

**MALAYSIAN SUSTAINABLE PALM OIL
INITIAL ASSESSMENT
Public Summary Report**

GENTING PLANTATIONS BERHAD
Client Company Address: 10th Floor, Wisma Genting, Jalan Sultan Ismail 50250 Kuala Lumpur, Malaysia
Certification Unit: Genting Oil Mills (Sabah) Sdn Bhd Genting Tanjung Oil Mill and Genting SDC Sdn Bhd Genting Tanjung Estate, Genting Tenegang Estate, Genting Landworthy Estate, Genting Layang Estate & Genting Bahagia Estate
Date Final Report: 16/5/2022

Report prepared by:
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Report Number: 3293246

Assessment Conducted by:
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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 Tanjung Oil Mill	500137704000	30/11/2021
	Genting Tanjung Estate	502249802000	31/08/2022
	Genting Tenegang Estate	504760102000	30/06/2022
	Genting Landworthy Estate	503827102000	31/01/2022
	Genting Layang Estate	504759802000	30/06/2022
	Genting Bahagia Estate	502249802000	31/08/2022
Address	10th Floor, Wisma Genting, Jalan Sultan Ismail 50250 Kuala Lumpur, Malaysia.		
Certification Unit	Genting Tanjung Oil Mill, Genting Tanjung Estate, Genting Tenegang Estate, Genting Landworthy Estate, Genting Layang Estate and Genting Bahagia Estate		
Contact Person Name	Mr. Arunan Kandasamy (SVP - Plantation (Malaysia)) Mr. Choo Huan Boon (SVP - Processing (Malaysia) & Downstream Manufacturing)		
Website	http://www.gentingplantations.com	E-mail	arunan.kandasamy@genting.com huanboon.choo@genting.com
Telephone	03 2333 6510 (Head Office)	Facsimile	03 2333 6575

1.2 Certification Information			
Certificate Number	Mill: MSPO 680512 Estates: MSPO 692777		
Issue Date	16/5/2022	Expiry date	15/5/2027
Scope of Certification	Mill: Production of Sustainable Palm Oil and Palm Oil Products Estates: Production of Sustainable Oil Palm Fruits		
Standard	Mill: MS 2530-4:2013 General Principles for Palm Oil Mills Estates: MS 2530-3:2013 General Principles for Oil Palm Plantations and Organized Smallholders		
Stage 1 Date	N/A (The certification unit is RSPO certified)		
Stage 2 / Initial Assessment Visit Date (IAV)	15-18/11/2021		
Continuous Assessment Visit Date (CAV) 1	-		
Continuous Assessment Visit Date (CAV) 2	-		
Continuous Assessment Visit Date (CAV) 3	-		
Continuous Assessment Visit Date (CAV) 4	-		

Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
EU-ISCC-CERT-DE-60183796	ISCC EU / ISCC Plus	ASG CERT	12/01/2021
RSPO 652320	RSPO Principles & Criteria of Sustainable Palm Oil Production: 2018; Malaysian National Interpretation: 2019	BSI Services Malaysia Sdn Bhd	10/01/2027
MSPO 716640	MSPO Supply Chain Certification Standard (MSPO SCCS) 1 October 2018.	BSI Services Malaysia Sdn Bhd	20/01/2027

1.3 Location of Certification Unit			
Name of the Certification Unit (Palm Oil Mill/ Estate/ Smallholder/ Independent Smallholder)	Site Address	GPS Reference of the site office	
		Latitude	Longitude
Genting Tanjung Oil Mill	Mile 97, Sandakan-Lahad Datu Road, Tenegang, Jalan Jeroco, 90200 Kinabatangan, Sabah, Malaysia	5° 25' 22.80" N	118° 16' 23.90" E
Genting Tanjung Estate		5° 26' 33.41" N	118° 10' 10.23" E
Genting Tenegang Estate		5° 20' 46.02" N	118° 13' 32.20" E
Genting Landworthy Estate		5° 25' 13.40" N	118° 18' 24.60" E
Genting Layang Estate		5° 25' 21.90" N	118° 14' 03.35" E
Genting Bahagia Estate		5° 21' 49.50" N	118° 16' 33.70" E

1.4 Certified Area					
Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Genting Tanjung Estate	3,959.02	234.96	272.29	4,466.27	88.64
Genting Tenegang Estate	3,420.28	29.75	202.51	3,652.54	93.64
Genting Landworthy Estate	3,695.66	9.87	333.47	4,039.00	91.50
Genting Layang Estate	1,817.80	179.92	79.69	2,077.41	87.50
Genting Bahagia Estate	4,026.94	44.54	355.65	4,427.13	90.96
TOTAL	16,919.70	499.04	1,243.61	18,662.35	

1.5 Plantings & Cycle							
Estate	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		

Genting Tanjung Estate	1,885.66	889.95	198.28	-	985.13	2,073.36	1,885.66
Genting Tenegang Estate	1,318.48	440.32	265.08	-	1,396.40	2,101.80	1,318.48
Genting Landworthy Estate	968.63	-	-	2,133.82	593.21	2,727.03	968.63
Genting Layang Estate	69.68	269.75	-	1,443.88	34.49	1,748.12	69.68
Genting Bahagia Estate	1,504.67	168.67	-	-	2,353.60	2,522.27	1,504.67
Total (ha)	5,747.12	1,768.69	463.36	3,577.70	5,362.83	11,172.58	5,747.12

1.6 Certified Tonnage of FFB

Estate	Tonnage / year		
	Estimated -	Actual (Nov 20 - Oct 21)	Forecast (Nov 21 - Oct 22)
Genting Tanjung Estate	0	47,033.06	44,816.00
Genting Tenegang Estate	0	40,819.36	44,785.00
Genting Landworthy Estate	0	50,033.00	51,970.00
Genting Layang Estate	0	30,835.97	35,637.00
Genting Bahagia Estate	0	41,000.35	49,636.00
Syarikat Yu Kwang Development Sdn Bhd	0	7,050.56	6,263.00
Malbumi Estate Sdn Bhd	0	3,517.91	3,221.00
Tentu Murni Sdn Bhd	0	9,978.16	9,712.00
Winking Plantation Sdn Bhd	0	7,315.58	6,399.00
Tenera Eco Plantation Sdn Bhd	0	2,104.73	2,077.00
Tey Ah Bu Plantation Sdn Bhd	0	84.34	13,880.00
V.K Kalyanasundram Platations Sdn bhd	0	567.16	5,628.00
Total	0	240,340.18	274,024.00

1.7 Uncertified Tonnage of FFB

Estate	Tonnage / year		
	Estimated -	Actual (Nov 20 - Oct 21)	Forecast (Nov 21 - Oct 22)
N/A	0	0	0

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Total	0	0	0
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1.8 Certified Tonnage			
Mill Capacity: 60 MT/hr SCC Model: SG	Estimated	Actual	Forecast
	-	(Nov 20 - Oct 21)	(Nov 21 - Oct 22)
	FFB	FFB	FFB
	N/A	240,340.18	274,024.00
	CPO (OER: 0 %)	CPO (OER: 20.06 %)	CPO (OER: 20.06 %)
	N/A	48,212.24	54,969.21
	PK (KER: 0 %)	PK (KER: 4.74 %)	PK (KER: 4.74 %)
N/A	11,392.13	12,988.74	

1.9 Actual Sold Volume (CPO)					
CPO (MT)	MSP0 Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
48,212.24	0	11,352.80	19,370.07	14,989.97	45,712.84

1.10 Actual Sold Volume (PK)					
PK (MT)	MSP0 Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
11,392.13	0	0	8,482.56	2,909.57	11,392.13

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 on-site assessment was conducted from 15-18/11/2021. The audit programme is included as Section 2.3. The approach to the audit was to treat the Genting Tanjung Oil Mill, Genting Tanjung Estate, Genting Tenegang Estate, Genting Landworthy Estate, Genting Layang Estate and Genting Bahagia Estate as a MSPO Certification Unit. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HBVs, declared conservation areas and local communities.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. MS 2530-3:2013 and MS 2530-4:2013 were used to guide the collection of information to assess compliance. The comments made by external stakeholders were also taken into account in the assessment. Public notification for the audit has been done on 14/10/2021 and link https://www.bsigroup.com/globalassets/localfiles/en-my/mspo/Public%20Notification/2021/10-1-mspo-public-notification_-initial-audit--genting-tanjung-oil-mill-and_supply_base_english.pdf

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.

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

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

The assessment findings for the initial assessment are detailed in Section 4.2.

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

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

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The following table would be used to identify the locations to be audited each year in the 5-year 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 Tanjung Oil Mill	X	X	X	X	X
Genting Tanjung Estate	X		X	X	
Genting Tenegang Estate	X		X		X
Genting Layang Estate		X	X		X
Genting Bahagia Estate	X	X		X	X
Genting Landworthy Estate		X		X	

Tentative Date of Next Visit: November 15, 2022 – November 18, 2022

Total No. of Mandays: 8 man days

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>
Mohd Razaleigh bin Mohamad (MRM)	Team Leader	<p>He graduated in Bachelor (Scs.) Plantation Management and Agrotechnology from Universiti Teknologi Mara (UiTM) with more than 5 years' experience in oil palm plantation. He has been in the sustainability auditing line since 2017 for various standards such as RSPO, MSPO and Global G.A.P.</p> <p>He successfully completed MSPO Lead auditor course in year 2018, Quality Management System Lead Auditor Course ISO 9001-2015 and Environmental management system ISO 14001-2015, Safety management system, ISO 45001:2018, Social accountability (SA8000) training in year 2019, RSPO P&C Lead Auditor Course with Wild Asia in 2018. Able to speak and understand Bahasa Malaysia and English.</p>
Stearonthia binti Riting @ Sirin (SR)	Team Member	<p>She holds a Bachelor's in Agricultural Science (majoring in Crop Production), graduated from Universiti Malaysia Sabah in 2014. She has 6 years of working experience in the oil palm industry specifically on standards related to Sustainable Palm Oil. She has experience as an internal auditor for several standards including MSPO, ISCC, and RSPO in her previous company. She passed the exam of Safety and Health Officer conducted by NIOSH, IRCA Approved QMS Lead Auditor Course and IRCA Approved OHSMS Lead Auditor Course. She is also a competent trainer under the</p>

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		Train the Trainer program and has been an MSPO Lead Auditor since 2015. Able to speak and understand Bahasa Malaysia and English.
Mohd Sabre Salim	Peer Reviewer	<p>Education: Master's in business Administration (MBA) from UiTM in 2006 and Bachelor Science Agribusiness from UPM in 1986.</p> <p>Work Experience: He gained his working exposure in the plantation sector, serving as an Plantation Manager with Hap Seng Plantation Berhad and currently as consultant, free-lance lecturer, and trainer at MDV Management Sdn Bhd. He has more than 50 MSPO report that has been reviewed.</p> <p>Training attended: He has completed Endorsed Lead Auditor Course and Endorsed MSPO Lead Auditor Course and MSPO Peer Review certificate by MPOCC. He has attended MSPO Peer Reviewer 2 - 2017 by MPOCC.</p> <p>Expertise: General Management, Leadership & Financial Management Occupational Safety & Health Management Plantation (Agriculture & Agribusiness) Management Malaysian Sustainable Palm Oil (MSPO).</p>
Muhammad Sufyan Azmi	Peer Reviewer	<p>Education: Master's in business Administration (MBA) from Open University of Malaysia and Bachelor Degree in Bioindustry from UPM in 2006.</p> <p>Work Experience: He gained his working exposure in the plantation sector with 15 years' experience, currently serving as a Plantation Manager with TSH Resources Berhad and previously as an Audit Executive with Kulim Malaysia Berhad.</p> <p>Training attended: He has attended MSPO Peer Reviewer 2 - 2017 by MPOCC.</p> <p>Expertise: General Management, Auditing and Plantation Management.</p>

2.2 Accompanying Persons

N/A

2.3 Assessment Plan

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

Date	Time	Subjects	MRM	SR
14/11/2021, Sunday		<ul style="list-style-type: none"> MRM travel from KUL to SDK, ETA 1305 via MH 2710 SR will travel from Lahad Datu and will be picked up by client at Jerocho junction. 	√	√

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Date	Time	Subjects	MRM	SR
		<ul style="list-style-type: none"> All auditors travel to Genting Tanjung Guest House 		
15/11/2021, Monday Genting Tanjung Oil Mill (GTOM)	0900 - 0915	<ul style="list-style-type: none"> Opening meeting: Opening presentation by audit team leader Confirmation of assessment scope and finalize audit plan (including stakeholder's consultation) 	√	√
	0900 - 1200	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Scheduled wastes management, worker housing, clinic, Landfill, etc.		√
	1000 - 1200	Stakeholder consultations: Client to invite the relevant stakeholders for both mill and estates which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighboring estates, smallholders, villages, workers representative, etc.), etc.	√	
	1200 - 1300	Lunch break		
	1400 - 1630	Document review P1 – P7 (MSPO Part 3): General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.	√	√
	1630 - 1700	Interim closing meeting	√	√
16/11/2021, Tuesday Genting Tenegang Estate	0900 - 1200	Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment, staff, workers and contractor interview, housing and facility inspection, clinic, meeting stakeholders, etc.		√
	1200 - 1300	Lunch break		
	1300 - 1630	Document Review P1 – P6 (MSPO Part 4): SOPs, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation, etc.	√	√
	1630 - 1700	Interim closing meeting	√	√
	0900 - 1200	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM		√

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Date	Time	Subjects	MRM	SR
17/11/2021, Wednesday Genting Bahagia Estate		implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Scheduled wastes management, worker housing, clinic, Landfill, etc.		
	1200 - 1300	Lunch break		
	1300 - 1630	Document review P1 – P7 (MSP0 Part 3): General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.	√	√
	1630 - 1700	Interim closing meeting	√	√
18/11/2021, Thursday Genting Tanjung Estate	0900 - 1200	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Scheduled wastes management, worker housing, clinic, Landfill, etc.		√
	1200 - 1300	Lunch break	√	√
	1300 - 1630	Document review P1 – P7 (MSP0 Part 3): General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.	√	√
	1600 - 1630	Audit team discussion & preparation for closing meeting	√	√
	1630 - 1700	Closing meeting	√	√
	1700	MRM travel to Sandakan and hotel check in SR travel to Lahad Datu	√	√

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

The nonconformity is listed below.

During the Initial Assessment there were Two (2) Major & Two (2) Minor nonconformities raised. The Genting Tanjung Oil Mill Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

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

Major Nonconformities:		
Ref: 2133472-202111-M1	Area/Process: Genting Tanjung Oil Mill	Clause: MSPO 2530 Part 4-4.3.1.1
	Issue Date: 18/11/2021	Due Date: 17/02/2022
Requirements:	All operations are in compliance with the applicable local, state, national and ratified international laws and regulations.	
Statement of Nonconformity:	Compliance of legal requirements was not implemented effectively.	
Objective Evidence:	Refer to approval from Jabatan Tenaga Kerja Sabah (S/N: 600-1/2/13/9 Jld.6(05/KBN/2020-0231) which valid until 23/07/2022) for female to work from 10pm to 5am, GTOM did not comply with the Clause 1.6 - to pay night shift allowance at the rate agreed between workers and employers stated in the employment contract. Sampled one of the female workers' payslips and punch card for October 2021 (Employee No.: E00087) found that she worked at night shift without paying shift allowance.	
Corrections:	Mill management will conduct the discussion with all the women workers to come out with an agreeable rate for the night shift allowance. Mill will begin to pay the night shift allowance to all women workers.	
Root cause analysis:	The mill management did not conduct any discussion with all the women workers for the agreed rate to pay for the night shift allowance.	
Corrective Actions:	Compliances on Night Shift allowance payment to women workers will be included in the Mill List of Legal Requirement that will be monitor by the PIC of Legal Requirement in the Mill. Any changes will be subject to written approval by the	

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	authorization of the relevant Government body. Sustainability Department (SD) will further conform this compliance during the monthly visit, and the next MSPO Internal audit.
Assessment Conclusion:	The correction and corrective action are accepted. The evidence of effective implementation shall be verified in the next assessment visit. Thus, major non-conformance was closed on 23/01/2022.

Major Nonconformities:		
Ref: 2133472-202111-M2	Area/Process: Genting Tenegang Estate	Clause: MSPO 2530 Part 3-4.3.1.1
	Issue Date: 18/11/2021	Due Date: 17/02/2022
Requirements:	All operations are in compliance with the applicable local, state, national and ratified international laws and regulations.	
Statement of Nonconformity:	Compliance of legal requirements was not implemented effectively.	
Objective Evidence:	<p>Genting Tenegang Estate has obtained approval from Jabatan Tenaga Kerja Sabah (S/N: 600-1/2/13/9(11/KBN/2019-0170) to make deduction of wages of workers for the following purposes</p> <ul style="list-style-type: none"> • Travel document processing cost (excluded levy, bank guarantee, agent fee and medical check-up) • Passport for dependent • Medical cost • Loan for purchase buffalo <p>The permit was expired on 18/06/2021. Renewal of the permit was submitted on 17/11/2021 as verified the email correspondence to Genting HQ in Sandakan. However, the management continue to make deduction of wages for travelling documents and loan for purchase buffalo which has no longer been used in FFB evacuation as verified in the payslips of October 2021 and monthly account analysis report.</p>	
Corrections:	Estate PIC in Legal requirement, which is the Chief Clerk, will follow up on the status for the JTK license renewal and estate will immediately stop any deduction from workers salary starting November 2021.	
Root cause analysis:	The current monitoring mechanism for the licenses and permits expiry date is not fully effective.	
Corrective Actions:	The current monitoring mechanism through the estate's Statutory Estate License Status will be improved by add in the column for "Renewal Date" and the renewal date will be based on each license requirement. If there is no requirement, it will be defaulted by 2 months before the current license expiry date. Estate PIC on Legal Requirement will be re-brief by SD on this requirement for license renewal. SD will further conform this compliance during the monthly visit, and the next MSPO Internal audit.	
Assessment Conclusion:	The correction and corrective action are accepted. The evidence of effective implementation shall be verified in the next assessment visit. Thus, major non-conformance was closed on 23/01/2022.	

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Minor Nonconformities:		
Ref: 2133472-202111-N1	Area/Process: Genting Tanjung Oil Mill	Clause: MSPO 2530 Part 4-4.6.4.1
	Issue Date: 18/11/2021	Due Date: Next ASA
Requirements:	Where contractors are engaged, they shall understand the MSPO requirements and shall provide the required documentation and information.	
Statement of Nonconformity:	There was no mechanism to ensure the contractor engaged understand the MSPO requirement.	
Objective Evidence:	<p>As per Social Management Procedure (Doc. No.: SMP-GPB-32, Rev. 01 dated April 2021), Clause 6.8.4, the estate and mill shall verify identification card, passport and work permit before employ workers. The contractor shall also provide full details of the workers such as identification card, passport, work permit for age verification by the management.</p> <p>During the site visit to the sundry shop, Tasmiaati Lapadeng is found to be 15 years old. This has verified with the birth certificate provided by the sundry shop's owner. However, the tenant is not complied with the tenancy agreement signed dated 01/01/2021, under Schedule 3, Clause vii, the tenant shall comply to no employment of minors (below 18 years old).</p>	
Corrections:	A memo will be issued to the Tenancy to immediately stop the minor age workers from working in the sundry shop. The tenancy also will be re-brief on the tenancy agreements requirement that they need to comply.	
Root cause analysis:	The monitoring done by the Mill management for the compliances on the tenancy agreement was not effective.	
Corrective Actions:	The tenancy must send a monthly updated list of their workers complete with detail include IC/Passport number, date of birth, origin etc. and mill management will conduct an inspection to ensure the details given is correct. Sustainability department will further conform this compliance during the monthly visit, and the next MSPO Internal audit.	
Assessment Conclusion:	The correction and corrective action are accepted. The evidence of effective implementation shall be verified in the next assessment visit.	

Minor Nonconformities:		
Ref: 2133472-202111-N2	Area/Process: Genting Tanjung Estate	Clause: MSPO 2530 Part 3- 4.5.3.3
	Issue Date: 18/11/2021	Due Date: Next ASA
Requirements:	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.	
Statement of Nonconformity:	There was no mechanism to ensure proper storage of schedule waste.	
Objective Evidence:	<p>Tanjung Estate</p> <p>Schedule waste management (SMP – GPD – 11) Rev 02 dated 04/09/20, prepared by Manager (Sustainability) was sighted and properly documented according to the Environmental Quality) Schedule Waste) regulations 2005 (Amendment) 2007.</p>	

	<p>However, the procedure was not implemented according as during site visit at Schedule waste store was found;</p> <p>Quantity of SW408 generated kept in the Schedule Waste store is 5kg. However, verification through stock card of SW408 updated till 13/11/21 shown to-date quantity generate is 51.50kg. Thus, the schedule waste was not kept at the designated SW's store as mentioned in the said procedure (item 8.3.5).</p> <p>Actual quantity generated for SW410 is 209kg as verified through stock card of the said SW item, update on 13/11/21. However, quantity remark mentioned on the label of the physical SW waste kept in the Schedule Waste store is 10kg. Thus, quantity mentioned at the label for SW410 was not as per current stock balance as mentioned in the said procedure (item 8.4.2).</p>
Corrections:	For the SW408, all quantity generated will be stored and properly labelled in the estate's designated SW store. The quantity recording on stock card and on the SW label for SW410 will be corrected as per actual quantity. SD will conduct a re-fresher training on SW management as per SMP-GPB-11 to all relevant personnel at the estate that handling the SW.
Root cause analysis:	The implementation of the sustainability management procedure on SMP-GPB-11 Schedule Waste Management in the estate was not effective.
Corrective Actions:	The re-fresher training for SW management in the estate will be included in the Annual Training Plan 2022 for the estate and all relevant personnel must be included in the training. SD will further conform this compliance during the monthly visit, and the next MSPO Internal audit.
Assessment Conclusion:	The correction and corrective action are accepted. The evidence of effective implementation shall be verified in the next assessment visit.

Opportunity For Improvement

Ref: Nil	Area/Process:	Clause:
Objective Evidence:	-	

Noteworthy Positive Comments

1	Good housekeeping at working places e.g. workshop, storage, mill operation areas, etc.
2	Good cooperation given to the audit team during the audit
3	Good positive feedback received from the stakeholders

3.3 Status of Nonconformities Previously Identified and OFI

Major Nonconformities:

Ref: N/A	Area/Process:	Clause:
	Issue Date:	Due Date:
Requirements:	N/A	
Statement of Nonconformity:		
Objective Evidence:		

Corrections:	
Root cause analysis:	
Corrective Actions:	
Assessment Conclusion:	
Verification Statement	

3.4 Summary of the Nonconformities and Status




CAR Ref.	CLASS	ISSUED	STATUS
2133472-202111-M1	Part 4-4.3.1.1 - Major	18/11/2021	Closed on 23/01/2022
2133472-202111-M2	Part 3-4.3.1.1 - Major	18/11/2021	Closed on 23/01/2022
2133472-202111-N1	Part 4-4.6.4.1 - Minor	18/11/2021	Open
2133472-202111-N2	Part 3-4.5.3.3 - Minor	18/11/2021	Open

3.5 Issues Raised by Stakeholders

IS #	Description
1	<p>Issues: Ikhlas Maju Contractor and Kedai Runcit MG Contract agreement detailing all term has been signed by both parties and confirmed that stakeholders understand content of the agreement. Payment has been made on timely manner. The management of estate also monitor compliance of legal requirement for each contractor.</p>
	<p>Management Responses: Management team will keep good relationship with contractor and will ensure that payment been made on timely manner.</p>
	<p>Audit Team Findings: No other issues</p>
2	<p>Issues: Worker's Representative/Gender Committee Sample of local and foreign workers has been interviewed. As per interview, there is issues has been raised where policy and procedure has been communicated to all workers. Salary payment is in line with local regulations. All workers interviewed satisfied with accommodation provided by the company.</p>
	<p>Management Responses: Management team will keep update on any update of legal requirement to ensure that all workers will be paid compliance with legal requirement.</p>
	<p>Audit Team Findings: No other issues</p>
3	<p>Issues: Neighbouring estates (Tey Ah Bu Plantation, Ladang Terusan Daya, Malbumi Estate) Interview with confirmed that good relationship has been established by the management with smallholder surrounding the estates. There are no issues of land since clear identification has been made by both parties.</p>
	<p>Management Responses: Estate management will monitor any issues related to land will update smallholder with appropriate channel.</p>
	<p>Audit Team Findings:</p>

	No further action
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Section 4: Assessment Conclusion and Recommendation

Acknowledgement of Internal Responsibility and Formal Sign-off of Assessment Findings		
Based on the findings during the assessment Genting Plantation Berhad , <i>Genting Tanjung POM and Genting Tanjung Group Estate`s</i> Certification Unit complies with the MS 2530-3:2013 and MS 2530-4:2013 . It is recommended that the certification of <i>Key in certification unit name</i> Certification Unit is approved and/or continued.		
Acknowledgement of Assessment Findings		Report Prepared by
Name: Arunan Kandasamy	Name: James Chung Khim Hon	Name: Mohd Razaleigh bin Mohamad
Company name: Genting Plantations Berhad	Company name: Genting Plantations Berhad	Company name: BSI Services Malaysia Sdn Bhd
Title: SVP – Plantation (Malaysia)	Title: SVP – Group Processing	Title: Lead Auditor
Signature:  Date: 26/04/2022	Signature:  Date: 26/04/2022	Signature:  Date: 23/01/2022

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 -	Policy for MSPO has been established by the management of Genting Plantations Berhad and has been documented in the document title "Polisi Minyak Sawit Mampan Malaysia (MSPO). In the policy mentioned that Genting Plantations Berhad is committed for 3 pillars for sustainability which are social, environment and profit. Other than that, the management is committed to maintain effective sustainability management system throughout the organization and to ensure compliance of MSPO requirement. The policy has been signed by the chief executive officer and president of Genting Plantations Berhad, Mr Yong Chee Kong, on 18/03/2014. Socialization of the policy has been done on 24/02/2021 by Cik Sharifah Nur Ezzati, Mr Yasijo Mohd Ali and Mr Amirul Bakri for Tenegang Estate while for Bahagia Estate, it has been done on 16/03/2021 during the muster call by Mr Denny Ng Leng Cheak, assistant manager.	Complied
4.1.1.2	The policy shall also emphasize commitment to continual improvement. - Major compliance -	As stated in the policy, the management committed and will keep evaluate and to established new technique and practices for continual improvement.	Complied
Criterion 4.1.2 – Internal Audit			

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Criterion / Indicator		Assessment Findings	Compliance
4.1.2.1	<p>Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement.</p> <p>- Major compliance -</p>	<p>Internal audit procedure has been established and documented in the document title "Sustainability internal audit" document number SMP-GPB-03 issue dated August 2021. Stated in the procedure that internal audit needs to be done at least once year. There is evidence that internal audit plan has been submitted prior to the audit and has been verified during the audit.</p>	Complied
4.1.2.2	<p>The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order to implement the necessary corrective action.</p> <p>- Major compliance -</p>	<p>Internal audit procedure has been established and documented in the document title "Sustainability internal audit" document number SMP-GPB-03 issue dated August 2021. Stated in the procedure that internal audit needs to be done at least once year.</p> <p>Internal audit results have been made available and documented in the document title RSPO & MSPO Internal audit report.</p> <p>For Genting Tenegang Estate, internal audit has been done on 27/10/2021 and the report has been prepared by Mr Ronlie Ronney. There is 1 Major NCs that has been raised under indicator 4.4.5.4 where there is no evidence that passport copy, information of in salary payslip in sufficient, copy of evidence for SOCSO contribution for their workers is not available during the audit. Identification of root cause, correction and corrective action plan has been established. As per mentioned employment contract and pay slip has been submitted and still pending for SOCSO and EPF.</p> <p>While for Genting Bahagia Estate, there is evidence that the internal audit has been done on 28/10/2021 by Mr Ronlie Ronney and Mr Sahrul Kassim and the report has been prepared by Mr Ronlie Ronney. There are 2 Major NCs has been documented related to monitoring of contactors employment contract, pay slips, passport copy and SOCSO contribution. While the 2nd NCs is related to schedule waste inventory. One NCs has been closed and another still pending until December 2021.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		For Tanjung Estate, internal audit has done on 29/10/2021 by Mr Ronlie Ronney and there is 1 Major NCs has been raised related to monitoring of contractors' workers document. Identification of root cause, correction and corrective action has been completed and expected to close on by end of December 2021. The report has been made available and signed accepted by Mr Akbar bin Andy Mapeati, Senior Manager for Tanjung Estate.	
4.1.2.3	Report shall be made available to the management for their review. - Major compliance -	<p>Internal audit results have been made available and documented in the document title RSPO & MSPO Internal audit report.</p> <p>For Genting Tenegang Estate, internal audit has been done on 27/10/2021 and the report has been prepared by Mr Ronlie Ronney. There is 1 Major NCs that has been raised under indicator 4.4.5.4 where there is no evidence that passport copy, information of in salary payslip in sufficient, copy of evidence for SOCSO contribution for their workers is not available during the audit. Identification of root cause, correction and corrective action plan has been established. As per mentioned employment contract and pay slip has been submitted and still pending for SOCSO and EPF and estimated to close on 31/12/2021.</p> <p>While for Genting Bahagia Estate, there is evidence that the internal audit has been done on 28/10/2021 by Mr Ronlie Ronney and Mr Sahrul Kassim and the report has been prepared by Mr Ronlie Ronney. There are 2 Major NCs has been documented related to monitoring of contactors employment contract, pay slips, passport copy and SOCSO contribution. While the 2nd NCs is related to schedule waste inventory. One NCs has been closed and another still pending until December 2021.</p> <p>For Tanjung Estate, internal audit has done on 29/10/2021 by Mr Ronlie Ronney and there is 1 Major NCs has been raised related to monitoring of contractors' workers document. Identification of root cause, correction</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance				
		and corrective action has been completed and expected to close on by end of December 2021. The report has been made available and signed accepted by Mr Akbar bin Andy Mapeati, Senior Manager for Tanjung Estate.					
Criterion 4.1.3 – Management Review							
4.1.3.1	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. - Major compliance -	Management review for Genting Tanjung Complex has been conducted on 12/11/2021 with attendance of all representative from all operating units. The meeting has been led by VP-Plantations, Mr Abdul Rahim Wilson. As stated in the minutes meeting, the objective of the management meeting to review of MSPO/RSPO management system to ensure the effective and adequate implementation of these requirement in the company and to review any opportunities for improvement. Issues that has been discussed are status of outstanding issues form previous meeting, change, improvement or modification required, complaint and enquiry register, review of resources and training, follow up action of the management review and any other mother. The minutes has been prepared by Mr Ronlie Ronney, executive of sustainability department.	Complied				
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 05/07/2021 was sighted. Observed the action plan tabulated in the said plan was tackle the social and environmental impact and opportunities of the company. Among the plan to mitigate the impact were: <table border="1" data-bbox="987 1297 1848 1364"> <thead> <tr> <th>Impact</th> <th>Action Plan</th> </tr> </thead> <tbody> <tr> <td>Environmental</td> <td>1. Regular monitoring of water quality</td> </tr> </tbody> </table>	Impact	Action Plan	Environmental	1. Regular monitoring of water quality	Complied
Impact	Action Plan						
Environmental	1. Regular monitoring of water quality						

Criterion / Indicator		Assessment Findings		Compliance
			2. To maintain establish beneficial plant especially during immature stage 3. Educate and create awareness, conserve HCV areas and riparian buffer zone	
		Social	1. To repair and maintain the workers quarters 2. 5 years housing replacement programmed for Bahagia Estate	
		Safety	1. Safety campaign – safety signage, 2. Carry out safety audit periodically 3. Construction of chemical store (approved budget RM 120,000) for Genting Bahagia Estate 4. Construction parking bay, approved budget RM40,000 5. OSH budget, RM102199 for Genting Bahagia Estate 6. OSH Budget, RM52650.00 for Genting Tenegang Estate 7. OSH Budget, RM77599.00 for Genting Tanjung Estate	
4.1.4.2	<p>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.</p> <p>- Major compliance -</p>	<p>The management had established 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. The system described as below:</p> <ul style="list-style-type: none"> • New information and techniques or new industry standards and technology will be informed by HQ. • Trial study will be conducted at Genting Sabah Palm Estate and result for the trial will be presented to HQ for action. 		Complied

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> Provision of machine and other major requirement will be made in CAPEX budget for any successful trial, upon HQ instruction. Training will be used as a platform to disseminate all relevant information related to the adoption. <p>Monitoring will be performed by the Estate Managers and Assistants throughout the on-the-job training and familiarization.</p>	
4.1.4.3	<p>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.</p> <p>- Major compliance -</p>	<p>Interview with management representative and through observation during site visit, there is no new adaption made during the audit time. When there is new adaption, action plan for the implementation will be incorporated in the Continual Improvement Plan and annual training program.</p>	Complied
4.2 Principle 2: Transparency			
Criterion 4.2.1 – Transparency of information and documents relevant to MSPO requirements			
4.2.1.1	<p>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 Tanjung Oil Mill and its supply bases are transparent and open to communicate its information on environmental, social and legal issues relevant to sustainability practice to the public, e.g.</p> <ul style="list-style-type: none"> Company annual report Group policies Reports related to environment i.e. EAI (Environmental Aspect Impact Assessment), EIA (environmental Impact Assessment etc. MSPO/RSPO external audit reports Pollution prevention plan Continuous improvement plan Complaints and grievances book and its procedure 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> Negotiation and compensation procedure Sexual harassment procedure Estate/mill maps and land titles 	
4.2.1.2	<p>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.</p> <p>- Major compliance -</p>	<p>The management documents which are publicly available are mentioned in Indicator 4.2.1.1. Any request of information shall be recorded in "Enquiry Register Book" (ref.: Clause 3.1.2 of the above procedure). Verification of the book showed that there has been no request made of the above-mentioned subjects ever since the last assessment.</p>	Complied
Criterion 4.2.2 – Transparent method of communication and consultation			
4.2.2.1	<p>Procedures shall be established for consultation and communication with the relevant stakeholders.</p> <p>- Major compliance -</p>	<p>Procedure for consultation and communication has been documented in the document SMP-GPB-17 issuance 23/-2/2018. As per stated in the procedure, that consultation and communication will be done through stakeholder consultation, email, SMS or complaint and suggestion box. Stated also in the procedure that stakeholder consultation needs to be done at least 6 months once or annually.</p>	Complied
4.2.2.2	<p>A management official should be nominated to be responsible for issues related to Indicator 1 at each operating unit.</p> <p>- Minor compliance -</p>	<p>For Tenegang Estate, the management has appointed Mr Yasijo Mohd Ali as person in charge for any communication and consultation and has been verified based on the appointment letter dated 01/11/2020. While for Bahagia Estate, Mr Nathaniel Leo Lasih Uging base on appointment letter 04/03/2021 and for Tanjung Estate, Mr Roslan Rahmat as person in charge base on appointment letter dated 09/01/2021.</p>	Complied
4.2.2.3	<p>List of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders should be properly maintained.</p> <p>- Major compliance -</p>	<p>List of stakeholders has been maintained for all estates and has been verified base on the document "List of internal stakeholders" and "List of external stakeholders: There are 7 contractors has been listed which mainly for FFB transportation and replanting project.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance									
Criterion 4.2.3 – Traceability												
4.2.3.1	The management shall establish, implement and maintain a standard operating procedure to comply with the requirements for traceability of the relevant product(s). - Major compliance -	The management has established, a standard operating procedure for traceability of Fresh Fruit Bunch (FFB). Sighted <i>SOP Traceability</i> (Ref: SMP-GPB-09) dated 09/11/2021 was prepared by manager sustainability. The implementation and maintaining of the said SOP were describe at indicator 4.2.3.2, 4.2.3.3 and 4.2.3.4.	Complied									
4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system. - Major compliance -	The management conducted regular inspections on the compliance with the <i>SOP Traceability</i> (Ref: SMP-GPB-09) dated 09/11/2021. The inspection performed through: <ul style="list-style-type: none"> Monthly checking performed by assistant manager and manager estate on Daily FFB Muster Sheet generated through Lintramax system by the checkroll clerk. Report was available for verification. For Genting Tenegang Estate, internal audit has been done on 27/10/2021. While for Genting Bahagia Estate, there is evidence that the internal audit has been done on 28/10/2021 and for Tanjung Estate, internal audit has done on 29/10/2021. There are no issues has been raised on traceability systems.	Complied									
4.2.3.3	The management should identify and assign suitable employees to implement and maintain the traceability system. - Minor compliance -	The management had identified and assign personnel to implement and maintain the SOP traceability. Appointment letter was sighted, and the responsibility are clearly stated in the appointment letter. <table border="1" style="width: 100%; margin-top: 10px;"> <thead> <tr> <th>Estate</th> <th>Appointed person</th> <th>Date of appointment</th> </tr> </thead> <tbody> <tr> <td>Tenegang Estate</td> <td>1. Muhammad Akbar Badri 2. Siti Nor Akidah Mohamad</td> <td>20/09/21</td> </tr> <tr> <td>Bahagia Estate</td> <td>Darna binti Yohan</td> <td>02/01/2021</td> </tr> </tbody> </table>	Estate	Appointed person	Date of appointment	Tenegang Estate	1. Muhammad Akbar Badri 2. Siti Nor Akidah Mohamad	20/09/21	Bahagia Estate	Darna binti Yohan	02/01/2021	Complied
Estate	Appointed person	Date of appointment										
Tenegang Estate	1. Muhammad Akbar Badri 2. Siti Nor Akidah Mohamad	20/09/21										
Bahagia Estate	Darna binti Yohan	02/01/2021										

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Criterion / Indicator		Assessment Findings			Compliance
		Tanjung Estate	Gracella Richat	01/01/2021	
4.2.3.4	Records of sales, delivery or transportation of FFB shall be maintained. - Major compliance -	Records of sales and delivery of FFB are adequately maintained. Sample record sighted as follow and found there is no variance detail.			Complied
		Estate	FFB despatch advice no	Mill ticket no	
		Tenegang Estate	051542	FFB21025043W	
			051557	FFB21025429W	
			051565	FFB21025592W	
		Bahagia Estate	74175	FFB21015498W	
			74301	FFB21016790W	
			75040	FFB21010666W	
4.3 Principle 3: Compliance to legal requirements					
Criterion 4.3.1 – Regulatory requirements					
4.3.1.1	All operations are in compliance with the applicable local, state, national and ratified international laws and regulations. - Major compliance -	<u>Tenegang Estate</u> <ul style="list-style-type: none"> MPOB Licence, sales and transport total 3420.28hectare licence number 504760102000 expired on 30/06/2022. As per discussion there is difference of hectare between area statement, and licence due to total 394 hectare has been transferred to Genting Layang Estate. MPOB licence for nursery licence number 594637011000 expired on 28/02/0222 Diesel permit serial number S003486 total 18,000 litre expired on 08/05/2024 Genset permit serial number 50731 expired 26/07/2022 Workers salary deduction permit expired on 18/06/2021 and application has been made on 17/11/2021 			Major non-compliance

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Criterion / Indicator	Assessment Findings	Compliance
	<p><u>Bahagia Estate</u></p> <ul style="list-style-type: none"> • MPOB licences, sales and transport licence number 502249802000 total 8893.14Ha for both Bahagia Estate and Tanjung Estate expired on 31/08/2022 • Genset licences expired on 13/12/2021 serial number 46552, serial number 49294 expired on 01/04/2022 • Workers salary deduction permit expired on 21/02/2023 <p><u>Tanjung Estate</u></p> <ul style="list-style-type: none"> • MPOB licences, sales and transport licence number 502249802000 total 8286.12Ha for both Bahagia Estate and Tanjung Estate expired on 31/08/2022 • Wages deduction permit expired on 28/06/2022 serial number 600-1/2/13/9 (11/KBN/2020-0180) • Diesel permit expired on 16/05/2024 serial number S003483 • Business licence A410370 expired on 31/12/2021 • Genset licence serial number PMT-SB/21 38148 expired on 05/01/2022 <p>Genting Tenegang Estate has obtained approval from Jabatan Tenaga Kerja Sabah (S/N: 600-1/2/13/9(11/KBN/2019-0170) to make deduction of wages of workers for the following purposes:</p> <ul style="list-style-type: none"> • Travel document processing cost (excluded levy, bank guarantee, agent fee and medical check-up) • Passport for dependent • Medical cost • Loan for purchase buffalo 	

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Criterion / Indicator		Assessment Findings	Compliance
		The permit was expired on 18/06/2021. Renewal of the permit was submitted on 17/11/2021 as verified the email correspondence to Genting HQ in Sandakan. However, the management continue to make deduction of wages for travelling documents and loan for purchase buffalo as verified in the payslips of October 2021 and monthly account analysis report. Thus, Major nonconformities has been raised.	
4.3.1.2	The management shall list all laws applicable to their operations in a legal requirements register. - Major compliance -	Legal requirement registers (LRR) (Ref: SMP-GPB-22) dated 13/10/20 was sighted. Observed the list listed was categories into; <ul style="list-style-type: none"> • Environment • Safety and health • Social • Best practices and other requirements • International standard / requirements Among the law recorded in the list were; <ul style="list-style-type: none"> • Malaysian Palm Oil Board (Licensing) Regulation 2005 • Environment Protection Enactment • Labour Ordinance of Sabah • Sabah Biodiversity Enactment 2000 • Environmental Quality (Compounding of Offences) (Open Burning) Rules 2000 [P.U.(A) 310/2000] 	Complied
4.3.1.3	The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force.	Legal requirement registers (LRR) (Ref: SMP-GPB-22) dated 13/10/2020 was sighted. Observed latest law update in the register such as;	Complied

Criterion / Indicator		Assessment Findings	Compliance									
	- Major compliance -	<ul style="list-style-type: none"> Employee’s minimum standard of housing and amenities act 1990 (Amendment Jun 2020) Preventive and control of infectious Diseases Act 1988 (revised 2020) Anti-trafficking in person an anti-smuggling of migrant’s act 2007 Revision to update employment act 1955 on maternity part to specify maternity payment period. 										
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 management had assigned a person responsible to monitor compliance and to track and update the changes in regulatory requirements. Appointment letter was sighted, and the responsibility are clearly stated in the appointment letter.</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>Appointed person</th> <th>Date of appointment</th> </tr> </thead> <tbody> <tr> <td>Bahagia Estate</td> <td>Darna binti Yohan</td> <td>08/01/2021</td> </tr> <tr> <td>Tanjung Estate</td> <td>Pn Sutriani binti Ahmad</td> <td>09/01/2018</td> </tr> </tbody> </table>	Estate	Appointed person	Date of appointment	Bahagia Estate	Darna binti Yohan	08/01/2021	Tanjung Estate	Pn Sutriani binti Ahmad	09/01/2018	Complied
Estate	Appointed person	Date of appointment										
Bahagia Estate	Darna binti Yohan	08/01/2021										
Tanjung Estate	Pn Sutriani binti Ahmad	09/01/2018										
Criterion 4.3.2 – Lands use rights												
4.3.2.1	<p>The management shall ensure that their oil palm cultivation activities do not diminish the land use rights of other users.</p> <p>- Major compliance -</p>	<p>There is evidence that the oil palm cultivation activities do not diminish the land use rights of other users.</p> <p>For Tenegang Estate, land title has been verified document country leased number 095317463 dated 05/10/1989 leased for 99 year from 01/01/1990 until 31/12/2088 total hectarage 3652.54 Ha</p> <p>There is 3 land title for Bahagia Estate, details as per below:</p> <ol style="list-style-type: none"> Country lease number 095316233 leased for 99 year from 01/01/1987 until 31/12/2085 total 302.50Ha Country lease number 095316242 leased for 99 years from 01/01/1987 until 31/12/2085 total 304.50Ha 	Complied									

Criterion / Indicator		Assessment Findings	Compliance
		<p>c. Country lease number 0953169993 leased for 99 years from 01/01/1988 until 31/12/2086 total 8094Ha. Land title has been shared with Genting Tanjung Estate, 3819.42Ha for Bahagia Estate and 4274.29 Ha for Genting Tanjung Estate.</p> <p>While for Tanjung Estate, Country lease number 0953169993 leased for 99 years from 01/01/1988 until 31/12/2086 total 8094Ha. Land title has been shared with Genting Tanjung Estate, 3819.42Ha for Bahagia Estate and 4274.29 Ha for Genting Tanjung Estate. Another land title is lease number 095327129 under Kinavest Sdn Bhd total 192.40 Ha.</p>	
4.3.2.2	<p>The management shall provide documents showing legal ownership or lease, history of land tenure and the actual use of the land.</p> <p>- Major compliance -</p>	<p>For Tenegang Estate, land title has been verified document country leased number 095317463 dated 05/10/1989 leased for 99 year from 01/01/1990 until 31/12/2088 total hectarage 3652.54 Ha</p> <p>There is 3 land title for Bahagia Estate, details as per below:</p> <p>a. Country lease number 095316233 leased for 99 year from 01/01/1987 until 31/12/2085 total 302.50Ha</p> <p>b. Country lease number 095316242 leased for 99 years from 01/01/1987 until 31/12/2085 total 304.50Ha</p> <p>c. Country lease number 0953169993 leased for 99 years from 01/01/1988 until 31/12/2086 total 8094Ha. Land title has been shared with Genting Tanjung Estate, 3819.42Ha for Bahagia Estate and 4274.29 Ha for Genting Tanjung Estate.</p> <p>While for Tanjung Estate, Country lease number 0953169993 leased for 99 years from 01/01/1988 until 31/12/2086 total 8094Ha. Land title has been shared with Genting Tanjung Estate, 3819.42Ha for Bahagia Estate and 4274.29 Ha for Genting Tanjung Estate. Another land title is lease number 095327129 under Kinavest Sdn Bhd total 192.40 Ha.</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
4.3.2.3	<p>Legal perimeter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable.</p> <p>- Major compliance -</p>	<p>For Tenegang Estate, Boundary stone has been marked in the map title "Map of Genting Tenegang Estate (Boundarystone map) which to 29 boundary stone has been identified. Sample of 2 boundary stones has been taken and visited where is evidence that it has been clearly demarcated and visibly maintained. Details of boundary stone as per below:</p> <ol style="list-style-type: none"> 1. 928, 5.19.53.094,118.12.4968 2. 944, 5.19.193116, 118.12.81576 <p>While for Tanjung Estate, 2 sample of boundary stones and details as per below:</p> <ol style="list-style-type: none"> 1. 66/733, 5.26.19.4604 2. 141/730, 5.26.28.4028, 118.17.13.4224 	Complied
4.3.2.4	<p>Where there are, or have been, disputes, documented proof of legal acquisition of land title and fair compensation that have been or are being made to previous owners and occupants; shall be made available and that these should have been accepted with free prior informed consent (FPIC).</p> <p>- Minor compliance -</p>	<p>Not applicable since there is no dispute and complaint has been received for all estates.</p> <p>The management of Genting Plantations Berhad has established procedure for any land dispute and has been documented in the document title procedure on conflict resolution and handling of negotiations and compensation within GENP estates. Dated 29/12/2017 document number SMP-GPB-18.</p>	Not applicable
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>	<p>Not applicable since there is no customary rights lands. All estates have been directly owned/leased under Genting Plantations Berhad.</p> <p>The management of Genting Plantations Berhad has established procedure for any land dispute and has been documented in the document title procedure on conflict resolution and handling of</p>	Not applicable

Criterion / Indicator		Assessment Findings	Compliance
		negotiations and compensation within GENP estates. Dated 29/12/2017 document number SMP-GPB-18.	
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights land, if any, should be made available. - Minor compliance -	Not applicable since there is no customary rights lands. All estates have been directly owned/leased under Genting Plantations Berhad.	Not applicable
4.3.3.3	Negotiation and FPIC shall be recorded and copies of negotiated agreements should be made available. - Major compliance -	Not applicable since there is no customary rights lands. All estates have been directly owned/leased under Genting Plantations Berhad. The management of Genting Plantations Berhad has established procedure for any land dispute and has been documented in the document title procedure on conflict resolution and handling of negotiations and compensation within GENP estates. Dated 29/12/2017 document number SMP-GPB-18	Not applicable
4.4 Principle 4: Social responsibility, health, safety and employment condition			
Criterion 4.4.1: Social Impact Assessment (SIA)			
4.4.1.1	Social impact should be identified and plans are implemented to mitigate the negative impacts and promote the positive ones. - Minor compliance -	Procedure for social impact assessment and social management plan has been established and documented in the SMP-GPB-32 dated April 2021 title "Procedure for social management". Social impact assessment has been done and documented in document title Social impact assessment (SIA) & human rights impact assessment (HRIM) report for Genting Tanjung Complex that has been prepared by sustainability department. The assessment has been done from 17/05/2021 until 29/05/2021 which has been done through interview face to face and phone call for the following groups: a. Local workers b. Foreign workers	Complied

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		c. Old, young middle age workers/residence d. Contractors e. Villagers f. Government officer There are no negative findings has been highlighted in the assessment and some positive outcome. Management plan has been established in the same document in order for continuous improvement and continuity of the implementation.	
Criterion 4.4.2: Complaints and grievances			
4.4.2.1	A system for dealing with complaints and grievances shall be established and documented. - Major compliance -	Complaint and grievance procedure have been documented in the document title "Complaints and grievance" document number SMP-GPB-19 dated March 2020. Stated in the procedure that there are 3 method to lodge any complaint which are verbally and record the complaint in the complaint and grievance book, written complaint by post, SMS, or place in the complaint and suggestion box or complaint to head office in Kuala Lumpur. State also in the procedure that any complaint receives need to be taken action within 1 months of complaint received and after action taken, 7 days to obtain feedback on the effectiveness of the action.	Complied
4.4.2.2	The system shall be able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties. - Major compliance -	Sample has been taken for some complaint date has been maintained by the management of all operating units in the logbook title Compliant/Grievances records books. Most of the complaint is regards to house repair. There is evidence that action has been taken for each complaint as per timeline stated.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
4.4.2.3	A complaint form should be made available at the premises, where employees and affected stakeholders can make a complaint. - Minor compliance -	There is evidence that complaint form and complaint box has been made available at the office and grocery store as one of the mechanisms for any complaint and grievances.	Complied
4.4.2.4	Employees and the surrounding communities should be made aware that complaints or suggestions can be made any time. - Minor compliance -	As per interview during the site visit and stakeholder’s consultation, there is evidence that employees have been made aware on the complaint procedure and mechanism for complaint. Employee and stakeholders also aware timeline for respond and person in charge to handle complaint.	Complied
4.4.2.5	Complaints and resolutions for the last 24 months shall be documented and made available to affected stakeholders upon request. - Major compliance -	There is evidence that complaint and resolutions for each estate has been maintained in the complaint logbook. Sample has been taken from year 2019 until 2021.	Complied
Criterion 4.4.3: Commitment to contribute to local sustainable development			
4.4.3.1	Growers should contribute to local development in consultation with the local communities. - Minor compliance -	Limited social responsibilities can be done due to pandemic COVID-19 for all estates, but several has been done for other workers such iftar meal for all the workers, Eid Adha celebration with 2 cows has been slaughtered, donation of rice to harvesters who achieved the target.	Complied
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 -	Occupational Safety & Health Policy had been established and implemented. The policy signed by the President/Chief Operating Procedure dated 01/07/2018 and displayed prominently in Bahasa Malaysia and English on notice boards at office, store, workshop and canteen.	Complied

Criterion / Indicator		Assessment Findings	Compliance												
		<p>Safety and Health Management Plan 2021 was sighted and documented properly. The topic covered in the plan were;</p> <ul style="list-style-type: none"> a) OSH objective, target and program b) OSH Policy – communication and implementation c) Training plan d) Accident and incident statistic e) Emergency Respond Plan f) First aid kit g) Audit and inspection details h) OSH action plan and strategies i) OSH budget <p>The effectiveness of the policy and plan implementations were detailed as per indicator 4.4.4.2.</p>													
4.4.4.2	<p>The occupational safety and health plan shall cover the following:</p> <ul style="list-style-type: none"> a) A safety and health policy, which is communicated and implemented. b) The risks of all operations shall be assessed and documented. c) An awareness and training programme which includes the following requirements for employees exposed to pesticides: <ul style="list-style-type: none"> i. all employees involved shall be adequately trained on safe working practices 	<ul style="list-style-type: none"> a) The OSH Policy have been effectively communicated to all the respective estate workers and staffs through morning muster. Record of training complete with pictorial evidence and attached together with attendance sheet was maintained accordingly and available to verified. Detail record as below: <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Estate</th> <th>Date of training</th> <th>Presenter</th> </tr> </thead> <tbody> <tr> <td>Tenegang Estate</td> <td>24/02/2021</td> <td>Assistant Manager</td> </tr> <tr> <td>Bahagia Estate</td> <td>15/03/2021</td> <td>Assistant Manager</td> </tr> <tr> <td>Tanjung Estate</td> <td>18/03/2021</td> <td>Assistant Manager</td> </tr> </tbody> </table> b) A Hazard Identification Risk Assessment and Risk Control (HIRARC) document for the estate’s operations of all sampled estates are 	Estate	Date of training	Presenter	Tenegang Estate	24/02/2021	Assistant Manager	Bahagia Estate	15/03/2021	Assistant Manager	Tanjung Estate	18/03/2021	Assistant Manager	Complied
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Criterion / Indicator	Assessment Findings	Compliance												
	<p>ii. all precautions attached to products shall be properly observed and applied</p> <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 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>available. HIRARC has been revised on 25/09/2019 by working group committee involved by Assistant manager, Hospital Assistant, assistant manager (medical) and office clerk. Observed risk assessment was carried on activities such as;</p> <ol style="list-style-type: none"> 1. Usage of compressor air 2. Fertilizer store 3. Chemical Store 4. Schedule waste store 5. Diesel and stock receiving 6. Lubricant and stock receiving 7. Tyre changing activities <p>HIRARC to be found adequate to control the risk as interview with the sample worker, they are aware on the risk and how to minimize the risk during working. Appropriate administrative controls such as designated area of placement, Standard Operating Procedure for all related job to be carried out on that particular area and safety signage were displayed at all facilities area, estate office and workshop</p> <p>Chemical Hazard Risk Assessment been conducted for all sampled estate. Report sighted detailed as below;</p> <table border="1" data-bbox="1037 1129 1848 1359"> <thead> <tr> <th>Estate</th> <th>Doc ref</th> <th>Date of report</th> </tr> </thead> <tbody> <tr> <td>Tenegang Estate</td> <td>JKKP HQ/07/ASS/00/236 – 2019 / 154</td> <td>16/12/2019</td> </tr> <tr> <td>Bahagia Estate</td> <td>JKKP HQ/07/ASS/00/236 – 2019 / 057</td> <td>13/06/2020</td> </tr> <tr> <td>Tanjung Estate</td> <td>JKKP HQ/03/ASS/00/154 – 2019 / 055</td> <td>30/11/2019</td> </tr> </tbody> </table>	Estate	Doc ref	Date of report	Tenegang Estate	JKKP HQ/07/ASS/00/236 – 2019 / 154	16/12/2019	Bahagia Estate	JKKP HQ/07/ASS/00/236 – 2019 / 057	13/06/2020	Tanjung Estate	JKKP HQ/03/ASS/00/154 – 2019 / 055	30/11/2019
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Criterion / Indicator	Assessment Findings	Compliance																		
<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>Medical surveillance was carried out to all worker who exposed the chemical hazard to health as per CHRA recommendation. Record verified as below;</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Estate</th> <th style="text-align: left;">Doc Ref</th> <th style="text-align: left;">Assessment date</th> <th style="text-align: left;">Result</th> </tr> </thead> <tbody> <tr> <td>Tenegang Estate</td> <td>HQ/12/DOC/00/259</td> <td>20/03/2021</td> <td>Fit to work which exposed him to Organoposphate</td> </tr> <tr> <td rowspan="2">Genting Bahagia Estate</td> <td rowspan="2">HQ/12/DOC/00/259</td> <td>26/03/2021</td> <td>7 Fit to work which exposed him to glyphosate</td> </tr> <tr> <td>09/11/2021</td> <td>Welder recommend to return to work when the workplace hygiene is safe and healthy and does not place the worker at increased risk of material impairment to health from exposure to manganese.</td> </tr> <tr> <td>Tanjung Estate</td> <td>HQ/12/DOC/00/259</td> <td>10/07/2021</td> <td>7 Fit to work which exposed him to glyphosate</td> </tr> </tbody> </table>	Estate	Doc Ref	Assessment date	Result	Tenegang Estate	HQ/12/DOC/00/259	20/03/2021	Fit to work which exposed him to Organoposphate	Genting Bahagia Estate	HQ/12/DOC/00/259	26/03/2021	7 Fit to work which exposed him to glyphosate	09/11/2021	Welder recommend to return to work when the workplace hygiene is safe and healthy and does not place the worker at increased risk of material impairment to health from exposure to manganese.	Tanjung Estate	HQ/12/DOC/00/259	10/07/2021	7 Fit to work which exposed him to glyphosate	
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Criterion / Indicator		Assessment Findings	Compliance																								
		<p>Refer to indicator 4.3.1.1 for a detail of identification of noise exposure to the workers and Noise Risk Assessment at where the employees may expose to the excessive noise in the place.</p> <p>c) Record of training complete with pictorial evidence and attached together with attendance sheet was maintained accordingly and available to verified. Training evaluation shown the attendee understand the training content including safe work procedure and all content of SDS. Refer to indicator 4.4.6.1 for the training record detail.</p> <p>Interview session with storekeeper during site visit at all sample estate found that, they were aware regarding the risk, danger and precaution need to be practices during working with chemical.</p> <p>d) Borang Pemberian dan penggantian PPE was sighted and found to be in line with the risk control mentioned in the established HIRARC. Acknowledgement and date of received was recorded in the said record. Sample of record verified as below;</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>Work categories</th> <th>Type of PPE</th> <th>Latest issuance</th> </tr> </thead> <tbody> <tr> <td rowspan="3">Tenegang Estate</td> <td>Storekeeper</td> <td>Nitrile glove</td> <td>06/11/2021</td> </tr> <tr> <td>Harvester</td> <td>Safety helmet Safety boosts</td> <td>20/10/2021</td> </tr> <tr> <td>Workshop</td> <td>Safety helmet</td> <td>11/10/2021</td> </tr> <tr> <td rowspan="3">Bahagia Estate</td> <td>Store keeper</td> <td>Safety shoes</td> <td>11/11/2021</td> </tr> <tr> <td>Sprayer</td> <td>1. Goggles 2. Filter (respirator) 3. Nitrile glove</td> <td>18/10/2021</td> </tr> <tr> <td>Welder</td> <td>Safety goggles</td> <td>02/10/21</td> </tr> </tbody> </table>	Estate	Work categories	Type of PPE	Latest issuance	Tenegang Estate	Storekeeper	Nitrile glove	06/11/2021	Harvester	Safety helmet Safety boosts	20/10/2021	Workshop	Safety helmet	11/10/2021	Bahagia Estate	Store keeper	Safety shoes	11/11/2021	Sprayer	1. Goggles 2. Filter (respirator) 3. Nitrile glove	18/10/2021	Welder	Safety goggles	02/10/21	
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Criterion / Indicator	Assessment Findings	Compliance																
	<p>Interview with worker during site visit at Genting Tanjung Estate, show the worker properly worn PPE and they know the need to wear PPE.</p> <p>e) Standard operating procedure Langkah-langkah pengurusan dan pengendalian bahan kimia, minyak pelincir dan baja (Item no 19: Pengagihan dan penggunaan racun) Rev 03 dated 11/10/13 was been maintained accordingly.</p> <p>During site visit at chemical store, observed chemical were kept accordingly where the chemical is segregated based on the product brand and class of chemical. Every chemical was kept inside containment sump. A spill kit was made available in the store and ready for use in an event of spillage. SDS was made available according to chemical storage location.</p> <p>f) Vice President – Plantation (Sabah, Region 2) issued an appointment letter to all estate manager as a Pengerusi Ahli Jawatan Kuasa Keselamatan dan Kesihatan. Appointment letter was sighted and the responsibility are clearly stated in the appointment letter.</p> <table border="1" data-bbox="1037 1018 1659 1155"> <thead> <tr> <th>Estate</th> <th>Date of appointment</th> </tr> </thead> <tbody> <tr> <td>Tenang Estate</td> <td>23/06/2020</td> </tr> <tr> <td>Bahagia Estate</td> <td>23/06/2020</td> </tr> <tr> <td>Tanjung Estate</td> <td>23/06/2020</td> </tr> </tbody> </table> <p>g) The management has conducted two-way communication with their employees where issues affecting their business such as employees' health, safety and welfare are discussed. OSH meeting conducted quarterly and was attended by both employer and employee representative as observed in the attendance sheet attached. Sample of record of minute meeting was sighted as below;</p> <table border="1" data-bbox="1037 1362 1848 1396"> <thead> <tr> <th>Estate</th> <th>1st quarter</th> <th>2nd quarter</th> <th>3rd quarter</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Estate	Date of appointment	Tenang Estate	23/06/2020	Bahagia Estate	23/06/2020	Tanjung Estate	23/06/2020	Estate	1 st quarter	2 nd quarter	3 rd quarter					
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Criterion / Indicator		Assessment Findings				Compliance
		Tenang	10/03/2021	13/07/2021	10/11/2021	
		Bahagia	08/03/2021	26/06/2021	18/10/2021	
		<p>h) Procedure of Accident Investigation Reporting at Workplace (OM-GPB-01) dated 01/01/2010 and Procedure of Plan Tindakan Kecemasan (OM-GPB-04) dated 01/01/2010 was sighted. ERP was made available for emergencies relating to fire, chemical spillage, flood and accident at the workplace.</p> <p>Site visit to the facilities area, observed flowchart of the ERP procedure and emergency contact no were posted at the chemical store, skid tank, workshop and main notes board at office.</p> <p>Interview session carried out with the stock keeper and the foreman have indicated that they understand and aware on the actions to be taken during emergency. Assembly point observed was in good condition. Fire extinguishers were available with regular monitoring. The training been conducted and verified as per training record under 4.4.6.1.</p> <p>i) First Aid Kits box are provided at various work sites at the estates and inspection confirmed first aid kits item had been appropriately stocked. The management had appointed First aid box holder and they are required to bring along the first aid box to the field during operations. No oral item was observed in the first aid box and verified through first aid record maintained by Hospital assistant, there is no oral item was issued.</p> <p>Interview session carried out with the stock keeper and the foreman have indicated that they understand and able to performed basic first aid treatment. Monthly First Aid Box inspection was conducted by the Medical Assistant or Hospital Assistant at the estate. The first aid kit</p>				

Criterion / Indicator		Assessment Findings	Compliance												
		<p>holders are trained on a regular basis and with refresher trainings. Record of training, refer to indicator 4.4.6.1</p> <p>j) Rekod Penggunaan First Aid Kit Bulanan was sighted and noted usage of the first aid kit item and course of usage (if any) will be recorded in the said form. Current practices, the Medical Assistant or Hospital Assistant will summary the usage and course of usage in their monthly record by grouped it into work related categories and non-work-related categories. Detail of work related recorded will be transfer to JKKP 8 form upon submission.</p> <p>All sampled estates have submitted accident report (JKKP 8) to DOSH through MyKKP. Record of submission sighted as below;</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>Doc ref</th> <th>Submission date</th> </tr> </thead> <tbody> <tr> <td>Tenegang Estate</td> <td>JKKP 8/75051/2020</td> <td>17/01/2021</td> </tr> <tr> <td>Bahagia Estate</td> <td>JKKP 8/44544/2020</td> <td>15/01/2021</td> </tr> <tr> <td>Tanjung Estate</td> <td>JKKP 8/73450/2020</td> <td>14/01/2021</td> </tr> </tbody> </table>	Estate	Doc ref	Submission date	Tenegang Estate	JKKP 8/75051/2020	17/01/2021	Bahagia Estate	JKKP 8/44544/2020	15/01/2021	Tanjung Estate	JKKP 8/73450/2020	14/01/2021	
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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>The management of Genting Plantations Berhad has established internal policy for good social practice and has been documented in the document title "social policy" that has been signed by chief executive officer dated 14/09/2020. Mentioned in the policy that the management is committed to ensure all workers are treated fairly, equally and with respect according to local, national and ratified international laws. Mentioned also that the management will respect human rights and support international human right policy. Stated also that workers will able to join or form legal trade union of their own choosing and to bargain collectively.</p>	Complied												
4.4.5.2	<p>The management shall not engage in or support discriminatory practices and shall provide equal</p>	<p>The estates have established Social Policy signed by the President and Chief Operating Officer dated 14/09/2020. In the policy stated the</p>	Complied												

Criterion / Indicator		Assessment Findings	Compliance
	<p>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>company commitment to not discriminate in term 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> <p>The policy was communicated to all the employee and stakeholders through briefing, training, and meeting and displayed at notice boards in the operating units.</p>	
4.4.5.3	<p>Management shall ensure that employees' pay and conditions meet legal or industry minimum standards and as per agreed Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage.</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has established the template for employment agreement for all workers entitled "Perjanjian Pekerjaan". Refer template no. HRAD WM, rev.4 dated 07/01/2019. All the terms and conditions stated in the employment agreement were as per Labour Act 1955, and Minimum Wage Order 2020 (amendment).</p> <p>As all estates under Genting Tanjung Oil Mill is located under district of Kinabatangan, minimum wages have been set at RM1,100/months and RM42.31/day. It has been confirmed that all workers have been paid according to minimum wages based on the sample play slips and interview with the workers.</p>	Complied
4.4.5.4	<p>Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.</p> <p>- Minor compliance -</p>	<p>There are 7 contractors has been appointed by the management Tenegang Estate mainly for FFB transportation and 8 contractors has been appointed for Bahagia Estate which consist grocery store, school, replanting. As verification that has been made, there is evidence that all contractor`s employees has been paid according to minimum wages. It has been confirmed during the interview with the workers itself.</p>	Complied
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,</p>	<p>The estates have established workers master list including the contractor workers. The list includes information on the workers name, gender, nationality, identification (passport, permit and Malaysian identify card), age, and workers category.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	date of entry, a job description, wage and the period of employment. - Major compliance -		
4.4.5.6	All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract is available for each and every employee indicated in the employment records. - Major compliance -	Genting Plantations Berhad has established the template for employment agreement for all workers entitled "Perjanjian Pekerjaan". Refer template no. HRAD WM, rev.4 dated 07/01/2019 and available in language that understood by the workers. The contract has the details about the payments and employment conditions such as period of working, working hour, medical assistance, housing, holiday, annual leave, period of notice to terminate the contract, etc.	Complied
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 estates sampled implement the checkroll system to records the working hours for all workers. The data from checkroll were transferred to Lyntramax computer system for salary calculation. Verified the working hours and overtime data in checkroll, Lyntramax and payslips found all the data were consistent.	Complied
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 -	Working hours and breaks were found to be in line with the legal requirement. Normal working hour is from 0530 hour to 1330 hour and a flexible an hour break in between is given. The estates sampled implement the checkroll system to records the working hours for all workers. The data from checkroll were transferred to Lyntramax computer system for salary calculation. Verified the working hours and overtime data in checkroll, Lyntramax and payslips found all the data were consistent.	Complied
4.4.5.9	Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements.	There is evidence that wages and overtime payment has been documented on the pay slips and in line with legal regulations. Total 36	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -	samples of workers have been verified by the auditor for all sampled estates for month December 2020, February 2021 and July 2021.	
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 -	Other benefits such as motorcycle allowance for mandore and turn-out incentives were provided by the employer and verifiable in the pay slips. The establishment of estate clinic provides the medical care for the workers and their dependents. Education through HUMANA school is provided for foreign workers dependents.	Complied
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 workers quarters were found to be habitable and in compliance with the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446). Treated potable water and electricity were provided to the housing for free of charge. Based on verification of the drinking water analysis, the results were found to be compliance with the National Drinking Water Quality Standards. There is evidence land site inspection has been done by hospital assistant, Puan Norsita Binti Bahar on weekly basis for Bahagia Estate. Sample has been taken on 02/11/2021, 09/11/2021, 16/11/2021.	Complied
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 -	The management of Genting Plantations Berhad has established internal policy for good social practice and has been documented in the document title "social policy" that has been signed by chief executive officer dated 14/09/2020. Mentioned in the policy that the management is committed to ensure there is no physical abuse or discipline the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited. Reproductive right is protected. For Tenegang Estate, gender committee has been established as part of commitment to prevent sexual harassment and platform for any complaint and grievances. Sighted gender committee that has been chaired by Puan Roslinah Anginti and sighted minutes meeting that has been done 24/05/2021 and 11/11/2021 that has been prepared by Ms Idarni	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		Umaran. While for Bahagia Estate, gender committee (PERWAKA) and Pn Darna Yohan has been appointed as chairman. Latest meeting has been done 22/07/2021.	
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 -	The management of Genting Plantations Berhad has established internal policy for good social practice and has been documented in the document title "social policy" that has been signed by chief executive officer dated 14/09/2020. Mentioned in the policy that the management is committed to ensure all workers are treated fairly, equally and with respect according to local, national and ratified international laws. Mentioned also that the management will respect human rights and support international human. Stated also that workers will able to join or form legal trade union of their own choosing and to bargain collectively. It has been verified that there is no union has been formed or exist in each operating units. Base on the interview with the workers, the workers agreed that there is no prohibition to join any union.	Complied
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 expose to hazardous working conditions. - Major compliance -	No workers less than 16 years old will be recruited and less than 18 years old for hazardous work. Verified the document Employee Master List confirmed that all the workers employed were above 18 years old. It also has been verified base on the interview with the workers.	Complied
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	Program Latihan Keselamatan dan Kesihatan (KKP) 2021 was sighted. Record of training consist of training report, training material, pictorial evidence, attendance sheet, evaluation form was maintained accordingly	Complied

Criterion / Indicator	Assessment Findings	Compliance																																							
<p>assessment of training needs and documentation, including records of training shall be kept.</p> <p>- Major compliance -</p>	<p>and available to verified. Noted training was conducted as per plan and among the training record verified were;</p> <table border="1" data-bbox="994 501 1852 1401"> <thead> <tr> <th>Training</th> <th>Training date</th> <th>Presenter</th> </tr> </thead> <tbody> <tr> <td colspan="3" style="text-align: center;">Tenegang Estate</td> </tr> <tr> <td>Latihan untuk penyembur racun dan penyembur baja</td> <td>13/10/2021</td> <td>External trainer</td> </tr> <tr> <td>ERP training</td> <td>14/10/2021</td> <td>External trainer</td> </tr> <tr> <td>First aid training</td> <td>19/03/2021 24/06/2021 29/09/2021</td> <td>Hospital Assistant</td> </tr> <tr> <td>Latihan untuk pemandu tractor dan superball</td> <td>01/11/21</td> <td>External trainer</td> </tr> <tr> <td>Latihan (Sop and Policy) untuk pekerja bengkel – tumpahan minyak</td> <td>09/07/2021</td> <td>Assistant Manager</td> </tr> <tr> <td>Penerangan SOP dan HIRARC utk penyemebur racun – buffer zone and safety</td> <td>15/2/2021</td> <td>Assistant Manager</td> </tr> <tr> <td colspan="3" style="text-align: center;">Bahagia Estate</td> </tr> <tr> <td>Spillage kit training at (genset room)</td> <td>15/11/2021</td> <td>Assistant Manager</td> </tr> <tr> <td>Training on Noise Risk Assessment and Hearing Conservation Program</td> <td>09/04/2021</td> <td>Noise Risk Assessor</td> </tr> <tr> <td>Training on excessive Noise for Driver</td> <td>04/10/2021</td> <td>Assistant Manager</td> </tr> <tr> <td>Safety training on operating genset</td> <td>10/02/2021</td> <td>Assistant Manager</td> </tr> </tbody> </table>	Training	Training date	Presenter	Tenegang Estate			Latihan untuk penyembur racun dan penyembur baja	13/10/2021	External trainer	ERP training	14/10/2021	External trainer	First aid training	19/03/2021 24/06/2021 29/09/2021	Hospital Assistant	Latihan untuk pemandu tractor dan superball	01/11/21	External trainer	Latihan (Sop and Policy) untuk pekerja bengkel – tumpahan minyak	09/07/2021	Assistant Manager	Penerangan SOP dan HIRARC utk penyemebur racun – buffer zone and safety	15/2/2021	Assistant Manager	Bahagia Estate			Spillage kit training at (genset room)	15/11/2021	Assistant Manager	Training on Noise Risk Assessment and Hearing Conservation Program	09/04/2021	Noise Risk Assessor	Training on excessive Noise for Driver	04/10/2021	Assistant Manager	Safety training on operating genset	10/02/2021	Assistant Manager	
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Criterion / Indicator		Assessment Findings			Compliance	
		Training for harvesting (Wheel barrow system)	02/02/2021	Assistant Manager		
		Refresher training for fertilizer Operation	08/03/2021	Assistant Manager		
		Training for spraying premixing, calibration and triple rinse	09/11/2021	External trainer		
		Training for Spraying Operation	03/02/2021	Assistant Manager		
		Training for Spraying Operation (PND geng and maintenance)	02/02/2021	Assistant Manager		
		Training for emergency response plan	30/10/2021	Assistant Manager		
		Training for fire extinguisher	15/10/2021	Assistant Manager		
		Spillage kit training at chemical store and lubricant store	08/06/2021	Assistant Manager		
		Latihan Peti Kecemasan	10/03/2021	Hospital Assistant		
		First aider and basic life support	09/03/2021	External trainer		
		Tanjung Estate				
		Latihan dan demo tentang penggunaan peti pertolongan cemas	19/02/2021	Hospital Assistant		
		Latihan dan penerangan SOP, PPE dan HIRARC kerja penuaian buah sawit	31/03/2021	Assistant Manager		
		Latihan kalibrasi pam racun dan sukatan racun (teknikal) &	08/11/2021	External trainer		

Criterion / Indicator		Assessment Findings			Compliance
		Latihan bilas 3x bekas racun, taklimat SOP & PPE			
		Latihan / penerangan SOP, PPE, HIRARC dan kerja selamat pemandu tractor/ kenderaan ladang	03/05/2021	External trainer	
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 -	The management has identified the training needs for employees according to their job function. Targeted employees are trained according to the needs identified according to the work description to ensure they obtain specific skills and competency. Training Matrix and Programme 2021 was sighted.			Complied
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 -	All sampled estates have established training program for the year 2021 base on training need analysis conducted. The training program covers Policy, operation, OSH, environmental and others. The identified training was programmed throughout the year. It was evident that from the training programs & records of all trainings are planned and implemented to ensure that all employees are well trained in their job function and responsibility. Refer to indicator 4.4.6.1.			Complied
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 and implemented. The policy signed by the President/Chief Operating Procedure dated 05/10/2009 and displayed prominently in Bahasa Malaysia and English on notice boards at office, store, workshop and canteen. The management committed to			Complied

Criterion / Indicator		Assessment Findings	Compliance												
	- Major compliance -	<p>protection of the environment according to the applicable laws as spelled in the policy.</p> <p>Environmental improvement dan management plan 2021 was sighted and documented properly. Implementation of the plan as detailed in the indicator 4.5.1.2, 4.5.1.3, 4.5.1.4, 4.5.1.5, 4.5.1.6.</p> <p>The Environmental Policy have been effectively communicated to all the respective estate workers and staffs through morning muster. Record of training complete with pictorial evidence and attached together with attendance sheet was maintained accordingly and available to verified. Detail record as below;</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>Date of training</th> <th>Presenter</th> </tr> </thead> <tbody> <tr> <td>Tenegang Estate</td> <td>24/02/2021</td> <td>Assistant Manager</td> </tr> <tr> <td>Bahagia Estate</td> <td>15/03/2021</td> <td>Assistant Manager</td> </tr> <tr> <td>Tanjung Estate</td> <td>18/03/2021</td> <td>Assistant Manager</td> </tr> </tbody> </table>	Estate	Date of training	Presenter	Tenegang Estate	24/02/2021	Assistant Manager	Bahagia Estate	15/03/2021	Assistant Manager	Tanjung Estate	18/03/2021	Assistant Manager	
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4.5.1.2	<p>The environmental management plan shall cover the following:</p> <p>a) An environmental policy and objectives;</p> <p>b) The aspects and impacts analysis of all operations.</p> <p>- Major compliance -</p>	<p>Environmental improvement dan management plan 2021 was sighted. Noted the plan supported the objective of the established policy such as handling of Schedule Waste as per legal requirement.</p> <p>Aspect and impact analysis were identified according to the operation in the <i>Environmental Aspects and Impacts and Evaluation of Significance 2021</i>. Among operation listed in the said document such as;</p> <p>a) Pesticide application (Mature and Immature)</p> <p>b) Fertilizer application</p> <p>c) EFB and Bunch as application</p> <p>d) POME, Decanter cake application</p> <p>e) Harvesting, pruning, buffalo infield collection</p>	Complied												

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Criterion / Indicator		Assessment Findings	Compliance
		f) Chemical store, lubricant store, fertilizer store, general store, spare parts store g) Schedule waste store h) Diesel tank Mitigation plan is stated to ensure the operation limits the environmental impact it causes. As to ensure the effectiveness of the mitigation plan, the implementation will be monitored by appointed person. Any progress within the set timeframe will be updated in the plan.	
4.5.1.3	An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, effectively implemented and monitored. - Major compliance -	The management have developed a yearly Environmental Improvement and management plan to address the possible environmental impacts due to the operations. Among the mitigation plan implemented were: a) Annual training to relevant operation (refer to Env training record). b) Inspect and repair any leaking pipe and water tank regularly during HA line site inspection to mitigate the water wastage. Record of line inspection was sighted. c) Monitoring of chemical usage fertilizer and pesticide in yearly basis. Record of monitoring was sighted. d) Water quality results monitoring and analysis (every 6 month). Result of analysis available to verified, refer to indicator 4.5.5.1. Spill kit to be available at lubricant store, vehicle parking area and workshop. Site visit confirm the implementation.	Complied
4.5.1.4	A programme to promote the positive impacts should be included in the continual improvement plan. - Minor compliance -	All estates visited has established program to promote activities with positive impacts and has been included in several management plan. Sighted the sampled implementation of the management plan to promote positive impacts as follows:	Complied

Criterion / Indicator		Assessment Findings	Compliance																		
		a) Recycle of used chemical container for premix purpose as observed during facilities visit. b) EFB and bunch as application, POME, Decanter cake application – recycle waste (organic fertilizer). Sighted the EFB application record for the month of August and September 2021. c) Frond staking at field (nutrient recycle) as observed during site visit. d) Maintain awareness signage related to HCV and conservation areas as observed during site visit. e) Insite decompose for biomass as observed at replating area. f) Recycle bin available on the office compound and labour line compound. Waste segregate had been practices accordingly to the type of the waste (domestic waste, recycle waste and schedule waste).																			
4.5.1.5	An awareness and training programme shall be established and implemented to ensure that all employees understand the policy and objectives of the environmental management and improvement plans and are working towards achieving the objectives. - Major compliance -	The management has established and implemented an awareness and training programme to ensure the established policy and plan met the intended objective. Among training record sighted were; <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 80%;">Training</th> <th style="width: 20%;">Training date</th> </tr> </thead> <tbody> <tr> <td colspan="2" style="text-align: center;">Tengah Bahagia</td> </tr> <tr> <td>Penerangan tentang pengumpulan sampah domestic dan alam sekitar</td> <td style="text-align: center;">12/11/2021</td> </tr> <tr> <td colspan="2" style="text-align: center;">Genting Bahagia</td> </tr> <tr> <td>Training on handling of generated Schedule waste</td> <td style="text-align: center;">15/06/2021</td> </tr> <tr> <td>Training on domestic waste, landfill and recyclable waste</td> <td style="text-align: center;">15/10/2021</td> </tr> <tr> <td>Training on triple rinse and empty container storage</td> <td style="text-align: center;">05/06/2021</td> </tr> <tr> <td>Training on monitoring HCV area</td> <td style="text-align: center;">28/08/2021</td> </tr> <tr> <td>Riparian reserved and re-entry training</td> <td style="text-align: center;">14/11/2021</td> </tr> </tbody> </table>	Training	Training date	Tengah Bahagia		Penerangan tentang pengumpulan sampah domestic dan alam sekitar	12/11/2021	Genting Bahagia		Training on handling of generated Schedule waste	15/06/2021	Training on domestic waste, landfill and recyclable waste	15/10/2021	Training on triple rinse and empty container storage	05/06/2021	Training on monitoring HCV area	28/08/2021	Riparian reserved and re-entry training	14/11/2021	Complied
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Criterion / Indicator		Assessment Findings		Compliance									
		Water treatment training (water catchment pond)	08/04/2021										
		Training on domestic waste. Landfill and recyclable waste	15/05/2021										
		Tanjung Bahagia											
		Penerangan SOP, PPE & HIRARC Bengkel, diesel, store racun/am & store baja dan sisa berjadual (Schedule waste)	16/03/2021										
4.5.1.6	Management shall organize regular meetings with employees where their concerns about environmental quality are discussed. - Major compliance -	Environmental related matters were discussed during Safety and health Committee meeting. No issue related to environmental was raised during this meeting. Worker’s interview reveal that they are encouraged to discuss environmental issues with the management.		Complied									
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 -	Diesel consumption record was sighted. Monitoring on the diesel consumption (L) against the FFB production (mt) was done in monthly basis. Estimated of consumption per production is used as a baseline values to monitored the consumption non-renewable energy. <table border="1" data-bbox="992 1034 1624 1136"> <thead> <tr> <th>Estate</th> <th>Actual as at Oct 2020</th> <th>Estimated</th> </tr> </thead> <tbody> <tr> <td>Tenang</td> <td>8.02L/Mt</td> <td>8.85L/Mt</td> </tr> <tr> <td>Bahagia</td> <td>1.18L/Mt</td> <td>1.25L/Mt</td> </tr> </tbody> </table> The management will educate the driver on efficient tractor manager to maximise diesel usage, refer to indicator 4.4.6.1.		Estate	Actual as at Oct 2020	Estimated	Tenang	8.02L/Mt	8.85L/Mt	Bahagia	1.18L/Mt	1.25L/Mt	Complied
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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.	Refer to indicator 4.5.2.1.		Complied									

Criterion / Indicator		Assessment Findings	Compliance												
	- Major compliance -														
4.5.2.3	The use of renewable energy should be applied where possible. - Minor compliance -	There was no suitable area identified for the use of renewable energy at the sampled estates.	Not applicable												
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 -	<p>The management had identified all waste products and sources of pollution and documented in <i>Type of pollution / wastes and the source</i>. Among the wastes products and sources of pollution identified were;</p> <table border="1"> <thead> <tr> <th>Source of pollution/ wastes</th> <th>Type of waste/pollution</th> </tr> </thead> <tbody> <tr> <td>Workshop</td> <td> <ul style="list-style-type: none"> • Schedule waste • Non-biodegradables (Domestic) </td> </tr> <tr> <td>Line site</td> <td> <ul style="list-style-type: none"> • Organic (Domestic) • Recyclable </td> </tr> <tr> <td>Clinic</td> <td> <ul style="list-style-type: none"> • Clinical Waste </td> </tr> <tr> <td>Shops</td> <td> <ul style="list-style-type: none"> • Organic (Domestic) • Recyclable • Non-biodegradables (Domestic) </td> </tr> <tr> <td>Office</td> <td> <ul style="list-style-type: none"> • Organic (Domestic) • Recyclable • Schedule waste </td> </tr> </tbody> </table>	Source of pollution/ wastes	Type of waste/pollution	Workshop	<ul style="list-style-type: none"> • Schedule waste • Non-biodegradables (Domestic) 	Line site	<ul style="list-style-type: none"> • Organic (Domestic) • Recyclable 	Clinic	<ul style="list-style-type: none"> • Clinical Waste 	Shops	<ul style="list-style-type: none"> • Organic (Domestic) • Recyclable • Non-biodegradables (Domestic) 	Office	<ul style="list-style-type: none"> • Organic (Domestic) • Recyclable • Schedule waste 	Complied
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4.5.3.2	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	The estates visited has established waste management plan base on the waste identification conducted and documented in <i>Waste Management Plan</i> . Observed the implementation of the management plan as follows:	Complied												

Criterion / Indicator		Assessment Findings	Compliance															
	<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>	<ul style="list-style-type: none"> Domestic were collected 3 time a week and disposed at designated landfill. Sighted the record of date open and date close of landfill has been maintained accordingly. The estate practices 3R to their domestic waste. Observed the 3R bin are available at labour line area and office compound. Latest record of disposal was sighted, <table border="1" data-bbox="1034 638 1848 805"> <tr> <td>Estate</td> <td>Transaction evidence</td> </tr> <tr> <td>Tenang</td> <td>Resit no: 25876, disposed to City Express recycling (LD)</td> </tr> <tr> <td>Bahagia</td> <td>Payment voucher dated on 01/02/21, disposed to Lahad Datu Recycle Co.</td> </tr> </table> The estate maintains the inventory of scheduled waste through in the e-Swis and documented manually in stock card. Lagenda Bumimas Sdn Bhd was engaged to collect the generated SW every 6 month. Record of disposal available to verified. Refer to indicator 4.5.3.3 <p>Spill kit available at the workplace where there is risk of spillage as observed during facilities visit.</p>	Estate	Transaction evidence	Tenang	Resit no: 25876, disposed to City Express recycling (LD)	Bahagia	Payment voucher dated on 01/02/21, disposed to Lahad Datu Recycle Co.										
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Tenang	Resit no: 25876, disposed to City Express recycling (LD)																	
Bahagia	Payment voucher dated on 01/02/21, disposed to Lahad Datu Recycle Co.																	
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>Schedule waste management (SMP – GPD – 11) Rev 02 dated 04/09/20, prepared by Manager (Sustainability) was sighted and properly documented according to the Environmental Quality) Schedule Waste) regulations 2005 (Amendment) 2007. Sighted sample of relevant record as follow;</p> <table border="1" data-bbox="990 1204 1848 1396"> <thead> <tr> <th>Estate</th> <th>SW</th> <th>Latest deposed</th> <th>Consignment note ref</th> <th>Quantity todate</th> </tr> </thead> <tbody> <tr> <td>Tenang</td> <td>SW410 (filter)</td> <td>22/09/21</td> <td>C001138</td> <td>79kg</td> </tr> <tr> <td></td> <td>SW408 (Contaminated 408)</td> <td>19/09/21</td> <td>C 001137</td> <td>18kg</td> </tr> </tbody> </table>	Estate	SW	Latest deposed	Consignment note ref	Quantity todate	Tenang	SW410 (filter)	22/09/21	C001138	79kg		SW408 (Contaminated 408)	19/09/21	C 001137	18kg	Minor Non conformities
Estate	SW	Latest deposed	Consignment note ref	Quantity todate														
Tenang	SW410 (filter)	22/09/21	C001138	79kg														
	SW408 (Contaminated 408)	19/09/21	C 001137	18kg														

Criterion / Indicator		Assessment Findings					Compliance		
		Bahagia	SW410 (used PPE)	22/09/21	C001132	0.069kg			
			SW408	22/09/21	C001134	Nil			
			SW404	09/11/21	Nil	600g			
		Tanjung	SW404	09/10/21	2021100909T6L4 XV	4kg			
			SW410	21/09/21	20210921158V3 GAV	10kg			
			SW305	21/09/21	2021092115Q1JF EM	710kg			
			SW408	18/02/21	20210218149Z58 3L	5kg			
		<p>The management has obtained the copy of consignment note copy no 5 form the disposal facilities as a future reference.</p> <p>However during site visit and document review at Genting Tanjung Estate, the procedure was not implemented according as during site visit at Schedule waste store was found;</p> <ul style="list-style-type: none"> Quantity of SW408 generated kept in the Schedule Waste store is 5kg. However, verification through stock card of SW408 updated till 13/11/21 shown todate quantity generate is 51.50kg. Thus, the schedule waste was not kept at the designated SW's store as mentioned in the said procedure (item 8.3.5) Actual quantity generated for SW410 is 209kg as verified through stock card of the said SW item, update on 13/11/21. However, quantity remark mentioned on the label of the physical SW waste kept in the Schedule Waste store is 10kg. Thus, quantity mentioned at the 							

Criterion / Indicator		Assessment Findings	Compliance												
		label for SW410 was not as per current stock balance as mentioned in the said procedure (item 8.4.2) Thus, minor NC were raised.													
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 container were triple rinse and puncture and stored at designated store before being disposed through approved disposer.</p> <p>Observed during facilities visit, the store housekeeping was properly maintained. There is no unpunctured container was keep in the store. Record of triple rinse training was verified and from the evaluation form, all the participant understood on how to perform triple rinse. Record of training, refer to indicator 4.5.1.5.</p> <p>The estates maintain the inventory triple rinse empty pesticides container in Empty pesticides container stock card. Sighted the disposal records as follows:</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>Doc reference</th> <th>Disposer</th> </tr> </thead> <tbody> <tr> <td>Tenegang</td> <td>Consignment note no 001139</td> <td>Lagenda Bumimas Sdn Bhd</td> </tr> <tr> <td>Bahagia</td> <td>Stock card shown disposal on 23/09/2021</td> <td>G- Planter</td> </tr> <tr> <td>Tanjung</td> <td>Resit no: 18453</td> <td>Newgates Industries (Borneo)</td> </tr> </tbody> </table>	Estate	Doc reference	Disposer	Tenegang	Consignment note no 001139	Lagenda Bumimas Sdn Bhd	Bahagia	Stock card shown disposal on 23/09/2021	G- Planter	Tanjung	Resit no: 18453	Newgates Industries (Borneo)	Complied
Estate	Doc reference	Disposer													
Tenegang	Consignment note no 001139	Lagenda Bumimas Sdn Bhd													
Bahagia	Stock card shown disposal on 23/09/2021	G- Planter													
Tanjung	Resit no: 18453	Newgates Industries (Borneo)													
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>Landfill and domestic waste management (SMP – GPB – 12) dated 01/12/14 was sighted. Based on the SOP, the landfill location shall be at least;</p> <ul style="list-style-type: none"> • 100m from nearest river, streams or water bodies • 300m from public main road • 400m from residence area, school and public building. 	Complied												

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Criterion / Indicator		Assessment Findings	Compliance								
		<p>Site visit at the land fill, observed the domestic wastes from the linesites were buried in the designated pit and the Date Close and Date Open was erected on closed pit for further reference.</p> <table border="1"> <tr> <td>Estate</td> <td>Current landfill location</td> </tr> <tr> <td>Tenegang</td> <td>Block 8, Div 9</td> </tr> <tr> <td>Bahagia</td> <td>Block 19, Div 5</td> </tr> <tr> <td>Tanjung</td> <td>Block 1</td> </tr> </table> <p>The location of the landfill was also far from residential area and water ways based on the estate map provided.</p>	Estate	Current landfill location	Tenegang	Block 8, Div 9	Bahagia	Block 19, Div 5	Tanjung	Block 1	
Estate	Current landfill location										
Tenegang	Block 8, Div 9										
Bahagia	Block 19, Div 5										
Tanjung	Block 1										
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>Assessment of polluting activities were available in the <i>Pollution Prevention Plan</i> in all estates. The plan consists the detail of the identified source of pollution, action plan, time frame, responsibility and status of the implementation.</p>	Complied								
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><i>Pollution Prevention Plan</i> was sighted. The plan covers the assessment of all polluting activities within the estate operation such as waste, air emissions and water discharges. Observed during facilities visit, the implemented of mitigation plan to minimise the identified source of pollution such as;</p> <table border="1"> <tr> <td>Source</td> <td>Mitigation plan</td> </tr> <tr> <td>Fertilizer application</td> <td>Fertilizer program based on soil and foliar sampling analysis result</td> </tr> <tr> <td>Chemical application</td> <td>Reduce chemical usage via IPM and best practise</td> </tr> </table>	Source	Mitigation plan	Fertilizer application	Fertilizer program based on soil and foliar sampling analysis result	Chemical application	Reduce chemical usage via IPM and best practise	Complied		
Source	Mitigation plan										
Fertilizer application	Fertilizer program based on soil and foliar sampling analysis result										
Chemical application	Reduce chemical usage via IPM and best practise										

Criterion / Indicator		Assessment Findings		Compliance											
		Transport	Regular service and maintenance of vehicle and machineries.												
		Spillage	Spill kit available at the workplace where there is a risk of spillage. Zero disposed to environment was practices. All the spillage will be treated as Schedule Waste.												
		Waste	No open burning for domestic waste and during replanting program.												
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>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>Water Management Plan was reviewed. Implementation of the plan was verified through observation during site visit and record review such as;</p> <ul style="list-style-type: none"> Monitoring the quality of domestic and river water was performed annually. Result of analysis was reviewed and noted all the required parameters was in allowable parameter. There is no present of total coliform and E Coli <table border="1"> <thead> <tr> <th rowspan="2">Estate</th> <th colspan="2">Lab ref no:</th> </tr> <tr> <th>Drinking water</th> <th>River water</th> </tr> </thead> <tbody> <tr> <td>Tenegang</td> <td>W210323/01</td> <td>CK/CL405/1774/21</td> </tr> <tr> <td>Bahagia</td> <td>W210821/04A, W210821/04B, W210821/03A, W210821/03B</td> <td>W210227/08</td> </tr> </tbody> </table> <ul style="list-style-type: none"> Observed at chemical store, the washing water from chemical mixing area diverted to a sump and will be used for chemical premix activity. All drain system at linesite is free flowing and no rubbish is allowed to be thrown inside. Record of weekly linesite inspection was verified. 		Estate	Lab ref no:		Drinking water	River water	Tenegang	W210323/01	CK/CL405/1774/21	Bahagia	W210821/04A, W210821/04B, W210821/03A, W210821/03B	W210227/08	Complied
Estate	Lab ref no:														
	Drinking water	River water													
Tenegang	W210323/01	CK/CL405/1774/21													
Bahagia	W210821/04A, W210821/04B, W210821/03A, W210821/03B	W210227/08													

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Criterion / Indicator		Assessment Findings	Compliance
	<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>	<ul style="list-style-type: none"> • Rainwater was harvested for washing purposes only. Water tank used to collect the rainwater at facilities area was observed. • Based on site visit, it was noted that there was no trace of agrochemical application at the allocated riparian zones. The zones were also clearly demarcated using wooden pegs painted with red. Evaluation form for training related to buffer zone and sprayer shown all the sprayer and manurer understand, no chemical application on riparian zone. 	
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 were no construction of bunds, weirs and dams across main rivers or waterways passing through an estate.</p>	Complied
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><i>Water Management Plan</i> includes rainwater harvesting, desilting of roadside drains and etc.</p> <p>Observed during site visit, many units of silt pits were constructed by the roadsides to capture rainwater in order to maintain the moisture content in the field.</p> <p>Rainwater harvesting was used for cleaning purposes at facilities area as observed during facilities visit at workshop, Genset, chemical store, and skid tank.</p>	Complied
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>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>A document of <i>Inventory on HCV sites within Genting Plantation Bhd Group Estates (Sabah Region 2)</i> conducted by M/S S.K. Yap Forestry and Landscape Advisory Services on Oct 2009 – July 2010 was sighted. As reported based on observation and interview, information on the sighted and identified flora and fauna were detailed in the report (section 12).</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	<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>Status of every sighted and identified flora and fauna were based on the IUCH red list and Sabah Wildlife enactment 1997.</p> <p>Bukit Garib of Tanjung Estate with total 154.30ha was identified as HCV 1.2, 1.4 HCV 3 and 4.1. Site visit at the mentioned site, observed signboard of no hunting was posted at the place.</p>	
4.5.6.2	<p>If rare, threatened or endangered species or high biodiversity value, are present, appropriate measures for management planning and operations should include:</p> <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><i>Management and monitoring plan for HCV areas within Genting Tanjung Complex</i> was sighted. Implementation of the plan was verified through observation during site visit and record review such as;</p> <ul style="list-style-type: none"> Place signage on no illegal hunting and collecting, no unauthorized entry (Block 62 of Bahagia Estate). Inform all stakeholders on the HCV assessment and monitoring during stakeholder consultation meetings. Refer to wildlife department for further action if there is any present of wild animal. Record of <i>Borang Penyerahan Hidupan Liar</i> sighted and properly maintained. <p>Animal sighting record available to verified. It was done in monthly basis by appointed person. Record properly maintained.</p>	Complied
4.5.6.3	<p>A management plan to comply with Indicator 1 shall be established and effectively implemented, if required.</p> <p>- Major compliance -</p>	<p>Among the management plan implemented were establishment of buffer zones, regular education to workers on importance of conservation areas, patrol reports, animal sighting records and signage of restriction of hunting, fishing and collecting.</p>	Complied
Criterion 4.5.7: Zero burning practices			
4.5.7.1	<p>Use of fire for waste disposal and for preparing land for oil palm cultivation or replanting shall be avoided</p>	<p><i>Zero Burning</i> policy, dated 10/08/11 was sighted. The management commitment spell in the policy were;</p>	Complied

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	<p>except in specific situations, as identified in regional best practice.</p> <p>- Major compliance -</p>	<ul style="list-style-type: none"> Open burning is strictly prohibited under the ASEAN Zero Burning Policy (1999) and the Environmental Quality (Declared Activities) (Open Burning) Order 2003. No open burning of any kind at operating units, except where deemed necessary with the prior approval of the relevant authorities. This includes domestic waste, agriculture waste, and biomass or by-products generated by the estate and palm oil mills <p>Signboard prohibiting open burning was erected at the prominent places as reported in the Environmental monitoring and compliance audit report (CK/MO411/996-1/21) for replanting program of Genting Tenegang Estate and Genting Bahagia Estate and Environmental monitoring and compliance audit report (CK/MO411/1093-2/20) for replanting program of Genting Tanjung Estate.</p> <p>There was no sign of open burning conducted on-site as observed during the site visit.</p>	
4.5.7.2	<p>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.</p> <p>- Major compliance -</p>	<p>No open burning noted based on the records on the land clearing and felling for the replanting at sampled estates. Method of land clearing and preparation was used such as felling & chipping, cambering/land forming and path construction. No special approval required from the relevant authorities.</p>	Not Applicable
4.5.7.3	<p>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.</p> <p>- Major compliance -</p>	<p>No controlled burning noted based on the records on the land clearing and felling for the replanting at sampled estates. Method of land clearing and preparation was used such as felling & chipping, cambering/land forming and path construction.</p>	Not applicable

Criterion / Indicator		Assessment Findings	Compliance
4.5.7.4	<p>Previous crops should be felled or mowed down, chipped and shredded, windrowed or pulverized or ploughed and mulched.</p> <p>- Minor compliance -</p>	<p>Noted based on the records on the land clearing and felling for the replanting at sampled estates, method of land clearing and preparation was used such as felling & chipping, cambering/land forming and path construction.</p>	Complied
4.6 Principle 6: Best Practices			
Criterion 4.6.1: Site Management			
4.6.1.1	<p>Standard operating procedures shall be appropriately documented and consistently implemented and monitored.</p> <p>- Major compliance -</p>	<p>Standard Operating Procedures were available and documented in <i>Genting Plantations Oil Palm Manual OPM</i> revision 3 (11/10/13). Among the SOP's that were sampled were:</p> <ul style="list-style-type: none"> • Langkah-langkah penyemburan racun menggunakan pam racun • Langkah-langkah meracun anak pokok • Langkah-langkah penaburan baja – kaedah manual • Langkah-langkah proses penuaian tandan sawit • Stor dan langkah-langkah pengendalian • Procedure kerja meracun • Aplikasi racun tikus • Procedure kerja membaja • Procedure kerja penuaian buah sawit • Kenderaan dan jentera berat ladang • Bengkel ladang <p>Training evaluation record related to the SOP was sighted and observed the participant understood the training content.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance																			
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 -	Among the soil conservation measures implemented to prevent soil erosion and siltation were construction of terrace, planting of cover crop and construction of roadside drains. Planting terraces had been constructed where slope >10°. Field ground was cover with soft grass and soft weeds at all estates. No planting at the steep area more than 25 degree as reported in the Environmental monitoring and compliance audit report (CK/MO411/996-1/21) for replanting program of Genting Tenegang Estate and Genting Bahagia Estate.	Complied																			
4.6.1.3	A visual identification or reference system shall be established for each field. - Major compliance -	The management has established the block reference system for easier identification and monitoring. The detail available on the block marking were; <ul style="list-style-type: none"> • Year of planting, • Total Ha, • Block no, • Planting material. 	Complied																			
Criterion 4.6.2: Economic and financial viability plan																						
4.6.2.1	A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning. - Major compliance -	The estates had documented annual business plan (budgets) for 2021. The business plans were prepared as guidance for future planning. Among the item budgeted as follow; <table border="1" data-bbox="992 1198 1848 1399"> <thead> <tr> <th rowspan="2">Item</th> <th colspan="3">Budget (RM)</th> </tr> <tr> <th>Tenegang Estate</th> <th>Bahagia Estate</th> <th>Tanjung Estate</th> </tr> </thead> <tbody> <tr> <td>FFB Production (Mt)</td> <td>48690</td> <td>53440.00</td> <td>48050.00</td> </tr> <tr> <td>Planted area</td> <td>2425.72</td> <td>2519.10</td> <td>3954.00</td> </tr> <tr> <td>FFB yield (Mt/HA)</td> <td>21.62</td> <td>21.21</td> <td>22.49</td> </tr> </tbody> </table>	Item	Budget (RM)			Tenegang Estate	Bahagia Estate	Tanjung Estate	FFB Production (Mt)	48690	53440.00	48050.00	Planted area	2425.72	2519.10	3954.00	FFB yield (Mt/HA)	21.62	21.21	22.49	Complied
Item	Budget (RM)																					
	Tenegang Estate	Bahagia Estate	Tanjung Estate																			
FFB Production (Mt)	48690	53440.00	48050.00																			
Planted area	2425.72	2519.10	3954.00																			
FFB yield (Mt/HA)	21.62	21.21	22.49																			

Criterion / Indicator		Assessment Findings				Compliance	
		Mature upkeep (RM/Mt)	21.41	21.52	23.40		
		manuring	30.87	26.39	33.42		
		Harvesting	57.31	60.89	65.00		
		Transporting	30.97	26.20	25.48		
		General charges	79.63	70.90	70.60		
4.6.2.2	Where applicable, an annual replanting programme shall be established. Long term replanting programme should be established and review annually, where applicable every 3-5 years. - Major compliance -	The annual replanting programme for 5 years were available. Replanting programmed as per below;				Complied	
		Estate	Planting year	Replanting Program (Ha)			
				2022	2023	2024	2025
		Tenegang	1992	571.34	378.58	360.01	391.38
		Bahagia	1992	184.16	280.18	534.48	431.34
			1994	383.63	282.61	-	-
		Tanjung	1991	716.67	-	-	-
4.6.2.3	The business or management plan may contain: a) Attention to quality of planting materials and FFB b) Crop projection: site yield potential, age profile, FFB yield trends c) Cost of production: cost per tonne of FFB d) Price forecast e) Financial indicators: cost benefit, discounted cash flow, return on investment - Major compliance -	This requirement i.e. crop material, crop projection, yield, production cost is available. It is provided in the business management plan shown in item 4.6.2.1 above. The financial indicators: cost benefits, discounted cash flow, return on investment details are managed and kept in confidentiality at the Head Office level. The estates managed the financial elements through guidance of the approved budget. Deviations are sought to the higher superior level for any additional vote and projects if necessary.				Complied	
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.	The management plan was effectively implemented, and achievements of the goals and objectives regularly monitored, periodically reviewed through;				Complied	

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	- Major compliance -	Mid-year review report, prepared based on actual 3-month expenses. Submitted to Genting Plantation Office Sandakan, plantation department. Variance report, generated through <i>Lintramax</i> by assistant manager and verified by manager based on actual expenses. Remarks of comment on the variance expenses actual and budget was mentioned in the said report.	
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 -	<p><u>Tenang Estate</u></p> <p>There are 7 contractors has been appointed by the management Tenegang Estate mainly for FFB transportation. 2 samples of contractors have been taken which are Pengangkutan SNT and Pengangkutan W.T.M. Pricing mechanism has been outline in the contract agreement title review of FFB loading and transportation rate/ton. Details of the contract as per below:</p> <p><u>Pengangkutan Wong Tet Ming</u></p> <p>Types of works: Loading and transporting works Agreement number: GTGE/FFB/21/01 Signed by Wong Tet Ming</p> <p><u>Kontraktor SN Tan Transport</u></p> <p>Types of works: Loading and transporting works Agreement number: GTGE/FFB/21/02 Signed by Silvester Jonas</p> <p>There are 8 contractors has been appointed for Bahagia Estate which consist grocery store, school, replanting. Sample has been taken for 2 contractors which are Ikhlas Maju Contractor and Seng Vui Cotractor for</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<p>FFB Transporter contract number agreement number GBGE/FFB/21/01/04 and GBGE/FFB/21/01/05 dated 01/01/2021.</p> <p>While for Tanjung Estate, total 8 contractors and 3 grocery stores has been identified as stakeholders. There are 2 samples has been taken by the auditor for verification which are Man Fook Hing Transport PLT agreement number GTJE/FFB/21/01/03 and Syarikat Perusahaan Kan agreement number GTJE/FFB/21/01/01.</p>	
4.6.3.2	<p>All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner.</p> <p>- Major compliance -</p>	<p>There are 7 contractors has been appointed by the management Tenegang Estate mainly for FFB transportation. 2 samples of contractors have been taken which are Pengangkutan SNT and Pengangkutan W.T.M. There is evidence that sample contract has been made fair, legal and transparent. Sample of invoice and payment voucher has been taken and verified.</p> <p><u>Kontraktor SN Tan</u> Reference number GTGE/12/F2107001 Invoice number SNT202107/01 Dated 31/07/2021 Received 06/08/2021 Payment on 31/08/2021</p> <p>Invoice number SNT202106/02 Date 30/06/2021 Received 03/07/2021 Payment on 15/08/2021</p>	Complied

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Criterion / Indicator	Assessment Findings	Compliance
	<p><u>Bahagia Estate</u></p> <p>There are 8 contractors has been appointed for Bahagia Estate which consist grocery store, school, replanting. Sample has been taken for 2 contractors which are Ikhlas Maju Contractor and Seng Vui Cotractor for FFB Transporter contract number agreement number GBGE/FFB/21/01/04 and GBGE/FFB/21/01/05 dated 01/01/2021. As per stated in the invoices, payment term has been set at 30 days after invoices received. As per verification, there is evidence that payment has been made in timely manner.</p> <p>Sample of invoices as per below:</p> <p>Seng Vui Contractor Invoice number IV 21-06/004 dated 30/06/2021 Payment has been made on 15/07/2021 reference number 5239037701000777</p> <p>Invoice number IV 21-07/005 dated 31/07/2021 Payment on 17/08/2021</p> <p><u>Tanjung Estate</u></p> <p>Tanjung Estate, total 8 contractors and 3 grocery store has been identified as stakeholders. There are 2 samples has been taken by the auditor for verification which are Man Fook Hing Transport PLT agreement number GTJE/FFB/21/01/03 and Syarikat Perusahaan Kan agreement number GTJE/FFB/21/01/01. As per stated in the invoices, payment term has been</p>	

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Criterion / Indicator		Assessment Findings	Compliance
		<p>set at 30 days after invoices received. As per verification, there is evidence that payment has been made in timely manner.</p> <p>Sample of invoices and payment voucher</p> <p>Invoices number IV-00343 dated 31/07/2021 and payment voucher 5242284690100027 dated 17/08/2021</p> <p>Invoice number IV-00328 dated 30/06/2021 and payment voucher number 523903770100067 dated 15/07/2021</p> <p>Invoices GTJE2106/008 dated 30/06/2021 and payment voucher 5239037700100080 dated 15/07/2021</p>	
Criterion 4.6.4: Contractor			
4.6.4.1	<p>Where contractors are engaged, they shall understand the MSPO requirements and shall provide the required documentation and information.</p> <p>- Major compliance -</p>	<p>Sighted during the audit was the inclusion of MSPO requirements into contracts. This insertion of this Policy is to ensure contractors are aware and comply with local, national laws such as payment of minimum wage, ratified international laws, and with MSPO standards. This was also acknowledged by the contractors and reiterated during the stakeholder meeting.</p>	Complied
4.6.4.2	<p>The management shall provide evidence of agreed contracts with the contractor.</p> <p>- Major compliance -</p>	<p><u>Tenang Estate</u></p> <p>There are 7 contractors has been appointed by the management Tenegang Estate mainly for FFB transportation. 2 samples of contractors has been taken which are Pengangkutan SN Tan and Pengangkutan Wong Tet Ming. Details of the contract as per below:</p> <p><u>Pengangkutan Wong Tet Ming</u></p> <p>Types of works: Loading and transporting works</p> <p>Agreement number: GTGE/FFB/21/01</p> <p>Signed by Wong Tet Ming</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<p><u>Kontraktor SN Tan Transport</u> Types of works: Loading and transporting works Agreement number: GTGE/FFB/21/02 Signed by Silvester Jonas</p> <p>There are 8 contractors has been appointed for Bahagia Estate which consist grocery store, school, replanting. Sample has been taken for 2 contractors which are Ikhlas Maju Contractor and Seng Vui Cotractor for FFB Transporter contract number agreement number GBGE/FFB/21/01/04 and GBGE/FFB/21/01/05 dated 01/01/2021. There is evidence that contract agreement has been signed and agreed by both parties.</p>	
4.6.4.3	<p>The management shall accept MSPO approved auditors to verify assessments through a physical inspection if required.</p> <p>- Minor compliance -</p>	<p>The auditors have been able to have access to the contractors' workers, documentations such as contracts and workers' pay slips for verification during this audit.</p>	Complied
4.6.4.4	<p>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.</p> <p>- Major compliance -</p>	<p>For harvesting works, there is evidence of observance of the control point applicable for the contractor through the bunch counter that has been appointed. The responsibilities of the bunch counter are to monitor any off spec FFB at the platform and to inform management for any off spec FFB harvested. Sample of records monitoring by bunch counter has been taken by the auditor for verification.</p> <p>While for other types of works observance of work done by the contractor has been monitored by the mandore that in charge for respective works. Any issues will be highlighted to management for further action.</p>	Complied
<p>4.7 Principle 7: Development of new planting- Genting Tanjung group estates did not carry out any new plantings since January 2015. Therefore, Principle 7 is not applicable during this main assessment. The immature areas are replanted area.</p>			

Criterion / Indicator		Assessment Findings	Compliance
Criterion 4.7.1: High biodiversity value			
4.7.1.1	Oil palm shall not be planted on land with high biodiversity value unless it is carried out in compliance with the National and/or State Biodiversity Legislation. - Major compliance -	NA as no development of new planting.	Not applicable
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 -	NA as no development of new planting.	Not applicable
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 -	NA as no development of new planting.	Not applicable
Criterion 4.7.3: Social and Environmental Impact Assessment (SEIA)			
4.7.3.1	A comprehensive and participatory social and environmental impact assessment shall be conducted prior to establishing new plantings or operations.	NA as no development of new planting.	Not applicable

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Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
4.7.3.2	SEIAs shall include previous land use or history and involve independent consultation as per national and state regulations, via participatory methodology which includes external stakeholders. - Major compliance -	NA as no development of new planting.	Not applicable
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 -	NA as no development of new planting.	Not applicable
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 -	NA as no development of new planting.	Not applicable
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 -	NA as no development of new planting.	Not applicable
4.7.4.2	Topographic information shall be adequate to guide the planning of planting programmes, drainage and irrigation systems, roads and other infrastructure. - Major compliance -	NA as no development of new planting.	Not applicable

Criterion / Indicator		Assessment Findings	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 -	NA as no development of new planting.	Not applicable
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 -	NA as no development of new planting.	Not applicable
4.7.5.3	Marginal and fragile soils, including excessive gradients and peat soils, shall be identified prior to conversion. - Major compliance -	NA as no development of new planting.	Not applicable
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. - Major compliance -	NA as no development of new planting.	Not applicable

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Criterion / Indicator		Assessment Findings	Compliance
4.7.6.2	Where new plantings on recognised customary lands are acceptable, management plans and operations should maintain sacred sites. - Minor compliance -	NA as no development of new planting.	Not applicable
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 -	NA as no development of new planting.	Not applicable
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 -	NA as no development of new planting.	Not applicable
4.7.6.5	Identification and assessment of legal and recognised customary rights shall be documented. - Major compliance -	NA as no development of new planting.	Not applicable
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 -	NA as no development of new planting.	Not applicable
4.7.6.7	The process and outcome of any compensation claims shall be documented and made publicly available. - Major compliance -	NA as no development of new planting.	Not applicable

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Criterion / Indicator		Assessment Findings	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 -	NA as no development of new planting.	Not applicable

MS 2530-4:2013 Malaysian Sustainable Palm Oil (MSPO) Part 4: General principles for Palm Oil Mills

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	Policy for the implementation of MSPO shall be established. - Major compliance -	Policy for MSPO has been established by the management of Genting Plantations Berhad and has been documented in the document title "Polisi Minyak Sawit Mampan Malaysia (MSPO). In the policy mentioned that Genting Plantation is committed for 3 pillars for sustainability which are social, environment and profit. Other than that, the management is committed to maintain effective sustainability management system throughout the organization and to ensure compliance of MSPO requirement. The policy has been signed by the chief executive officer and president of Genting Plantations Berhad, Mr Yong Chee Kong, on 18/03/2014. Socialization of the policy by the mill manager on 10/01/2021 for all the workers and has been verified based on the training records. While stakeholder, it has been conducted on the 09/11/2021 during the stakeholder consultation.	Complied
4.1.1.2	The policy shall also emphasize on the commitment to continual improvement with the objective of improving the milling operation. - Major compliance -	As stated in the policy, the management committed and will keep evaluate and to established new technique and practices for continual improvement	Complied
Criterion 4.1.2 – Internal Audit			

Criterion / Indicator		Assessment Findings	Compliance
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 procedure has been established and documented in the document title "Sustainability internal audit" document number SMP-GPB-03 issue dated August 2021. Stated in the procedure that internal audit needs to be done at least once year. There is evidence that internal audit has been planned and submitted on 22/10/2021 for audit on 26-28/10/2021 and has been documented in the document title internal audit plan lead by Mr Pawatang Pamalu and assist by Mr Madung Marupe.	Complied
4.1.2.2	The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order to implement the necessary corrective action. - Major compliance -	Internal audit procedure has been established and documented in the document title "Sustainability internal audit" document number SMP-GPB-03 issue dated August 2021. Stated in the procedure that internal audit needs to be done at least once year. There is evidence that internal audit has been planned and submitted on 22/10/2021 for audit on 26-28/10/2021 and has been documented in the document title internal audit plan lead by Mr Pawatang Pamalu and assist by Mr Madung Marupe. The internal audit result results have been made available in the document title Internal audit report that has been prepared by Mr Pawatang Pamalu dated 01/11/2021. Total 3 Major and 10 minors has been raised during the internal. For the major NC`s, 2 NCS is related to overtime which exceed 120 hours/ months and without agreement by the workers and gender committee has not been conducted. There is evidence that root cause, correction and corrective action plan has been done and documented in the same document.	Complied
4.1.2.3	Reports shall be made available to the management for their review. - Major compliance -	The internal audit result results have been made available in the document title Internal audit report that has been prepared by Mr Pawatang Pamalu dated 01/11/2021.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		Total 3 Major and 10 minor has been raised during the internal. For the major NC`s, 2 NCS is related to overtime which exceed 120 hours/ months and without agreement by the workers and gender committee has not been conducted. There is evidence that root cause, correction and corrective action plan has been done and documented in the same document.	
Criterion 4.1.3 – Management Review			
4.1.3.1	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. - Major compliance -	Management review for Genting Tanjung Complex has been conducted on 12/11/2021 with attendance of all representative from all operating units. The meeting has been led by VP-Plantations, Mr Abdul Rahim Wilson. As stated in the minutes meeting, the objective of the management meeting to review of MSPO/RSPO management system to ensure the effective and adequate implementation of these requirement in the company and to review any opportunities for improvement. Issues that has been discussed are status of outstanding issues form previous meeting, change, improvement or modification required, complaint and enquiry register, review of resources and training, follow up action of the management review and any other mother. The minutes has been prepared by Mr Ronlie Ronney, executive of sustainability department.	Complied
Criterion 4.1.4 – Continual Improvement			
4.1.4.1	The action plan for continual improvement shall be based on a consideration of the main social and environmental impact and opportunities for the company. - Major compliance -	The management Genting Tanjung Oil Mill has established continuous improvement plan dated 05/04/2021 which outline continual improvement plan for each aspect. Environment impact:	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> a. To regular monitor water quality by conducting water analysis every 6 months b. To take necessary action when the quality did not comply with the parameter c. To receive and respond for any complaint received related to environment. <p>Waste reduction:</p> <ul style="list-style-type: none"> a. To maximize recycling and minimizing waste or by product generation b. To fully utilize the biomass wastage <p>Social impact:</p> <ul style="list-style-type: none"> a. To improve condition of the labour quarters b. To conduct regular meeting with stakeholder <p>Health and safety performance:</p> <ul style="list-style-type: none"> a. To instill good health and safety culture in the community. <p>The continuous improvement plan has been prepared by Mr Pang Mai Cherng, Senior Executive Production and approve by the mill manager.</p>	
4.1.4.2	<p>The company should establish a system to improve practices in line with new information and techniques; and for disseminating this information throughout the workforce.</p> <p>- Major compliance -</p>	<p>The new information and techniques to improve practices are obtained mainly through information from communications with suppliers and being members of associations related to palm oil industry.</p> <p>Any new information on new technology will be forwarded to the HQ for approval before any implementation.</p>	Complied
4.2 Principle 2: Transparency			
Criterion 4.2.1 – Transparency of information and documents relevant to MSP0 requirements			

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Criterion / Indicator		Assessment Findings	Compliance
4.2.1.1	The management shall communicate adequate information to other stakeholder on environmental, social and legal issues relevant to sustainable practices in the relevant languages and forms. - Major compliance -	Stakeholder consultation has been done on 19/11/2021 and has been verified base on the stakeholder minutes meeting that has been prepared by Puan Noryazila binti Yahya, account clerk and verified by the POM manager. Issues that has been discussed are socialization of internal policy, medical treatment for smallholder, PPE usage.	Complied
4.2.1.2	The 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 -	Stated in the internal procedure title Procedure for consultation and communication has been documented in the document SMP-GPB-17 issuance 23/-2/2018, list of document that publicly available. Sample as per below: a. Relationship with the company b. Opportunities for employment c. Participation in decision making d. Environmental protection and pollution and prevention plan e. Suggestion for improvement.	Complied
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 -	Procedure for consultation and communication has been documented in the document SMP-GPB-17 issuance 23/-2/2018. As per stated in the procedure, that consultation and communication will be done through stakeholder consultation, email, SMS or complaint and suggestion box. Stated also in the procedure that stakeholder consultation needs to be done at least 6 months once or annually. Stakeholder consultation has been done on 09/11/2021 and has been verified based on the stakeholder minutes meeting that has been prepared by Puan Noryazila binti Yahya, account clerk and verified by the POM manager.	Complied
4.2.2.2	The management shall nominate management officials at the operating unit responsible for issues related to	There is evidence that the management of Genting Tanjung Oil Mill has appointed person in charge of the procedure and has been documented in	Complied

Criterion / Indicator		Assessment Findings	Compliance
	<i>indicator 1.</i> - Minor compliance -	the appointment letter dated 05/04/2021 to Mr Chin Jai Syn by Mr Lee Kar Leong, Senior Manager Operations.	
4.2.2.3	A list of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders shall be properly maintained. - Major compliance -	List of stakeholders has been maintained by the management and divided into 2 categories which are internal and external. For internal stakeholders, 15 stakeholders have been listed which are grocery store, workers committee representative, gender committee, church, surau, humana and clinic. While for external stakeholders, the list consists of FFB supplier, contractor, supplier and transporter. The stakeholders list has been prepared by Ms. Noryazila Yahya and checked by Mr Pang Main Cherng.	Complied
Criterion 4.2.3 – Traceability			
4.2.3.1	The management shall commit itself to implement and maintain the requirements for the traceability and shall establish a standard operation procedure for traceability. - Major compliance -	There is evidence of commitment for traceability implementation base on the internal procedure that has been established in the document title "Supply chain and traceability (Palm Oil Mill)" document number SMP- GPB- 23 dated November 2020.	Complied
4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system. - Major compliance -	Regular inspection on traceability systems has been done during the internal audit that has been done annually and there is evidence that internal audit result results have been made available in the document title Internal audit report that has been prepared by Mr Pawatang Pamalu dated 01/11/2021. There are no issues on traceability has been raised during the internal audit.	Complied
4.2.3.3	The management shall identified and assign suitable employees to implement and maintain traceability system. - Minor compliance -	The management of Genting Tanjung Oil Mill has identified person in charge for traceability and has been verified base on the appointment letter Ms. Normalisa Abas, weighbridge clerk dated 15/04/2021.	Complied

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Criterion / Indicator	Assessment Findings	Compliance
<p>4.2.3.4 Records of storage, sales, delivery or transportation of crude palm oil and palm kernel shall be maintained. - Major compliance -</p>	<p>Sample of FFB received as per below:</p> <p><u>Winking Plantation Sdn Bhd</u> Chit number 21870 Date 25/07/2021 Bunch 568 Total MT 5.92 mt Ticket number FFB2016180W</p> <p><u>Tey Ah Bu</u> Chit number 31847 Date 27/06/2021 Bunch 400 Total MT 10.60mt Ticket number FFB2104108W</p> <p>Chit number 31994 Date 29/07/2021 Bunch 400 Total Mt 10.47mt Ticket number FFB210165511W</p> <p>Sales CPO Ticket number CPOMB210000253W</p>	<p>Complied</p>

Criterion / Indicator		Assessment Findings	Compliance
		Date 26/07/2021 Receiving slip 061557 Contract number SOM/0721/T06CPO Customer Genting Musimmas refinery Sdn Bhd Sales PK Ticket number PKMB210000209W Date 26/07/2021 Total MT 23.36 Customer KLK Premier Oils Sdn Bhd	
4.3 Principle 3: Compliance to legal requirements			
Criterion 4.3.1 – Regulatory requirements			
4.3.1.1	All operations shall be in compliance with applicable local, state, national and ratified international laws and regulations. - Major compliance -	Genting Tanjung Oil Mill continued to comply with legal requirements as per indicator. Compliance to each applicable law and regulation is monitored by the operating units and SD sustainability team. The licenses and permits governed by the Local, State and Federal authorities among others as shown below; a) MPOB licences – 30/11/2021 b) Diesel permit- 23/06/2022 c) Water tube boiler – 15/11/2021 d) Air compressor PMT 28067- 06/01/2022	Major non-compliance

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Criterion / Indicator		Assessment Findings	Compliance
		Refer to approval from Jabatan Tenaga Kerja Sabah (S/N: 600-1/2/13/9 Jld.6(05/KBN/2020-0231) which valid until 23/07/2022) for female to work from 10pm to 5am, GTOM did not comply with the Clause 1.6 - to pay night shift allowance at the rate agreed between workers and employers stated in the employment contract. Sampled one of the female workers' payslips and punch card for October 2021 (Employee No.: E00087) found that she worked at night shift without paying shift allowance. Thus, Major non conformities has been raised.	
4.3.1.2	The management shall list all relevant laws related to their operations in a legal requirements register. - Major compliance -	Total Legal Register 2021 (SP-MGR-03-F01-0) Rev 08 was sighted. Among law and regulation listed such as; a) Occupation Safety and health 1994 Act b) Safety and Health Committee Regulation 1996 c) Factories and machinery Act 1967 d) Environmental Quality (Clean Air Regulation) 2014 e) Electrical Supply Act 1990 f) Malaysian Palm Oil Board (Licensing) Regulations 2005 g) Food Act 1983 h) Akta pencegahan dan berjangkit 1988	Complied
4.3.1.3	The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force. - Major compliance -	A list of all relevant laws related to the legal requirements were available and maintained at the mill. Noted the Total Legal Register 2021 (SP-MGR-03-F01-0) Rev 08 was updated latest on 17.11.2020. The list was last updated with; <ul style="list-style-type: none"> • Peraturan-peraturan pencegahan dan pengawalan penyakit berjangkit (Langkah-langkah di dalam kawasan tempatan Jangkitan (No 7) 2020 • Noise Regulation 2019 	Complied

Criterion / Indicator		Assessment Findings	Compliance
		Peraturan-peraturan Alam sekeliling (permis yang ditetapkan) (Minyak kelapa Sawit Mentah) 1977 dan Peraturan-peraturan kualiti Alam sekeliling (Udara bersih) 1978	
4.3.1.4	The management should assign a person responsible to monitor compliance and to track update the changes in regulatory requirements. - Minor compliance -	The management had assigned Mr Pang Mai Cherng (Sr. Production Executive, GTOM) as a person responsible to monitor compliance and to track and update the changes in regulatory requirements. Appointment letter dated 05/04/2021 was sighted and the responsibility are clearly stated in the appointment letter.	Complied
Criterion 4.3.2 – Lands use rights			
4.3.2.1	The management shall ensure that their oil palm milling activities do not diminish the land use rights of other users. - Major compliance -	There is evidence that that their oil palm milling activities do not diminish the land use rights of other users which has been verified base on the land title, interview with stakeholders and site visit. Genting Tanjung Oil Mill is located inside the area for Genting Tanjung Estate. Land title for Genting Tanjung Oil Mill has been verified in the document number country lease 095316993 for Tanjung Bahagia Sdn Bhd leased for 99 years from 01/01/1988 until 31/12/2086 total hectarage 8094hectares.	Complied
4.3.2.2	The management shall provide documents showing legal ownership or lease, history of land tenure and the actual legal use of the land. - Major compliance -	Genting Tanjung Oil Mill is located inside the area for Genting Tanjung Estate. Land title for Genting Tanjung Oil Mill has been verified in the document number country lease 095316993 for Tanjung Bahagia Sdn Bhd leased for 99 years from 01/01/1988 until 31/12/2086 total hectarage 8094hectares.	Complied
4.3.2.3	Legal parameter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable. - Major compliance -	The mill is separated through fencing around the vicinity. The effluent ponds are located at a distance from the processing area as larger space is required. The mill is located within Genting Tanjung Estate Company of the same certification unit.	Complied

Criterion / Indicator		Assessment Findings	Compliance
4.3.2.4	Where there are, or haven't been disputes, documented proof of legal acquisition of land and fair compensation that have been or are being made to previous owners and occupants; shall be made available and that these should have been accepted with free prior informed consent (FPIC). - Minor compliance -	There is no complaint that has been received and verified based on the records and interview with stakeholders. Genting Tanjung Oil Mill is located inside the area for Genting Tanjung Estate. Land title for Genting Tanjung Oil Mill has been verified in the document number country lease 095316993 for Tanjung Bahagia Sdn Bhd leased for 99 years from 01/01/1988 until 31/12/2086 total hectareage 8094hectares. The management of Genting Plantations Berhad has established procedure for any land dispute and has been documented in the document title procedure on conflict resolution and handling of negotiations and compensation within GENP estates. Dated 29/12/2017 document number SMP-GPB-18	Complied
Criterion 4.3.3 – Customary rights			
4.3.3.1	Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced. - Major compliance -	Not applicable since there is no customary rights. The management of Genting Plantations Berhad has established procedure for any land dispute and has been documented in the document title procedure on conflict resolution and handling of negotiations and compensation within GENP estates. Dated 29/12/2017 document number SMP-GPB-18.	Not applicable
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights shall be made available. - Minor compliance -	Not applicable since there is no customary rights. The management of Genting Plantations Berhad has established procedure for any land dispute and has been documented in the document title procedure on conflict resolution and handling of negotiations and compensation within GENP estates. Dated 29/12/2017 document number SMP-GPB-18.	Not applicable
4.3.3.3	Negotiation and FPIC shall be recorded and copies of the relevant agreements should be made available.	Not applicable since there is no customary rights.	Not applicable

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -	The management of Genting Plantations Berhad has established procedure for any land dispute and has been documented in the document title procedure on conflict resolution and handling of negotiations and compensation within GENP estates. Dated 29/12/2017 document number SMP-GPB-18.	
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 impacts should be identified and plans should be implemented to mitigate the negative impacts and promote the positive ones.</p> <p>- Minor compliance -</p>	<p>Procedure for social impact assessment and social management plan has been established and documented in the SMP-GPB-32 dated April 2021 title "Procedure for social management".</p> <p>Social impact assessment has been done and documented in document title Social impact assessment (SIA) & human rights impact assessment (HRIM) report for Genting Tanjung Complex that has been prepared by sustainability department. The assessment has been done from 17/05/2021 until 29/05/2021 which has been done through interview face to face and phone call for the following groups:</p> <ul style="list-style-type: none"> a. Local workers b. Foreign workers c. Old, young middle age workers/residence d. Contractors e. Villagers f. Government officer <p>There are no negative findings has been highlighted in the assessment and some positive outcome. Management plan has been established in the same</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<p>document in order for continuous improvement and continuity of the implementation.</p> <p>Stakeholder consultation has been done on 9/11/2021 and has been verified base on the stakeholder minutes meeting that has been prepared by Puan Noryazila binti Yahya, account clerk and verified by the POM manager. Issues that has been discussed are socialization of internal policy, medical treatment for smallholder, PPE usage. There is one issues that has been highlighted during the stakeholder meeting form smallholder mentioned that the price of FFB is cheaper compare to other POM. Remark in the minutes meeting that issues will be forward to marketing department.</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>Complaint and grievance procedure have been documented in the document title "Complaints and grievance" document number SMP-GPB-19 dated March 2020. Stated in the procedure that there are 3 method to lodge any complaint which are verbally and record the complaint in the complaint and grievance book, written complaint by post, SMS, or place in the complaint and suggestion box or complaint to head office in Kuala Lumpur.</p> <p>State also in the procedure that any complaint receives need to be taken action within 1 months of complaint received and after action taken, 7 days to obtain feedback on the effectiveness of the action.</p>	Complied
4.4.2.2	<p>The system shall be able to resolve dispute in an effective, timely and appropriate manner, which is accepted by all parties.</p> <p>- Major compliance -</p>	<p>All complaints were resolved in timely manner. Acknowledgement by signatures of the complainant were available in the complaint/grievance book form. Sample of complaint has been taken for house repair dated 15/07/2021 where it has been responded as per timeline.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
4.4.2.3	A complaint form should be made available at the premises, where employees and affected stakeholders can make complaints. - Minor compliance -	There is evidence that complaint form and complaint box has been made available at the office and grocery store as one of the mechanisms for any complaint and grievances.	Complied
4.4.2.4	Employees and surrounding communities should be made aware of its existence and that complaints or suggestions may be made at any time. - Minor compliance -	Socialization of the procedure by the mill manager on 10/01/2021 for all the workers and has been verified base on the training records. While stakeholder, it has been conducted on the 09/11/2021 during the stakeholder consultation.	Complied
4.4.2.5	Complaints and solutions within the past 24 months shall be documented and be made available to affected stakeholders upon request. - Major compliance -	There is evidence that complaints and solutions within the past 24 months has been documented in the complaint and grievance logbook and be made available to affected stakeholders upon request.	Complied
Criterion 4.4.3: Commitment to contribute to local sustainable development			
4.4.3.1	Palm oil miller should contribute to local development in consultation with the local communities. Where the mill is an integral part of plantation, such contribution to local community development may be regarded as a joint effort by the mill and the plantation. - Minor compliance -	The management of Genting Tanjung Oil Mill has recorded all donation that has been made for year 2021. Details as per below: a. Provide mask to all staff and workers b. Total MYR 5000 from 12 operating units to Kinabantan District office c. Kenduri at Genting Tanjung Oil Mill for all staff and workers d. SWAB Test	Complied
Criterion 4.4.4: Employees safety and health			
4.4.4.1	An occupational safety and health policy and plan which is in line with Occupational Safety and Health Act 1994 and Factories and Machinery Act 1967 (Act 139) shall be	Occupational Safety & Health Policy had been established and implemented. The policy signed by the President/Chief Operating Procedure dated	Complied

Criterion / Indicator		Assessment Findings	Compliance						
	documented, effectively communicated and implemented. - Major compliance -	01/07/2018 and displayed prominently in Bahasa Malaysia and English on notice boards at office, store, workshop and canteen. Safety and Health Management Plan 2021 was sighted and documented properly. The topic covered in the plan were; <ul style="list-style-type: none"> • OSH objective, target and program • OSH Policy – communication and implementation • Training plan • Accident and incident statistic • Emergency Respond Plan • First aid kit • Audit and inspection details • OSH action plan and strategies • OSH budget The effectiveness of the policy and plan implementations were detailed as per indicator 4.4.4.2.							
4.4.4.2	The occupational safety and health plan should cover the following: <ol style="list-style-type: none"> a) A safety and health policy, which is communicated and implemented. b) The risk of all operations shall be assessed and documented. c) An awareness and training programme which includes the following requirements for employees exposed to chemicals used at the palm oil mill: 	a) The OSH Policy have been effectively communicated to all the workers and staffs through morning muster. Record of training complete with pictorial evidence and attached together with attendance sheet was maintained accordingly and available to verified. Detail record as below; <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Training</th> <th>Date of training</th> <th>Presenter</th> </tr> </thead> <tbody> <tr> <td>(ESH) Environmental, Safety and Health Policy and Sub policy training</td> <td>10/01/2021</td> <td>Mill engineer</td> </tr> </tbody> </table> b) A Hazard Identification Risk Assessment and Risk Control (HIRARC) document for the mill’s operations are available. HIRARC has been	Training	Date of training	Presenter	(ESH) Environmental, Safety and Health Policy and Sub policy training	10/01/2021	Mill engineer	Complied
Training	Date of training	Presenter							
(ESH) Environmental, Safety and Health Policy and Sub policy training	10/01/2021	Mill engineer							

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Criterion / Indicator	Assessment Findings	Compliance				
<p>i. All employees involved are adequately trained on safe working practices;</p> <p>ii. All precautions attached to products should be properly observed and applied;</p> <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 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 shall 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 that affect their business such as those related to employees' safety, health and welfare are discussed openly. Records from such meeting shall be kept and the concerns of employees and any remedial actions taken shall be recorded.</p>	<p>revised on 01/06/2021. Observed risk assessment was carried on activities such as;</p> <ul style="list-style-type: none"> • Water treatment Plan • Laboratory • Store • Oil room • Threshing plan • Engine room • Water Sampling Point (Hulu) and (Hilir) <p>HIRARC to be found adequate to control the risk as interview with the sample worker, they are aware on the risk and how to minimize the risk during working. Appropriate administrative controls such as designated area of placement, Standard Operating Procedure for all related job to be carried out on that particular area and safety signage were displayed at all facilities area, mill's office, workshop and water sampling point.</p> <p>Chemical Hazard Risk Assessment been conducted. Report sighted detailed as below;</p> <table border="1" data-bbox="999 1059 1639 1129"> <thead> <tr> <th>Doc ref</th> <th>Date of report</th> </tr> </thead> <tbody> <tr> <td>HQ/11/ASS/00/290 - 2020/049</td> <td>30/11/2020</td> </tr> </tbody> </table> <p>Compliance as per CHRA recommendation was observed during site visit and document review such as;</p> <ul style="list-style-type: none"> • Medical Surveillance was done on 16/07/2021 by OSH Registered (HQ/12/DOC/00/259) • Safety warning signage at chemical store 	Doc ref	Date of report	HQ/11/ASS/00/290 - 2020/049	30/11/2020	
Doc ref	Date of report					
HQ/11/ASS/00/290 - 2020/049	30/11/2020					

Criterion / Indicator	Assessment Findings	Compliance
<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 shall be present at all mill operations. First Aid equipment 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>	<ul style="list-style-type: none"> • Emergency shower and emergency eye wash was available nearby to the chemical store • Chemical was stored according to its classification and form. Dry chemical kept on the top part of shelf whereas for liquid chemical was arrange at the bottom of the shelf. <p>Refer to indicator 4.3.1.1 for a detail of identification of noise exposure to the workers and Noise Risk Assessment at where the employees may expose to the excessive noise in the place</p> <p>c) Record of training complete with pictorial evidence and attached together with attendance sheet was maintained accordingly and available to verified. Training evaluation shown the attendee understand the training content including safe work procedure and all content of SDS. Training record was sighted; <i>Pengendalian Bahan Kimia</i>, presented by Mr Pang dated 02/11/2021 attended by 15 persons cover worker work at Lab, boiler, water treatment plan, store. Training cover topic of;</p> <ul style="list-style-type: none"> • Chemical hazard • Chemical risk to health • Chemical handling • Emergency precaution • Safe work practices <p>Interview session with storekeeper during site found that, he was aware regarding the risk, danger and precaution need to be practices during working with chemical.</p> <p>d) <i>Borang Pemberian dan penggantian PPE</i> was sighted and found to be in line with the risk control mentioned in the established HIRARC.</p>	

Criterion / Indicator	Assessment Findings	Compliance																			
	<p>Acknowledgement and date of received was recorded in the said record. Sample of record verified as below;</p> <table border="1" data-bbox="996 501 1850 769"> <thead> <tr> <th>Designation</th> <th>Latest PPE issued</th> <th>Date issuance</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Engine driver</td> <td>Ear plug</td> <td>13/01/2021</td> </tr> <tr> <td>Safety vest</td> <td>04/02/2021</td> </tr> <tr> <td>Electrical</td> <td>Leather hand glove</td> <td>22/08/2021</td> </tr> <tr> <td rowspan="2">Store</td> <td>Nitrile glove</td> <td>18/10/2021</td> </tr> <tr> <td>Safety shoe</td> <td>01/08/2021</td> </tr> <tr> <td>Lab</td> <td>Single face respirator with cartridge (2 pairs)</td> <td>18/11/2019</td> </tr> </tbody> </table> <p>Interview with worker during mill visit, observed the worker properly worn PPE and they know the need to wear PPE.</p> <p>e) Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage was documented in Standard Operating Procedure Manual, dated 01/07/2017, titled: Quality, Environmental, Safety & Health Manual & Sustainability Manual.</p> <p>During site visit at chemical store, observed chemical were kept accordingly where the chemical is segregated based on the product brand and class of chemical. Every chemical was kept inside containment sump. A spill kit was made available in the store and ready for use in an event of spillage. SDS was made available according to chemical storage location.</p> <p>f) Senior Manager – Operations issued an appointment letter to Mr Chin Jai Syn (mill manager) as a Pengerusi Ahli Jawatan Kuasa Keselamatan dan Kesihatan. Appointment letter dated 05/04/21 was sighted and the responsibility are clearly stated in the appointment letter.</p>	Designation	Latest PPE issued	Date issuance	Engine driver	Ear plug	13/01/2021	Safety vest	04/02/2021	Electrical	Leather hand glove	22/08/2021	Store	Nitrile glove	18/10/2021	Safety shoe	01/08/2021	Lab	Single face respirator with cartridge (2 pairs)	18/11/2019	
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Criterion / Indicator	Assessment Findings	Compliance						
	<p>g) The management has conducted two-way communication with their employees where issues affecting their business such as employees' health, safety and welfare are discussed. OSH meeting conducted quarterly and was attended by both employer and employee representative as observed in the attendance sheet attached. Sample of record of minute meeting was sighted as below:</p> <table border="1" data-bbox="996 630 1848 699"> <thead> <tr> <th>1st quarter</th> <th>2nd quarter</th> <th>3rd quarter</th> </tr> </thead> <tbody> <tr> <td>17/09/2021</td> <td>16/06/2021</td> <td>30/03/2021</td> </tr> </tbody> </table> <p>Among agenda discussed during the meeting were:</p> <ul style="list-style-type: none"> • Review previous minute meeting • In house audit/safekeeping/workplace inspection • Accident investigation report • Training, LTI and repeated accident • Safety equipment such as first aid and firefighting equipment • Review HIRARC <p>h) Accident and emergency procedures were available at the mill. Verified the Emergency Plans for Fire, Chemical Spillage, Oil Spillage, Effluent Overflow. Observed there is formation of ERP Team & ERP for all the identified incidences.</p> <p>Site visit to the facilities area, observed flowchart of the ERP procedure and emergency contact no were posted at the chemical store, workshop, ETP, Engine Room and main notes board at office.</p> <p>Fire extinguishers were available at the mill with monthly inspections done by the management to ensure the fire extinguishers are functional.</p> <p>During facilities visit, the interviewed worker able to explain precisely the need to be alert on the of emergency siren and gather at assembly point</p>	1 st quarter	2 nd quarter	3 rd quarter	17/09/2021	16/06/2021	30/03/2021	
1 st quarter	2 nd quarter	3 rd quarter						
17/09/2021	16/06/2021	30/03/2021						

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		<p>as soon as possible when there is an emergency siren on. The training been conducted and verified as per training record under 4.4.6.1</p> <p>i) A list of first aiders were available at the mill comprising of all main work stations. First Aid boxes were assigned to the respective first aiders. Monthly First Aid Box inspection was conducted by the Medical Assistant of Tanjung Estate.</p> <p>The first aid kit holders are trained on a regular basis and with refresher trainings. Record of <i>Latihan dan Demo Tentang Penggunaan Peti Pertolongan Cemas dan Tarikh Luput Peratan kepada First Aider</i> dated 22/06/21 was verified and found that all the attendee understood on the training content based on the training evaluation form.</p> <p>j) <i>Rekod Penggunaan First Aid Kit Bulanan</i> was sighted and noted usage of the first aid kit item and course of usage (if any) will be recorded in the said form. Current practices, the Medical Assistant or Hospital Assistant will summary the usage and course of usage in their monthly record by grouped it into work related categories and non-work-related categories. Detail of work related recorded will be transfer to JKKP 8 form upon submission. JKKP 8 form (Ref:JKKP 8/71509/2020) for the year ending 2020 was submitted to JKKP dated 11/01/2021 and the report available for verification also.</p>	
Criterion 4.4.5: Employment conditions			
4.4.5.1	<p>The management shall establish a policy on good social practice regarding human rights in respect of industrial harmony. The policy shall be signed by the top management and communicated to the employees.</p> <p>- Major compliance -</p>	<p>The management of Genting Plantations Berhad has established internal policy for good social practice and has been documented in the document title "social policy" that has been signed by chief executive officer dated 14/09/2020. Mentioned in the policy that the management is committed to ensure all workers are treated fairly, equally and with respect according to local, national and ratified international laws. Mentioned also that the</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		management will respect human rights and support international human right policy. Stated also that workers will able to join or form legal trade union of their own choosing and to bargain collectively.	
4.4.5.2	The management shall not engage in or support discriminatory practices and shall provide equal opportunity and treatment regardless of race, colour, sex, religion, political opinion, nationality, social origin or any other distinguishing characteristics. - Major compliance -	Genting Plantations Berhad has established Social Policy signed by the President and Chief Operating Officer dated 14/09/2020. In the policy stated the company commitment to not discriminate in term 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. The policy was communicated to all the employee and stakeholders through briefing, training, and meeting and displayed at notice boards in the operating units.	Complied
4.4.5.3	Management shall ensure that employees' pay and conditions meet legal or industry minimum standards as per Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage. - Major compliance -	Genting Plantations Berhad has established the template for employment agreement for all workers entitled "Perjanjian Pekerjaan". Refer template no. HRAD WM, rev.4 dated 07/01/2019. All the terms and conditions stated in the employment agreement were as per Labour Act 1955, and Minimum Wage Order 2020 (amendment). Genting Tanjung Oil Mill is located under district of Kinabatangan, minimum wages has been set at RM1,100/months and RM42.31/day. It has been confirmed that all workers have been paid according to minimum wages based on the sample pay slips and interview with the workers.	Complied
4.4.5.4	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. - Minor compliance -	Sample has been taken for 2 contractors for CPO and PK for 2 transporter Landasan Kembar Sdn Bhd and Chong Shu Min. As verification that has been made, there is evidence that all contractor`s employees has been paid according to minimum wages. It has been confirmed during the interview with the workers itself.	Complied

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4.4.5.5	The management shall establish records that provide an accurate overview 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. - Major compliance -	Genting Tanjung Oil Mill has established workers master list including the contractor workers. The list includes information on the workers name, gender, nationality, identification (passport, permit and Malaysian identify card), age, and workers category.	Complied
4.4.5.6	All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract shall be made available for each and every employee indicated in the employment records. - Major compliance -	Genting Plantations Berhad has established the template for employment agreement for all workers entitled "Perjanjian Pekerjaan". Refer template no. HRAD WM, rev.4 dated 07/01/2019 and available in language that understood by the workers. The contract has the details about the payments and employment conditions such as period of working, working hour, medical assistance, housing, holiday, annual leave, period of notice to terminate the contract, etc.	Complied
4.4.5.7	The management shall establish a time recording system that makes working hours and overtime transparent for both the employees and employers. - Major compliance -	Time recording system is using punch card and made transparent for both employers and employees. A few samples of punch cards record were verified against pay slips. It was found that the recordings were accurate.	Complied
4.4.5.8	The working hours and breaks of the individual worker indicated in the time records shall comply with legal regulations and collective agreements. Overtime shall be mutually agreed upon and shall meet the legal requirements applicable. - Major compliance -	Working hours and breaks were found to be in line with the legal requirement. There are 2 working shifts i.e. 0900 to 1700 and 1700 to 0100 hour and a flexible half an hour break in between is given.	Complied

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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 -	There is evidence that wages and overtime payment has been documented on the pay slips and in line with legal regulations. Total 12 samples of workers have been verified by the auditor for all sampled estates for month December 2020, February 2021 and July 2021.	Complied
4.4.5.10	Other forms of social benefits should be offered by the employer to employees, their families or community such as incentives for good work performance, bonus payment, support of professional development, medical care provisions and improvement of social surroundings. - Minor compliance -	Other benefits such as performance bonus was provided by the employer and verifiable in the pay slips. The establishment of estate clinic also provides the medical care for the mill workers and their dependents. Education through HUMANA school is provided for foreign workers dependents.	Complied
4.4.5.11	In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities. - Major compliance -	The workers quarters were found to be habitable and in compliance with the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446). Treated potable water and electricity were provided to the housing for free of charge. Based on verification of the drinking water analysis, the results were found to be compliance with the National Drinking Water Quality Standards.	Complied
4.4.5.12	The management shall establish a policy to prevent all forms of sexual harassment and violence at the workplace. - Major compliance -	The management of Genting Plantations Berhad has established internal policy for good social practice and has been documented in the document title "social policy" that has been signed by chief executive officer dated 14/09/2020. Mentioned in the policy that the management is committed to ensure there is no physical abuse or discipline the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited. Reproductive right is protected.	Complied
4.4.5.13	The management shall respect the right of all employees to form and join trade union and allow workers' own representative(s) to facilitate collective bargain in accordance with applicable laws and regulations.	The management of Genting Plantations Berhad has established internal policy for good social practice and has been documented in the document title "social policy" that has been signed by chief executive officer dated 14/09/2020. Mentioned in the policy that the management is committed to	Complied

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	<p>Employees shall be given freedom to join trade unions relevant to the industry or organize themselves for collective bargaining. Employees shall have the right to organize and negotiate their work conditions. Employees exercising this right should not be discriminated against or suffer repercussions.</p> <p>- Major compliance -</p>	<p>ensure all workers are treated fairly, equally and with respect according to local, national and ratified international laws. Mentioned also that the management will respect human rights and support international human. Stated also that workers will able to join or form legal trade union of their own choosing and to bargain collectively.</p> <p>It has been verified that there is no union has been form or exist in Genting Tanjung Oil Mill.</p>									
4.4.5.14	<p>Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation.</p> <p>- Major compliance -</p>	<p>No workers less than 16 years old will be recruited and less than 18 years old for hazardous work by Genting Tanjung Oil Mill. Verified the document Employee Master List confirmed that all the workers employed were above 18 years old. It also has been verified base on the interview with the workers. However, during site visit at the grocery store Tasmiati Lapadeng Trading found that one worker age 15 years old was hired. It is contradicted with the contract agreement dated 01/01/2021 mentioned that no hiring below than 18 years old. As per interview with the management, there no monitoring has been done by the management of POM to ensure compliance. Nonconformities has been raised under indicator 4.6.4.1.</p>	Complied								
Criterion 4.4.6: Training and competency											
4.4.6.1	<p>All employees and contractors shall be appropriately trained. A training programme shall include regular assessment of training needs and documentation, including records of training.</p> <p>- Major compliance -</p>	<p>The mill established a training program for all workers based on the training need analysis conducted on a yearly basis. COVID-19 training and briefings were sighted at the mill. Records of trainings were maintained by the mill as below:</p> <table border="1"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Welding technique and use of oxygen and acetylene gas</td> <td>04/11/2021</td> </tr> <tr> <td>Schedule waste management/training dan briefing waste management</td> <td>25/09/2021</td> </tr> <tr> <td>Role and function of emergency respond time</td> <td>03/11/2021</td> </tr> </tbody> </table>	Training	Date	Welding technique and use of oxygen and acetylene gas	04/11/2021	Schedule waste management/training dan briefing waste management	25/09/2021	Role and function of emergency respond time	03/11/2021	Complied
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Criterion / Indicator		Assessment Findings		Compliance
		Emergency preparedness/fire drill mill and house/fire extinguisher	23/06/2021	
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 -	The management has identified the training needs for employees according to their job function. Targeted employees are trained according to the needs identified according to the work description to ensure they obtain specific skills and competency. <i>Training Matrix and Programme 2021</i> was sighted.		Complied
4.4.6.3	A continuous training programme shall 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 -	The mill has established training program for the year 2021 base on training need analysis conducted. The training program covers Policy, operation, OSH, environmental and others. The identified training was programmed throughout the year. It was evident that from the training programs & records of all trainings are planned and implemented to ensure that all employees are well trained in their job function and responsibility. Refer to indicator 4.4.6.1		Complied
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 shall be in line with the relevant country and state environmental laws shall be established, effectively communicated and implemented. - Major compliance -	Environmental Policy had been established and implemented. The policy signed by the President/Chief Operating Procedure dated 05/10/2009 and displayed prominently in Bahasa Malaysia and English on notice boards at office, store, workshop and canteen. The management committed to protection of the environment according to the applicable laws as spelled in the policy.		Complied

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Criterion / Indicator		Assessment Findings	Compliance						
		<p>Environmental improvement dan management plan 2021 was sighted and documented properly. Implementation of the plan as detailed in the indicator 4.5.1.2, 4.5.1.3, 4.5.1.4, 4.5.1.5, 4.5.1.6.</p> <p>The Environmental Policy have been effectively communicated to all the workers and staffs through morning muster. Record of training complete with pictorial evidence and attached together with attendance sheet was maintained accordingly and available to verified. Detail record as below:</p> <table border="1"> <thead> <tr> <th>Training</th> <th>Date of training</th> <th>Presenter</th> </tr> </thead> <tbody> <tr> <td>(ESH) Environmental, Safety and Health Policy and Sub policy training</td> <td>10/01/2021</td> <td>Mill engineer</td> </tr> </tbody> </table>	Training	Date of training	Presenter	(ESH) Environmental, Safety and Health Policy and Sub policy training	10/01/2021	Mill engineer	
Training	Date of training	Presenter							
(ESH) Environmental, Safety and Health Policy and Sub policy training	10/01/2021	Mill engineer							
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 improvement dan management plan 2021 was sighted. Noted the plan supported the objective of the established policy such as handling of Schedule Waste as per legal requirement.</p> <p>The mill has conducted aspect and impact analysis and documented in Environmental Improvement and Management Plan 2021. The analysis was reviewed on annually basis and as and when there are changes in the operations. Latest review was conducted on. Observed the assessment was cover the aspect such as;</p> <ul style="list-style-type: none"> a) Water pollution b) Air pollution c) Noise 03/11/21pollution d) Soil pollution e) Waste management <p>Mitigation plan is stated to ensure the operation limits the environmental impact it causes. As to ensure the effectiveness of the mitigation plan, the implementation will be monitored by appointed person. Any progress within the set timeframe will be updated in the plan.</p>	Complied						

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Criterion / Indicator		Assessment Findings	Compliance								
4.5.1.3	<p>An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, implemented and monitored.</p> <p>- Major compliance -</p>	<p>The mill has established environmental improvement plan and documented in <i>Environmental Improvement and Management Plan 2021</i>. Latest review was conducted on 03/11/21. The plan consists of improvement plans as below among others:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;">Impact</th> <th>Action Plan</th> </tr> </thead> <tbody> <tr> <td>Environmental</td> <td> 4. Training related to the waste management 5. Recycle waste program 6. No open burning signage at labour line </td> </tr> </tbody> </table> <p>The monitoring was done based on DOE requirement such as through establishment of EPMC @ Environmental Performance Monitoring Committee (operation level – mill) and The Environmental Performance Monitoring Committee (EPMC). Minute meeting was available for review and observed all issue raised were address accordingly by the management.</p>	Impact	Action Plan	Environmental	4. Training related to the waste management 5. Recycle waste program 6. No open burning signage at labour line	Complied				
Impact	Action Plan										
Environmental	4. Training related to the waste management 5. Recycle waste program 6. No open burning signage at labour line										
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>The program to promote the positive impacts were documented in several management plans such as environmental management plan, energy management plan, pollution and emission management plan, water management plan and waste management plan.</p>	Complied								
4.5.1.5	<p>An awareness and training programme shall be established and implemented to ensure that employees understand the policy, objectives and management plans and are working towards achieving objectives.</p> <p>- Major compliance -</p>	<p>The mill continues provided training to ensure the awareness regarding the environmental policy among the employee. The mill management has established annual training program which covers the environmental awareness and compliance related trainings to the executives, staffs and workers. Sighted the training on environmental aspect as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 70%;">Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Effluent treatment plan, land irrigation and POME spillage and biopolishing plant</td> <td style="text-align: center;">10/09/21</td> </tr> <tr> <td>Waste handling and land pollution</td> <td style="text-align: center;">10/09/21</td> </tr> <tr> <td>SW management / training and briefing waste management</td> <td style="text-align: center;">25/09/21</td> </tr> </tbody> </table>	Training	Date	Effluent treatment plan, land irrigation and POME spillage and biopolishing plant	10/09/21	Waste handling and land pollution	10/09/21	SW management / training and briefing waste management	25/09/21	Complied
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Effluent treatment plan, land irrigation and POME spillage and biopolishing plant	10/09/21										
Waste handling and land pollution	10/09/21										
SW management / training and briefing waste management	25/09/21										

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Criterion / Indicator		Assessment Findings	Compliance
4.5.1.6	The management shall organize regular meetings with workers where concerns of workers about the environmental quality are discussed. - Major compliance -	The establishment of EPMC @ Environmental Performance Monitoring Committee (operation level – mill) shows the commitment towards continuous compliance. The Environmental Performance Monitoring Committee (EPMC) is setup to comply with the DOE requirement on Guidance Self-Regulation (GSR). Record of EPMC meeting conducted on 17/09/21, 16/06/21, 20/03/21 and noted the meeting is to review environmental performance of the mill.	Complied
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 appropriate timeframe. There should be a plan to assess the usage of non-renewable energy including fossil fuel, electricity in the operations over the base period. - Major compliance -	The Mill maintains records of energy usage. The use of the steam turbine for electricity generation has been optimized in order to reduce the dependence on diesel fossil fuel. The monitoring of non-renewable energy usage was conducted on monthly basis. Sighted the sampled monitoring records for diesel usage for FY 2021 as follows: for the month of October 2021, diesel consumption per FFB is 1.540L.	Complied
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, and electricity to determine energy efficiency of their operations inclusive of fuel use by contractors, including all transport and machinery operations was available in the mill yearly budgets.	Complied
4.5.2.3	The use of renewable energy should be applied where possible. - Minor compliance -	Renewable energy used is from biofuel (fibre) for boiler start up. The mill monitors the usage of these energy source and the records were maintained and available for verification. Todate usage (mt) of fibre is 44563.30mt.	Complied

Criterion / Indicator	Assessment Findings	Compliance															
Criterion 4.5.3: Waste management and disposal																	
4.5.3.1	All waste products and sources of pollution shall be identified and documented. - Major compliance -	The management had identified all waste products and sources of pollution and documented in <i>Identification, Segregation and Storage of Waste</i> updated on 05/04/2021. Among the wastes products and sources of pollution identified were; <table border="1" data-bbox="958 639 1646 876"> <thead> <tr> <th>Source of pollution/wastes</th> <th>Type of waste/pollution</th> </tr> </thead> <tbody> <tr> <td>Workshop</td> <td>Lubricant, filters, tyre</td> </tr> <tr> <td>Linesite</td> <td>Domestic, recycle</td> </tr> <tr> <td>Skid tank</td> <td>Schedule Waste</td> </tr> <tr> <td>Chemical store</td> <td>Empty chemical containers</td> </tr> <tr> <td>Clinic</td> <td>Clinic waste</td> </tr> <tr> <td>Process</td> <td>POME, EFB, Decanter cake</td> </tr> </tbody> </table>	Source of pollution/wastes	Type of waste/pollution	Workshop	Lubricant, filters, tyre	Linesite	Domestic, recycle	Skid tank	Schedule Waste	Chemical store	Empty chemical containers	Clinic	Clinic waste	Process	POME, EFB, Decanter cake	Complied
Source of pollution/wastes	Type of waste/pollution																
Workshop	Lubricant, filters, tyre																
Linesite	Domestic, recycle																
Skid tank	Schedule Waste																
Chemical store	Empty chemical containers																
Clinic	Clinic waste																
Process	POME, EFB, Decanter cake																
4.5.3.2	A waste management plan shall be developed and implemented, to avoid or reduce pollution. The waste management plan should include measure for: <ol style="list-style-type: none"> Identifying and monitoring sources of waste and pollution. Improving the efficiency and recycling potential of mill by-products by converting them into value-added products. - Major compliance -	The mill has established Waste management Plan based on the identification and source of pollutions and documented in Waste Management Plan 2021, dated 05/04/21. The action plans have been developed to ensure they comply to the legal requirements and to improve efficiency and potential recycling of by-products wherever possible. Among the implementation verified were; <ol style="list-style-type: none"> Recycle item disposed through Lahad Datu Recycle Co. Payment voucher dated 31/3/21 and 7/10/21 was sighted. Training on <i>Kitar Semula</i> conducted on 7/11/21 by Mr Pang. 3R bin was available at the mill compound. Spill kit available at the workplace where there is risk of spillage as observed during facilities visit. 	Complied														

Criterion / Indicator		Assessment Findings	Compliance
		<p>e) Lagenda Bumimas Sdn Bhd was engaged to collect the generated SW every 6 month. Record of disposal available to verified. Refer to indicator 4.5.3.3</p> <p>Interview with store keeper, confirm he understood the concept of waste segregation where normal waste can't be kept or contaminated with Schedule Waste item.</p>	
4.5.3.3	<p>The palm oil mill management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environmental Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal. Scheduled waste shall be disposed as per Environmental Quality Act 1974 (Scheduled Waste) Regulations, 2005.</p> <p>- Major compliance -</p>	<p>Schedule waste management (SP-MGR-09) dated 01/08/2017, was sighted and properly documented according to the Environmental Quality) Schedule Waste) regulations 2005 (Amendment) 2007.</p> <p>Verification of consignment notes showed that the mill disposed their scheduled wastes such as spent oil and spent lab chemical through licensed schedule waste, Lagenda Bumimas Sdn Bhd. Verified the latest consignment note as below:</p> <ul style="list-style-type: none"> a) 201906301852VXMU – SW323 b) 20210928180Q3ZBS – SW305 c) 20210928185F27L0 – SW409 d) 2021092818DRXTJN – SW410 <p>The management maintains the inventory of scheduled waste through in the e-Swis and documented manually in stock card. Record of Inventory (ASSH/SDK(B)31/152/000/049) update on 23 sept 2021 is available to verified.</p>	Complied
4.5.3.4	<p>Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourse.</p> <p>- Minor compliance -</p>	<p>Domestic wastes from the mill were buried in a designated landfill in the oil palm estate. Tanjung Estate are responsible helping the mill to disposed their domestic waste, therefore the mill will pay monthly fee (RM315/month) for the service provided. Record of payment was verified.</p>	Complied

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Criterion / Indicator	Assessment Findings	Compliance	
Criterion 4.5.4: Reduction of pollution and emission			
4.5.4.1	An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, particulate and soot emissions, scheduled wastes, solid wastes and effluent. - Major compliance -	Assessment of polluting activities were available in the <i>Pollution Prevention Plan</i> , updated on 03/11/21. The plan consists the detail of the identified source of pollution, action plan, time frame, responsibility and status of the implementation.	Complied
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented. - Major compliance -	Pollution Prevention Plan was sighted. The plan covers the assessment of all polluting activities within the mill operation such as waste, air emissions and water discharges. Observed during facilities visit, the implemented of mitigation plan to minimise the identified source of pollution such as; <ul style="list-style-type: none"> • Vehicle maintenance program at workshop • Physical monitoring by auxiliary policy and FFB grader • Monthly reported on SW inventory done by store clerk • Daily routine check by operator and maintenance team to carry out repair when necessary Regular checking cleaning by operator for machinery and equipment involve in the operation.	Complied
4.5.4.3	Palm oil mill effluent (POME) shall be treated to ensure compliance with standards as stipulated in the relevant Environmental Quality (Prescribed Premises) (Crude Palm Oil) Regulations 1977. POME discharge limits and method should be in accordance with the respective state and national policies and regulations. - Major compliance -	The POME is treated with open anaerobic, aerobic and stabilization lagoon. Monthly monitoring on the final discharge is conducted. The effluent at the final discharge is tested to ensure it compliance to the DOE License discharge limits. The permitted limit for BOD of the effluent final discharge is 20mg/l. Based on the mill's four latest quarterly report, the BOD results were never exceeding the regulated limit. Final discharge analysis was done by Dynakey Laboratories Sdn Bhd, using DOE alternative method.	Complied

Criterion / Indicator	Assessment Findings	Compliance	
Criterion 4.5.5: Natural water resources			
<p>4.5.5.1</p>	<p>The management shall establish water management plans to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include:</p> <ul style="list-style-type: none"> a) Assessment of water usage and sources. b) Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the mill’s current activities. c) Ways to optimize water and nutrient usage and reduce wastage (<i>e.g.</i> having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.). <p>- Major compliance -</p>	<p>Water Management Plan was reviewed. Among the action plan that has been identified and the implementation reviewed are as below:</p> <ul style="list-style-type: none"> • Upstream and Downstream Water Analysis • Drinking Water analysis to monitor drinking water quality • Effluent analysis as required by DOE <p>Water Analysis for Drinking Water were sampled by the management and the results are as below:</p> <ul style="list-style-type: none"> • Dynakey Laboratories Sdn Bhd • Date: 02. June 2020 • Lab Number: W210712/08 • Results: All parameters are within the limit as specified under Water Quality Standard on Drinking Water Quality, 2nd ver, January 2004 by, Engineering Services Division, Ministry of Health Malaysia. <p>For water stream sampling (upstream and downstream) and Effluent Final Discharge, the analysis done by Dynakey Laboratories Sdn Bhd. Latest lab test results dated 18/09/2021; Lab Ref No: E210906/18A–10C, noted the result showed comply with the standard.</p>	<p>Complied</p>
<p>4.5.5.2</p>	<p>Where open discharge of POME into water course is practiced, mills should undertake to gradually phase it out in accordance to the applicable state or national regulations.</p> <p>- Major compliance -</p>	<p>The Mill discharges its POME to land application as stipulated in its DOE’s Compliance Scheduled (License no:005266). The mill monitors the discharge to ensure it does not exceed the approved. Sampling is done to monitor the POME parameters with the results available for verification. The latest lab test results were dated 18/09/2021; Lab Ref No: E210906/18A–10C; Conducted by: Dynakey Laboratories Sdn Bhd.</p>	<p>Complied</p>

Criterion / Indicator	Assessment Findings	Compliance	
4.6 Principle 6: Best Practices			
Criterion 4.6.1: Mill Management			
4.6.1.1	Standard operating procedures shall be appropriately documented and consistently implemented and monitored. - Major compliance -	The SOP for the estates and mill operations are available which is prepared on Group basis. There are levels/types of the documentation identified as follows; a) Quality, Environmental, Safety & Health & Sustainability Manual – 01/7/17 b) System Procedure – 01/1/2012 c) Procedure Manual – 02/1/2018 d) SOM Standard Operating Manual – 2013 e) Sustainability Management Procedure Manual 1/8/13 rev 7/2/19 f) Safe Operating Procedure – 01/1/2011 <ul style="list-style-type: none"> o Crane/empty bunch hopper/oil room /press & digester o Kernel plant/boiler station/engine/effluent pond o Workshop operations/decanter/despatches o Bio Polishing Plant g) Environmental Control Procedure – 01/9/2018 h) Store Operating Manual – 2014 i) Jobs description - 2012	Complied
4.6.1.2	All palm oil mills shall implement best practices. - Major compliance -	The monitoring of the mill process is made through the shift supervision headed by An Engineer/Executives. All process parameters are documented and summarized in a daily report. The external monitoring is made through visits i.e. SVP and the mill management team.	Complied

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Criterion 4.6.2: Economic and financial viability plan			
4.6.2.1	A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning. - Major compliance -	Documented business management plan has been established by the management of Genting Palm Oil Mill in the document title annual budget template and projection for year 2021 and 2025.	Complied
Criterion 4.6.3: Transparent and fair price dealing			
4.6.3.1	Pricing mechanisms for the products and other services shall be documented and effectively implemented. - Major compliance -	Sample of agreement has been taken 2 contractors for CPO and PK for 2 transporter Landasan Kembar Sdn Bhd dated 19/04/2021 that has been signed by Chung Thien Lin, managing director for Landasan Kembar Sdn Bhd and contract agreement for Chong Shu Min dated 19/04/2021 that has been signed Mr William Chong Haowez. Pricing mechanism has been clearly mentioned the pricing mechanism for both contractors.As per verification, the pricing mechanism has in the clause the schedule to Sandakan refineries, Lahad Datu refineries and Kunak refineries based on the metric tonne of CPO transported.	Complied
4.6.3.2	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. - Major compliance -	Sample of agreement has been taken 2 contractors for CPO and PK for 2 transporter Landasan Kembar Sdn Bhd dated 19/04/2021 that has been signed by Chung Thien Lin, managing director for Landasan Kembar Sdn Bhd and contract agreement for Chong Shu Min dated 19/04/2021 that has been signed Mr William Chong Haowez. There is evidence that contract that has been signed by both parties is fair, legal and transparent base on the content of the contract agreement. Sample of invoice and payment voucher has been taken by the auditor for both contractors.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>Details as per below:</p> <p>Greenmark Project Sdn Bhd Payment term 30 days after invoices submitted Invoice number INV2105-206 dated 31/05/2021 Payment date 20/09/2021 (more than 30 days)</p> <p>Landasan Kembara Sdn Bhd Payment term 45 days Invoice number IV2106/004 dated 14/07/2021 Payment dated 09/08/2021</p>	
Criterion 4.6.4: Contractor			
4.6.4.1	<p>In case of the engagement of contractors, they shall be made to understand the MSPO requirements and shall provide the required documentation and information.</p> <p>- Major compliance -</p>	<p>Sighted during the audit was the inclusion of MSPO requirements into contracts. This insertion of this Policy is to ensure contractors are aware and comply with local, national laws such as payment of minimum wage, ratified international laws, and also with MSPO standards. This was also acknowledged by the contractors and reiterated during the stakeholder meeting.</p> <p>As per Social Management Procedure (Doc. No.: SMP-GPB-32, Rev. 01 dated April 2021), Clause 6.8.4, the estate and mill shall verify identification card, passport and work permit before employ workers. The contractor shall also provide full details of the workers such as identification card, passport, work permit for age verification by the management. Reviewed the list of workers and passports found that no workers below 18 years old was employed in the company.</p>	Minor non-conformities

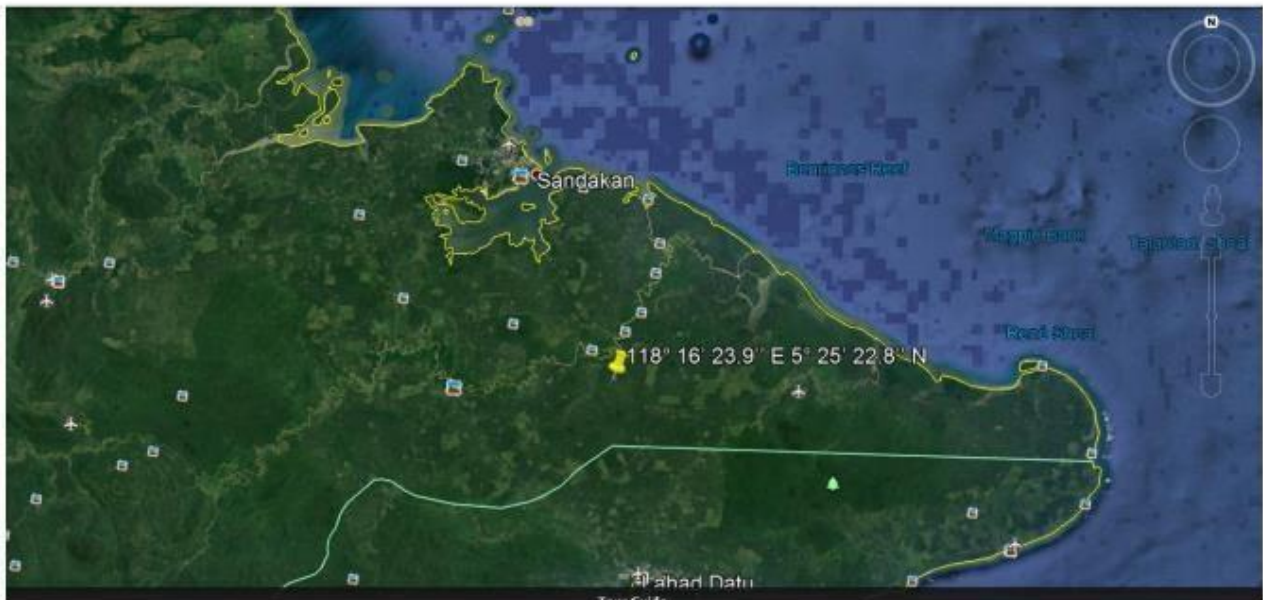
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Criterion / Indicator		Assessment Findings	Compliance
		Site visit to the sundry shop, Tasmiasi Lapadeng found that one of the workers was 15 years old. This has verified with the birth certificate provided by the sundry shop's owner. However, the tenant is not comply with the tenancy agreement signed dated 01/01/2021, under Schedule 3, Clause vii, the tenant shall comply to no employment of minors (below 18 years old). Thus, minor non-conformities has been raised.	
4.6.4.2	The management shall provide evidence of agreed contracts with the contractor. - Major compliance -	Sample of agreement has been taken 2 contractor for CPO and PK for 2 transporter Landasan Kembar Sdn Bhd dated 19/04/2021 that has been signed by Chung Thien Lin, managing director for Landasan Kembar Sdn Bhd and contract agreement for Chong Shu Min dated 19/04/2021 that has been signed Mr William Chong Haowez.	Complied
4.6.4.3	The management shall accept MSPO approved auditors to verify the assessments through a physical inspection, if required. - Minor compliance -	The auditors have been able to have access to the contractors' workers, documentations such as contracts and workers' pay slips for verification during this audit.	Complied

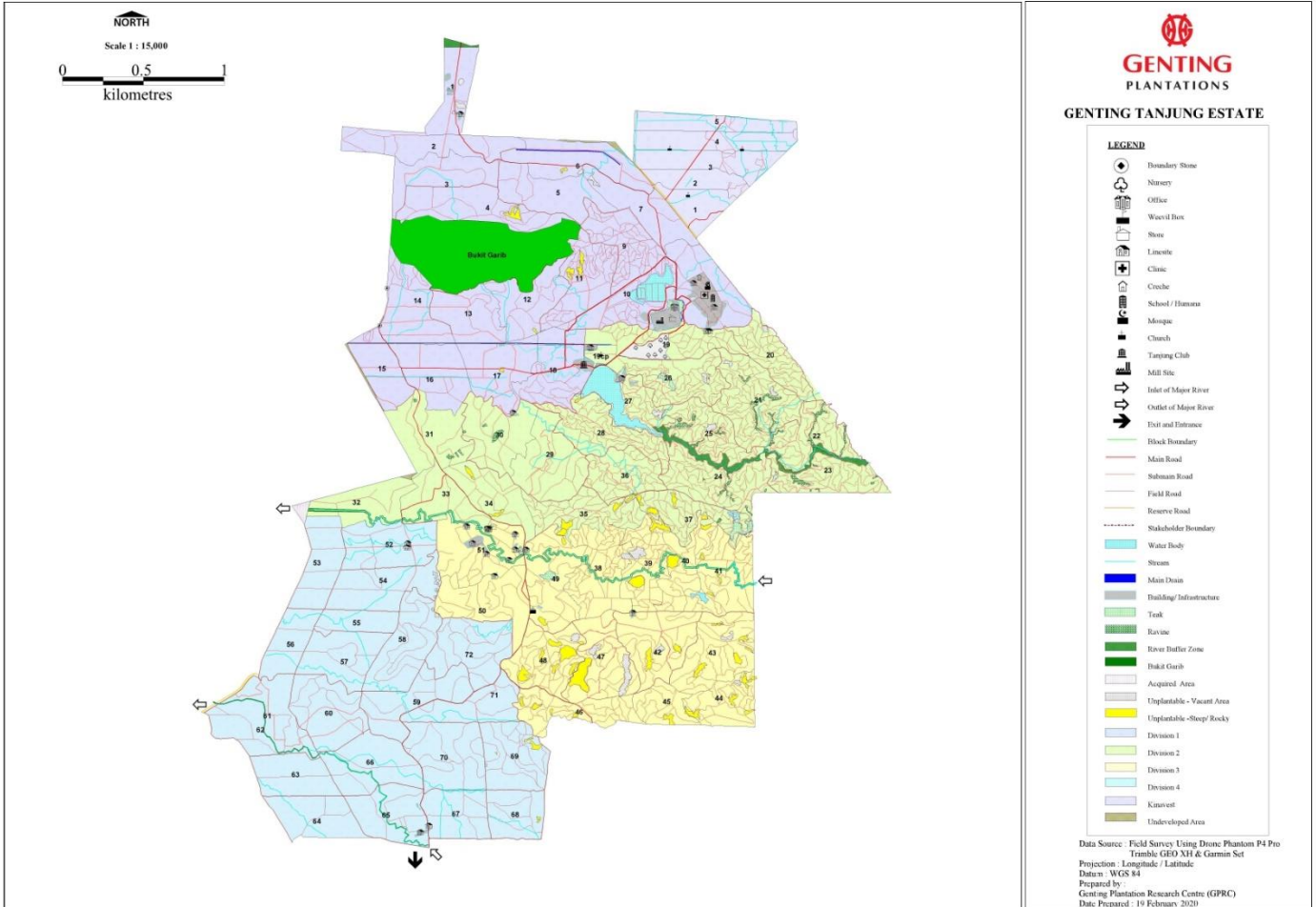
Appendix B: List of Stakeholders Contacted

<p>Government Officer:</p>	<p>Community/neighbouring village: Tey Ah Bu Plantation Ladang Terusan Daya Malbumi Estate</p>
<p>Suppliers/Contractors/Vendors: Ikhlas Maju Contractor Kedai Runcit MG</p>	<p>Worker’s Representative/Gender Committee: Gender committee member Local and foreign workers Management and staff</p>

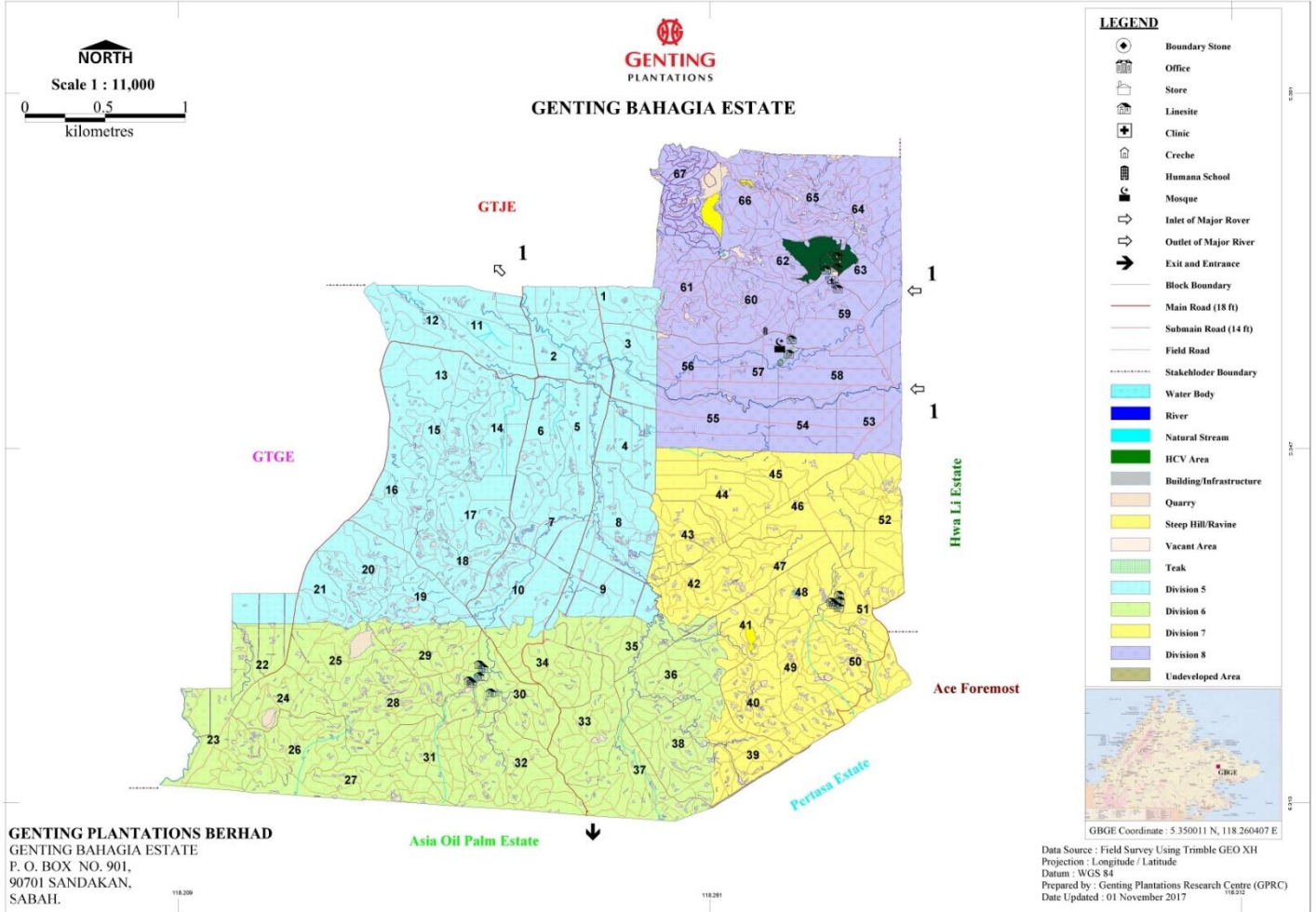
**Appendix D: Location and Field Map
Genting Tanjung Oil Mill**



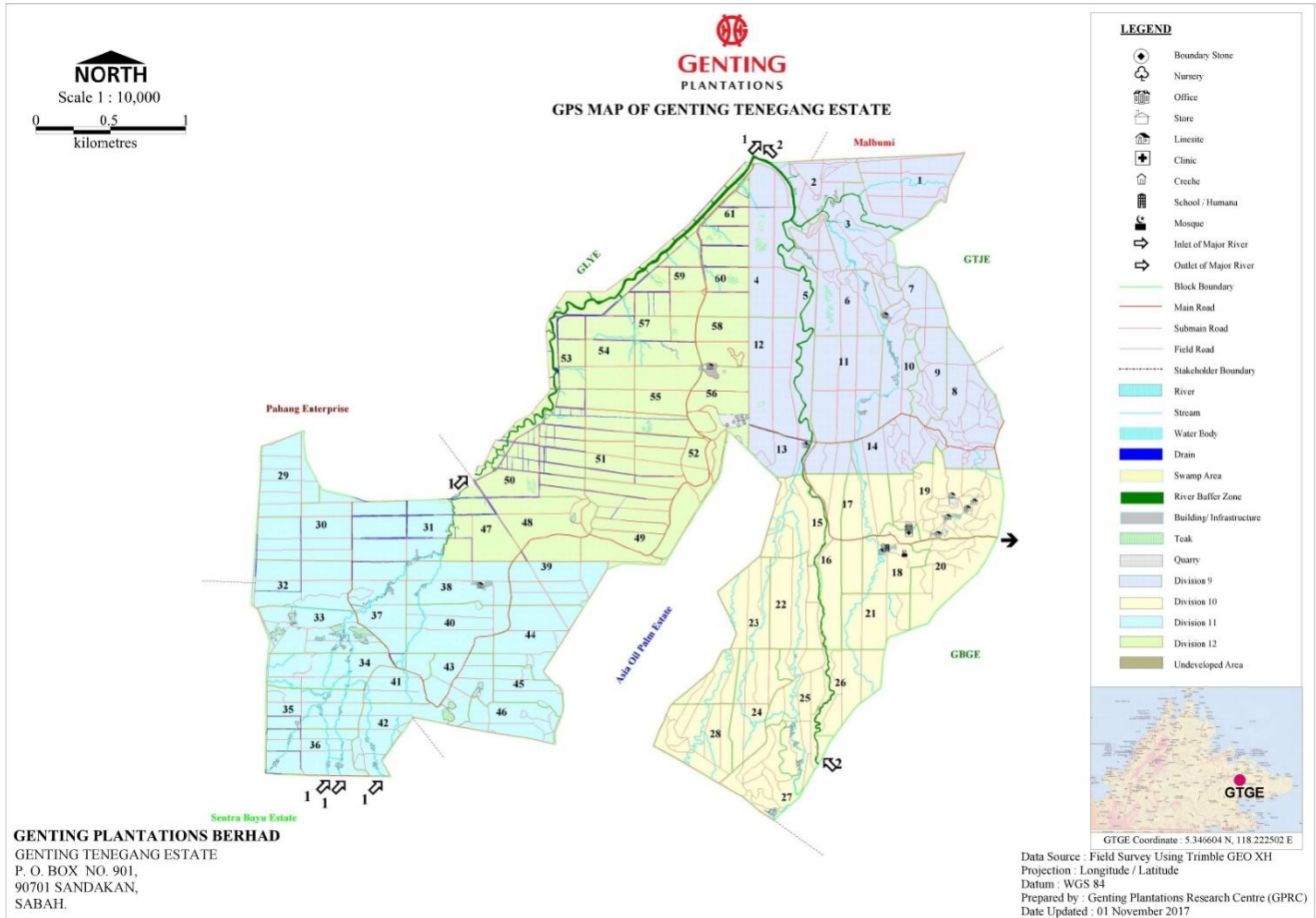
Genting Tanjung Estate



Genting Bahagia Estate



Genting Tenegang Estate



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
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