. # SMP-GPB-11; Rev. 01; Dated 5/6/2018 ii) Landfill and Domestic Waste Management; Rev. 01; Doc. # SMP-GPB-12; Rev. 12; Dated 1/12/2014 iii) Recyclable Waste Management; Rev. 0; Doc. # SMP-GPB-13; dated 11/10/2013 				Complied
4.5.3.4	<p>Empty pesticide containers shall be punctured and disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health. The disposal instructions on manufacturer's labels should be adhered to. Reference should be made to the national programme on recycling of used HDPE pesticide containers.</p> <p>- Major compliance -</p>	<p>Empty pesticide containers were sent to be recycled. The latest disposal was done on 4/4/2019 by G-Planter Sdn Bhd.</p>				Complied
4.5.3.5	<p>Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourses.</p> <p>- Minor compliance -</p>	<p>The management used to segregate the waste, i.e. general wastes and scheduled wastes was verified to be satisfactory.</p> <p>Proper storage areas were identified for the storage of the recyclable wastes.</p>				Complied

Criterion / Indicator	Assessment Findings	Compliance	
Criterion 4.5.4: Reduction of pollution and emission			
4.5.4.1	An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, scheduled wastes, solid wastes and effluent. - Major compliance -	Based on the assessment of all polluting activities as of the Environment Aspect and Impact assessment, identified source was from the estate activities. Current monitoring for scheduled waste was through regular monitoring which conducted as per requirement. The latest disposal was done on 2/5/2019 by Kualiti Alam for sample i.e. SW306 (Consignment # 20190502217S75YGW) and SW305 (Consignment # 2019050217G3FK50). The clinical waste (SW404) was also disposed by Kualiti Alam latest on 22/2/2019 (Consignment # 2019022213HODI2N). All the records were found adequate as per required by EQ (SW) Regulations 2005.	Complied
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented. - Major compliance -	The Waste Management Plan - GSLE has been integrated into the Significant Pollutants and GHG Emission – Reduction/Minimization Plan which is being reviewed on yearly basis, last reviewed was done on 9/3/2019 by Estate Manager. The plan was monitored regularly.	Complied
Criterion 4.5.5: Natural water resources			
4.5.5.1	The management shall establish a water management plan to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include: a. Assessment of water usage and sources of supply.	The GSLE water management plan dated 21/3/2019 was established. The plan was implemented and monitored on monthly basis by the Estate Manager. Analysis was done every month and submitted to the authority on quarterly basis. The following parameters (BOD, TSS, Ammonical Nitrogen, Total Nitrogen, Oil & Grease, pH, COD, Total Suspended	Complied

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<p>b. Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the estate’s current activities.</p> <p>c. Ways to optimize water and nutrient usage to reduce wastage (e.g. having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.).</p> <p>d. Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones at or before planting or replanting, along all natural waterways within the estate.</p> <p>e. Where natural vegetation in riparian areas has been removed, a plan with a timetable for restoration shall be established and implemented.</p> <p>f. Where bore well is being use for water supply, the level of the ground water table should be measured at least annually.</p> <p>- Major compliance -</p>	<p>Solids) are checked by own accredited Lab i.e., Genting Plantations Research Centre (GPRC) Laboratory Analytical Section, Tebong, Alor Gajah, Melaka.</p> <p>Sighted the certificate of analysis for water samples (raw water and treated water) from GPRC, Test report # ER05/2019; Date received: 22/2/2019; Date issue: 5/3/2019 for water samples with Lab ref. # E14/9 - E21/19 All results are within limits of the DWQS.</p>	
<p>4.5.5.2 No construction of bunds, weirs and dams across main rivers or waterways passing through an estate.</p> <p>- Minor compliance -</p>	<p>There is no construction of bunds, weirs and dams across main rivers or waterways passing through GSLE estate.</p>	<p>Complied</p>
<p>4.5.5.3 Water harvesting practices should be implemented (e.g. water from road-side drains can be directed and stored in conservation terraces and various natural receptacles).</p> <p>- Minor compliance -</p>	<p>Water harvesting practices was implemented. It was used for washing compound at estate office.</p>	<p>Complied</p>

Criterion / Indicator	Assessment Findings	Compliance	
Criterion 4.5.6: Status of rare, threatened, or endangered species and high biodiversity value			
4.5.6.1	<p>Information shall be collated that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors). This information should cover:</p> <ul style="list-style-type: none"> a) Identification of high biodiversity value habitats, such as rare and threatened ecosystems, that could be significantly affected by the grower(s) activities. b) Conservation status (e.g. The International Union on Conservation of Nature and Natural Resources (IUCN) status on legal protection, population status and habitat requirements of rare, threatened, or endangered species), that could be significantly affected by the grower(s) activities. <p>- Major compliance -</p>	<p>The Inventory of HCV Sites within Genting Plantations Berhad Group of Estates (Peninsular Region) has been conducted by Sustainability Department, Genting Plantations Sdn. Bhd.</p> <p>Report shown there's a presence of HCV 4 (4.1 CM & 4.2 all) with a total hectarge of & HCV 6</p>	<p>Complied</p>
4.5.6.2	<p>If rare, threatened or endangered species, or high biodiversity value, are present, appropriate measures for management planning and operations should include:</p> <ul style="list-style-type: none"> a) Ensuring that any legal requirements relating to the protection of the species are met. b) Discouraging any illegal or inappropriate hunting, fishing or collecting activities; and developing responsible measures to resolve human-wildlife conflicts. <p>- Major compliance -</p>	<p>Their management plan such as:</p> <ul style="list-style-type: none"> i) To ensure no agrichemical activities carried out near the riparian area. ii) To cover any bare soil with planting of vetiver grasses, groundcovers and to reduce soil erosion. iii) Establishment of safety/awareness signages iv) To give briefing during muster to include HCV related. v) HCV awareness training for estate management. 	<p>Complied</p>

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4.5.6.3	A management plan to comply with Indicator 1 shall be established and effectively implemented, if required. - Major compliance -	The Genting Plantations GSLE Environment Improvement & Management plan dated 21/09/2017 on the protection of HCV areas is available. HCV monitoring tool within GSLE dated 11/09/2017 is available.	Complied
Criterion 4.5.7: Zero burning practices			
4.5.7.1	Use of fire for waste disposal and for preparing land for oil palm cultivation or replanting shall be avoided except in specific situations, as identified in regional best practice. - Major compliance -	It was noted that "Zero Burning Policy" signed by Mr Yong Chee Kong (President & CEO) dated 10/08/2011 implemented. Management complying with the Malaysian environmental law –EQA and Regulations 1974. No open burning noted during the field visit. However, use of open fire was not fully avoided not in specific situations as identified in regional best practice. This was based on the evidence that traces of open burning on the ground was found within workers quarters nearby abandoned old house area at Selama Main Division workers quarters. Hence, a major noncompliance has been raised on the matter.	Major noncompliance
4.5.7.2	A special approval from the relevant authorities shall be sought in areas where the previous crop is highly diseased and where there is a significant risk of disease spread or continuation into the next crop. - Major compliance -	No use of fire for land preparation during replanting.	Complied

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4.5.7.3	Where controlled burning is allowed, it shall be carried out as prescribed by the Environmental Quality (Declared Activities) (Open Burning) Order 2003 or other applicable laws. - Major compliance -	No use of fire for land preparation during replanting.	Complied
4.5.7.4	Previous crops should be felled or mowed down, chipped and shredded, windrowed or pulverized or ploughed and mulched. - Minor compliance -	No use of fire for land preparation during replanting.	Complied
4.6 Principle 6: Best Practices			
Criterion 4.6.1: Site Management			
4.6.1.1	Standard operating procedures shall be appropriately documented and consistently implemented and monitored. - Major compliance -	Based on Sustainability Management Manuals, Procedures and Policies (RSPO, MSPO and ISCC) Document Masterlist; form # SMP-GPB-01-F01-01; updated 15/8/2014, a set of policies, procedures and manuals have been established as best management practices for all activities related to mill and estate operations. And SOP Genting Peninsular Malaysia Estates; Revision 2 – December 2010 SVP/VP Operational Visit was conducted on 10-11 April 2019 by GM (Mr. Foo See Sun).	Complied
4.6.1.2	Where oil palm is grown within permitted levels on sloping land, appropriate soil conservation measures shall be implemented to prevent both soil erosion as well as siltation of drains and waterways. Measures shall be put in place to prevent	Landscapes of GSLE are mostly undulating, flat, rolling and hilly. No planting within areas more than 25 degrees in GSLE.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	contamination of surface and groundwater through runoff of either soil, nutrients or chemicals. - Major compliance -		
4.6.1.3	A visual identification or reference system shall be established for each field. - Major compliance -	Landscapes of GSLE are mostly undulating, flat, rolling and hilly. No planting within areas more than 25 degrees in GSLE.	Complied
Criterion 4.6.2: Economic and financial viability plan			
4.6.2.1	A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning. - Major compliance -	GSLE has continued its commitment to long term sustainability and improvements through a capital expenditure program. Sighted the latest GSLE Summary of Capital Expenditure Costs for Fiscal Year 2019, Version 01 (01/01/2019 to 31/12/2019). Sighted part of the approved CAPEX included a new unit of SP Solaris 2600 Grabber (3 Jaw) for Mechanical Assisted In-Field Collection (MAIC). GSLE have made progress towards achieving their performance production targets for the current financial year.	Complied
4.6.2.2	Where applicable, an annual replanting programme shall be established. Long term replanting programme should be established and review annually, where applicable every 3-5 years. - Major compliance -	GSLE proposed replanting programme for 2019 to 2023 is available. Based on the plan, 99ha planned for 2019, 198 ha (2020), 29 ha (2021), 75 ha (2022) and 118 ha (2023) with a total of 519 ha planned for replant in 2019 to 2023.	Complied
4.6.2.3	The business or management plan may contain:	GSLE have made progress towards achieving their performance production targets for the current financial year.	Complied

Criterion / Indicator		Assessment Findings	Compliance
	a) Attention to quality of planting materials and FFB b) Crop projection: site yield potential, age profile, FFB yield trends c) Cost of production : cost per tonne of FFB d) Price forecast e) e) Financial indicators : cost benefit, discounted cash flow, return on investment - Major compliance -	The plan includes age profile, yield projection, cost per tonne of FFB production and etc.	
4.6.2.4	The management plan shall be effectively implemented and the achievement of the goals and objectives shall be regularly monitored, periodically reviewed and documented. - Major compliance -	GSLE monitors the estate performance against the targets. It also recommends changes to the plans if necessary.	Complied
Criterion 4.6.3: Transparent and fair price dealing			
4.6.3.1	Pricing mechanisms for the products and other services shall be documented and effectively implemented. - Major compliance -	The pricing method for FFB transporter has been clearly stated in the Loading and Transporting of FFB and Loose Fruit Agreement, Memorandum – Revision of FFB Transportation, Hourly & Other Contract Rates (ref: GPOS-VPGM/051/2K16) dated 21/04/2016 and Genting Selama Estate – Review of FFB Loading and Transportation Rate/Ton.	Complied
4.6.3.2	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. - Major compliance -	Fair contracts were transparently agreed and paid in timely manner as per sample sighted as following:	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		i) Harvesting Agreement (GSLE/HA/19/01/01 – Avis Sivamani Enterprise); 02-Chin Chu Poh; 03-Kumarvary Enterprise; 04-Koo Development Construction ii) Loading and Transporting Agreement (GSLE/TPT/19/01/05 – Avis Sivamani; 06-Ragunathan a/l Subiah; 07-Kama Devi Agency iii) MOA Agreement (GSLE/GW/19/01/08 – Avis Sivamani Enterprise; 09-Chin Chu Poh; 10-Kumarvary Enterprise Payment sample: i) A/C # 76000210; Payment CC ID # 18000604; Contractor: Ragunathan a/l Subiah; Date: 4/5/2019 ii) A/C # 76000210; Payment CC ID # 16007630; Contractor: Kamala Devi Agency; Date: 4/5/2019 iii) A/C # 76000120; Payment CC ID # 18001190; Contractor: Avis Sivamani Enterprise; Date: 4/5/2019	
Criterion 4.6.4: Contractor			
4.6.4.1	Where contractors are engaged, they shall understand the MSPO requirements and shall provide the required documentation and information. - Major compliance -	GSLE have initiated the MSPO awareness to all its contractors on 17/11/2017. Interview with the contractor (G-Planter), found that they understood on the MSPO requirements.	Complied
4.6.4.2	The management shall provide evidence of agreed contracts with the contractor.	Agreed contracts sighted as per following sample of agreements:	Complied

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -	i) Harvesting Agreement (GSLE/HA/19/01/01 – Avis Sivamani Enterprise); 02-Chin Chu Poh; 03-Kumarvary Enterprise; 04-Koo Development Construction ii) Loading and Transporting Agreement (GSLE/TPT/19/01/05 – Avis Sivamani; 06-Ragunathan a/l Subiah; 07-Kama Devi Agency iii) MOA Agreement (GSLE/GW/19/01/08 – Avis Sivamani Enterprise; 09-Chin Chu Poh; 10-Kumarvary Enterprise	
4.6.4.3	The management shall accept MSPO approved auditors to verify assessments through a physical inspection if required. - Minor compliance -	GSLE has no objection to allow BSI auditors to verify the assessment through physical inspection if required.	Complied
4.6.4.4	The management shall be responsible for the observance of the control points applicable to the tasks performed by the contractor, by checking and signing the assessment of the contractor for each task and season contracted. - Major compliance -	Control points applicable being observed by estate management as per sighted sample agreements as following: i) Harvesting Agreement (GSLE/HA/19/01/01 – Avis Sivamani Enterprise); 02-Chin Chu Poh; 03-Kumarvary Enterprise; 04-Koo Development Construction ii) Loading and Transporting Agreement (GSLE/TPT/19/01/05 – Avis Sivamani; 06-Ragunathan a/l Subiah; 07-Kama Devi Agency iii) MOA Agreement (GSLE/GW/19/01/08 – Avis Sivamani Enterprise; 09-Chin Chu Poh; 10-Kumarvary Enterprise	Complied
4.7 Principle 7: Development of new planting			
Criterion 4.7.1: High biodiversity value			

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Criterion / Indicator		Assessment Findings	Compliance
4.7.1.1	Oil palm shall not be planted on land with high biodiversity value unless it is carried out in compliance with the National and/or State Biodiversity Legislation. - Major compliance -	No new planting involved in GSLE.	n/a
4.7.1.2	No conversion of Environmentally Sensitive Areas (ESAs) to oil palm as required under Peninsular Malaysia's National Physical Plan (NPP) and the Sabah Forest Management Unit under the Sabah Forest Management License Agreement. For Sabah and Sarawak, new planting or replanting of an area 500ha or more requires an EIA. For areas below 500ha but above 100ha, a Proposal for Mitigation Measures (PMM) is required. - Major compliance -	No new planting involved in GSLE.	n/a
Criterion 4.7.2: Peat Land			
4.7.2.1	New planting and replanting may be developed and implemented on peat land as per MPOB guidelines on peat land development or industry best practice. - Major compliance -	No new planting involved in GSLE.	n/a
Criterion 4.7.3: Social and Environmental Impact Assessment (SEIA)			
4.7.3.1	A comprehensive and participatory social and environmental impact assessment shall be conducted prior to establishing new plantings or operations.	No new planting involved in GSLE.	n/a

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
4.7.3.2	SEIAs shall include previous land use or history and involve independent consultation as per national and state regulations, via participatory methodology which includes external stakeholders. - Major compliance -	No new planting involved in GSLE.	n/a
4.7.3.3	The results of the SEIA shall be incorporated into an appropriate management plan and operational procedures developed, implemented, monitored and reviewed. - Major compliance -	No new planting involved in GSLE.	n/a
4.7.3.4	Where the development includes smallholder schemes of above 500ha in total or small estates, the impacts and implications of how each scheme or small estate is to be managed should be documented and a plan to manage the impacts developed, implemented, monitored and reviewed. - Minor compliance -	No new planting involved in GSLE.	n/a
Criterion 4.7.4: Soil and topographic information			
4.7.4.1	Information on soil types shall be adequate to establish the long-term suitability of the land for oil palm cultivation. - Major compliance -	No new planting involved in GSLE.	n/a
4.7.4.2	Topographic information shall be adequate to guide the planning of planting programmes, drainage and irrigation	No new planting involved in GSLE.	n/a

Criterion / Indicator		Assessment Findings	Compliance
	systems, roads and other infrastructure. - Major compliance -		
Criterion 4.7.5: Planting on steep terrain, marginal and fragile soils			
4.7.5.1	Extensive planting on steep terrain, marginal and fragile soils shall be avoided unless permitted by local, state and national laws. - Major compliance -	No new planting involved in GSLE.	n/a
4.7.5.2	Where planting on fragile and marginal soils is proposed, plans shall be developed and implemented to protect them and to minimize adverse impacts (e.g. hydrological) or significantly increased risks (e.g. fire risk) in areas outside the plantation. - Major compliance -	No new planting involved in GSLE.	n/a
4.7.5.3	Marginal and fragile soils, including excessive gradients and peat soils, shall be identified prior to conversion. - Major compliance -	No new planting involved in GSLE.	n/a
Criterion 4.7.6: Customary land			
4.7.6.1	No new plantings are established on recognised customary land without the owners' free, prior and informed consent, dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative	No new planting involved in GSLE.	n/a

Criterion / Indicator		Assessment Findings	Compliance
	institutions. - Major compliance -		
4.7.6.2	Where new plantings on recognised customary lands are acceptable, management plans and operations should maintain sacred sites. - Minor compliance -	No new planting involved in GSLE.	n/a
4.7.6.3	Where recognized customary or legally owned lands have been taken-over, the documentary proof of the transfer of rights and of payment or provision of agreed compensation shall be made available. - Major compliance -	No new planting involved in GSLE.	n/a
4.7.6.4	The owner of recognised customary land shall be compensated for any agreed land acquisitions and relinquishment of rights, subject to their free prior informed consent and negotiated agreement. - Major compliance -	No new planting involved in GSLE.	n/a
4.7.6.5	Identification and assessment of legal and recognised customary rights shall be documented. - Major compliance -	No new planting involved in GSLE.	n/a
4.7.6.6	A system for identifying people entitled to compensation and for calculating and distributing fair compensation shall be established and implemented.	No new planting involved in GSLE.	n/a

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
4.7.6.7	The process and outcome of any compensation claims shall be documented and made publicly available. - Major compliance -	No new planting involved in GSLE.	n/a
4.7.6.8	Communities that have lost access and rights to land for plantation expansion should be given opportunities to benefit from the plantation development. - Minor compliance -	No new planting involved in GSLE.	n/a

Section 4: Assessment Conclusion and Recommendation

Acknowledgement of Internal Responsibility and Formal Sign-off of Assessment Findings	
Based on the findings during the assessment Genting Selama Estate Certification Unit complies with the MS 2530-3:2013 . It is recommended that the certification of Genting Selama Estate Certification Unit is approved and/or continued.	
Acknowledgement of Assessment Findings	Report Prepared by
Name: Arunan Kandasamy	Name: Hafriazhar Mohd. Mokhtar
Company name: Genting Plantations Berhad	Company name: BSI Services Malaysia Sdn. Bhd.
Title: Senior Vice President-Plantation	Title: Lead Auditor
Signature:  ARUNAN KANDASAMY SENIOR VICE PRESIDENT PLANTATION (MALAYSIA) Date: 31/7/2019	Signature:  Date: 31/7/2019

Appendix A: Assessment Plan

Date	Time	Subjects	HMM
13/5/2019	PM	Audit team travel from KL to Parit Buntar	✓
14/5/2019 Day 1	0830	Opening meeting: <ul style="list-style-type: none"> • Presentation by Genting Plantation Team • Presentation by BSI Lead Auditor -introduction of team member and assessment agenda • Confirmation of assessment scope and finalizing audit scope 	✓
	0900	Genting Selama Estate: Document (manual/procedures/policies etc.) assessment (MS:2530 Part 3) P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement, P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity and ecosystem services and P6 : Best practices, P7: Development of New Planting	✓
	1230	Lunch/break	✓
	1330	Continue with documents review	✓
	1600	Assessment interim briefing	✓
	1630	End of Day 1	✓
15/5/2019 Day 2	0830	Genting Selama Estate: Operation/implementation assessment - Field visit: boundary inspection, field operations (e.g. harvesting, spraying, manuring, etc.), staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Scheduled waste management, worker housing, clinic, Landfill etc.	✓
	1230	Lunch/break	✓
	1330	Continue with site visits	✓
	1600	Assessment interim briefing	✓
	1630	End of Day 2	✓
16/5/2019 Day 3	0830	Genting Selama Estate: Records (e.g. land use rights, customary right land, SIA, EIA, HIRARC, SW, accident/incident, complaints and grievance, work contracts, pay slips, complaint records, workers records, training records, permits, CIP, etc.) assessment	✓
	1000	External stakeholder interview to be selected – preference among relevant government agencies, NGOs, local village/community representatives including aboriginal native (if any), neighbours, vendors (contractor/supplier) etc.	✓
	1230	Lunch/break	✓
	1330	Continue with records review	✓
	1600	Assessment interim briefing	✓
	1630	End of Day 3	✓
17/5/2019 Day 4	0830	Genting Selama Estate: Continue with documents/records review and site visit (if deemed necessary)	✓
	1230	Lunch/break & Friday prayer	✓
	1430	Report/findings preparation	✓

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Date	Time	Subjects	HMM
	1530	Closing meeting & presentation of audit findings by BSI Lead Auditor	✓
	1630	End of audit	✓
18/5/2019	AM	Audit team travel back to KL	✓

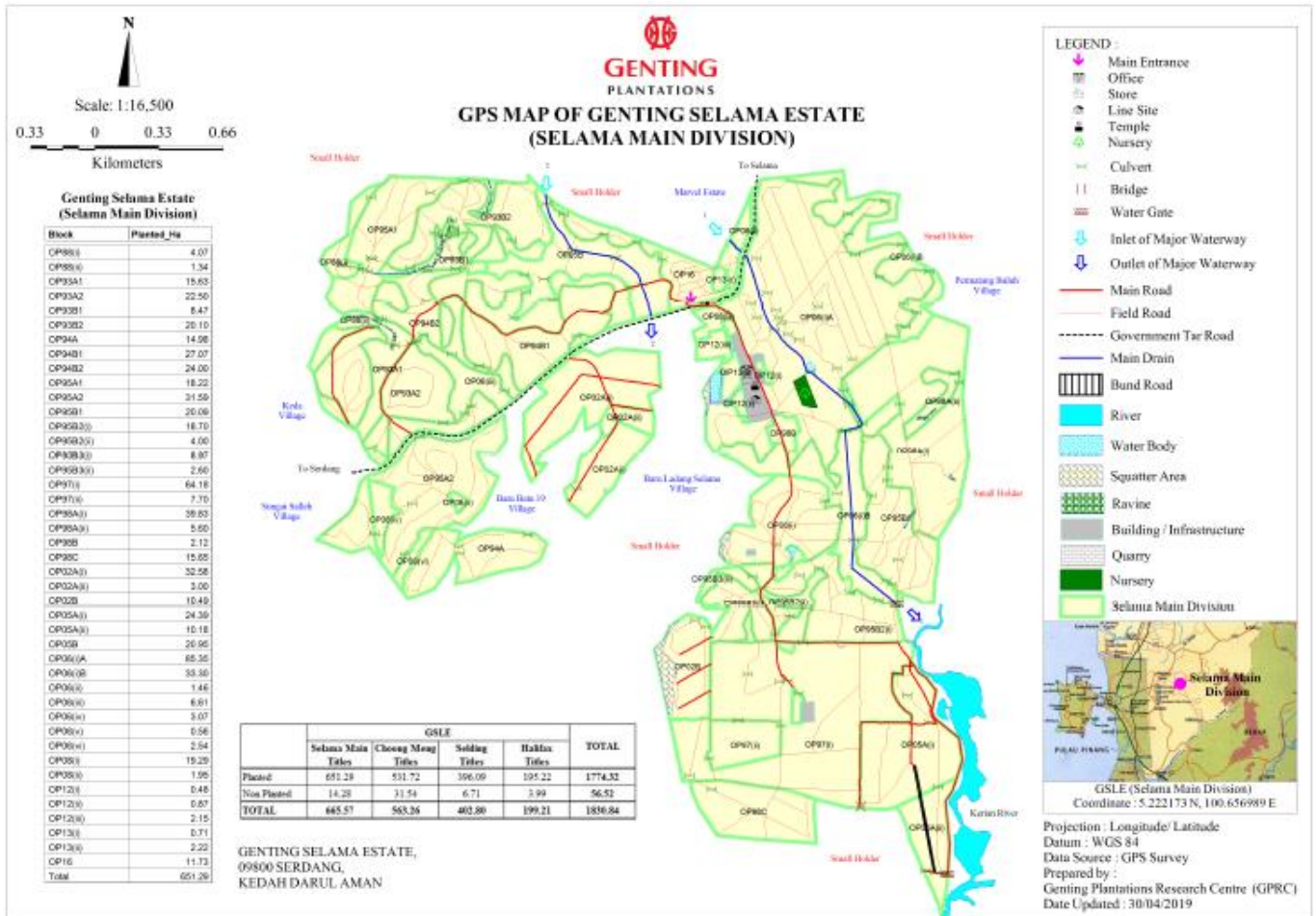
Appendix B: List of Stakeholders Contacted

List of Stakeholders Contacted	
<p>Internal Stakeholders</p> <p>Manager/Assistant Manager Field supervisor Mandore Harvester Sprayer Hospital Assistant (HA)</p>	<p>Union/Contractors/Local Communities</p> <p>Union representative Vendor Contractor Village representative Smallholder (neighbour)</p>
<p>Government Departments</p> <p>(Contacted via email and public stakeholder notification and no feedbacks received)</p> <p>Department of Wildlife & National Parks Perak & Kedah Forestry Department Perak & Kedah Department of Labour (Peninsular Malaysia) – Kedah Department of Occupational Safety and Health – Kedah Department of Environment – Kedah Immigration Department - Kedah</p>	<p>NGO</p> <p>(Contacted via email and public stakeholder notification and no feedbacks received)</p> <p>Tenaganita Wetlands International (Malaysia) MNS – Malaysian Nature Society Sahabat Alam Malaysia WWF - Malaysia Rainforest Action Network (RAN)</p>

Appendix C: Smallholder Member Details

No	Name of smallholder	Year Planted	Land Area (ha)	Forecast FFB (Mt/ha/year)
1	Nil	n/a	n/a	n/a
2				
3				
4				
5				
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				
21				
22				
23				
TOTAL				

Appendix F: Location and Field Map



Appendix G: List of Abbreviations

BOD	Biochemical Oxygen Demand
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
EFB	Empty Fruit Bunch
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMS	Environmental Management System
FFB	Fresh Fruit Bunch
FPIC	Free, Prior, Informed and Consent
GAP	Good Agricultural Practice
GHG	Greenhouse Gas
GMP	Good Manufacturing Practice
GPS	Global Positioning System
HCV	High Conservation Value
IPM	Integrated Pest Management
ISCC	International Sustainable Carbon Certification
LD50	Lethal Dose for 50 sample
MSPO	Malaysian Sustainable Palm Oil
MSDS	Material Safety Data Sheet
MT	Metric Tonnes
OER	Oil Extraction Rate
OSH	Occupational Safety and Health
PK	Palm Kernel
PKO	Palm Kernel Oil
POM	Palm Oil Mill
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RTE	Rare, Threatened or Endangered species
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure