

**MALAYSIAN SUSTAINABLE PALM OIL
– SCOPE EXTENSION ASSESSMENT
Public Summary Report**

GENTING PLANTATIONS BERHAD
Head Office: 10th Floor, Wisma Genting, Jalan Sultan Ismail, 50250 Kuala Lumpur
Certification Unit: Genting Ayer Item Oil Mill & Supply Bases (Genting Kulai Besar Estate, Genting Sri Gading Estate, Genting Sungei Rayat Estate, Genting Tanah Merah Estate and Genting Tebong Estate)
Location of Certification Unit: Genting Ayer Item Oil Mill Batu 54, Jalan Johor 86100 Air Hitam, Johor, Malaysia

Report prepared by:
Elzy Ovktafia (Lead Auditor)

Report Number: 9750523

Assessment Conducted by:
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Section 1: Executive Summary

1.1 Organizational Information and Contact Person			
MPOB Licenses	1. Genting Kulai Besar Estate: 509591-102000 (30/04/2019), 508595-302000 (30/04/2019), 540060-011000 (31/05/2019). 2. Genting Sri Gading Estate: 508592-902000 (03/04/2019), 508842-111000 (30/06/2019), 524435-102000 (31/10/2020). 3. Genting Sungei Rayat Estate: 508590-202000 (30/04/2019), 501298-102000 (31/03/2019). 4. Genting Tanah Merah Estate: 538065-011000 (31/03/2019), 559916-701000 (28/02/2021), 611773-002000 (31/05/2019), 609122-002000 (28/02/2019), 513814-002000 (30/06/2019). 5. Genting Tebong Estate: 501803-202000 (31/11/2019), 501667-602000 (31/03/2019), 539822-011000 (31/05/2019), 501866-102000 (31/12/2019).		
Company Name	GENTING PLANTATIONS BERHAD		
Address	10 th Floor, Wisma Genting, Jalan Sultan Ismail, 50250 Kuala Lumpur		
Group name if applicable:	N/A		
Subsidiary of (if applicable)	N/A		
Contact Person Name	Mr. Tan Cheng Huat		
Website	www.gentingplantations.com	E-mail	chenghuat.tan@genting.com
Telephone	03-2333 6531	Facsimile	N/A

1.2 Certification Information			
Certificate Number	MSPO 682363 (Genting Ayer Item Oil Mill) MSPO 696629 (Plantations)		
Issue Date	29/06/2018	Expiry date	28/06/2023
Scope of Certification	Mill: Production of Sustainable Palm Oil and Palm Oil Products Plantation: Production of Sustainable Oil Palm Fruits		
Stage 1 Date	N/A		
Stage 2 / Initial Assessment Visit Date (IAV)	22-23/1/2018		
Continuous Assessment Visit Date (CAV) 1	11-14/02/2019		
Scope Extension Audit	09-11/04/2019		
Continuous Assessment Visit Date (CAV) 2	-		
Continuous Assessment Visit Date (CAV) 3	-		
Continuous Assessment Visit Date (CAV) 4	-		

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Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
GAIOM, GKBE, GSGE, GSRE, GTME & GTBE: EU-ISCC-Cert-DE119-60183390	ISCC EU	ASG Cert GmbH	24.10.2018 – 23.10.2019
GTME: MPOB/CoP/NN/0003-2 GTBE: MPOB/CoP/NN/0269	Code of Good Nursery Practice for Oil Palm Nurseries	MPOB	20/12/2020 20/04/2019
GAIOM: ISO 14001 : 2015 – EMS 00553 OHSAS 18001 : 2007 – SR 0579 MS 1722 : 2011 – SR 0580	EMS OHSAS OSHMS	SIRIM QAS International Sdn Bhd	13.01.2020 13.01.2020 13.01.2020
RSPO 653474	RSPO	BSI Services Malaysia Sdn Bhd	25.03.2020

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	
		Latitude	Longitude
Genting Kulai Besar Estate	No. 1213-1215, Jalan Kasturi 36/45, Indahpura, 81000 Kulai, Johor.	1° 36' 55.4" N	103° 36' 45.0" E
Genting Sri Gading Estate	PO Box 510, 83009 Batu Pahat, Johor.	1° 50'17.8" N	103° 1' 5.6" E
Genting Sungei Rayat Estate	PO Box 511, 83009 Batu Pahat, Johor.	1° 54' 14.2" N	103° 00' 44.6" E
Genting Tanah Merah Estate	PO Box 68, 84907 Tangkak, Johor.	2° 16' 53.94" N	102° 33' 37.17" E
Genting Tebong Estate	Genting Tebong Estate, 75990 Tebong, Melaka.	2° 27' 20.05" N	102° 21' 38.44" E

1.4 Plantings & Cycle					
Estate	Age (Years) - ha				
	0-3	4-7	8-20	21-25	26-30
Genting Kulai Besar Estate	368.22	211.90	576.79	436.22	438.39
Genting Sri Gading Estate	581.14	430.87	1190.73	431.22	593.84
Genting Sungei Rayat Estate	284.39	104.52	1612.61	223.81	82.87
Genting Tanah Merah Estate	298.30	152.89	817.42	774.81	-

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Genting Tebong Estate	418.08	258.38	840.11	1142.33	213.50
Total (ha)	1,950.13	1158.56	5037.66	3008.39	1328.60

1.5 FFB Production (Actual) and Projected (tonnage)

Producer Group	Estimated (Jan 18 - Dec 18)	Actual (Jan 18 - Dec 18)	Forecast (Jan 19 - Dec 19)
Genting Kulai Besar Estate	44,465.00	44,277.36	42,600.00
Genting Sri Gading Estate	69,150.00	61,804.35	67,670.00
Genting Sungei Rayat Estate	52,692.00	47,599.67	54,150.00
Genting Tanah Merah Estate	47,096.00	44,133.24	46,240.00
Genting Tebong Estate	60,986.00	47,577.21	52,902.00
Total	242,903.00	220,213.22	236,160.00

1.6 Certified CPO / PK Tonnage

Mill Capacity: 60 MT/hr	Estimated (Jan 2018 - Dec 2018)	Actual (Jan 2018 - Dec 2018)	Forecast (Jan 2019 - Dec 2019)
	FFB	FFB	FFB
	242,903.00	220,213.22	236,160.00
	CPO (OER: 20.20 %)	CPO (OER: 20.23 %)	CPO (OER: 21.15 %)
	49,066.41	44,549.13	49,947.84
	PK (KER: 5.10 %)	PK (KER: 5.06 %)	PK (KER: 5.15 %)
	12,388.05	11,142.79	12,162.24

1.7 Certified Area

Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastruct ure & Other (ha)	Total Area (ha)	% of Planted
Genting Kulai Besar Estate	2,031.52	35.06	775.48	2,842.06	71.48%
Genting Sri Gading Estate	3,227.80	29.93	454.79	3,712.52	86.94%
Genting Sungei Rayat Estate	2,308.20	0.18	70.60	2,378.98	97.02%
Genting Tanah Merah Estate	2,043.42	46.60	152.03	2,242.05	91.14%
Genting Tebong Estate	2,872.40	45.29	92.04	3,009.73	95.43%
TOTAL	12,483.34	157.06	1,544.94	14,185.34	88.00%

1.8 Details of Certification Assessment Scope and Certification Recommendation:

BSI Services Malaysia Sdn Bhd has conducted the Extension of Scope Assessment Certification Assessment of Genting Plantations Berhad-Genting Ayer Item Oil Mill, located in Ayer Hitam comprising 1 mill and 5 estates and infrastructure.

The assessment was conducted onsite to assess the compliance of the certification unit against the MS 2530-3:2013 MSPO Part 3: General principles for oil palm plantations and organized smallholder and MS 2530-4:2013 MSPO Part 4: General principles for palm oil mills.

The onsite assessment was conducted on 09-11/04/2019.

Based on the assessment result, Genting Plantations Berhad-Genting Ayer Item Oil Mill complies with the MS 2530-3:2013 MSPO Part 3: General principles for oil palm plantations and organized smallholder and MS 2530-4:2013 MSPO Part 4: General principles for palm oil mills and recommended for certification.

Section 2: Assessment Process

Certification Body:

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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 09-11/04/2019. The audit programme is included as Appendix A. The approach to the audit was to treat the mill and estates 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 and MS 2530-4:2013 were used to guide the collection of information to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The 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.

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

All the previous nonconformities are remains closed. The assessment findings for the 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.

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)	Extension of Scope Audit	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
Genting Ayer Item Oil Mill	√	√		√	√	√
Genting Kulai Besar Estate		√			√	√
Genting Sri Gading Estate	√			√	√	
Genting Sungei Rayat Estate		√		√		√
Genting Tanah Merah Estate	√	√	√		√	
Genting Tebong Estate	√		√	√		√

Tentative Date of Next Visit: January 6, 2020 - January 9, 2020

Total No. of Mandays: 8

BSI Assessment Team:

Elzy Ovktafia - Lead Assessor

She graduated from Universiti Putra Malaysia in Diploma of Agriculture, holding the designatory of LISP from the Incorporated Society of Planters and currently in the midst of completing AISP. She involve in audits and technical reviews works mainly for Sustainability Programme includes RSPO, MSPO and 2nd Party Audit for Social Compliance Programme (URSA, ETI, etc) for more than 3 years in more than 11 countries. She is a qualified Lead Auditor/Auditor for MSPO, RSPO P&C, RSPO NEXT, RSPO SCC, ISO 9001:2015, ISO 14001:2015 and Social Compliance Audit by Verite. Prior to this, she was the Agronomist in R&D Department for almost 5 years in Oil Palm Plantation where her task involved in all Oil Palm Plantation Operations such as conducting experimental trials on Research & Development with technical paper publications, Crop Forecast, Leaf & Soil Sampling Collection, Fertilizer Recommendation, Pest and Diseases Training, Quality Control as well as special project namely Yield Intensification Project and Food for Palm Project for estates. During assessment, she covers the legal issues, land use rights, stakeholder consultation, worker's welfare and social issues.

Muhamad Nagiuddin - Team member

He graduated with Bachelor of Science Horticulture at University Putra Malaysia. He started his career in 2009 as Researcher at Sime Darby Research Seed Centre and manage for Quality control for seed production for paddy, chilli and corn with collaboration with Malaysian Agricultural Research and Development Institute (MARDI) for 4 years. During the period, he was also involved with Nestle project on Red Rice production. He later joins the Sime Darby Plantation Berhad Sustainability Team in 2013 as Sustainability Executive. Joining the sustainability team, he managed, implemented and monitored the RSPO, ISCC, MSPO and ISO 9001 and ISO 18001 certification requirements for the estates, mills, refineries and Smallholder scheme. He also support in providing training and internal audits related to RSPO, MSPO and other certifications where applicable to the operations within Sime Darby Plantation. He is a trained Safety Officer and he managed the Occupation Safety and Health of Northern Region Sime Darby Plantation Berhad operations.

Accompanying Persons: -

Section 3: Assessment Findings

3.1 Details of audit results

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

- 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 **One (1)** Major & **One (1)** Minor nonconformities raised. The **Genting Plantations Berhad-Genting Ayer Item Oil Mill** Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

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

Finding Reference	1763175-201904-M1	Certificate Reference	MSPO 682363
Certificate Standard	MS 2530:2013 Part-3	Clause	Part 3: 4.4.5.6
Category	Major		
Area/Process:	Genting Cheng Estate		
Statement of non conformance:	The contractor worker is not provided with fair contract.		
Clause requirements	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.		
Objective evidence	In Genting Cheng Estate, one contractor worker (Jayasangkar) has the employment contract in January 2015 which expired in January 2018 (after 3 years). According to the employment contract, the worker is eligible to claim the foreign worker insurance however, there is no claim been made by the contractor for accident occurred on June 2018 (38 days).		
Cause	The contractor didn't claim the insurance for the worker because the worker had left the contractor at end of Jun 2018. Furthermore, according to the contractor the amount of insurance claim is very small despite the hassle, difficulties, costs and time incurred for the claim. This is		

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	based on his previous experience for his other workers at other estates in 2017 & 2018.
Correction / containment	The contractor to make necessary arrangement to submit for the insurance claim with 'Kurnia Insurance'. In case, the insurance claim failed, the contractor to pay the 'estimated' insurance amount for the 38 days medical leave. The estimated amount to be confirmed with the insurance company.
Corrective action	All contractors to be briefed and reminded on the legal requirement that all eligible workers claim shall be submitted for the claim in timely manner. This briefing to be conducted by 31 st May 2019. This to be monitored and followed up by the estate as well even for 'outsourced' workers. and further checked during Sustainability Internal Audit.
Assessment conclusion	Audit team have reviewed the evidence submitted and the major NC is satisfactorily closed. Continuous implementation of corrective action taken will be further verified in the next assessment visit. The major NC was closed out on 27.06.2019. <ol style="list-style-type: none"> 1. Kurnia Insurance Certificate for Jayasankar 2. Foreign Worker Insurance GuaranteE for Jayasankar 3. Accident Report 4. Sick leave Record 5. Jayasankar's Passport 6. Cash voucher (150) to Jayasankar 7. Evidence cash voucher received by Jayasankar (photo, thumbprint etc) 8. Training/briefing record to all contractors 9. Amended Internal Audit Plan 10. New Employment Contract

Finding Reference	1763175-201904-N1	Certificate Reference	MSPO 682363
Certificate Standard	MS 2530:2013 Part-3	Clause	Part 3: 4.4.5.4
Category	Minor		
Area/Process:	Genting Cheng Estate		
Statement of non conformance:	Contractor worker was not paid according to his employment contract and Employment Act 1955.		
Clause requirements	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.		
Objective evidence	In GCE, sighted the pay slip no: 2140 for Jayasankar, for month June 2018 is having unpaid sick leave of total 38 days from 06.06.2018 – 13.07.2018 from Hospital Melaka and supported by SHO visit report on 13.06.2018. Jayasankar has been employed since January 2011 and this is not comply with the employment contract and Employment Act 1955, whereby:		

	<p>Section Sick Leave, Section 60F. (1) An employee shall, after examination at the expense of the employer — be entitled to paid sick leave, — (aa) where no hospitalization is necessary, —</p> <ul style="list-style-type: none"> (i) of fourteen days in the aggregate in each calendar year if the employee has been employed for less than two years; (ii) of eighteen days in the aggregate in each calendar year if the employee has been employed for two years or more but less than five years; (iii) of twenty-two days in the aggregate in each calendar year if the employee has been employed for five years or more; or
Cause	The contractor had spent RM1212 for the worker’s medical expenses. Therefore, he didn’t pay for the 38 days sick leave (38days x RM38.46 = RM1461.48).
Correction / containment	The contractor to pay the worker for the sick leave with total amount RM1461.48 by Jul 2019.
Corrective action	All contractors to be briefed and reminded on the legal requirement that all eligible workers claim shall be paid their Sick Leave in timely manner. This briefing to be conducted by 31 st May 2019. This to be monitored and followed up by the estate as well even for ‘outsourced’ workers. and further checked during Sustainability Internal Audit.
Assessment conclusion	Audit team have reviewed and accept the Corrective Action Plan (CAP) submitted and the minor NC CAP implementation will be further verified in the next assessment visit.

Noteworthy Positive Comments	
1	Good commitment from the management to maintain the certification system.
2	Good feedbacks from the stakeholders during interviewed.

3.3 Status of Nonconformities Previously Identified and OFI

Not applicable as this is extension of scope audit. The status of nonconformities previously will be identified in the annual surveillance assessment.

3.4 Issues Raised by Stakeholders

IS #	Description
1	<p>Issues: <u>SJK(T) Ladang Bute</u> 1. There was a case where the palm frond fell which causing the school gate broken, however it was solved by the management within 3 months. 2. Cows and goat were seen eating the flowers and roaming around the school compound.</p> <p>Management Responses: 1. It was captured in the complaint and grievance record and action was taken accordingly. 2. The animals were belong to the neighbour villagers and will inform them during the next stakeholder meeting.</p> <p>Audit Team Findings: No other issue.</p>
2	<p>Issues: <u>Kampung Lembah Paya & MPKK Alor Gajah</u> 1. The villagers were ex estate workers and having a good rapport with estate management. 2. Villagers has requested to assist in build a new Surau in the village area. 3. Villagers appreciate if the gate key within estate and village area is shared because no other way out to used especially at night. 4. There was a flood case near the bridge in estate block. 5. The muslim graveyard is available for 12 acre and there is overplanted area which they would like to request donation for Surau.</p> <p>Management Responses: 1. Estate noted on the information. 2. The Surau that been requested was in village area and not within estate land. Villagers can request to use Estate Surau anytime if needed. 3. This issue will be discussed in the next stakeholder meeting. 4. This issue will be discussed in the next stakeholder meeting. 5. Management noted on the issue and will have a black and white agreement with the villagers.</p> <p>Audit Team Findings: Will be verified in the next stakeholders meeting.</p>
3	<p>Issues: <u>Workers' Representatives</u> Overtime and basic salary were on time and paid accordingly. No discrimination occur between locals and foreign worker as well as among male and female.</p> <p>Management Responses: Estate will continue the good practices.</p> <p>Audit Team Findings: No further issue.</p>

3.5 Summary of the Nonconformities and Status

CAR Ref.	CLASS	ISSUED	STATUS
1756062-201903-M1	Major	11/04/2019	Closed
1756062-201903-N1	Minor	11/04/2019	Open

3.6 Summary of the findings by Principles and Criteria

A) MS 2530-3:2013 Malaysian Sustainable Palm Oil (MSPO) Part 3: General principles for Plantations and Organized Smallholders – Genting Plantation (Genting Kulai Besar Estate, Genting Sri Gading Estate, Genting Sungei Rayat Estate, Genting Tanah Merah Estate and Genting Tebong Estate).

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 -	The company has initiated the implementations of MSPO requirements. MSPO Policy has been established and signed by President & Chief Operating Officer dated 18/3/2014.	Yes
4.1.1.2	The policy shall also emphasize commitment to continual improvement. - Major compliance -	The established policy has emphasized on the commitment to continual Improvement within the journey towards achieving sustainable palm oil.	Yes
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 -	Internal audit was conducted on 18-19 March 2019 for Genting Sepang Estate and Genting Cheng Estate. Audit covered both documentation and field operation for the estate. There are 2 Major findings were raised during Internal Audit. The CAP was established.	Yes

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Criterion / Indicator		Assessment Findings	Compliance
4.1.2.2	<p>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.</p> <p>- Major compliance -</p>	<p>Internal Audit procedure was established, refer to Sustainability Management Procedure Manual (SMP-GPB-03), Revision: 04 dated 25/05/2018. The procedure was mentioned about the audit criteria, audit schedule and audit plan, the role of Lead Auditor, Team member and etc. The auditee need to identifies the corrective actions required to eliminate the non-conformity and its root cause. The auditee will implement the corrective actions according to the agreed plan. The audit documents and reports will be kept for a period of 10 years.</p> <p>The internal audit resulted 2 NC regarding change of employer and payment on public holiday not according to the Employment Act 1955.</p>	Yes
4.1.2.3	<p>Report shall be made available to the management for their review.</p> <p>- Major compliance -</p>	<p>Report of Internal Audit for 18-19 March 2019 for Genting Sepang Estate and Genting Cheng Estate were available for review.</p>	Yes
Criterion 4.1.3 – Management Review			
4.1.3.1	<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>Management Review procedure was established accordingly, refer to Sustainability Management Procedure Manual (SMP-GPB-06) Revision:01 dated 25/05/2018. The Management Review Meeting for MSPO was done on 22/3/2019 involved Genting Sepang Estate-division of Genting Tanah Merah Estate and Genting Cheng Estate-division of Genting Tebong Estate. All the agenda were discussed during MRM, eg: action of previous meeting, MSPO audit schedule and certification status, changes and improvement on Sustainability Management System, result of internal audit, complaint and grievances, enquiry register, stakeholder meeting, greenhouse gas, resources and training,</p>	Yes

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Criterion / Indicator		Assessment Findings	Compliance
		sustainability policies, review of effectiveness in achieving quality, environmental, social, safety and health objectives, compliances to legal requirements, preventive action & corrective actions and recommendations for improvement.	
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 -	Sample of Continual Improvement for 2019 at all estate visited: Genting Sepang Estate and Genting Cheng Estate 1. Minimize use of pesticides 2. To improve on environmental aspects and impacts, risk assessment and risk control 3. Waste reduction 4. Pollution and greenhouse gas (GHG) emissions. 5. Social impacts 6. Encourage optimizing the yield of the supply base 7. Efficient fertilizer management 8. Energy consumption 9. Training	Yes
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 -	The management has established the new Power Barrow in 2019 in GSE where the 5 mechanical wheelbarrows are used to increase the productivity. In GCE sighted the Power Barrow PB250 and Scavenger 3 (2 units) also allocated for GCE activity.	Yes
4.1.4.3	An action plan to provide the necessary resources including training, to implement the new techniques or new	The management has plan to implement all the new Power Barrow.	Yes

Criterion / Indicator		Assessment Findings	Compliance
	industry standard or technology (where applicable) shall be established. - Major compliance -		
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 -	Genting Sepang Estate and Genting Cheng Estate has maintained records of enquiries, Land titles, OSH plans, policies, plans and impact assessments relating to environmental and social, plans for pollution prevention, records of complaints and grievances, plans for continuous improvement. All these documents and records are made available upon request by the stakeholders. Annual reports are available in the company’s website which could be assess by the stakeholders. The company also issued a memo with all the documents/ reports and policies listed which made publicly available to the stakeholders.	Yes
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 -	Genting Sepang Estate and Genting Cheng Estate holds copies of each of the management documents that are required to be publicly available. Besides, all the information such as annual report, sustainability news, policies and etc. were found available in the company’s website: www.gentingplantations.com	Yes
Criterion 4.2.2 – Transparent method of communication and consultation			

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Criterion / Indicator		Assessment Findings	Compliance
4.2.2.1	<p>Procedures shall be established for consultation and communication with the relevant stakeholders.</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has developed Consultation and Communication Procedure, Doc. No. SMP-GPB-17, Rev. 02, Issue Date: 23/02/2018. The objective of the procedure is to ensure effectiveness of internal and external communication of sustainability requirements and responding to communications from interested parties. Two-way communication process is practice in the company. The topics such as participation in decision making, complaints and grievances, FPIC and others will be discussed. All the issues will be handled by Manager.</p>	Yes
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>	<p>Assistant Manager in charge for GSE & Senior Manager GTBE were appointed as management representative for ISCC, RSPO and MSPO related matter as per appointment letter dated 18.11.2015 signed by Vice President-General Manager, Mr. Foo See Sun.</p>	Yes
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>Stakeholder list for Genting Sepang Estate (reviewed as at 03.04.2019) and Genting Cheng Estate (reviewed as at 19.03.2019) was sighted which included contractors and suppliers, government authorities, local communities, smallholders and etc.</p> <p>Genting Sepang Estate and Genting Cheng Estate has implemented Enquiry Register Book and complaints/grievances record book where all the stakeholders with requests will be recorded in the book. The request and response are in two-way communication where the management will reply accordingly to all the requests by the stakeholders. The requesters will acknowledge on the book after actions have been taken by the management.</p> <p>In additional, Workers' Committee was established to discuss the issues related to workers. The committee was formed by workers from</p>	Yes

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Criterion / Indicator		Assessment Findings	Compliance
		<p>different nationalities such as locals, Indonesia, India, Bangladesh and etc. The last meeting was conducted on 26/03/2019 (Genting Sepang Estate) and 25.02.2019 (Genting Cheng Estate).</p> <p>In Genting Sepang Estate, external stakeholder meeting was conducted on 15/03/2019 and internal stakeholder meeting was carried out on 14/03/2019 attended by 30 attendants. In Genting Cheng Estate, external stakeholder meeting was conducted on 13.03.2019 and internal stakeholder meeting was carried out on 09.04.2019. Seen the meeting minutes with action plan available and issues have been rectified.</p>	
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>Genting Plantations Berhad has developed a Traceability Procedure with Doc. No. SMP-GPB-09, Rev. 04 dated 24.08.2019. The procedure has clearly explained to ensure the handling of outgoing FFB are carried out in proper manner.</p>	Yes
4.2.3.2	<p>The management shall conduct regular inspections on compliance with the established traceability system.</p> <p>- Major compliance -</p>	<p>During month end, the estates management will carried out Crop Declaration inspection to counter check the traceability system.</p>	Yes
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>	<p>Assistant Manager in charge for GSE & Senior Manager GTBE were appointed as management representative for ISCC, RSPO and MSPO related matter as per appointment letter dated 18.11.2015 signed by Vice President-General Manager, Mr. Foo See Sun.</p>	Yes

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Criterion / Indicator		Assessment Findings	Compliance
4.2.3.4	Records of sales, delivery or transportation of FFB shall be maintained. - Major compliance -	<p>Daily FFB Crop 2019 was sighted where the records of harvesting, despatching and field balance was recorded in the Muster Sheet. Verified the traceability records for 8/4/2019 for the Genting Sepang Estate for each field.</p> <p>Daily FFB Muster Sheet, FFB Harvesting Chit and Daily FFB Gross Weight Monitoring was sighted. Verified the FFB dispatch advise field no: P2001, 612 bunches for 10.40 mt on 06.04.2019 serial no: FDA: 7625.</p> <p>Verified the traceability via the weighbridge ticket of delivery of FFB to Southern Realty (Malaya) Sdn Bhd mill: WB ticket no: F007901 date: 06.04.2019, product FFB for 10,160 kg net weight for Genting Sepang Estate and Dispatch note: CEFB19000086W date 05/04/2019 FFB bunch count: 1485, block P98-CHD, P99-CHD and P83B-CHD for Genting Cheng Estate.</p>	Yes
4.3 Principle 3: Compliance to legal requirements			
Criterion 4.3.1 – Regulatory requirements			
4.3.1.1	All operations are in compliance with the applicable local, state, national and ratified international laws and regulations. - Major compliance -	<p>The operation is comply with the applicable local, state, national and ratified international laws and regulations, sampling basis such as:</p> <p>MPOB license referred license no 513814002000 valid from 1 July 2018 until 30 June 2019.</p> <p>License for Diesel storage: KPDNKK SL(SPG) 24/05 P (D) valid from 30 April 2018 until 29 April 2019.</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
		<p>License for weighbridge (A15226302) referred to 0494200186094 dated 22 Feb 2018</p> <p>License from JTK is available can referred to license no: PP2/34/0105 dated 8 Jan 2007.</p> <p><u>Cheng estate:</u></p> <p>MPOB license 501866102000 valid from 1 Jan 2019 to 31 Dec 2019</p> <p>License for Diesel referred SK(M)504/84(BJ&D)</p> <p>License for weighbridge refer to saries A11212294 and 141650303</p> <p>Air compressor PMT –MK/19 13610 for MK PMT 4310 valid till 20 April 2020.</p>	
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>The legal registered for Genting Sepang Estate and Cheng estate is available refer to document SMP-GPB-22 latest amend on 23 Jan 2019. This update regarding to Minimum wages order 2018, employment insurance scheme Act 2017 and etc.</p>	Yes
4.3.1.3	<p>The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force.</p> <p>- Major compliance -</p>	<p>New amendment for Legal to date is Minimum Wages Order 2018 and employment insurance scheme Act 2017 available. From the workers' payslip, the implementation already take place.</p>	Yes
4.3.1.4	<p>The management should assign a person responsible to monitor compliance and to track and update the changes in regulatory requirements.</p> <p>- Minor compliance -</p>	<p>For person responsible to monitor, management have appoint Pn. Muniammal Muniandy as person in charge for updating changes in laws for Genting Tebong estate (main divison for Cheng estate).</p>	Yes

Criterion / Indicator	Assessment Findings	Compliance	
Criterion 4.3.2 – Lands use rights			
4.3.2.1	<p>The management shall ensure that their oil palm cultivation activities do not diminish the land use rights of other users.</p> <p>- Major compliance -</p>	<p>The company has initiated the implementations of MSPO requirements through MSPO Policy that has been established. The policy was signed by President & Chief Operating Officer dated 18/3/2014. All the land title was sighted and it clearly stated for agricultural.</p> <p>Seen the quit rent statement 2018 as per land title sampled below:</p> <ol style="list-style-type: none"> 1. Grant No: G331485 Lot no 7411 for 19.05 Ha (GSE) 2. Grant No: G331486 Lot 7412 for 34.76 Ha (GSE) 3. Grant No: G80709 (41021) Lot no 3428 (3368) for 207.2 Ha (GSE) 4. Grant No: G10582 Lot no 245 for 42.5289 Ha (GCE) 5. Grant No: G155 Lot no 1289 for 0.6566 Ha (GCE) 6. Grant No: G628 Lot no 5138 for 2.2750 Ha (GCE) <p>Grant 628 Lot 5138 Ha for 2.275 Ha and Grant 629 Lot no 5139 for 14577 m2 were having the condition of rubber estate only are in progress of changing the land usage to oil palm plantation. Verified the email correspondence on the progress of changing the land usage in Pejabat Tanah Melaka with HQ.</p>	<p>Yes</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>The land titles were verified as per 4.3.2.1.</p>	<p>Yes</p>

Criterion / Indicator		Assessment Findings	Compliance
4.3.2.3	Legal perimeter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable. - Major compliance -	The legal boundary markers for Sepang estate (Field P03A) is available between estate and villager’s orchard (Lim Heng Chong) and visibly maintain. Same also for Cheng estate in Chempedak Div (Field) the boundary is clear demarcated between forest and small holder	Yes
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). - Minor compliance -	There is no land dispute in the Genting Sepang Estate at the time of audit verified through interviewed with the smallholders and local communities. The land belongs to Genting Plantations Berhad and land ownership documents verified.	Yes
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 -	There is no customary land or negotiated agreements at Genting Sepang Estate and Genting Cheng Estate.	Yes
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights land, if any, should made available. - Minor compliance -	There is no customary land or negotiated agreements at Genting Sepang Estate and Genting Cheng Estate.	Yes
4.3.3.3	Negotiation and FPIC shall be recorded and copies of negotiated agreements should be made available. - Major compliance -	There is no customary land or negotiated agreements at Genting Sepang Estate and Genting Cheng Estate.	Yes
4.4 Principle 4: Social responsibility, health, safety and employment condition			

Criterion / Indicator	Assessment Findings	Compliance	
Criterion 4.4.1: Social Impact Assessment (SIA)			
4.4.1.1	<p>Social impact should be identified and plans are implemented to mitigate the negative impacts and promote the positive ones.</p> <p>- Minor compliance -</p>	<p>Social Impact Assessment was conducted on Estate by Sustainability Department on 04th – 5th March 2019 for GSE and 06th – 8th March 2019 for GCE. The assessment was carried out by interviewed with randomly selected stakeholders such as local workers, foreign workers, contractors, government authorities and etc. The area that covered during the SIA assessment were such as economic livelihood, environment issue, health and wellbeing and etc. Besides, JCC/ Workers’ Committee meeting was carried out to collect feedback from the stakeholders and incorporated into action plan.</p> <p>The management plan has included the issues raised during SIA assessment, OSH meeting, and internal & external stakeholder meetings. The plan has incorporated the mitigation plan with person in charge and the specific timeline. For eg:</p> <ol style="list-style-type: none"> 1. Contractor Murali house: inadequate waste management – both domestic & scheduled wastes. Clogged septic tank and poor sanitation, current status: contractor quotation repairs the septic tank and drainage. 2. Gender committee: Only one female worker at GSD, current status: appointment letter issued. 	<p>Yes</p>
Criterion 4.4.2: Complaints and grievances			
4.4.2.1	<p>A system for dealing with complaints and grievances shall be established and documented.</p>	<p>Genting Plantations Berhad has developed Complaints and Grievances Procedure with Doc. No. SMP-GPB-19, Rev. 32 dated 21/3/2018. The procedure is to provide guidelines on handling complaints & grievances</p>	<p>Yes</p>

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -	such as internal complaints, issues due to customary land rights, other external stakeholders and etc. Time frame to solve the complaints and grievances is clearly defined in the flowchart which is 14 working days to acknowledge and respond upon receipt.	
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 -	Complaints/ Grievances Record Book was implemented in the estates of Genting Plantations Berhad. Seen the record book in Genting Sepang Estate & Genting Cheng Estate and most of the complaints were related to housing repair. Sampled of the complaints as below: <ul style="list-style-type: none"> i. Ref. No. 037 – Broken school gate due to palm oil frond and school request for estate management to repair on 15.03.2019. and settled on 18.03.2019 (GSE). ii. Ref. No. 038 – Broken ceiling fan at Misra Manoj house on 18.03.2019 and closed on 22.03.2019 (GSE). iii. Ref. No. 015 – Broken windows due to termites for Haridas house on 01.04.2019 and settled on 11.04.2019 (GCE). iv. Ref. No. 014 – Broken door on 20.03.2019 and settled on 11.04.2019 (GCE). 	Yes
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 -	The estates’ management has maintained Complaint Form and Complaint Box outside the office where the internal and external stakeholders are able to lodge complaint anytime. Interviewed with the stakeholders confirmed that they are aware of the complaint procedure and understand their rights to lodge complaint.	Yes
4.4.2.4	Employees and the surrounding communities should be made aware that complaints or suggestions can be made any time.	Interviewed with the stakeholders such as contractor, school’s representatives and government authorities found that they are aware of the complaint and grievance procedure.	Yes

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Criterion / Indicator		Assessment Findings	Compliance
	- Minor compliance -		
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 -	Record review found that previous complaints and grievances from January 2015 to March 2019 was kept and maintained.	Yes
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 -	Genting Sepang Estate and Genting Cheng Estate has made contribution to the local communities through the external stakeholder consultation and their workers such as: <ol style="list-style-type: none"> 1. Temple donation for Cheng division RM 200 on 24.10.2018 (GCE). 2. Deepavali hamper on 07.09.2018 for staff & workers (RM900) (GCE). 3. Food banquet for workers on 28.12.2018 RM 210 (GSE). 4. Hari Raya dinner on 23.06.2018 RM 294 (GSE). 	Yes
Criterion 4.4.4: Employees safety and health			
4.4.4.1	An occupational safety and health policy and plan shall be documented, effectively communicated and implemented. - Major compliance -	Policy for safety is available in Genting Sepang estate dated 1 July 2018 approved by Tan Wee Kok (President and COO for Genting plantation), the management communicated policy by training. Interview with staff and workers revealed that all working SOPs being consistently implemented among all employees and monitored by the	Yes

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Criterion / Indicator		Assessment Findings	Compliance
		<p>management through daily muster briefing, training and etc. List sampled SOPs available during onsite assessment sighted as following:</p> <ul style="list-style-type: none"> - Safe Operating Procedure (SOP) issued on Dec 2011 cover for Best Practice for Genting Plantations Berhad - OSH Manual for SE is available prepared by Andy Wan (JKKP IS 127/438/2/3246) dated 1 January 2010. - Oil Palm Manual dated March 2018 (Revision 5) 	
4.4.4.2	<p>The occupational safety and health plan shall cover the following:</p> <ul style="list-style-type: none"> a) A safety and health policy, which is communicated and implemented. b) The risks of all operations shall be assessed and documented. c) An awareness and training programme which includes the following requirements for employees exposed to pesticides: <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 	<p>Policy for safety is available in Genting Sepang estate dated 1 July 2018 approved by Tan Wee Kok (President and COO for Genting plantation), the management communicated policy by training. Latest communication dated is on 11 March 2019.</p> <p>HIRARC is available in Genting Sepang Estate, latest review dated 1 March 2019 referred to document no HIRARC-GSE-06. From the record JKKP 8 dated 5 Jan 2019 (JKKP8/101223/2018) no record of accident happen for 2018 and from interview with workers and staff found no record of accident happen in estate. In Cheng estate HIRARC already been reviewed dated 12 Feb 2019 by En Roslan (Senior assistant).</p> <p>From the interview and PPE issuance record the management 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). Latest PPE training is on 14 march 2019 by Ahmad Firdaus.</p> <p>OSH meeting done quarterly as per OSH act, latest meeting done on 26 March 2019. Previously meeting conduct on 24 December 2018. Appoint letter for OSH committee is available, sampling on En Ahmad</p>	Yes

Criterion / Indicator	Assessment Findings	Compliance
<p>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.</p> <p>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.</p> <p>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.</p> <p>h) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees.</p> <p>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.</p> <p>j) Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.</p> <p>- Major compliance -</p>	<p>Firdaus bin Yahya as chairman dated 1 February 2019. In Cheng estate latest OSH meeting done on 13 March 2019 attended by 11 people and from meeting they discuss regarding to accident, workplace inspection and etc. The previous meeting is on 5 December 2018 and 24 September 2018. Workplace inspection is done a day before OSH meeting latest is on 12 March 2019.</p> <p>For safety training done on job training such as Manuring training on 8 March 2019 and for emergency response training already been done by management, example ERP training on Fire Fighting Training dated on 2 July 2018.</p> <p>CHRA report done on June 2017, report no JKPP HIE 127/171-2(154)-2017/007 by Noormahani Harun (JKPP HIE 127/171-2(154)) from QMSPRO Sdn Bhd. Medical surveillance, done on March 2019 at Klinik Dan Surgeri Templer by Dr K. Kirthi Jeyarajah (JKPP1H 127/171-1(67)). They send 2 people and all workers is fit to work with chemical.</p> <p>First aid box training is on 25 March 2019 by Mr Pentayappanan done on Genting Sepang estate. For Cheng estate, the first aier already attend the First aid training provided by Certified Emergency Response Training (CERT Acedemy Sdn Bhd) on 23 and 24 April 2018 in accordance to 2015 American Heart Association Guidelines for CPR & ECC valid until 23 April 2021, sampling on Remadevi a/p Manikam, Andimas Bin Mat Nor and P. Balan a/l N. Parasuraman.</p> <p>In Cheng Estate, record accident has been kept by management latest accident is on 6 June 2018 JKPP 6 with 36 day lost time injury. JKPP 8 also available referred report JKPP 8/23332/2019 dated 10 Jan 2019.</p>	

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Criterion / Indicator		Assessment Findings	Compliance
		Cheng estate send medical surveillance on 3 Jan 2019 with total 9 person to Dr Kueh Poh Siew (DOSH-HQ/08/DOC/00/508) at klinik Tampin, all fit to work.	
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 -	Genting Plantations Berhad has developed a Social Policy dated 22/6/2015 with incorporating the Labour and Human Rights requirements. The company will respect and support the Universal Declaration of Human Rights.	Yes
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, nationality, social origin or any other distinguishing characteristics. - Major compliance -	Genting Plantation Berhad has developed People Policy dated 3/8/2009 where the company prohibit any form of violence, harassment or discrimination against race, religion, national origin, disability, pregnancy, age and gender. Inspection of a sample of pay slip and interviewed with the workers found that no any issues related to discrimination was reported.	Yes
4.4.5.3	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. - Major compliance -	There was contract agreement for staff and workers as well as contract workers. Pay and conditions are documented and are above the Minimum Wage Order 2018. Sampled of employment contracts confirmed that terms and conditions are clearly outlined and have been signed by the worker. Sampled of payslip for November 2018, January 2019 and March 2019 as below: i. Employee ID: 01539 (GSE) ii. Employee ID: 01540 (GSE) iii. Employee ID: 01451 (GSE)	Yes

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> iv. Employee ID: 02998 (GCE) v. Employee ID: 03036 (GCE) vi. Contractor worker: Passport no: B6840927 (GCE) vii. Contractor worker: Passport no: J3197353 (GCE) 	
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>Sampled the payslip for contract worker and found the contractors were paid according to Minimum Wage Order 2018. Employment contracts for the contract workers were sighted and acknowledged by the workers prior to work.</p> <p>However, in GCE, sighted the pay slip no:2140 for Jayasangkar, for month June 2018 is having unpaid sick leave of total 38 days from 06.06.2018 – 13.07.2018 from Hospital Melaka and supported by SHO visit report on 13.06.2018. This is not complying with the employment contract and Employment Act 1955, whereby:</p> <p>Section Sick Leave, Section 60F. (1) An employee shall, after examination at the expense of the employer—</p> <p>be entitled to paid sick leave, —</p> <p>(aa) where no hospitalization is necessary, —</p> <p>(i) of fourteen days in the aggregate in each calendar year if the employee has been employed for less than two years;</p> <p>(ii) of eighteen days in the aggregate in each calendar year if the employee has been employed for two years or more but less than five years;</p> <p>(iii) of twenty-two days in the aggregate in each calendar year if the employee has been employed for five years or more; or</p>	Minor Non-Compliance

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Criterion / Indicator		Assessment Findings	Compliance
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>Genting Sepang Estate and Genting Cheng Estate has recorded all the employees' details in the LintraMax system such as name, registration no., salary, date of birth, date joined, position and etc. Sampled of Registration forms as below:</p> <ul style="list-style-type: none"> i. Employee ID: 01539 (GSE) ii. Employee ID: 01540 (GSE) iii. Employee ID: 01451 (GSE) iv. Employee ID: 02998 (GCE) v. Employee ID: 03036 (GCE) vi. Contractor worker: Passport no: B6840927 (GCE) vii. Contractor worker: Passport no: J3197353 (GCE) 	Yes
4.4.5.6	<p>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>All the employees that working in the estates consisted of local and foreign workers. There are direct employment and contract workers. All of them have signed on the offer date prior to work. Duration of contract, position offered, wages, annual leave and etc was stated in the employment letter. Sampled of employment contracts/ extension contracts as below:</p> <ul style="list-style-type: none"> i. Employee ID: 01539 (GSE) ii. Employee ID: 01540 (GSE) iii. Employee ID: 01451 (GSE) iv. Employee ID: 02998 (GCE) v. Employee ID: 03036 (GCE) vi. Contractor worker: Passport no: B6840927 (GCE) vii. Contractor worker: Passport no: J3197353 (GCE) <p>In Genting Cheng Estate, one contractor worker (Jayasangkar) has the employment contract in January 2015 which expired in January 2018 (after 3 years).</p>	Major Non-conformity

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Criterion / Indicator		Assessment Findings	Compliance
		According to the employment contract, the worker is eligible to claim the foreign worker insurance however, there is no claim been made for accident occurred on June 2018 (38 days).	
4.4.5.7	The management shall establish a time recording system that makes working hours and overtime transparent for both employees and employer. - Major compliance -	Genting Sepang Estate and Genting Cheng Estate has recorded the overtime that carried out by workers in the Checkroll Book. All the overtime was paid according to the Checkroll Book and total overtime was shown in the payslip.	Yes
4.4.5.8	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. - Major compliance -	Interview with workers and document reviewed on the check roll logbook as well as payslip shown that the overtime payments are in accordance to law and workers are not forced to work overtimes.	Yes
4.4.5.9	Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements. - Major compliance -	Sampled of the payslip for December 2017 for the overtime payment as below: <ul style="list-style-type: none"> i. Employee ID: 01539 (GSE) ii. Employee ID: 01540 (GSE) iii. Employee ID: 01451 (GSE) iv. Employee ID: 02998 (GCE) v. Employee ID: 03036 (GCE) vi. Contractor worker: Passport no: B6840927 (GCE) vii. Contractor worker: Passport no: J3197353 (GCE) 	Yes
4.4.5.10	Other forms of social benefits should be offered by the employer to employees, their families or the community such as incentives	Interviews of local and foreign workers indicated satisfaction with the standard of housing and facilities. Besides, medical facilities such as clinic was provided to all the workers without any charges. Interviewed	Yes

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Criterion / Indicator		Assessment Findings	Compliance
	for good work performance, bonus payment, professional development, medical care and health provisions. - Minor compliance -	with the workers confirmed that the management has made contribution to them during festive season. On-job training was provided as well.	
4.4.5.11	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. - Major compliance -	All the residents in the company have access to facilities established by the company such as clinic, sports field, places of worship and etc. Electricity and water are supplied by government with charges.	Yes
4.4.5.12	The management shall establish a policy and provide guidelines to prevent all forms of sexual harassment and violence at the workplace. - Major compliance -	Genting Plantations Berhad has developed Sexual Harassment Policy dated 3/8/2009 where the company strive for a harassment-free environment and avoid behaviour that may create an atmosphere of hostility and intimidation of any kind at workplace. Interviewed with the internal and external stakeholders confirmed that was no sexual harassment case reported so far.	Yes
4.4.5.13	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. - Major compliance -	Genting Plantations Berhad has developed People Policy dated 3/8/2009 where the company will respect the rights, freedom of association and equal opportunities of workers. Workers' Committee was established in Genting Sepang Estate to discuss all the issues related to workers' welfare. The committee was formed by workers from different nationalities such as Indonesia, India, Bangladesh and etc. The last meeting was conducted on 26.03.2019 (GSE) and 25.02.2019 (GCE).	Yes

Criterion / Indicator		Assessment Findings	Compliance
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 programmes. Children shall not exposed to hazardous working conditions.</p> <p>- Major compliance -</p>	<p>Genting Plantation Berhad has developed People Policy dated 3/8/2009 where the company do not employ illegal workers nor exploit under aged children to work in their operation units.</p>	Yes
Criterion 4.4.6: Training and competency			
4.4.6.1	<p>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.</p> <p>- Major compliance -</p>	<p>The KKP plan dated 14 Jan 2019. From the plan the training for employee including erp, safety on working and etc. In Cheng estate, the training programmed available dated 5 Jan 2019 and latest training done on 28 March 2019 regarding to Spraying training.</p>	Yes
4.4.6.2	<p>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.</p> <p>- Major compliance -</p>	<p>The training needs for Sepang Estates for the FY 2018 training program has been established. The details of the training needs include categories of job descriptions, sections, and employees group. Included in this program are subjects related to environment e.g. environmental, safety & health policy, scheduled waste management, environmental responsibility, HCV & Biodiversity training, field activities, equipment handling, vehicles maintenance etc.</p>	Yes

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 training programme is available dated 5 Jan 2019, This training programme is included for Sprayer, Manures, driver, contractor and others.</p> <p>Training in Cheng estate:</p> <p>Training on good harvesting practice and handling harvesting tools on 23 Feb 2019</p> <p>Training on Chemical mixing, spillage, and scheduled waste training is on 22 Feb 2019</p> <p>Fire Drill and firefighting last done on 9 Dec 2017</p> <p>Training on PPE /Fit Test done on 27 March 2019</p>	Yes
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>Environmental Policy is available dated 5 Oct 2009 approved by Yong Chee Kong. Environmental management plan refers at main division- same for Cheng estate refer Tebong estate. No changes as per main report.</p>	Yes
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>The environmental management plan was available as per Environmental Impact assessment already been done on 25 March 2019. This environmental management plan already include the commitment on policy and also have cover negative impact from all operations.</p>	Yes

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 -	The environmental improvement plan was available according to negative impact from environmental aspect and impact assessment dated 25 march 2019 (Cheng estate) and 13 March 2019(Sepang estate). Such as for activities mishandling and leakage of chemical with action plan, not allowed pure chemical to bring in the field and handler must attend the training regarding to chemical handling training.	Yes
4.5.1.4	A programme to promote the positive impacts should be included in the continual improvement plan. - Minor compliance -	For positive impact, the continual improvement plan for Cheng estate they want to expand the IPM Programme to ensure all estate must comply with estate policy 1 box: 10ha.	Yes
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 -	Environmental training done on 15 March 2019 by Mr Sivaji Raja, this training regarding to Overview on Greenhouse gases scheduled waste and how to calculate the GHG.	Yes
4.5.1.6	Management shall organize regular meetings with employees where their concerns about environmental quality are discussed. - Major compliance -	Environmental meeting done by estate management on 19 march 2019. This meeting conduct 6 month once, in this meeting they discuss regarding to HCV, scheduled waste, open burning, buffer zone and others. Attended by 4 representative from employer and 9 from employee site.	Yes
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	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. - Major compliance -	<p>The Consumption of non-renewable energy is being optimized and closely monitored by establishing baseline values and trends already been observed within an appropriate timeframe as per detail below:</p> <table border="1"> <thead> <tr> <th>2018</th> <th>Sepang estate</th> <th>Cheng estate</th> </tr> </thead> <tbody> <tr> <td>FFB</td> <td>9,808</td> <td>15,350.31</td> </tr> <tr> <td>Diesel</td> <td>26,128</td> <td>51,121</td> </tr> <tr> <td>Diesel/FFB</td> <td>2.66</td> <td>3.33</td> </tr> </tbody> </table>	2018	Sepang estate	Cheng estate	FFB	9,808	15,350.31	Diesel	26,128	51,121	Diesel/FFB	2.66	3.33	Yes
2018	Sepang estate	Cheng estate													
FFB	9,808	15,350.31													
Diesel	26,128	51,121													
Diesel/FFB	2.66	3.33													
4.5.2.2	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. - Major compliance -	The direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations inclusive of fuel use by contractors, including all transport and machinery operations was available in the respective estate yearly budgets.	Yes												
4.5.2.3	The use of renewable energy should be applied where possible. - Minor compliance -	There was no opportunity to use renewable energy in Sepang and Cheng estate.	Yes												
Criterion 4.5.3: Waste management and disposal															
4.5.3.1	All waste products and sources of pollution shall be identified and documented. - Major compliance -	The waste product already been identified by operating unit under Identification, segregation and temporary storage of waste such as recycle organic, Scheduled waste 404,409,410,408 and etc. For recycle organic generate from Domestic waste and dispose at landfill for Sepang estate referred as per Jadual & Rekod Pengangkutan Sampah Kawasan Perumahan.	Yes												

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Criterion / Indicator		Assessment Findings	Compliance
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> <ul style="list-style-type: none"> a) Identifying and monitoring sources of waste and pollution b) Improving the efficiency of resource utilization and recycling of potential wastes as nutrients or converting them into value-added by-products <p>- Major compliance -</p>	<p>In all estate, they already identified the waste category such as scheduled waste, domestic waste, and other waste. Sampling on implementation referred as per Waste/Environmental Management Plan and latest record is on 31 October 2018, domestic waste have been collected by workers and disposed at field P2000(iii) in Sepang estate verified during site visit.</p>	Yes
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>The management already establish SOP 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 under Sustainability Management Procedure Manual (SMP-GPB-11) dated 11 Oct 2013. Competent person for Scheduled waste. Mr Sivaji Raja a/l Palanisamy (CePSWaM/01714) dated 20 Feb 2018. From the interview from management all service done by outsource company (last service done on 10 Jan 2019) and Sepang estate did not generate any SW 305, 306, 102 and others.</p> <p>In Cheng estate, the Scheduled waste last disposal was on 24 December 2018 for SW 305,408,409 and 410 can refer consignment note serial no; SS 13046,13047,13048 and 13049 taken by Southern Strength (M) Sdn Bhd. Latest inventory available for March 2019.</p>	Yes
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</p>	<p>In Genting plantation the empty pesticide containers have been punctured and disposed at G-Planter. It followed as per Standard Operating Procedure(SOP) dated January 2011 under title; Proses</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
	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. - Major compliance -	Penghapusan Bekas – Bekas Kosong Bahan Kimia/Racun.The empty pesticide container is being triple rinse and punctured. The empty container is disposed at G-Planter latest on 3 Feb 2017 with total 426 empty container.	
4.5.3.5	Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourses. - Minor compliance -	Under the action plan of the waste management plan, collection and disposal of domestic waste is handled by Sepang estate management. Collection is 2 to 3x/week	Yes
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 -	For assessment for greenhouse gas emissions, particulate and soot emissions, scheduled wastes, solid wastes and effluent is being assess on Jan 2018. Other assessment done under aspect impact for environment done refer to Main Division.	Yes
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented. - Major compliance -	The identified of pollution and emission available such as for Domestic waste management, the action plan already implement such as to establish procedure for landfill and domestic waste management can referred to SMP-GPB-12. To ensure landfill location is min 400m from workers housing, must be on high ground and more 100m from water source. This action plan verified during site verification.	Yes
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	In Sepang estate (Div for Tanah Merah Estate), Sungai Chinchang situated in estate. From the observation, the management have	Yes

Criterion / Indicator	Assessment Findings	Compliance
<p>(surface and ground water). The water management plan may include:</p> <ul style="list-style-type: none"> a. Assessment of water usage and sources of supply. b. Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the estate's current activities. 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.). 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. e. Where natural vegetation in riparian areas has been removed, a plan with a timetable for restoration shall be established and implemented. f. Where bore well is being use for water supply, the level of the ground water table should be measured at least annually. <p>- Major compliance -</p>	<p>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>Latest water sampling training done on 28 March 2019 by Ahmad Firdaus Bin Yahya. The training is based on Sustainability Management Procedure Manual (SMP-GPB-15) dated 12 November 2014.</p> <p>Water analysis done on 23 March 2019 for Sungai Chinchang at block P03A and P00(11).</p> <p>No bore well in Sepang estate.</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>Based on site visit, no construction of bunds, weirs and dams across main rivers (Sg. Chinchang) or waterways passing through the estate.</p>	<p>Yes</p>

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Criterion / Indicator		Assessment Findings	Compliance
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). - Minor compliance -	The road Side drain and pit SOP is available under Knowledge Enhancement Programme title Marking of new roads on Hilly replanting areas dated 26 July 2018. From the site verification estate is implement the road site pit as per procedure.	Yes
Criterion 4.5.6: Status of rare, threatened, or endangered species and high biodiversity value			
4.5.6.1	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: 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. - Major compliance -	High biodiversity value habit information :- by Dr Yap Son Kheong from S.K. Yap Forestry and Landscape Advisory Services dated 6 March 2010 From the report HCV 1.4 Swamp area and this report also cover 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),	Yes
4.5.6.2	If rare, threatened or endangered species, or high biodiversity value, are present, appropriate measures for management planning and operations should include: a) Ensuring that any legal requirements relating to the protection of the species are met. b) Discouraging any illegal or inappropriate hunting, fishing or	Evidence to continuously prevent and discourage illegal or hunting, fishing or collecting activities were maintained and implemented. Signage as well as routine patrolling activities were utilised as part of creating awareness among employees and maintain HCVs.	Yes

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Criterion / Indicator		Assessment Findings	Compliance
	collecting activities; and developing responsible measures to resolve human-wildlife conflicts. - Major compliance -		
4.5.6.3	A management plan to comply with Indicator 1 shall be established and effectively implemented, if required. - Major compliance -	The HCV management plan dated 20 March 2019 available for HCV 1.4 swam area such as to place keep maintained good signage and inform during stakeholder meeting. Another implementation is management have a monitoring sampling on dated 16 March 2019 for Dipterocarp Forest, from record no encroachment and maintained.	Yes
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 -	The Genting Group policy of "Zero open burning" is established on 10 August 2011 approved by Yong Chee Kong. The operating units adhered to the policy of "Zero open burning" for any replanting. From field visits and interviews with the workers there is no open burning being practiced in the estates	Yes
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 -	Not applicable because there is no replanting. The replanting will be conducted on May 2019 for Cheng estate and no replanting in Sepang estate.	N/A
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.	Not applicable because there is no replanting. The replanting will be conducted on May 2019 for Cheng estate and no replanting in Sepang estate.	N/A

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
4.5.7.4	<p>Previous crops should be felled or mowed down, chipped and shredded, windrowed or pulverized or ploughed and mulched.</p> <p>- Minor compliance -</p>	Not applicable because there is no replanting. The replanting will be conducted on May 2019 for Cheng estate and no replanting in Sepang estate.	N/A
4.6 Principle 6: Best Practices			
Criterion 4.6.1: Site Management			
4.6.1.1	<p>Standard operating procedures shall be appropriately documented and consistently implemented and monitored.</p> <p>- Major compliance -</p>	<p>The implementation monitored by GPA and also Agronomic visit latest visit is on 14 May 2018 by Mr Ganesan Nallan from Genting Plantation research centre. Form this report, the monitored covered GAP, Pest and disease, Palm Appearance and palm health and etc.</p> <p>In Cheng estate, GPA visit is on 15 August 2018 by Mr Mohd Shazwan Bin Naning and review done on 25 October 2018 by agronomist to ensure implementation.</p>	Yes
4.6.1.2	<p>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 contamination of surface and groundwater through runoff of either soil, nutrients or chemicals.</p> <p>- Major compliance -</p>	From the site visit, the management using terrace concept on sloping land to prevent contamination of surface and groundwater through runoff of either soil, nutrients or chemicals.	Yes

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Criterion / Indicator		Assessment Findings	Compliance
4.6.1.3	A visual identification or reference system shall be established for each field. - Major compliance -	All fields are marked and identified. Information like year planting (field no) and the total hectare is shown in all markers. There are both stenciled at the palm trees and also displayed in signage's at the boundary/corners of every fields	Yes
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 -	The annual business plan is available. Sepang estate had an annual budget with a 5-year projection for 2019 until 2023. This business plan is prepared as guidance for future planning. The budget contains palm year of planting, age categories, and FFB production	Yes
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 -	No replanting for Sepang estate. For Cheng estate the replanting programme is available for 5 years from 2019 until 2023 with total hectare is 339.59ha.	Yes
4.6.2.3	The business or management plan may contain: 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	The business management plan is available for both estate, the budget includes FFB projection, yield per ha, cost production cash flow and others. This can refer under document Business budget for FY 2019/2020.	Yes

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Criterion / Indicator		Assessment Findings	Compliance
	e) e) Financial indicators : cost benefit, discounted cash flow, return on investment - Major compliance -		
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 -	The estates performance is recorded in the monthly progress report. Details on the actual vs budget i.e crop production, fixed and direct cost are shown therein. The management also provides variance report on the performance and reviewed on a monthly basis. The supervisory personnel maintained a daily cost for the field operations.	Yes
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 has been clearly stated in the contract and contractors are explained on the term of contracts prior to the signing of contract. The company will paid to the Contractor within 30 days from the date of issuance of the Schedule of Work Completed.	Yes
4.6.3.2	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. - Major compliance -	Sample contract and payment record verification with interviewed of contractors found the payments has been made as per contract. No delay in payment by the management of both Genting Sepang Estate and Genting Cheng Estate.	Yes
Criterion 4.6.4: Contractor			
4.6.4.1	Where contractors are engaged, they shall understand the MSP0 requirements and shall provide the required documentation and information.	Genting Plantations Berhad has initiated the MSP0 awareness to all its contractors. Interview with the contractors found that they understand on the MSP0 requirements. Seen the Agreement that signed by the contractor and found that there was special clause under Clause 2.3	Yes

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -	and Clause 4 for ISCC, RSPO and MSPO where the contractors shall comply with the requirements. Briefing of MSPO was conducted to the contractors through stakeholder meeting on 15.03.2019 (GSE) and 09.04.2019 (GCE). Seen the attendance list and the training material of the briefing conducted.	
4.6.4.2	The management shall provide evidence of agreed contracts with the contractor. - Major compliance -	Sampled of agreement as below: <ol style="list-style-type: none"> Ong Shek Enterprise, Agreement No: GSE/TPT/19/01BUTE on 01.01.2019 for FFB loading and transportation. Arumugam a/l Adekan, Agreement No: GCE/GW/19/01/06AA on 01.01.2019 for general works order. 	Yes
4.6.4.3	The management shall accept MSPO approved auditors to verify assessments through a physical inspection if required. - Minor compliance -	Genting Plantations Berhad has no objection to allow BSI auditors to verify the assessment through physical inspection if required.	Yes
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 -	Genting Plantations Berhad has initiated the MSPO awareness to all its contractors. Interview with the contractors found that they understand on the MSPO requirements. Seen the Purchase Summary/ Schedule of Work Completed Summary and tax invoice as below: <ol style="list-style-type: none"> Purchase summary dated 02.03.2019 for Ong Shek Enterprise invoice no 01194 dated 28.02.2019 for RM 11,261.48. Cheque requisition no: 9542 dated 05.04.2019 for Arumugam S/O Adekan cheque no: 836077 for RM 48,595.19. 	Yes
4.7 Principle 7: Development of new planting			

Criterion / Indicator		Assessment Findings	Compliance
Criterion 4.7.1: High biodiversity value			
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 -	Not applicable because no new planting verified from planting area record and interview with stakeholder and management.	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 -	Not applicable because no new planting verified from planting area record and interview with stakeholder and management.	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 -	Not applicable because no new planting verified from planting area record and interview with stakeholder and management.	N/A
Criterion 4.7.3: Social and Environmental Impact Assessment (SEIA)			

Criterion / Indicator		Assessment Findings	Compliance
4.7.3.1	A comprehensive and participatory social and environmental impact assessment shall be conducted prior to establishing new plantings or operations. - Major compliance -	Not applicable because no new planting verified from planting area record and interview with stakeholder and management.	N/A
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 -	Not applicable because no new planting verified from planting area record and interview with stakeholder and management.	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 -	Not applicable because no new planting verified from planting area record and interview with stakeholder and management.	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 -	Not applicable because no new planting verified from planting area record and interview with stakeholder and management.	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.	Not applicable because no new planting verified from planting area record and interview with stakeholder and management.	N/A



Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
4.7.4.2	Topographic information shall be adequate to guide the planning of planting programmes, drainage and irrigation systems, roads and other infrastructure. - Major compliance -	Not applicable because no new planting verified from planting area record and interview with stakeholder and management.	N/A
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 -	Not applicable because no new planting verified from planting area record and interview with stakeholder and management.	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 -	Not applicable because no new planting verified from planting area record and interview with stakeholder and management.	N/A
4.7.5.3	Marginal and fragile soils, including excessive gradients and peat soils, shall be identified prior to conversion. - Major compliance -	Not applicable because no new planting verified from planting area record and interview with stakeholder and management.	N/A
Criterion 4.7.6: Customary land			

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Criterion / Indicator		Assessment Findings	Compliance
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 institutions. - Major compliance -	Not applicable because no new planting verified from planting area record and interview with stakeholder and management.	N/A
4.7.6.2	Where new plantings on recognised customary lands are acceptable, management plans and operations should maintain sacred sites. - Minor compliance -	Not applicable because no new planting verified from planting area record and interview with stakeholder and management.	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 -	Not applicable because no new planting verified from planting area record and interview with stakeholder and management.	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 -	Not applicable because no new planting verified from planting area record and interview with stakeholder and management.	N/A
4.7.6.5	Identification and assessment of legal and recognised customary rights shall be documented.	Not applicable because no new planting verified from planting area record and interview with stakeholder and management.	N/A

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
4.7.6.6	A system for identifying people entitled to compensation and for calculating and distributing fair compensation shall be established and implemented. - Major compliance -	Not applicable because no new planting verified from planting area record and interview with stakeholder and management.	N/A
4.7.6.7	The process and outcome of any compensation claims shall be documented and made publicly available. - Major compliance -	Not applicable because no new planting verified from planting area record and interview with stakeholder and management.	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 -	Not applicable because no new planting verified from planting area record and interview with stakeholder and management.	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 Plantations Berhad-Genting Ayer Item Oil Mill Certification Unit complies with the MS 2530-3:2013 and MS 2530-4:2013 . It is recommended that the certification of Genting Plantations Berhad-Genting Ayer Item Oil Mill Certification Unit is approved and/or continued.	
Acknowledgement of Assessment Findings	Report Prepared by
Name: Mr. Arunan Kandasamy	Name: Elzy Ovktafia Chairul
Company name: Genting Plantations Berhad	Company name: BSI Services Malaysia Sdn. Bhd.
Title: Senior Vice President - Plantation	Title: Client Manager
Signature:  ARUNAN KANDASAMY SENIOR VICE PRESIDENT PLANTATION (MALAYSIA) 3/7/19	Signature:  Date: 03.07.2019
Date: 03.07.2019	

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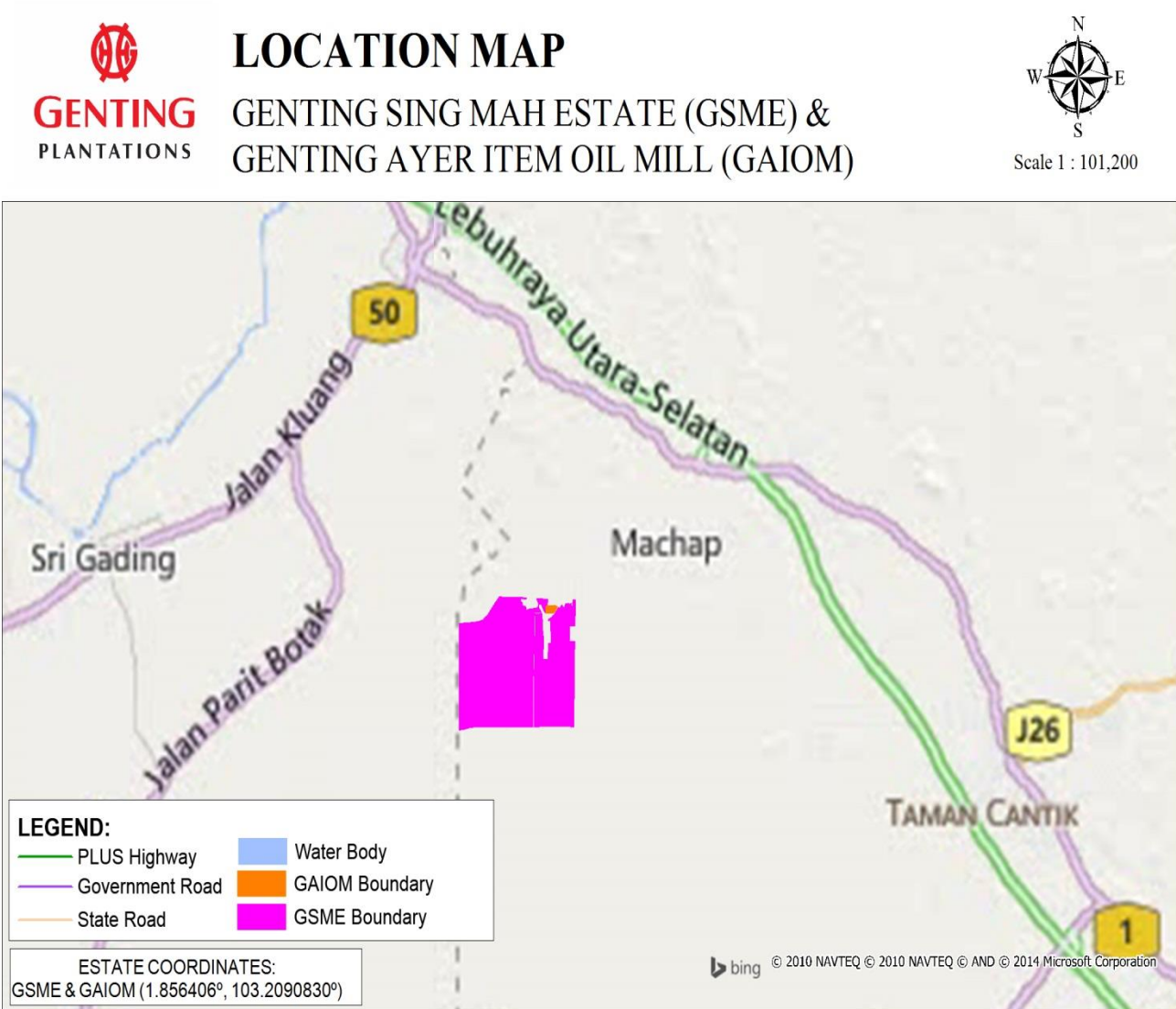
Appendix A: Assessment Plan

Date	Time	Subjects	(EO)	(MN)
09.04.2019 Tuesday	0830-0900	Opening Meeting: <ul style="list-style-type: none"> Opening Presentation by Audit team leader Confirmation of assessment scope and finalize Audit plan (including stakeholder's consultation) 	√	√
	0900-1230	Genting Sepang Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, landfill, etc.	√	√
	1230-1330	Lunch	√	√
	1330-1700	Genting Sepang Estate Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay Documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc).	√	√
	1700-1730	Interim Closing Briefing	√	√
	1730-1930	Travelling to Tampin and check in Caspari Hotel	√	√
10.04.2019 Wednesday	0830-1200	Genting Cheng Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, landfill, etc.	√	√
	1030-1230	Meeting with Stakeholder	√	-
	1230-1330	Lunch	√	√
	1330-1700	Genting Cheng Estate Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay Documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc).	√	√
	1700-1730	Interim Closing Briefing	√	√
	11.04.2019 Thursday	0830-1230	Genting Tebong Estate Continue documentation review (Main Division for Genting Cheng Estate)	√
1230-1330		Lunch	√	√
1330-1430		Travel from Genting Tebong Estate to Genting Tanah Merah Estate		
1430-1600		Genting Tanah Merah Estate Continue documentation review (Main Division for Genting Sepang Estate)		
1600-1700		Finalize audit findings and prepare for closing meeting	√	√
1700-1730		Closing meeting	√	√

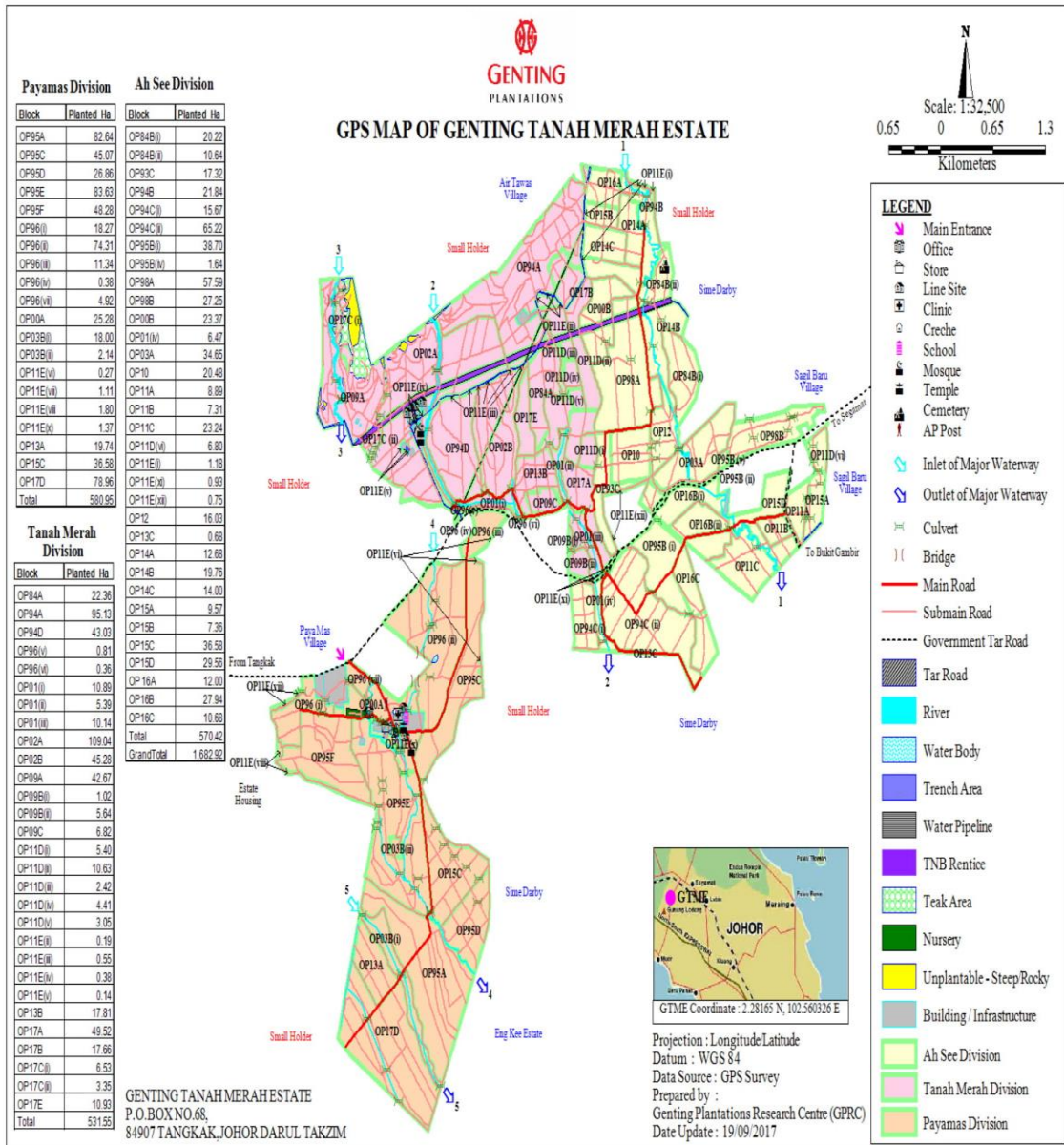
Appendix B: List of Stakeholders Contacted

External Stakeholders	Internal Stakeholders
<ol style="list-style-type: none">1. Villager's representative (Kampung Lembah Paya & MPKK Alor Gajah)2. SJK(T) Ladang Bute	<ol style="list-style-type: none">1. Gender Committee2. Worker's Representatives

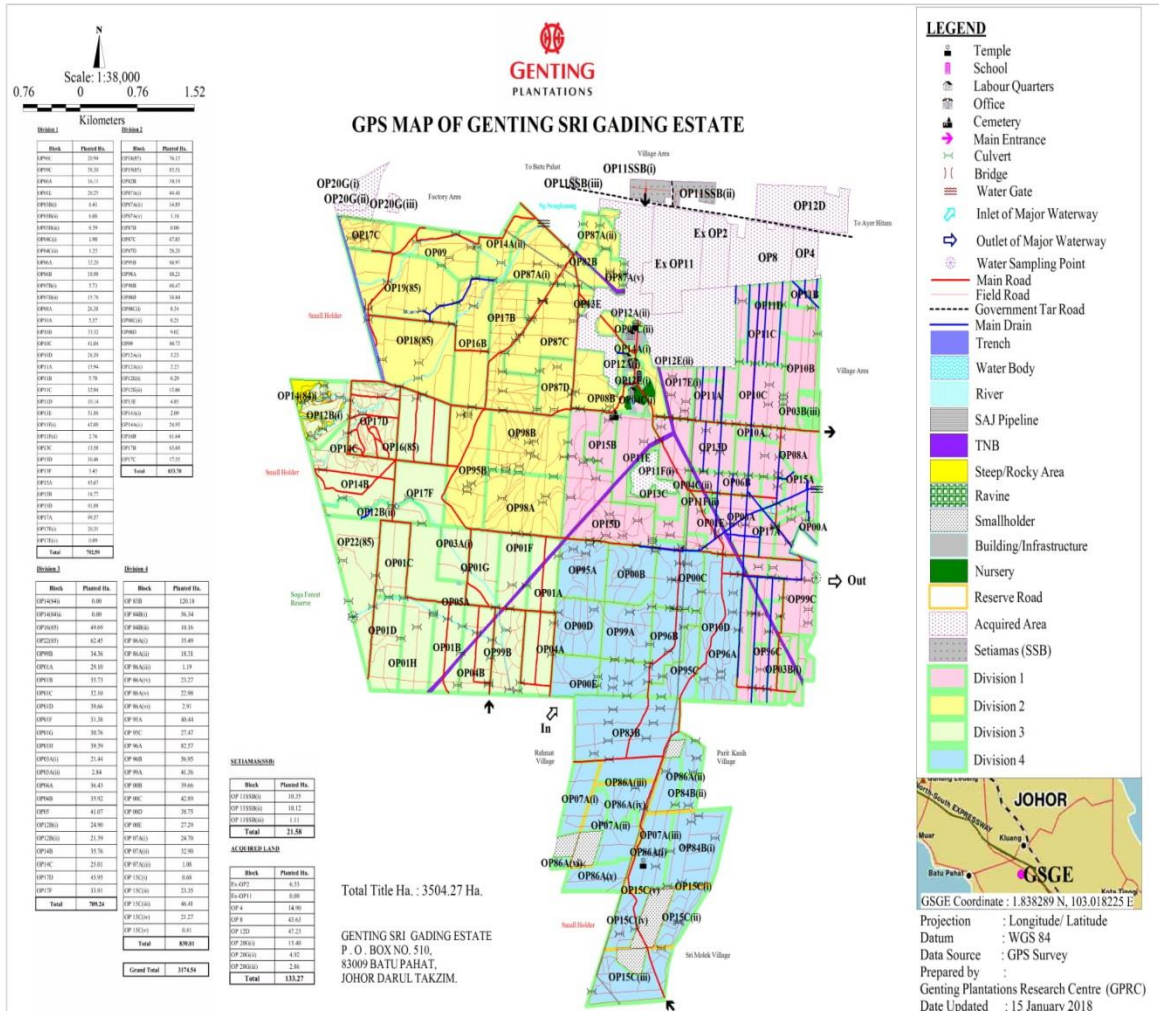
Appendix F: Location and Field Map

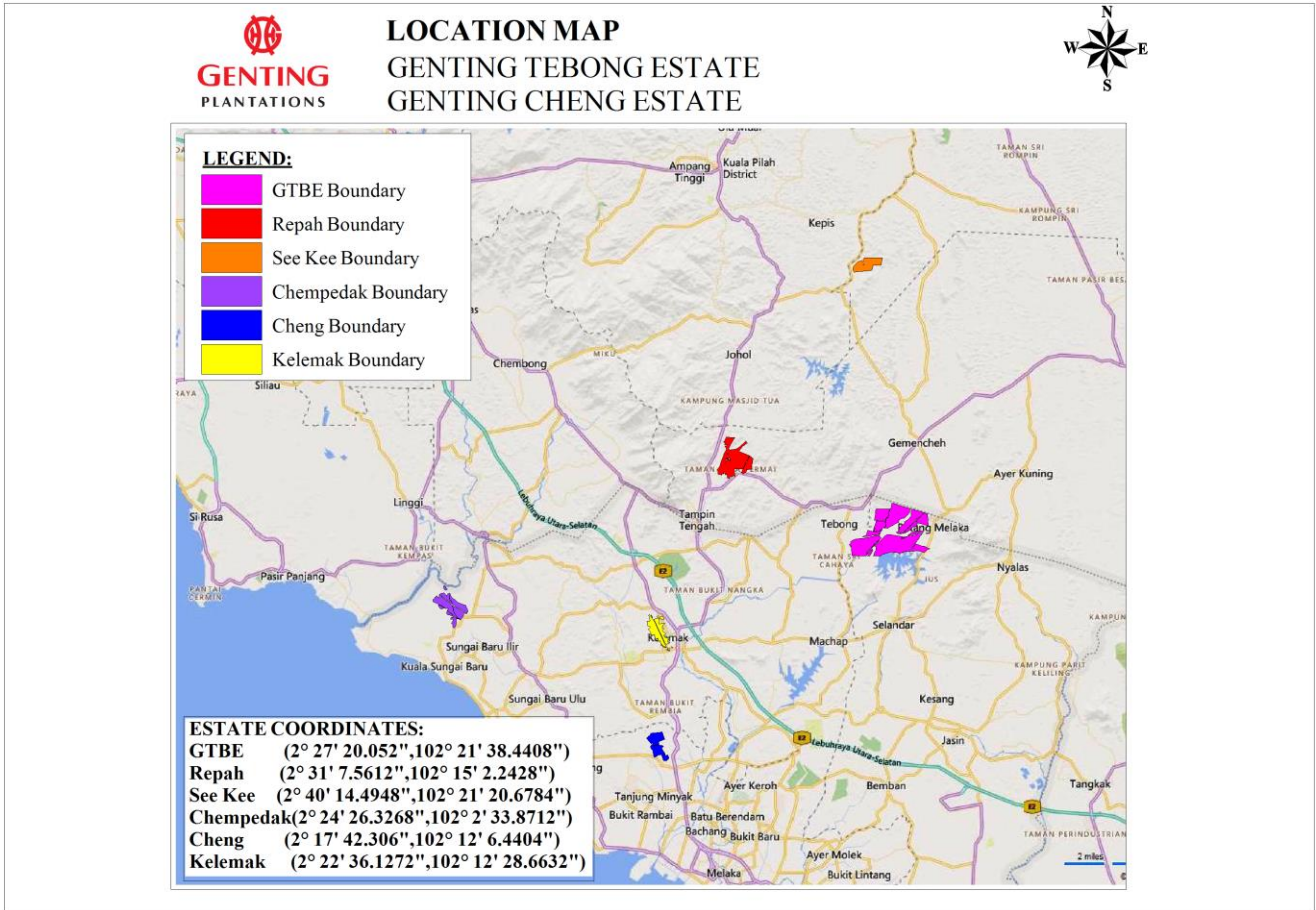


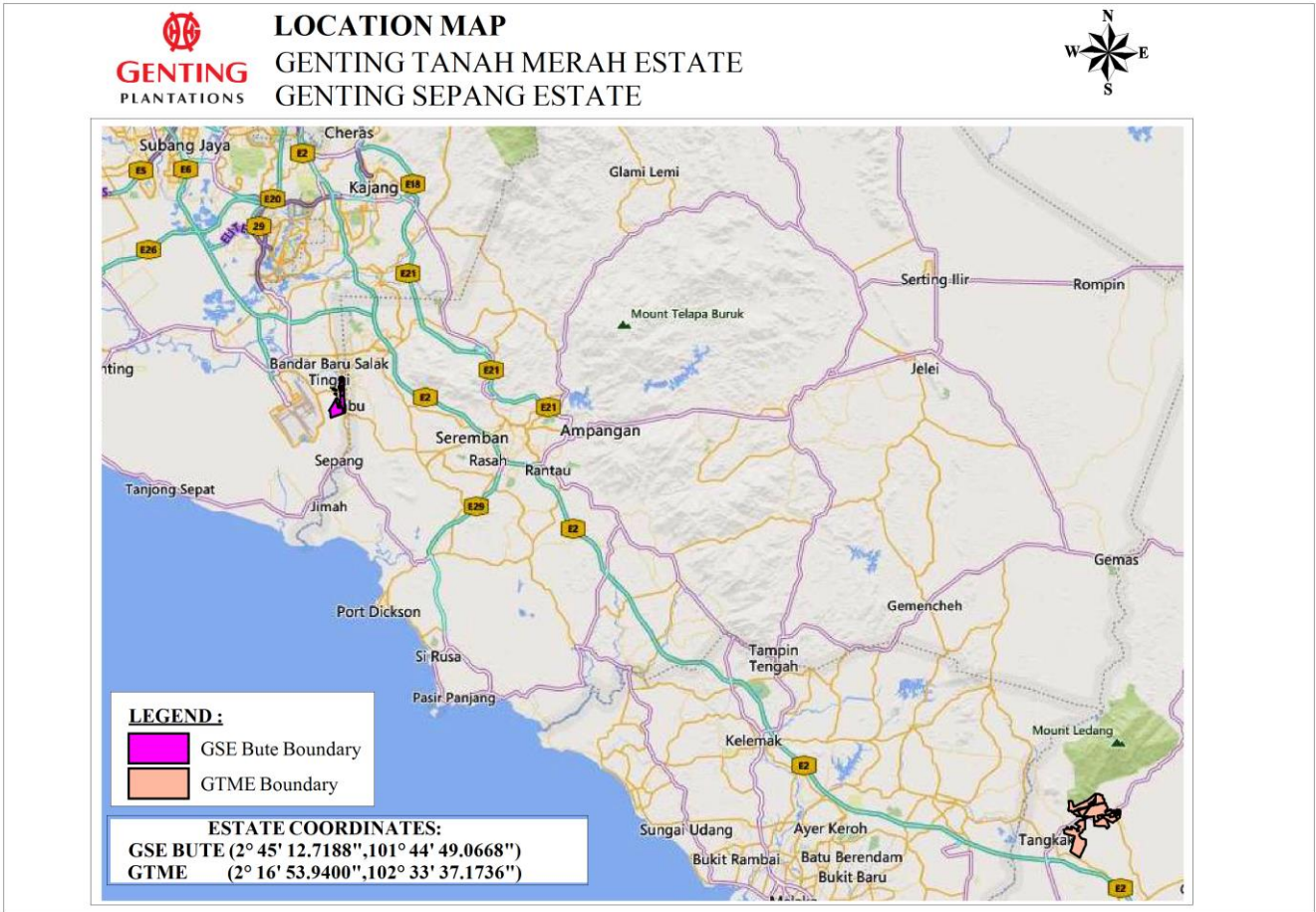
MSPO Public Summary Report
Revision 0 (Aug 2017)



MSP0 Public Summary Report
Revision 0 (Aug 2017)







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