

**MALAYSIAN SUSTAINABLE PALM OIL
2nd ANNUAL SURVEILLANCE ASSESSMENT (ASA2)
Public Summary Report**

Genting Plantations Berhad
Client company Address: 10 th Floor, Wisma Genting Jalan Sultan Ismail 50250 Kuala Lumpur, Malaysia
Certification Unit: Genting Selama Estate Location of Certification Unit: KM 6, Jalan Serdang-Selama, 09800 Serdang, Kedah, Malaysia

Report prepared by:
Hu Ning Shing (Lead Auditor)

Report Number: 3293251

Assessment Conducted by:
BSI Services Malaysia,
(DSM Accreditation Number: MSPO 09112018 CB 12)
Suite 29.01 Level 29 The Gardens North Tower,
Mid Valley City Lingkaran Syed Putra,
59200 Kuala Lumpur, Malaysia
Tel +60392129638 Fax +60392129639
www.bsigroup.com

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Section 1: Executive Summary

1.1 Organizational Information and Contact Person			
Company Name	Genting Plantations Berhad		
Mill/Estate	MPOB License No.	Expiry Date	
	Genting Selama Estate - 508756502000	31/05/2022	
Address	KM 6, Jalan Serdang-Selama, 09800 Serdang, Kedah, Malaysia		
Certification Unit	Genting Selama Estate		
Contact Person Name	Arunan a/l Kandasamy		
Website	https://www.gentingplantations.com	E-mail	Arunan.kandasmy@genting.com
Telephone	+603-2333 6401	Facsimile	N/A

1.2 Certification Information			
Certificate Number	MSPO 709624		
Issue Date	10/10/2019	Expiry date	09/10/2024
Scope of Certification	Production of Sustainable Oil Palm Fruits		
Standard	MS 2530-3:2013 Malaysian Sustainable Palm Oil (MSPO) Part 3: General Principles for Oil Palm Plantations and Organized Smallholders		
Stage 1 Date	13 - 14/05/2019		
Stage 2 / Initial Assessment Visit Date (IAV)	15 - 16/05/2019		
Continuous Assessment Visit Date (CAV) 1	16 - 17/07/2020		
Continuous Assessment Visit Date (CAV) 2	16/07/2021		
Continuous Assessment Visit Date (CAV) 3	-		
Continuous Assessment Visit Date (CAV) 4	-		

Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
RSPO 709623	RSPO Principles & Criteria for Sustainable Palm Oil Production: 2018; Malaysian National Interpretation: 2019	BSI Services Malaysia Sdn Bhd	21/10/2024
EU-ISCC-Cert-DE119-60213936	EU-International Sustainability & Carbon Certification	ASG Cert GmbH	05/06/2022

1.3 Location of Certification Unit			
Name of the Certification Unit (Palm Oil Mill/ Estate/ Smallholder/ Independent Smallholder)	Site Address	GPS Reference of the site office	
		Longitude	Latitude

Genting Selama Estate	KM 6, Jalan Serdang – Selama, 09800 Serdang, Kedah, Malaysia.	100.65694	5.22194
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1.4 Certified Area

Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Genting Selama Estate	1,774.32	9.97	46.55	1,830.84	96.91
Total	1,774.32	9.97	46.55	1,830.84	96.91

1.5 Plantings & Cycle

Estate	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
Genting Selama Estate	351.41	229.87	484.98	210.99	497.07	1,422.91	351.41
Total (ha)	351.41	229.87	484.98	210.99	497.07	1,422.91	351.41

1.6 Certified Tonnage of FFB

Estate	Tonnage / year		
	Estimated (Jul 20 - Jun 21)	Actual (Jul 20 - Jun 21)	Forecast (Jul 21 - Jun 22)
Genting Selama Estate	34,443.00	30,286.08	30,000.00
Total	34,443.00	30,286.08	30,000.00

1.7 Uncertified Tonnage of FFB

Estate	Tonnage / year		
	Estimated (Jul 20 - Jun 21)	Actual (Jul 20 - Jun 21)	Forecast (Jul 21 - Jun 22)
N/A			
Total	N/A	N/A	N/A

1.8 Certified Tonnage

Mill Capacity: N/A	Estimated (Jul 20 - Jun 21)	Actual (Jul 20 - Jun 21)	Forecast (Jul 21 - Jun 22)
	FFB	FFB	FFB
SCC Model: N/A	N/A	N/A	N/A
	CPO (OER: N/A%)	CPO (OER: N/A%)	CPO (OER: N/A%)

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	N/A	N/A	N/A
	PK (KER: N/A %)	PK (KER: N/A %)	PK (KER: N/A %)
	N/A	N/A	N/A

1.9 Actual Sold Volume (CPO)					
CPO (MT)	MSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
N/A	N/A	N/A	N/A	N/A	N/A

1.10 Actual Sold Volume (PK)					
PK (MT)	MSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
N/A	N/A	N/A	N/A	N/A	N/A

Section 2: Assessment Process

BSI is a leading global provider of management systems assessment and certification, with more than 80,000 certified locations and clients in over 190 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 fully remote assessment due to Covid-19 MCO restriction was conducted from 16/07/2021. The audit programme is included as Section 2.3. The approach to the audit was to treat the Genting Selama Estate as a MSPO Certification Unit. This remote audit has been conducted using Information and Communication Technologies including (Microsoft Teams, WhatsApp and phone call). The planned audit objectives have been achieved, there were no connectivity issues which adversely affected the audit. 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 phone interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. MS 2530-3:2013 was used to guide the collection of information to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

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

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

Structured worker interviews with male and female workers and staff were held in private through phone calls. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Appendix B.

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

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

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

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

Tentative Date of Next Visit: June 1, 2022 - June 2, 2022

Total No. of Mandays: 2

2.1 BSI Assessment Team

Team Member Name	Role <i>(Team Leader or Team member)</i>	Qualifications <i>(Short description of the team members)</i>
Hu Ning Shing	Team Leader	She holds Bachelor Degree in Science majoring in Applied Chemistry, graduated from University of Malaya on 2011. She has 5 years working experience in rubber and palm oil industry. She also has the experiences as auditor for several standards including ISO 9001, MSPO and RSPO in her previous certification body. She completed the ISO 9001 Lead Auditor Course on 2016, Endorsed RSPO P&C Lead Auditor Course in 2012 and Endorsed RSPO SCCS Lead Auditor Course in 2015. She attended Endorsed MSPO Auditor and MSPO SCCS Lead Auditor Course in 2019. She had been involved in RSPO auditing since November 2015 in more than various companies in Malaysia. During this assessment, she assessed on the aspects of social, legal, workers & stakeholders consultation and SCC for CPO mill. She is fluent in Bahasa Malaysia and English languages.
Valence Shem	Team Member	He holds Bachelor Degree in Industrial Technology, graduated from University of Science Malaysia in 1998 and has 9 years working experience in oil palm plantation industry. He has been in the management system auditing line since 2009 for various standards such as ISO 140001, RSPO P&C, RSPO SCCS and SMETA. He completed the ISO 14001 Lead Auditor Course in 2008, ISO 9001 Lead Auditor Course in 2013, Endorsed RSPO P&C Lead Auditor Course in 2011, Endorsed RSPO SCCS Lead Assessor Course in 2012 and MSPO Awareness Training in 2014. He had been involved in RSPO auditing since 2009 in various companies in Malaysia. During this assessment, he assessed on the aspects of legal, environmental & biodiversity, agriculture best practices and the supply chain element. Able to communicate in Bahasa Malaysia and English.

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2.2 Accompanying Persons

No.	Name	Role
1	Mohd Razaleigh Mohamad	BSI Observer

2.3 Assessment Plan

The Assessment plan was sent to the client prior to the assessment (attached assessment plan).

Date	Time	Subjects	(HNS)	(VS)	ICT Planned
Wednesday, 07/07/2021	1000 - 1030	Communication on document preparation <ul style="list-style-type: none"> • Audit plan • Any additional Information 	√	√	Teleconference, Microsoft Team Meeting, Email
Friday, 16/07/2021 Genting Selama Estate	0900 - 0915	Opening meeting <ul style="list-style-type: none"> • Opening presentation by audit team leader • Confirmation of assessment scope and finalize audit plan 	√	√	Teleconference, Microsoft Team Meeting, Email
	0915 - 1030	Assessment and documentation review on estate best practice, legal requirements, OHS, environment and continual improvement Assessment and documentation review on social aspects, legal requirements, employees' welfare and stakeholder management	√	√	Teleconference, Microsoft Team Meeting, Email
	1030 - 1040	10-minute break	√	√	
	1040 - 1230	Assessment and documentation review on estate best practice, legal requirements, OHS, environment and continual improvement Assessment and documentation review on social aspects, legal requirements, employees' welfare and stakeholder management	√	√	Teleconference, Microsoft Team Meeting, Email
	1230 - 1330	Lunch	√	√	
	1330 - 1450	Assessment and documentation review on estate best practice, legal requirements, OHS, environment and continual improvement Assessment and documentation review on social aspects, legal requirements, employees' welfare and stakeholder management	√	√	Teleconference, Microsoft Team Meeting, Email
	1450 - 1500	10-minute break	√	√	

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Date	Time	Subjects	(HNS)	(VS)	ICT Planned
	1500 - 1700	Assessment and documentation review on estate best practice, legal requirements, OHS, environment and continual improvement Assessment and documentation review on social aspects, legal requirements, employees' welfare and stakeholder management	√	√	Teleconference, Microsoft Team Meeting, Email
	1700 - 1730	Interim closing briefing	√	√	Teleconference, Microsoft Team Meeting, Email
	1730 - 1800	Closing Meeting	√	√	Teleconference, Microsoft Team Meeting, Email

Section 3: Assessment Findings

3.1 Details of audit results

This assessment has been assessed using the following MSPO 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

During the remote certification assessment there were two (2) Minor nonconformities raised. The Genting Selama 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.

Minor Nonconformities:				
Ref: 2080141-202107-N1	Area/Process: Genting Selama Estate	Clause: 4.4.5.4 - Part 3		
	Issue Date: 16/07/2021	Due Date: Next surveillance assessment		
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.			
Statement of Nonconformity:	Employees of contractors are not paid based on legal requirements and the employment contract was not comprehensive.			
Objective Evidence:	<p>Reviewed the employment contract signed by the 3 contractor’s workers (I/C No.: 831007-08-66XX, 880229-08-59XX and 831007-08-65XX) and payslips (November 2020, March 2021 and June 2021) found the following issues:</p> <ul style="list-style-type: none"> i. The employment contract is incomplete. Basic information such as type of work, wages rate, entitlement of annual leave, sick leave and public holiday leave, rates of overtime, wages for work on rest day and public holiday and etc were not included in the contract. ii. The term of wage payment was set from 5th to 10th of every month which does not comply with the regulation before 7th. iii. The contribution rate for SOCSO was not equivalent as per Employees’ Social Security Act 1969 (Act 4). <p>Besides, the 3 workers above have found worked on rest day, Sunday as reviewed in the Estate Bin Recovery data. However, reviewed the payslips found no evidence to show that the workers have been paid as per Employment Act 1955. The details as below:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;">I/C No.</td> <td style="width: 70%;">Date of Work on Restday</td> </tr> </table>		I/C No.	Date of Work on Restday
I/C No.	Date of Work on Restday			

	831007-08-66XX	28/03/2021	
	880229-08-59XX	28/03/2021, 27/06/2021	
	831007-08-65XX	15/11/2020, 29/11/2020, 28/03/2021	
Corrections:	<ul style="list-style-type: none"> i. Estate will assist to prepare the sample format of complete workers agreement for the contractor. Once finalized and agreed, the contractor will use this agreement for all their workers. ii. The contract agreement will be amended whereby the wage payment will be before 7th of every month in accordance to the regulation. iii. Estate management will ensure the contractor's SOCSO contribution rate for their workers is tally with payslip & SOCSO statement as per Employees' Social Security Act 1969 (Act 4). iv. Contractors will ensure those workers working on rest day will be paid according to the Employment Act 1955. 		
Root cause analysis:	There is no monitoring done by the estate management to ensure that these conditions are strictly complied by the contractors.		
Corrective Actions:	<p>Estate management will conduct briefing to all the contractors on these requirement as stated in the revised contractor's agreement.</p> <p>Sustainability Department will monitor this compliance during next RSPO Internal audit.</p>		
Assessment Conclusion:	Corrective action plan has been reviewed and deemed to be satisfactory to address the minor nonconformity. Implementation of the corrective action plan will be verified during next assessment.		

Minor Nonconformities:

Ref: 2080141-202107-N2	Area/Process: Genting Selama Estate	Clause: 4.5.3.5 - Part 3
	Issue Date: 16/07/2021	Due Date: Next surveillance assessment
Requirements:	Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourses.	
Statement of Nonconformity:	The wastes landfill areas are not located according to the established procedure.	
Objective Evidence:	Based on verification through Google Earth, the wastes landfill at Halifax Division (GPS: 5.182777, 100.683798) and Choong Meng Division (GPS: 5.264785, 100.660267) have residential area within 400 m radius and public main road within 300 m radius respectively. This is not in-line with the Landfill and Domestic Waste Management [SMP-GBP-12, rev. 1, dated 01/12/2014].	
Corrections:	Estate management to identify new landfill area as per SMPM-GBP-12 site & location requirement.	
Root cause analysis:	Inadequate awareness on wastes landfill site & location procedure as per stated in Landfill and Domestic Waste Management (SMP-GBP-12).	
Corrective Actions:	Retraining by Sustainability Department on the Landfill and Domestic Management.	

Assessment Conclusion:	Corrective action plan has been reviewed and deemed to be satisfactory to address the minor nonconformity. Implementation of the corrective action plan will be verified during next assessment.
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Opportunity For Improvement		
Ref: N/A	Area/Process: N/A	Clause: N/A
Objective Evidence:	N/A	

Noteworthy Positive Comments	
N/A	

3.3 Status of Nonconformities Previously Identified and OFI

Minor Nonconformities:		
Ref: 1932814-202007-N1	Area/Process: Genting Selama Estate	Clause: 4.5.3.2 – Part 3
	Issue Date: 17/07/2020	Due Date: 16/07/2021
Requirements:	A waste management plan to avoid or reduce pollution shall be developed and implemented. The waste management plan should include measures for: 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	
Statement of Nonconformity:	The implementation of developed waste management plan to avoid and reduce pollution was not fully effective.	
Objective Evidence:	During the visit it was found that the disposal of waste inadequately demonstrated for the following: - Sighted CU stored scheduled waste (SW 404) more than 180 days as per disposal record (SW 404) was on 21/4/2020 and previously disposal was on 13/7/2019. - Found paint container and lubricant container in landfill (Field OP98) during site verification. This action was not followed according to Scheduled waste management procedure (SMP-GPB-11); Rev. 01; dated 11/6/2018	
Corrections:	During the visit it was found that the disposal of waste inadequately demonstrated for the following: - Sighted CU stored scheduled waste (SW 404) more than 180 days as per disposal record (SW 404) was on 21/4/2020 and previously disposal was on 13/7/2019. - Found paint container and lubricant container in landfill (Field OP98) during site verification. This action was not followed according to Scheduled waste management procedure (SMP-GPB-11); Rev. 01; dated 11/6/2018	
Root cause analysis:	1. Inadequate procedure on requesting for 'extension of storage from DOE' whenever very small amount of waste generated during the 180 days.	

	2. Inadequate training (especially for the staff at outlying division) regarding SW management.
Corrective Actions:	<p>1 (a) Amend scheduled waste procedure to include the element on requesting for 'extension of storage from DOE'.</p> <p>1 (b) Provide training to the Hospital Assistant and relevant staff to write to DOE for 'extension of storage' whenever very small amount of waste generated during the 180 days period.</p> <p>2. To retrain all staff, workers and residence at the division on SW Management and awareness.</p>
Assessment Conclusion:	Corrective action submitted has been accepted. Evidence of implementation and its effectiveness will be verified upon next assessment visit.
Verification Statement:	<p>Verification during ASA2,</p> <ol style="list-style-type: none"> 1) Notification to DOE on extension of retention time for SW 404 and SW 102. 2) Amended SW procedure where the element of requesting approval from DOE for extension of storage time is included. 3) Training record dated 31/03/2021 that shows re-training on SW has been provided to the relevant staff. <p>The implementation of corrective action was found effective and thus, the minor non-conformance was closed on 16/07/2021.</p>

Opportunity for Improvement:		
Ref: 1932814-202007-I1	Area/Process: Genting Selama Estate	Clause: 4.5.6.1 – Part 3
Objective Evidence:	The presence of high biodiversity value habitats mainly among potentially rare and threatened animal species could be identified further within GSLE for better management action plan establishment.	
Verification Statement ASA2:	Verification during ASA2, Monitoring of RTE has been included in the HCV Management Plan dated 22/2/2021.	

Opportunity for Improvement:		
Ref: 1932814-202007-I1	Area/Process: Genting Selama Estate	Clause: 4.5.6.3 – Part 3
Objective Evidence:	Actions plan related to identified HCV reported in the Inventory on High Conservation Value (HCV) Sites Within Genting Plantations Berhad Group of Estates (Northern Region) prepared by Dr. Yap Son Kheong of S.K.Yap Forestry and Landscape Advisory Services could be improved further in terms of its implementation mainly for Sub-HCV 4.1 & 4.2 that involved demarcation, marking and signages of buffer zones.	
Verification Statement ASA2:	Verification during ASA2, Verification of pictorial reports shows that demarcation, marking and signages of buffer zones are implemented and maintained.	

3.4 Summary of the Nonconformities and Status

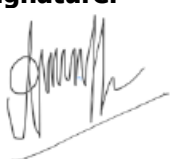
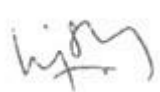
CAR Ref.	CLASS	ISSUED	STATUS
1777377-201905-M1	Major	17/05/2019	Closed on 31/05/2019
1777377-201905-M2	Major	17/05/2019	Closed on 31/05/2019
1777377-201905-M3	Major	17/05/2019	Closed on 31/05/2019
1932814-202007-N1	Minor	17/07/2020	Closed on 16/07/2021
2080141-202107-N1	Minor	16/07/2021	"Open"
2080141-202107-N2	Minor	16/07/2021	"Open"

3.5 Issues Raised by Stakeholders

IS #	Description
1	Issues: Smallholders – They informed that no land encroachment by the management. Boundary stones were available to demarcate the boundaries. They have been invited to stakeholder meeting before the Covid-19 pandemic and briefed on the complaint and communication procedures. They have good relationship with the management.
	Management Responses: The management will continue to maintain good relationship with the smallholders.
	Audit Team Findings: No other issue.
2	Issues: Gender Committee Chairman & Female Worker – They informed that no sexual harassment and violence case reported. All the female workers were treated equally without any discrimination. They have been offered overtime based on mutual agreed.
	Management Responses: The management will continue to monitor if there is any case.
	Audit Team Findings: No further issue.
3	Issues: NUPW Representative – He informed that no issue was raised at this moment. All the previous issues raised were rectified by the management immediately. The workers were paid as per Minimum Wage Order 2020 and overtime was offered on voluntarily basis. They were given break time during working hour to rest.
	Management Responses: Management will continue to comply with legal requirements.
	Audit Team Findings: No other issue.

4	<p>Issues:</p> <p>Contractor – He informed that he has signed an agreement with the company prior to provide service. He was briefed on the agreement and MSPO requirements. He is aware of the complaint procedure. Payment was made promptly by the management.</p>
	<p>Management Responses:</p> <p>The management will continue to ensure payment will be make promptly.</p>
	<p>Audit Team Findings:</p> <p>No further issue.</p>

Section 4: Assessment Conclusion and Recommendation

Acknowledgement of Internal Responsibility and Formal Sign-off of Assessment Findings	
<p>Based on the findings during the remote assessment Genting Selama Estate Certification Unit complies with the MS 2530-3:2013. It is recommended that the certification of Genting Selama Estate Certification Unit is approved and/or continued.</p>	
Acknowledgement of Assessment Findings	Report Prepared by
<p>Name: Arunan Kandasamy</p>	<p>Name: Hu Ning Shing</p>
<p>Company name: Genting Plantations Berhad</p>	<p>Company name: BSI Services Malaysia Sdn Bhd</p>
<p>Title: SVP – Plantation (Malaysia)</p>	<p>Title: Lead Auditor</p>
<p>Signature:</p>  <p>Date: 30/07/2021</p>	<p>Signature:</p>  <p>Date: 30/07/2021</p>

Appendix A: Summary of the findings by Principles and Criteria

MS 2530-3:2013 Malaysian Sustainable Palm Oil (MSPO) Part 3: General Principles for Oil Palm Plantations and Organized Smallholders

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 -	Genting Plantations Berhad has developed Malaysian Sustainable Palm Oil (MSPO) Policy, version dated 18/03/2014 signed by President & Chief Operating Officer, Mr. Yong Chee Kong. The company ensure compliance with MSPO and the MPOB Code of Practice requirements. Briefing of the policy was conducted on 08/10/2020 to the sampled workers and 13/07/2020 to contractors. Seen the training attendance list.	Yes
4.1.1.2	The policy shall also emphasize commitment to continual improvement. - Major compliance -	In the policy above, the company also committed to continue to assess and develop new and innovative techniques, approaches and practices with the objective of continuous improvement in 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 plan was established on 30/06/2021 to carry internal audit for RSPO & MSPO for Genting Selama Estate. The date of audit was planned on 30/06/2021 to 01/07/2021 conducted by Mr. Sivaji. Seen the MSPO Internal Audit Report where no finding was raised during the internal audit.	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>Genting Plantations Berhad has developed Sustainability Internal Audit procedure with Doc. No.: SMP-GPB-03, Rev. 05 dated September 2020 to plan and implement internal audits to determine conformance to the applicable sustainability standards' requirements such as RSPO, MSPO and ISCC. The frequency of the audit is not less than once a year.</p> <p>The last internal audit was carried out on 30/06/2021 to 01/07/2021 with no non-conformity was raised during the audit. This audit was carried out via Microsoft Teams due to travel restriction by the government.</p>	Yes
4.1.2.3	<p>Report shall be made available to the management for their review.</p> <p>- Major compliance -</p>	<p>The Estate Manager, Mr. Mr. Izuddin bin Kusni has reviewed the Internal Audit Report and acknowledged on 01/07/2021.</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>4th RSPO, MSPO & ISCC Management Review meeting was conducted on 02/07/2021 for Genting Selama Estate via Microsoft Teams. The meeting was chaired by Estate Manager and attended by relevant personnel from estate and sustainability team. Meeting minutes was available. Agenda of the meeting was clearly outlined in the minutes.</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
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 -	Continuous Improvement Plan dated 26/06/2021 was available for verification. Generally, among the plans established were: <ul style="list-style-type: none"> - Optimisation of yield - Reduction in use of certain pesticides - Management of environmental aspects - Wastes reduction The plans have the information about the possible issues, action to be taken, person in charge, time frame and status of action.	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 estate continuously ensures there are improvement practices in line with new information and techniques introduced in the workforce. Since the last assessment, there was no opportunity for the estate to adopt new technology in its operation.	Yes
4.1.4.3	An action plan to provide the necessary resources including training, to implement the new techniques or new industry standard or technology (where applicable) shall be established. - Major compliance -	NA as no new technology adopted.	Yes
4.2 Principle 2: Transparency			
Criterion 4.2.1 – Transparency of information and documents relevant to MSPO requirements			

Criterion / Indicator	Assessment Findings	Compliance
<p>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.</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has developed Procedures for Consultation and Communication with Doc. No.: SMP-GPB-17, Rev. 02 dated 23/02/2018 for the effective internal and external communication of sustainability requirements and responding to communications from local communities and other affected or interested parties. Meeting shall be carried out at least six monthly and annually for internal and external stakeholders. The topics to be discussed such as complaint & grievances, environmental and biodiversity concerns, social issue and suggestions for improvement.</p> <p>As the direction of the company during the pandemic Covid-19, all stakeholder meetings (both internal & external) shall be postponed until further notice. Seen the email correspondence dated 26/10/2020 by Sustainability Manager. Therefore, letter and form to obtain stakeholder's feedback and suggestion will be implemented to ensure continuous engagement with the stakeholders.</p> <p>GSLE has distributed Stakeholder – Suggestion/ Complaints/ Feedback Form to collect feedbacks/ comments from stakeholders. Feedbacks received from local community, smallholder and neighbouring plantation on 21/06/2021. There was no issue received. The local community representative has requested for the corporation from the management to succeed the plan for construct a mosque where is under process of review by the authority. Besides, an internal stakeholder meeting was conducted on 12/04/2021 and seen the attendance list of the meeting where it involved. Workers' representative, contractors and suppliers. There were some requests from the workers and it has been included into the Social Management</p>	<p>Yes</p>

Criterion / Indicator		Assessment Findings	Compliance
		and Monitoring Plan of Genting Selama Estate last updated on 14/04/2021.	
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 -	Manager of Genting Selama Estate has issued the list of documents that could be requested by the stakeholders to all the relevant stakeholders on 15/03/2021. The stakeholders are required to register in Enquiry Register Book prior to access to the documents. The list of documents not limited to: <ul style="list-style-type: none"> • Land title • Policies • Reports – EAI, SIA, HCV and audit reports • Management plans • Procedures 	Yes
Criterion 4.2.2 – Transparent method of communication and consultation			
4.2.2.1	Procedures shall be established for consultation and communication with the relevant stakeholders. - Major compliance -	Genting Plantations Berhad has developed Procedures for Consultation and Communication with Doc. No.: SMP-GPB-17, Rev. 02 dated 23/02/2018 for the effective internal and external communication of sustainability requirements and responding to communications from local communities and other affected or interested parties. Meeting shall be carried out at least six monthly and annually for internal and external stakeholders. The topics to be discussed such as complaint & grievances, environmental and biodiversity concerns, social issue and suggestions for improvement.	Yes
4.2.2.2	A management official should be nominated to be responsible for issues related to Indicator 1 at each operating unit. - Minor compliance -	Estate Manager has been appointed by Senior Manager – Operations (WM) to be the management representative for RSPO, MSPO & ISCC related matters. Appointment letter dated 01/02/2021 was sighted.	Yes

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Criterion / Indicator		Assessment Findings	Compliance
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>List of External Stakeholders as at September 2020 and List of Internal Stakeholders as at 07/04/2020 was developed. Nominated representative with the contact details were clearly stated in the list. Stakeholders such as local communities, government authorities, neighbouring smallholders, workers’ representatives, contractors and suppliers were included. The list has included the stakeholders from both Perak and Kedah as the estate’s divisions were located in both Kedah and Perak state.</p> <p>GSLE has distributed Stakeholder – Suggestion/ Complaints/ Feedback Form to collect feedbacks/ comments from stakeholders. Feedbacks received from local community, smallholder and neighbouring plantation on 21/06/2021. There was no issue received. The local community representative has requested for the corporation from the management to succeed the plan for construct a mosque where is under process of review by the authority. Besides, an internal stakeholder meeting was conducted on 12/04/2021 and seen the attendance list of the meeting where it involved. Workers’ representative, contractors and suppliers. There were some requests from the workers and it has been included into the Social Management and Monitoring Plan of Genting Selama Estate last updated on 14/04/2021.</p>	Yes
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>The traceability implementation is addressed in a procedure [Sustainability Management Procedure Manual (SMPM)], Traceability (Estate) [SMP-GPB-09, rev. 05, dated 07/09/2020].</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system. - Major compliance -	Inspection on compliance with the traceability procedure is regularly checked through supply chain internal audit. The internal audit report, which was written together with other schemes audit such as RSPO and ISCC, was available for verification (see Criterion 4.1.2 for details).	Yes
4.2.3.3	The management should identify and assign suitable employees to implement and maintain the traceability system. - Minor compliance -	GPB has defined the roles and responsibilities for the implementation and maintenance of its traceability system in the Traceability (Estate) procedure. Among the positions identified are: <ul style="list-style-type: none"> • Harvesters & loaders • Lorry/tractor driver • Weighbridge operator (if any) • Dispatch staff or dispatch clerk • Assistant Manager/Estate Manager • Sustainability Dept. 	Yes
4.2.3.4	Records of sales, delivery or transportation of FFB shall be maintained. - Major compliance -	Records of storage, sales, delivery or transportation of crude palm oil and palm kernel are maintained in various forms such as: <ul style="list-style-type: none"> • Estate’s FFB dispatch advice • Weighbridge ticket <p>Based on the estate’s crop production records, for the period of Jun 2020 to May 2021, the estate has delivered 28,000 mt of FFB to three mills. Only one of the three mills is MSPO certified. Nonetheless, the estate sold its FFB as non-certified.</p>	Yes
4.3 Principle 3: Compliance to legal requirements			
Criterion 4.3.1 – Regulatory requirements			

Criterion / Indicator		Assessment Findings	Compliance
4.3.1.1	<p>All operations are in compliance with the applicable local, state, national and ratified international laws and regulations.</p> <p>- Major compliance -</p>	<p>The estate continues to comply with the legal requirements. Among the evidence of legal compliance verified are as follows:</p> <ol style="list-style-type: none"> 1) MPOB License #508756502000, valid until 31/05/2022 2) Certificate of fitness of air compressor, #KD PMT 5021, valid until 26/12/2021 3) Certificate of fitness of air compressor, #KD PMT 5022, valid until 26/12/2021 4) Certificate of fitness of air compressor, # KD PMT 4674, valid until 04/09/2021 5) Diesel permit no. K001211, quantity 8,100 lt, valid until 23/10/2021 6) Perakuan Penentuan Timbang & Sukat: <ul style="list-style-type: none"> Selama Div: valid until 18/08/2021 Choong Meng Div: until 21/09/2021 Selding Div: until 13/10/2021 Halifax Div: until 04/08/4041 <p>Genting Selama Estate has obtained approval from Jabatan Tenaga Kerja Negeri Perak to made deduction of wages for the following aspects:</p> <ol style="list-style-type: none"> 1. Ref. No.: JTK.PK.(1)PMT(SEK.24)10802Jld.18(24) dated 18/05/2020 for electricity bill maximum of RM 30.00 per household and RM 10.00 for single. (Selding Division) 2. Ref. No.: JTK.PK.(1)PMT(SEK.24)10802Jld.18(20) dated 13/05/2020 for water bill maximum of RM 40.00 per household and RM 20.00 for single. (Selding Division) 	Yes

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		<p>3. Ref. No.: JTK.PK.(1)PMT(SEK.24)10802Jld.18(26) dated 18/05/2020 for electricity bill maximum of RM 50.00 per household and RM 10.00 for single. (Halifax Division)</p> <p>4. Ref. No.: JTK.PK.(1)PMT(SEK.24)10802Jld.18(22) dated 14/05/2020 for water bill maximum of RM 20.00 per household and RM 10.00 for single. (Halifax Division)</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>All related legal requirements had been documented in "Master List of Legal Requirements & Best Practices Applicable to Plantation Operations in Malaysia". It was last updated on 16/03/2020.</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>Addressed in Legal Requirement Register [Ref.: doc no. SMP-GPB-22 rev. 09 dated 08/09/2020]. The process of law changes as follows:</p> <ul style="list-style-type: none"> i) Notification of changes from various source of information i.e. Lawnet, government gazette and sustainability team based in the Sandakan HQ. ii) Monitoring for changes in the Law iii) Clarification and review on the changes iv) Updating of the Legal register administered internally v) Notification to the operating units and/or the relevant person in charge <p>The established legal register has incorporated the latest changes of law.</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>The Chief Clerk had been assigned as the PIC for updating changes in law [ref.: appointment letter dated 27/04/2019]. Checking of status compliance was regularly done through the utilisation of form no. SMP-</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
		GPB-22 by the management. The latest period under review was Jan-Apr2021.	
Criterion 4.3.2 – Lands use rights			
4.3.2.1	The management shall ensure that their oil palm cultivation activities do not diminish the land use rights of other users. - Major compliance -	The was no evidence to show that oil palm cultivation activities Genting Selama Estate had diminished the land use rights of others. Verified documents to show legal ownership of its land by Genting Plantations Berhad.	Yes
4.3.2.2	The management shall provide documents showing legal ownership or lease, history of land tenure and the actual use of the land. - Major compliance -	Sampled the land titles shown that the legal ownership of the company. Sample of land title as below: i. Title No.: 99094, Lot No.: 1234, 465.5912 ha ii. Title No.: 64752, Lot No.: 753, 406.7084 ha iii. Title No.: 51800, Lot No.: 801, 199.2062 ha The company is in the process for the change of the name of company from Asiatic Development Berhad to Genting Plantations Berhad. Letter to Land Department dated 22/04/2021 was sighted.	Yes
4.3.2.3	Legal perimeter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable. - Major compliance -	Genting Selama Estate has developed Boundary Stone Maintenance and Management Programme dated 15/02/2021 to monitor the boundary stone including replace of missing stones, repainting and numbering. Boundary map for each division with scale of 1:6,500 was sighted. The legal boundary for estate visited was clearly demarcated with legal boundary peg. Seen the photo evident of the legal boundary peg demarcate the boundary.	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	There is no land dispute in the Genting Selama Estate at the time of audit. The land belongs to Genting Plantations Berhad and land	Yes

Criterion / Indicator		Assessment Findings	Compliance
	<p>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).</p> <p>- Minor compliance -</p>	ownership documents verified. This has been verified through phone interviewed with the local community.	
Criterion 4.3.3 – Customary rights			
4.3.3.1	<p>Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced.</p> <p>- Major compliance -</p>	There is no customary land or negotiated agreements within the Genting Selama Estate’s land area.	Yes
4.3.3.2	<p>Maps of an appropriate scale showing extent of recognized customary rights land, if any, should made available.</p> <p>- Minor compliance -</p>	The right to use the land is not disputed and there was no customary land within the Genting Selama Estate.	Yes
4.3.3.3	<p>Negotiation and FPIC shall be recorded and copies of negotiated agreements should be made available.</p> <p>- Major compliance -</p>	There is no land dispute or customary rights issues in the estate.	Yes
4.4 Principle 4: Social responsibility, health, safety and employment condition			
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>	There was a Social Impact Assessment (SIA) & Human Rights Impact Assessment (HRIM) conducted on 24-25/04/2019 for Genting Selama Estate by Sustainability Department. The methodology of the assessment was through consultation with stakeholders and reviewed documents. Stakeholders such as local communities, school’s	Yes

Criterion / Indicator		Assessment Findings	Compliance
		<p>representative, contractors, local authorities, smallholders and workers were involved in the assessment.</p> <p>Social Management and Monitoring Plan of Genting Selama Estate last updated on 14/04/2021 was sighted. The sampled issue as below:</p> <p>1. Issue: Price of goods at sundry shop in Main Division is expensive. Action plan: To inform owner to display price tag and conduct regular inspection by Assistant Manager. Status: The Assistant Manager has carried out the inspection on the pricing of goods on monthly basis and the record of inspection for each item with pricing was sighted.</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>- Major compliance -</p>	<p>Genting Plantations Berhad has established Complaints and Grievances procedure with Doc. No.: SMP-GPB-19, Rev. 04 dated March 2020 to provide guidelines on handling complaints & grievances involved internal and external stakeholders. All the written confidential complaints shall be dealt by Manager. The timeframe for the action to be taken depends on seriousness of the complaints or grievance. The accepted timeframe to acknowledge and respond to the complaint or grievances is within 1 month upon receipt.</p> <p>Besides, a flowchart of complaint & grievance dated 27/03/2019 was developed to elaborate the process of complaint & grievances. Complaints will be recorded in the Complaint & Grievance book. Contact number and email address of the Manager was included in the flowchart for any private & confidential complaint & grievances.</p>	Yes

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Criterion / Indicator		Assessment Findings	Compliance
4.4.2.2	<p>The system shall be able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties.</p> <p>- Major compliance -</p>	<p>The estate has Complaint/ Grievance Record Book to record any complaint or grievance received. Sampled of the records of complaint as below:</p> <ol style="list-style-type: none"> 1. Ref No.: 109 dated 10/05/2021 Issue: Toilet clogged. Action: The management has instructed the supplier to repair. Seen the Schedule of Work Completed with Ref. No.: GW/SM/21/06/03 dated 29/06/2021 where the repair work has been completed. 2. Ref No.: 107 dated 24/04/2021 Issue: Multiple defects such as lighting and fan switch, water tank leakage, sink and etc. Action: The management informed the contractors. Seen the Schedule of Work Completed with Ref. No.: GW/SM/21/06/03 dated 29/06/2021 and INV# IV-04488 dated 20/05/2021 where the repair work has been completed. All the complainants have acknowledged after action has been taken by management and issue resolved. 	Yes
4.4.2.3	<p>A complaint form should be made available at the premises, where employees and affected stakeholders can make a complaint.</p> <p>- Minor compliance -</p>	<p>The Enquiry Register Book and Complaint Book was located in the office. Interviewed with workers and stakeholders confirmed that the availability of the Enquiry Register Book and Complaint Book.</p>	Yes

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Criterion / Indicator		Assessment Findings	Compliance
4.4.2.4	Employees and the surrounding communities should be made aware that complaints or suggestions can be made any time. - Minor compliance -	Phone interviewed with the workers and stakeholders confirmed that they are aware of the complaint procedure.	Yes
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 -	Records of complaint or grievance for July 2019 was available for review during the time of audit.	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 Selama Estate has carried out corporate social responsibilities to the local communities such as provide job opportunities to local people. Besides, they also donated jersey to the police in Serdang & Selama Perak for their program. Other programs such as donation of foods and goods to workers during festival seasons. Photo evident of the contributions were sighted.	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 -	The Occupational Safety and Health Policy had been established, signed by President & Chief Operating Officer on 01/07/2018. The policy was communicated to the employees through various methods such as training, morning muster, and display on notice boards to name a few.	Yes
4.4.4.2	The occupational safety and health plan shall cover the following:	a) The Occupational Safety and Health Policy had been established, signed by President & Chief Operating Officer on 1st July 2018. The policy was communicated to the employees through various	Yes

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Criterion / Indicator	Assessment Findings	Compliance
<p>a) A safety and health policy, which is communicated and implemented.</p> <p>b) The risks of all operations shall be assessed and documented.</p> <p>c) An awareness and training programme which includes the following requirements for employees exposed to pesticides:</p> <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 <p>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).</p> <p>e) The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 and Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000.</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</p>	<p>methods such as training, morning muster, and display on notice boards to name a few.</p> <p>b) SOP for HIRARC (SP-MGR-01) was made available. The technique was described accordingly in the SOP. The HIRARC was reviewed on a yearly basis or as at when needed. The last CHRA was conducted in April 2017. The report [#JKKP HIE 127/171-2(154)-2017/006] was available for verification.</p> <p>c) Training matrix and training programme were established by the management. Evidence of adequate and appropriate training on safe working practices provided to workers was sighted, for example:</p> <ul style="list-style-type: none"> - Training for sprayer, spray pump maintenance & PPE dated 21/09/2020 - Krush briefing – crop protection dated 24/09/2020 - Training interump maintenance & PPE usage dated 21/09/2020 - Scheduled Waste Management, Domestic Waste and Recyclable Waste dated 18/06/2020 - Weed management in oil palm by BASF – Webminar dated 18/09/2020 <p>d) Issuance of PPE to employees is recorded in a standard form which has the information about name of employee, type of PPE, workstation, date of issuance and acknowledgment of receipt.</p> <p>e) SOP for handling chemical management was addressed in a few procedures such as SOP for spraying and Highly Toxic Pesticides procedure. The procedure outlines the handling of chemicals in accordance to the regulation.</p>	

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Criterion / Indicator		Assessment Findings	Compliance
	<p>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>f) SHC Organization – Chairman: Estate Manager, SHC secretary: Assistant Manager. Organization chart of OSH committee was available and effective from January 2021.</p> <p>g) Records were available confirming that quarterly OSH meetings had been held by the estate [ref.: Minutes of meeting dated 15/09/2020, 14/12/2020, 22/03/2020 and 11/06/2020].</p> <p>h) The handling of accident and emergency are addressed in “Pemberitahuan dan Penyiasatan Kemalangan di Tempat Kerja” procedure.</p> <p>i) There are 15 units of first aid kit provided at various workstations at the estate such as workshop, store, harvesting gangs, maintenance gangs and office. There are 25 trained first aider. Based on records, the last training on first aid was conducted on 10/10/2020.</p> <p>j) All accidents are to be investigated and reported to Head Office. Since the last assessment, there has been one accident case that involved more than 4 lost day. The management has taken necessary action in term of addressing the accident causes based on investigation.</p>	
Criterion 4.4.5: Employment conditions			
4.4.5.1	<p>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.</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has established Social Policy dated 14/09/2020 signed by President & Chief Operating Officer. The company respect human rights and support international human rights law. Briefing of the policy was conducted on 08/10/2020 to the workers. Seen the training attendance list.</p>	Yes

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Criterion / Indicator		Assessment Findings	Compliance
4.4.5.2	<p>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.</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has established Social Policy dated 14/09/2020 signed by President & Chief Operating Officer. The company shall not discriminate in terms of hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, union membership or political affiliation.</p>	Yes
4.4.5.3	<p>Management shall ensure that employees' pay and conditions meet legal or industry minimum standards and as per agreed Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage.</p> <p>- Major compliance -</p>	<p>There were employment contracts for staffs and workers. Pay and conditions are documented and achieved the Minimum Wage Order 2020. Sampled of 13 employment contracts confirmed that terms and conditions are clearly outlined as per collective agreement and Employment Act 1955 which have been signed by the worker. Sampled of total 13 payslips for November 2020, March 2021 and June 2021 found that all the workers were paid accordingly.</p>	Yes
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>There were contractors engaged by the estate for harvesting and loading & transporting of FFB. The harvesting contractor is just being a supervisor to monitor the workers supplied by Genting Plantations Berhad.</p> <p><i>Reviewed the employment contract signed by the 3 contractor's workers (I/C No.: 831007-08-66XX, 880229-08-59XX and 831007-08-65XX) and payslips (November 2020, March 2021 and June 2021) found the following issues:</i></p> <ul style="list-style-type: none"> <i>i. The employment contract is incomplete. Basic information such as type of work, wages rate, entitlement of annual leave, sick leave and public holiday leave, rates of overtime, wages for work on rest day and public holiday and etc were not included in the contract.</i> <i>ii. The term of wage payment was set from 5th to 10th of every month which does not comply with the regulation before 7th.</i> 	Minor Nonconformity

Criterion / Indicator		Assessment Findings	Compliance								
		<p>iii. The contribution rate for SOCSO was not equivalent as per Employees' Social Security Act 1969 (Act 4).</p> <p>Besides, the 3 workers above have found worked on rest day, Sunday as reviewed in the Estate Bin Recovery data. However, reviewed the payslips found no evidence to show that the workers have been paid as per Employment Act 1955. The details as below:</p> <table border="1"> <thead> <tr> <th>I/C No.</th> <th>Date of Work on Restday</th> </tr> </thead> <tbody> <tr> <td>831007-08-66XX</td> <td>28/03/2021</td> </tr> <tr> <td>880229-08-59XX</td> <td>28/03/2021, 27/06/2021</td> </tr> <tr> <td>831007-08-65XX</td> <td>15/11/2020, 29/11/2020, 28/03/2021</td> </tr> </tbody> </table> <p>Thus, a minor nonconformity was raised.</p>	I/C No.	Date of Work on Restday	831007-08-66XX	28/03/2021	880229-08-59XX	28/03/2021, 27/06/2021	831007-08-65XX	15/11/2020, 29/11/2020, 28/03/2021	
I/C No.	Date of Work on Restday										
831007-08-66XX	28/03/2021										
880229-08-59XX	28/03/2021, 27/06/2021										
831007-08-65XX	15/11/2020, 29/11/2020, 28/03/2021										
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>The estate has recorded the biodata of the workers in Lintramax system. Verified the total 13 sampled workers of through Lintramax found that the details such as full name, date of birth, date join, gender, employment grade and salary.</p>	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 workers are employed under direct employment. 13 employment contracts were sampled and found that terms and conditions of the employment were clearly stated in the contract and signed by the workers.</p>	Yes								

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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 -	The estate management monitor the attendance and working time through checkroll book. Overtimes will be recorded in checkroll book which is transparent to workers and the number of overtimes will be shown in the payslips.	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 -	Interviewed with the workers confirmed that they have rest time in between of the working hours. Overtimes were paid according to the rate stated in the agreement and regulatory requirements. The overtime offered upon mutually agreement during morning muster. Overtimes will be recorded in checkroll book.	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 -	Wages and overtime were paid according to Employment Act 1955 and Minimum Wage Order 2020 of the workers. Total hours of overtime and daily attendance has recorded in the checkroll book.	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 for good work performance, bonus payment, professional development, medical care and health provisions. - Minor compliance -	All the workers are provided with free medical facilities. Free housing facilities were provided to all the workers and their families.	Yes
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 -	The estate management has provided free housing facilities to all the workers. Basic amenities such as water and electricity were provided to the workers. Linesite inspection was carried out on weekly basis by Hospital Assistant and a monthly summary report was generated. The last inspection was conducted on 13/07/2021 by Hospital Assistant records were sighted. Issues found during the inspection will be recorded in the Checklist of Linesite Inspection. For eg: rearing of	Yes

Criterion / Indicator		Assessment Findings	Compliance
		poultry around the housing area without proper cage. The worker has built a proper cage behind the houses and seen the photo of evident.	
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 -	<p>Genting Plantations Berhad has established Social Policy dated 14/09/2020 and People Policy dated 03/08/2009 where physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation is prohibited. Reproductive rights are protected. Besides, Sexual Harassment Policy was developed on 03/08/2009 to strive for a harassment-free environment and avoid behaviour that may create an atmosphere of hostility and intimidation of any kind at workplace. Briefing of the policy was conducted on 08/10/2020 to the workers. Seen the training attendance list.</p> <p>Procedure on Prevention and Eradication of Sexual Harassment at the Workplace was established with Doc. No.: SMP-GPB-20, Rev. 0 dated 11/10/2013. Process of handling sexual harassment complaint was outlined in the procedure.</p> <p>Gender Committee was established in the estate and seen the last meeting was conducted on 18/02/2021 and 30/06/2021. Reviewed the meeting minutes found issues raised by the workers related to the housing condition and cleanliness of the housing compound. The management has taken action to rectify the issues as verified through interviewed with the Chairman of Gender Committee. Seen the evidence of the purchase order# ASLEP06171 dated 29/-5/2021 where the repairing work for the broken drain is in progress. There was no</p>	Yes

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Criterion / Indicator		Assessment Findings	Compliance
		case of sexual harassment and violence reported as confirmed through interviewed with Chairman and female worker.	
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 established Social Policy dated 14/09/2020 and People Policy dated 03/08/2009 where the company respect the rights of the workers to join or form legal trade unions of their own choosing and to bargain collectively. Briefing of the policy was conducted on 08/10/2020 to the workers. Seen the training attendance list. Workers Committee was established in the estate and the last meeting was conducted on 23/03/2021 with the representatives from different nationalities and division. There was no issue raised during the meeting as verified in the meeting minutes. Phone interviewed with the NUPW representative confirmed that no issue was pending at this moment.	Yes
4.4.5.14	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. - Major compliance -	Genting Plantations Berhad has established Social Policy dated 14/09/2020 and People Policy dated 03/08/2009 where the company shall not use any child labour. Children's right are respected.	Yes
Criterion 4.4.6: Training and competency			
4.4.6.1	All employees, contractors and relevant smallholders are appropriately trained. A training programme (appropriate to the scale of the organization) that includes regular assessment of	Training matrix and training programme had been established by the management and documented in the Training Needs, Analysis and Plan for Year 2021. Among the trainings given by the estate are	Yes

Criterion / Indicator		Assessment Findings	Compliance																						
<p>training needs and documentation, including records of training shall be kept.</p> <p>- Major compliance -</p>	<p>generally covering the aspects of OSH, environment, and best practices. E.g. of training records verified are as follows:</p> <table border="1"> <thead> <tr> <th>Trainings</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Riparian buffer zone management</td> <td>31/03/2021</td> </tr> <tr> <td>Training on GHG calculation (RSPO, MSPO & ISCC)</td> <td>25 & 31/03/2021</td> </tr> <tr> <td>Training on traceability and stamps</td> <td>31/03/2021</td> </tr> <tr> <td>Classroom training on SW management, domestic waste, and recyclable waste</td> <td>31/03/2021</td> </tr> <tr> <td>Training on re-entry period & harvesting intervals</td> <td>01/04/2021</td> </tr> <tr> <td>HCV & RTE Management plan & procedure</td> <td>31/03/2021</td> </tr> <tr> <td>Classroom training on ISCC (P&C and Status) compliance checklist</td> <td>22-25/03/2021</td> </tr> <tr> <td>Classroom and practical training on empty pesticide containers, oil trap and spillage management</td> <td>31/03/2021</td> </tr> <tr> <td>Classroom training on water sampling and analysis of results</td> <td>01/04/2021</td> </tr> <tr> <td>Training on social management as per SMP-GPB-32 (Social management procedure)</td> <td>01/04/2021</td> </tr> </tbody> </table>		Trainings	Date	Riparian buffer zone management	31/03/2021	Training on GHG calculation (RSPO, MSPO & ISCC)	25 & 31/03/2021	Training on traceability and stamps	31/03/2021	Classroom training on SW management, domestic waste, and recyclable waste	31/03/2021	Training on re-entry period & harvesting intervals	01/04/2021	HCV & RTE Management plan & procedure	31/03/2021	Classroom training on ISCC (P&C and Status) compliance checklist	22-25/03/2021	Classroom and practical training on empty pesticide containers, oil trap and spillage management	31/03/2021	Classroom training on water sampling and analysis of results	01/04/2021	Training on social management as per SMP-GPB-32 (Social management procedure)	01/04/2021	
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Criterion / Indicator		Assessment Findings		Compliance
		Classroom training on sustainability management procedure	31/03-01/04/2021	
		Training on stakeholder list & map, and stakeholder consultation as per SMP-GPB-32 (Social management procedure)	01/04/2021	
		Training on complaints & grievances	01/04/2021	
		Environmental aspect and management plan	31/03/2021	
4.4.6.2	Training needs of individual employees shall be identified prior to the planning and implementation of the training programmes in order to provide the specific skill and competency required to all employees based on their job description. - Major compliance -	Training needs and training programme for 2021 was available for verification. It has the information about types of training and targeted audience.		Yes
4.4.6.3	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. - Minor compliance -	This is also addressed in the training needs and training programme for 2021 as mentioned in Indicator 4.4.6.2.		Yes
4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services				
Criterion 4.5.1: Environmental Management Plan				
4.5.1.1	An environmental policy and management plan in compliance with the relevant country and state environmental laws shall be developed, effectively communicated and implemented.	Environmental Policy had been established, signed by the Chief Operating Officer on 05/10/2009. The policy was communicated to		Yes

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Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -	<p>the employees through various methods such as training, morning muster, display on notice boards to name a few.</p> <p>The environmental management plan dated 16/03/2021 was available for verification. Among the information available in the plan is source of pollution, type of impact, mitigation measures, data required, monitoring plan, and responsible persons.</p>	
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>Environmental Policy had been established, signed by the Chief Operating Officer on 05/10/2009. The policy was communicated to the employees through various methods such as training, morning muster, display on notice boards to name a few.</p> <p>Environmental improvement and management plan had been established by the estate (dated 15/02/2021) which includes the air pollution, water pollution from estate operations, water pollution from line-site and landfill area, soil erosion, greenhouse gas emissions. All the mitigation measures were established to mitigate the identified pollutions. For example, construction of terrace, planting of cover crop, establishment of riparian buffer zone, adhere the zero-burning policy, proper landfill site.</p> <p>Environmental aspect and impact evaluation register had been established which includes all the estate's activities such as FFB harvesting & evacuation, workshop, field maintenance, nursery, replanting, line-site, and administration. The register was last reviewed in Feb 2020.</p>	Yes
4.5.1.3	<p>An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, effectively implemented and monitored.</p> <p>- Major compliance -</p>	<p>Environmental Policy had been established, signed by the Chief Operating Officer on 05/10/2009. The policy was communicated to the employees through various methods such as training, morning muster, display on notice boards to name a few.</p>	Yes

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		<p>Environmental improvement and management plan had been established by the estate (dated 15/02/2021) which includes the air pollution, water pollution from estate operations, water pollution from line-site and landfill area, soil erosion, greenhouse gas emissions. All the mitigation measures were established to mitigate the identified pollutions. For example, construction of terrace, planting of cover crop, establishment of riparian buffer zone, adhere the zero-burning policy, proper landfill site.</p> <p>Environmental aspect and impact evaluation register had been established which includes all the estate's activities such as FFB harvesting & evacuation, workshop, field maintenance, nursery, replanting, line-site, and administration. The register was last reviewed in Feb 2020.</p> <p>The environmental management plan is established in several forms such as:</p> <ul style="list-style-type: none"> - Pollution prevention plan - Waste management plan - Water management plan - Management plan to improve efficiency of diesel usage and to optimise renewal energy - Significant pollutants and GHG emission – reduction/minimisation plan 	
4.5.1.4	<p>A programme to promote the positive impacts should be included in the continual improvement plan.</p> <p>- Minor compliance -</p>	<p>Environmental Policy had been established, signed by the Chief Operating Officer on 05/10/2009. The policy was communicated to the employees through various methods such as training, morning muster, display on notice boards to name a few.</p> <p>Environmental improvement and management plan had been</p>	Yes

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Criterion / Indicator		Assessment Findings	Compliance
		<p>established by the estate (dated 15/02/2021) which includes the air pollution, water pollution from estate operations, water pollution from line-site and landfill area, soil erosion, greenhouse gas emissions. All the mitigation measures were established to mitigate the identified pollutions. For example, construction of terrace, planting of cover crop, establishment of riparian buffer zone, adhere the zero-burning policy, proper landfill site.</p> <p>Environmental aspect and impact evaluation register had been established which includes all the estate's activities such as FFB harvesting & evacuation, workshop, field maintenance, nursery, replanting, line-site, and administration. The register was last reviewed in Feb 2020.</p>	
4.5.1.5	<p>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.</p> <p>- Major compliance -</p>	<p>Environmental Policy had been established and signed by the Chief Operating Officer on 05/10/2009. The policy was communicated to the employees through various methods such as training, morning muster, display on notice boards to name a few.</p>	Yes
4.5.1.6	<p>Management shall organize regular meetings with employees where their concerns about environmental quality are discussed.</p> <p>- Major compliance -</p>	<p>This is addressed by Environment Committee meeting. The last meeting was conducted on 24/03/2021 and minutes of meeting was available for verification. Among the agenda discussed were:</p> <ul style="list-style-type: none"> - Zero burning policy - HCV - Riparian buffer zone - Illegal hunting, fishing & trapping - River pollution 	Yes

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> - Dust - Water & wastes management 	
Criterion 4.5.2: Efficiency of energy use and use of renewable energy			
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 -	This is addressed in Management plan to improve efficiency of diesel usage and to optimise renewal energy. Monthly records on energy consumption for non-renewable sources were kept and documented. Based on the records, the diesel consumption is as follows: <ul style="list-style-type: none"> • 2021 – 1.61 lt/mt FFB as at Jun • 2020 – 1.54 lt/mt FFB 	Yes
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 estimate for the direct usage of non-renewable energy for their operations, including fossil fuel to determine energy efficiency of their operations (machineries and vehicle), was available in the estate annual budget.	Yes
4.5.2.3	The use of renewable energy should be applied where possible. - Minor compliance -	There was no renewable energy applied by the 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 -	Identification of waste products and sources of pollution is documented in Waste Management Plan. The wastes were categorised to scheduled wastes, domestic wastes and recyclable wastes. The wastes management plan has the information about	Yes

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Criterion / Indicator		Assessment Findings	Compliance
		method of disposal, monitoring & action plan, data required, responsible person and status of implementation.	
4.5.3.2	<p>A waste management plan to avoid or reduce pollution shall be developed and implemented. The waste management plan should include measures for:</p> <p>a) Identifying and monitoring sources of waste and pollution</p> <p>b) Improving the efficiency of resource utilization and recycling of potential wastes as nutrients or converting them into value-added by-products</p> <p>- Major compliance -</p>	<p>Waste management plan was established by the estate to include pollution source, management plan and monitoring plan. For example, source of waste and mitigation plan for scheduled waste, domestic wastes and recyclable waste. The action plan sighted as follows:</p> <ol style="list-style-type: none"> 1. Disposal as scheduled waste by DOE approved contractor 2. Disposal of domestic wastes at designated landfill area 3. Segregation of waste and store at designated recyclable waste area. 	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>Addressed in the Scheduled Waste Management procedure [SMP-GPB-11, rev. 02, dated 11/08/2020. Scheduled wastes were disposed through licensed vendor and consignment notes as follows were verified:</p> <p>#2021040421BK568N, dated 03/04/2021 for SW404</p> <p>#2021012721T6BUW7, dated 27/01/2021 for SW102</p> <p>#020426-007, dated 27/01/2021 for SW410</p> <p>#020426-005, dated 27/01/2021 for SW312</p> <p>#020426-004, dated 27/01/2021 for SW306</p> <p>#020426-003, dated 27/01/2021 for SW305</p> <p>#020426-008, dated 27/01/2021 for SW408</p> <p>#020426-006, dated 27/01/2021 for SW409</p>	Yes

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Criterion / Indicator		Assessment Findings	Compliance
4.5.3.4	<p>Empty pesticide containers shall be punctured and disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health. The disposal instructions on manufacturer's labels should be adhered to. Reference should be made to the national programme on recycling of used HDPE pesticide containers.</p> <p>- Major compliance -</p>	<p>Empty pesticides containers were disposed through authorised collector after the process of triple rinsing has been undergone. Receipt of collection dated 04/02/2021 were available for verification.</p>	Yes
4.5.3.5	<p>Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourses.</p> <p>- Minor compliance -</p>	<p>Disposal of domestic wastes is guided by the Landfill and Domestic Waste Management procedure [SMP-GPB-12, rev. 01, dated 01/12/2014]. The procedure outlines the criteria to be considered in selecting a landfill area and the method to construct wastes pit. <i>Nonetheless, based on verification through Google Earth, the wastes landfill at Halifax Division (GPS: 5.182777, 100.683798) and Choong Meng Division (GPS: 5.264785, 100.660267) have residential area within 400 m radius and public main road within 300 m radius respectively. This is not in-line with the Landfill and Domestic Waste Management [SMP-GBP-12, rev. 1, dated 01/12/2014]. Thus, a minor nonconformity was raised.</i></p>	Minor Nonconformity
Criterion 4.5.4: Reduction of pollution and emission			
4.5.4.1	<p>An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, scheduled wastes, solid wastes and effluent.</p> <p>- Major compliance -</p>	<p>All polluting activities were identified through the environmental aspect and impact evaluation register which includes all the estate's activities such as FFB harvesting & evacuation, workshop, field maintenance, replanting, line-site, and administration. The register was last reviewed in Jan 2020.</p>	Yes

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Criterion / Indicator		Assessment Findings	Compliance
4.5.4.2	<p>An action plan to reduce identified significant pollutants and emissions shall be established and implemented.</p> <p>- Major compliance -</p>	<p>Environmental Policy had been established, signed by the Chief Operating Officer on 05/10/2009. The policy was communicated to the employees through various methods such as training, morning muster, display on notice boards to name a few.</p> <p>Environmental improvement and management plan had been established by the estate (dated 15/02/2021) which includes the air pollution, water pollution from estate operations, water pollution from line-site and landfill area, soil erosion, greenhouse gas emissions. All the mitigation measures were established to mitigate the identified pollutions. For example, construction of terrace, planting of cover crop, establishment of riparian buffer zone, adhere the zero-burning policy, proper landfill site.</p> <p>Environmental aspect and impact evaluation register had been established which includes all the estate's activities such as FFB harvesting & evacuation, workshop, field maintenance, nursery, replanting, line-site, and administration. The register was last reviewed in Feb 2020.</p>	Yes
Criterion 4.5.5: Natural water resources			
4.5.5.1	<p>The management shall establish a water management plan to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include:</p> <p>a. Assessment of water usage and sources of supply.</p> <p>b. Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the estate's current activities.</p>	<p>The water management plan dated 17/03/2021 has been established to maintain the quality and availability of natural water resources (surface and ground water). The water management plan includes:</p> <p>i) Management of water sources i.e. government treated water and catchment pond</p> <p>ii) Efficient use of water at residential area</p> <p>iii) Renewable water source i.e. rainwater harvesting</p>	Yes

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Criterion / Indicator		Assessment Findings	Compliance
	<p>c. Ways to optimize water and nutrient usage to reduce wastage (e.g. having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.).</p> <p>d. Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones at or before planting or replanting, along all natural waterways within the estate.</p> <p>e. Where natural vegetation in riparian areas has been removed, a plan with a timetable for restoration shall be established and implemented.</p> <p>f. Where bore well is being use for water supply, the level of the ground water table should be measured at least annually.</p> <p>- Major compliance -</p>	<p>iv) Pollution prevention of surface and ground water</p> <p>v) Water supply for workers is from the public domain.</p>	
4.5.5.2	<p>No construction of bunds, weirs and dams across main rivers or waterways passing through an estate.</p> <p>- Minor compliance -</p>	<p>There is no construction of bunds, weirs and dams across main rivers or waterways passing through an estate.</p>	Yes
4.5.5.3	<p>Water harvesting practices should be implemented (e.g. water from road-side drains can be directed and stored in conservation terraces and various natural receptacles).</p> <p>- Minor compliance -</p>	<p>Among the water harvesting methods implemented by the management to conserve water are collecting rainwater through rain gutter and water catchment pond for nursery site.</p>	Yes
Criterion 4.5.6: Status of rare, threatened, or endangered species and high biodiversity value			
4.5.6.1	<p>Information shall be collated that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors). This information should cover:</p>	<p>The HCV assessment contained information of both planted area and relevant wider landscape-level, and result of HCV was obtained. There was one report prepared by the HCV assessors (conducted in Feb-Mar</p>	Yes

Criterion / Indicator	Assessment Findings	Compliance
<p>a) Identification of high biodiversity value habitats, such as rare and threatened ecosystems, that could be significantly affected by the grower(s) activities.</p> <p>b) Conservation status (<i>e.g.</i> The International Union on Conservation of Nature and Natural Resources (IUCN) status on legal protection, population status and habitat requirements of rare, threatened, or endangered species), that could be significantly affected by the grower(s) activities.</p> <p>- Major compliance -</p>	<p>2010) covering the estate. The report of assessment contained in "High Conservation Value (HCV) Final Report (Northern Region). The following aspects were assessed:</p> <ul style="list-style-type: none"> - Area of HCV-Shared management of forest reserve and boundary areas/buffer zones - The presence of large mammals and birds and how they are protected from poaches. - IPM: use of plants to attract predators to control bagworms & barn owls for rat management and success - Drainage and the conditions. Determining the presence of fishes as a bio-indicator of water health 	
<p>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:</p> <p>a) Ensuring that any legal requirements relating to the protection of the species are met.</p> <p>b) Discouraging any illegal or inappropriate hunting, fishing or collecting activities; and developing responsible measures to resolve human-wildlife conflicts.</p> <p>- Major compliance -</p>	<p>The assessment contained information of both planted area and relevant wider landscape-level, and result of HCV was obtained. Continuous HCV and Biodiversity training was last conducted on 31/03/2021.</p> <p>Daily morning briefing includes reminder to workers regarding the HCV and species protection. Apart from that, signage about RTE species and hunting restriction were also planted at strategic places in the estate.</p>	Yes
<p>4.5.6.3 A management plan to comply with Indicator 1 shall be established and effectively implemented, if required.</p> <p>- Major compliance -</p>	<p>The HCV management plan includes:</p> <ul style="list-style-type: none"> - To ensure no agrichemical activities carried out near the riparian area. - To cover any bare soil with planting of vetiver grasses, groundcovers and to reduce soil erosion. 	Yes

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> - Establishment of safety/awareness signages - To give briefing during muster to include HCV related. - HCV awareness training for estate management. 	
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 -	There was no use of fire for land preparation for replanting. Domestic wastes were disposed at designated landfill.	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 -	No special approval granted from DOE as to date since there was no risk of disease at GSLE.	Yes
4.5.7.3	Where controlled burning is allowed, it shall be carried out as prescribed by the Environmental Quality (Declared Activities) (Open Burning) Order 2003 or other applicable laws. - Major compliance -	No application of controlled burning.	Yes
4.5.7.4	Previous crops should be felled or mowed down, chipped and shredded, windrowed or pulverized or ploughed and mulched. - Minor compliance -	All standing biomass were cut and stacked neatly in rows away from harvesting path as described in the OPM 01 Land Clearing, Preparation and Legume Covers Establishment.	Yes
4.6 Principle 6: Best Practices			

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Criterion / Indicator	Assessment Findings	Compliance	
Criterion 4.6.1: Site Management			
4.6.1.1	Standard operating procedures shall be appropriately documented and consistently implemented and monitored. - Major compliance -	Addressed in the Sustainability Management Procedure Manual, Standard Operating Procedures (SOP) and The Oil Palm Manual. The manual covering the activity for replanting, oil palm nursery practices, planting techniques, soil conservation and terracing, pest and diseases, weed management, manuring of oil palm, immaturity, harvesting, crop forecasting and managing difficult soils. All of the activities have been described comprehensively in the Standard operating procedure (SOP) and pictorial SOP. The estate implemented through its daily operations.	Yes
4.6.1.2	Where oil palm is grown within permitted levels on sloping land, appropriate soil conservation measures shall be implemented to prevent both soil erosion as well as siltation of drains and waterways. Measures shall be put in place to prevent contamination of surface and groundwater through runoff of either soil, nutrients or chemicals. - Major compliance -	Generally, the soil conservation measures implemented at the sloping land are construction of terrace, establishment of cover crop and construction of roadside drain. This is guided by the following procedures: <ul style="list-style-type: none"> • OPM 4: Soil conservation and terracing (rev 2013) • Steep land Management SMP –GPB-10 Nonetheless, based on terrain maps, the estate terrain is generally flat to undulating.	Yes
4.6.1.3	A visual identification or reference system shall be established for each field. - Major compliance -	Estate Maps where the following details were available for reference: <ol style="list-style-type: none"> a) Soil Map b) Slope class map c) Blocking map 	Yes
Criterion 4.6.2: Economic and financial viability plan			

Criterion / Indicator		Assessment Findings	Compliance												
4.6.2.1	<p>A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning.</p> <p>- Major compliance -</p>	<p>Annual business plan is addressed in the form of annual budget and the projection for 5 years (2021-2025). It has the information about projected FFB production, finance allocations for operations such as harvesting and field upkeep, administration and capital expenditure.</p>	Yes												
4.6.2.2	<p>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.</p> <p>- Major compliance -</p>	<p>Replanting program has been established with 5 years projection which details are as follows:</p> <table border="1" data-bbox="1048 683 1473 981"> <thead> <tr> <th>Year</th> <th>Ha</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>113</td> </tr> <tr> <td>2023</td> <td>118</td> </tr> <tr> <td>2024</td> <td>103</td> </tr> <tr> <td>2025</td> <td>101</td> </tr> <tr> <td>2026</td> <td>96</td> </tr> </tbody> </table>	Year	Ha	2022	113	2023	118	2024	103	2025	101	2026	96	Yes
Year	Ha														
2022	113														
2023	118														
2024	103														
2025	101														
2026	96														
4.6.2.3	<p>The business or management plan may contain:</p> <ul style="list-style-type: none"> a) Attention to quality of planting materials and FFB b) Crop projection: site yield potential, age profile, FFB yield trends c) Cost of production : cost per tonne of FFB d) Price forecast e) Financial indicators : cost benefit, discounted cash flow, return on investment <p>- Major compliance -</p>	<p>Verification of the 2021 budget showed that the information such as crop projection, cost of production and return of investment was available.</p>	Yes												

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Criterion / Indicator		Assessment Findings	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 -	Monitoring of actual expenses against the allocated budget for the field operation is reported monthly and justification of underspent or overspent can be seen in the monthly expenditure and progress report.	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 estate has engaged third parties for various of work such as general repair work, harvesting and loading & transporting of FFB. Sampled of the agreement as below: i. Agreement No.: GSLE/TPT/21/01/02 which valid until 31/12/2021. ii. Agreement No.: GSLE/HA/21/01/01 which valid until 31/12/2021. iii. Agreement No.: GSLE/GW/21/01/06 which valid until 31/12/2021. The payment shall be made within 30 days from the date of issuance of Schedule of Work Completed as written in the agreement.	Yes
4.6.3.2	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. - Major compliance -	Payment rate was clearly stated in Schedule 2 of the agreement and agreed work order. Payment terms was within 30 days from the date of issuance of Schedule of Work Completed/ Invoice. Verified the payment advices as below: i. INV# RAGU/TRN/04/21 dated 30/04/2021; Transaction Ref.: 523155350100014 dated 11/05/2021 ii. INV# RAGU/TRN/06/21 dated 30/06/2021; Transaction Ref.: 523834570100005 dated 08/07/2021	Yes

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Criterion / Indicator		Assessment Findings	Compliance
		Besides, interviewed with contractor confirmed that payment was made promptly.	
Criterion 4.6.4: Contractor			
4.6.4.1	Where contractors are engaged, they shall understand the MSPO requirements and shall provide the required documentation and information. - Major compliance -	The contractors engaged by the estate management has signed agreement prior to provide services. There were clauses where the contractors shall ensure compliance with the requirements of RSPO, ISCC and MSPO. Phone interviewed with the contractor confirmed that MSPO requirements were briefed by the management and he understood.	Yes
4.6.4.2	The management shall provide evidence of agreed contracts with the contractor. - Major compliance -	The estate has engaged third parties for various of work such as general repair work, harvesting and loading & transporting of FFB. Sampled of the agreement as below: i. Agreement No.: GSLE/TPT/21/01/02 which valid until 31/12/2021. ii. Agreement No.: GSLE/HA/21/01/01 which valid until 31/12/2021. iii. Agreement No.: GSLE/GW/21/01/06 which valid until 31/12/2021.	Yes
4.6.4.3	The management shall accept MSPO approved auditors to verify assessments through a physical inspection if required. - Minor compliance -	As refer to the agreement signed by the contractors, the contractor shall ensure to provide cooperation and relevant access to the appointed Certification Bodies (Sustainability Auditors) into their respective operations, systems, and any and all information, when this is announced in advance.	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.	Control points applicable being observed by estate management as per sighted sample agreements. Evidence of agreed contracts are available.	Yes

Criterion / Indicator		Assessment Findings	Compliance
- Major compliance -			
4.7 Principle 7: Development of new planting			
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 -	There is no development of new planting at visited estate.	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 -	There is no development of new planting at visited estate.	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 -	There is no development of new planting at visited estate.	N/A
Criterion 4.7.3: Social and Environmental Impact Assessment (SEIA)			

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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 -	There is no development of new planting at visited estate.	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 -	There is no development of new planting at visited estate.	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 -	There is no development of new planting at visited estate.	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 -	There is no development of new planting at visited estate.	N/A
Criterion 4.7.4: Soil and topographic information			
4.7.4.1	Information on soil types shall be adequate to establish the long-term suitability of the land for oil palm cultivation. - Major compliance -	There is no development of new planting at visited estate.	N/A
4.7.4.2	Topographic information shall be adequate to guide the	There is no development of new planting at visited estate.	N/A

Criterion / Indicator		Assessment Findings	Compliance
	planning of planting programmes, drainage and irrigation systems, roads and other infrastructure. - Major compliance -		
Criterion 4.7.5: Planting on steep terrain, marginal and fragile soils			
4.7.5.1	Extensive planting on steep terrain, marginal and fragile soils shall be avoided unless permitted by local, state and national laws. - Major compliance -	There is no development of new planting at visited estate.	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 -	There is no development of new planting at visited estate.	N/A
4.7.5.3	Marginal and fragile soils, including excessive gradients and peat soils, shall be identified prior to conversion. - Major compliance -	There is no development of new planting at visited estate.	N/A
Criterion 4.7.6: Customary land			
4.7.6.1	No new plantings are established on recognised customary land without the owners' free, prior and informed consent, dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.	There is no development of new planting at visited estate.	N/A

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
4.7.6.2	Where new plantings on recognised customary lands are acceptable, management plans and operations should maintain sacred sites. - Minor compliance -	There is no development of new planting at visited estate.	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 -	There is no development of new planting at visited estate.	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 -	There is no development of new planting at visited estate.	N/A
4.7.6.5	Identification and assessment of legal and recognised customary rights shall be documented. - Major compliance -	There is no development of new planting at visited estate.	N/A
4.7.6.6	A system for identifying people entitled to compensation and for calculating and distributing fair compensation shall be established and implemented. - Major compliance -	There is no development of new planting at visited estate.	N/A
4.7.6.7	The process and outcome of any compensation claims shall be documented and made publicly available.	There is no development of new planting at visited estate.	N/A

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
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 -	There is no development of new planting at visited estate.	N/A

Appendix B: List of Stakeholders Contacted

<p>Government Officer: N/A</p>	<p>Community/neighbouring village: Smallholders</p>
<p>Suppliers/Contractors/Vendors: Contractors</p>	<p>Worker’s Representative/Gender Committee: Workers Gender Committee Representative NUPW Representative</p>

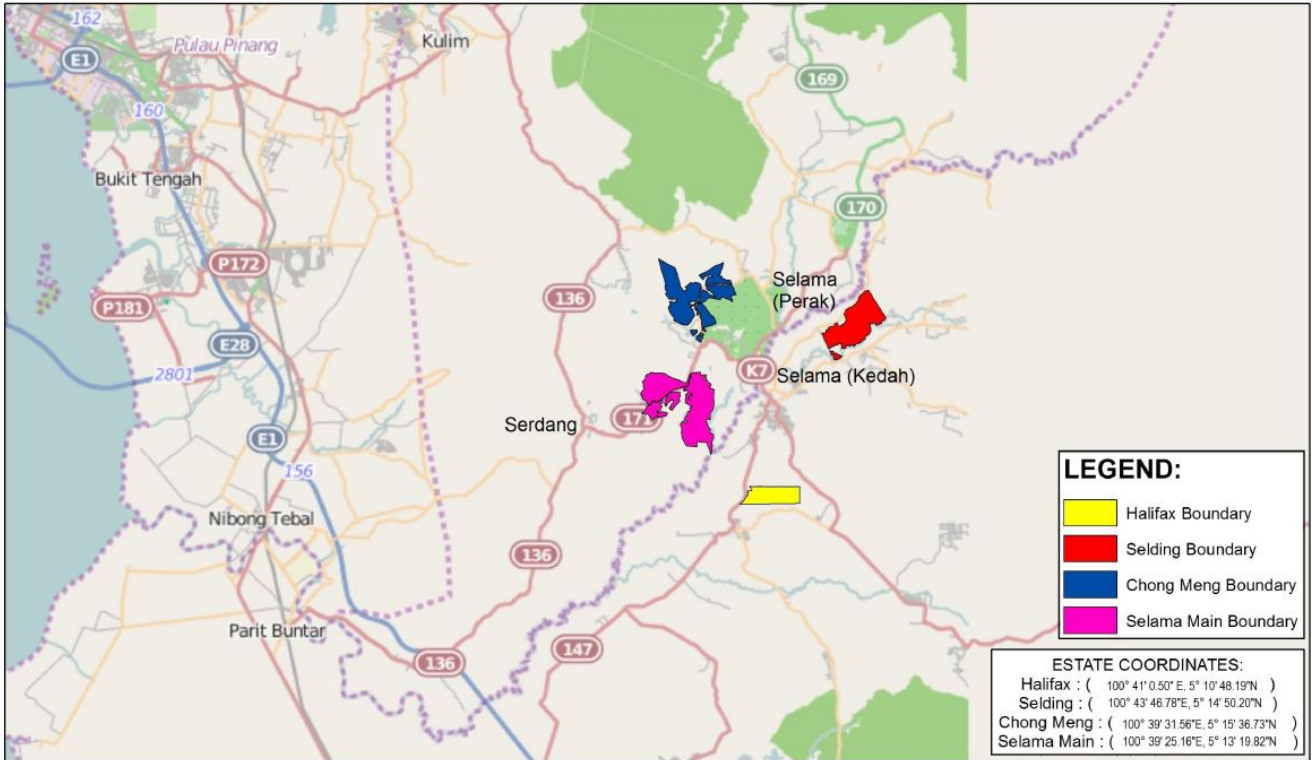
Appendix C: Smallholder Member Details

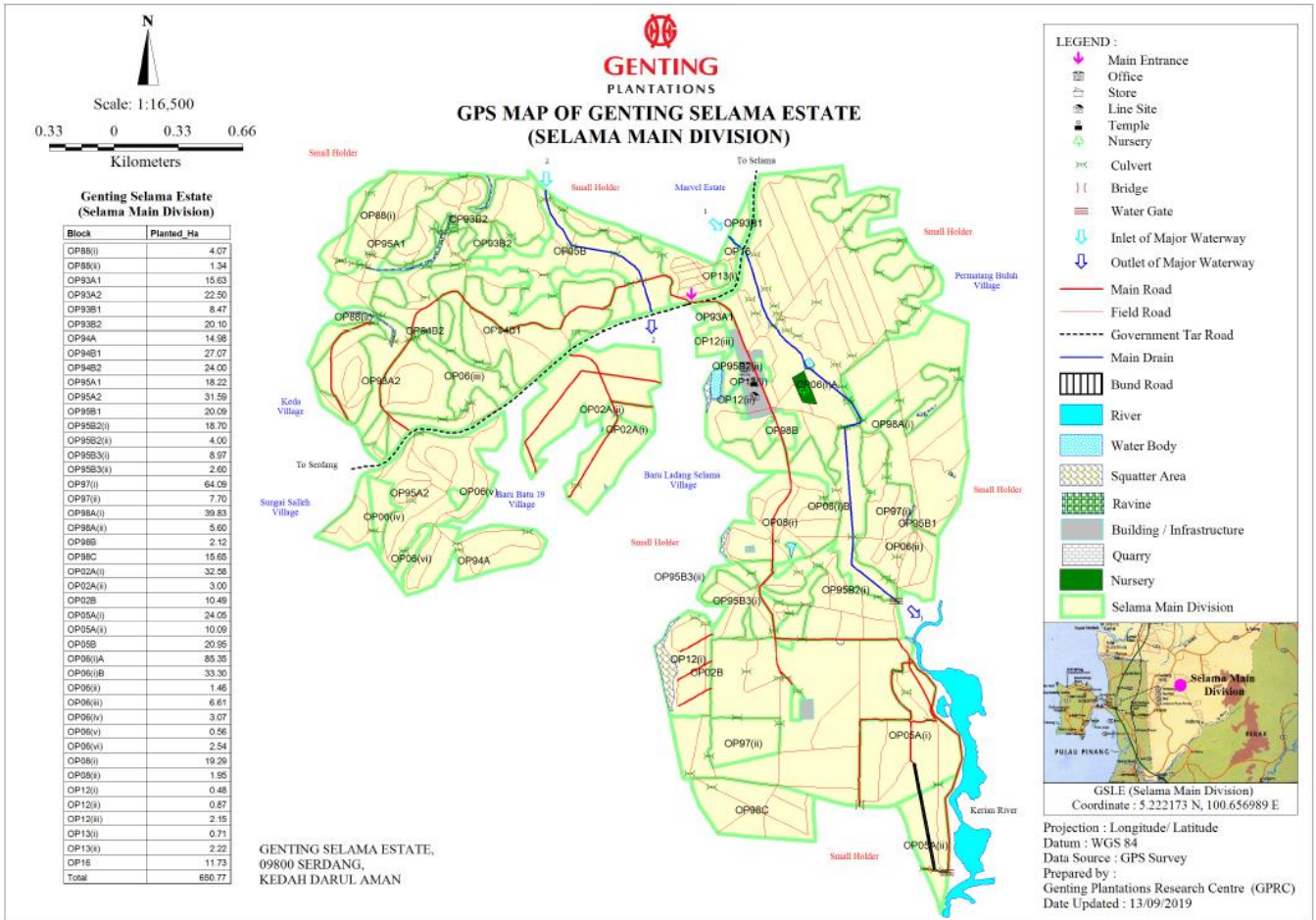
Not applicable.

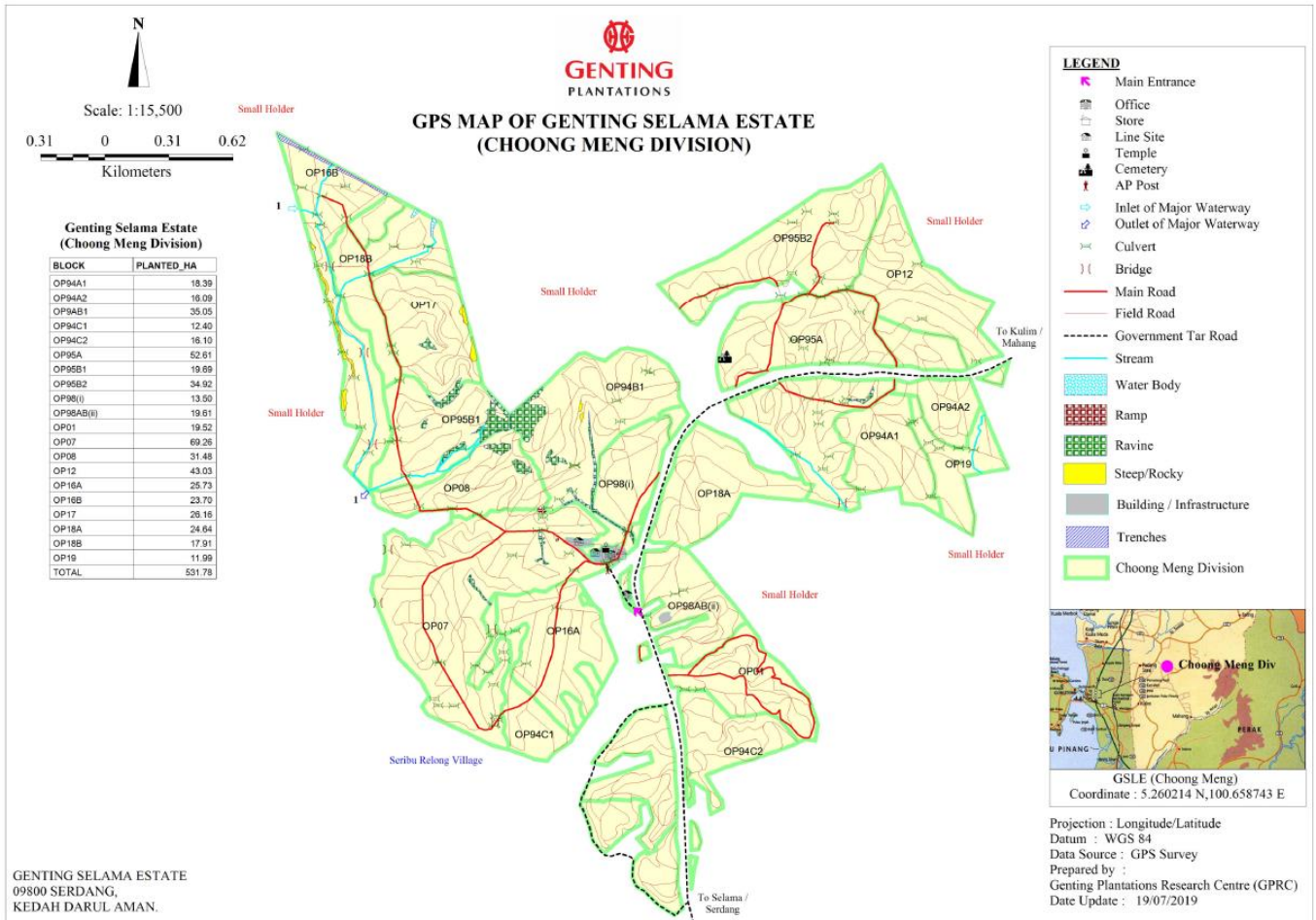
Appendix D: Location and Field Map

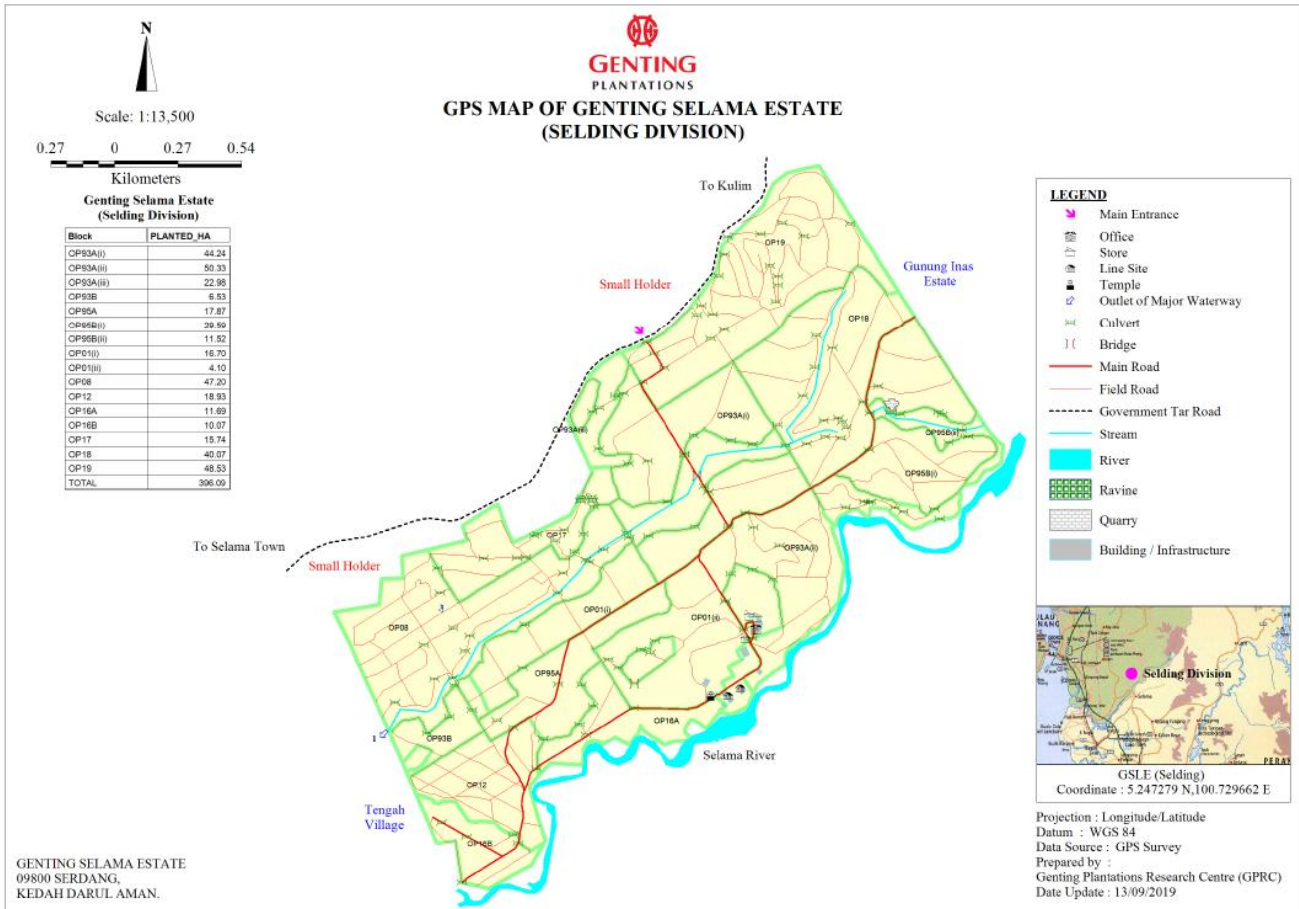


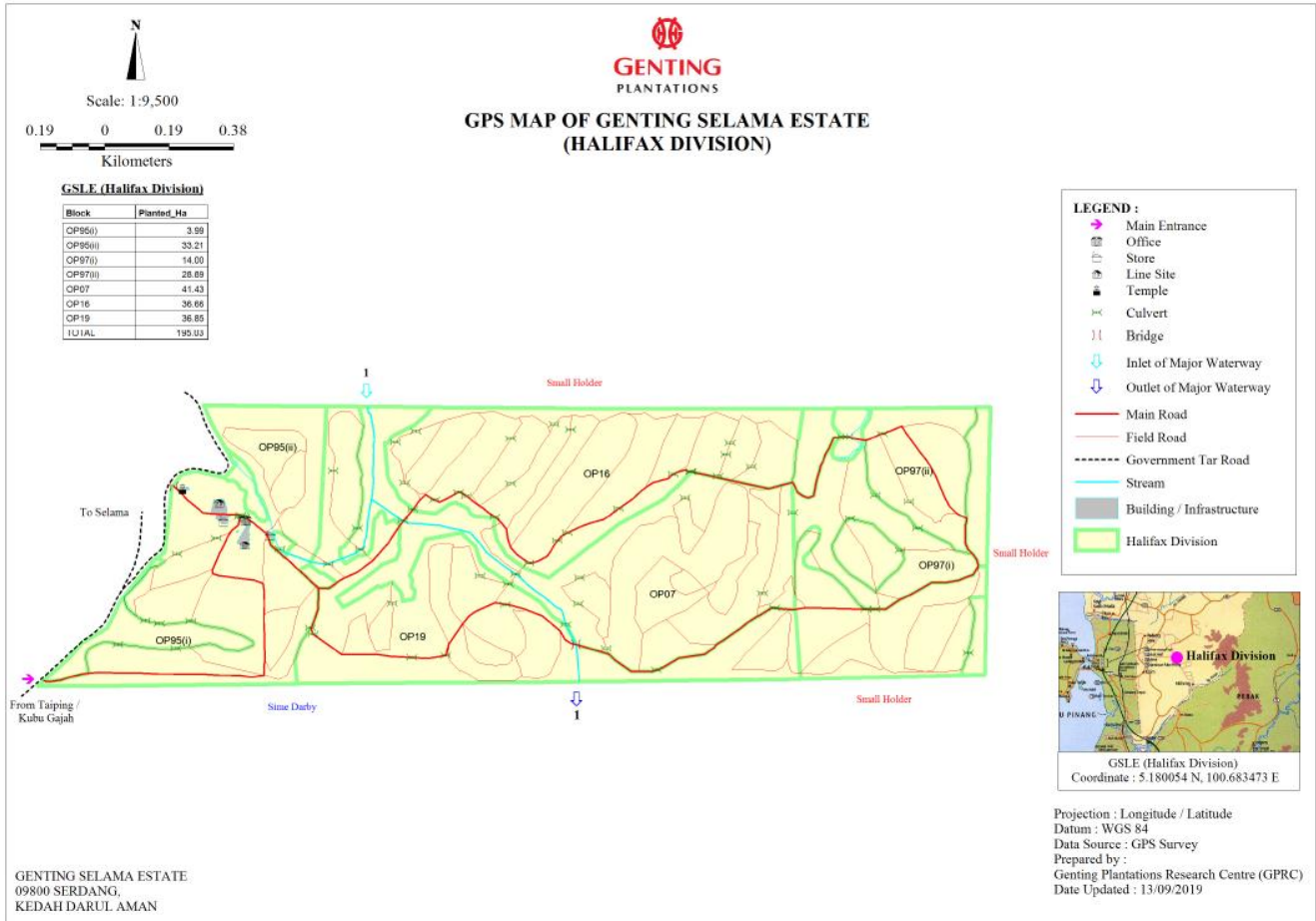
LOCATION MAP
GENTING SELAMA ESTATE
SELAMA MAIN, CHONG MENG, HALIFAX & SELDING DIVISIONS











Appendix E: 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
GPB	Genting Plantations Berhad
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