

**MALAYSIAN SUSTAINABLE PALM OIL
MSPO OPMC Public Summary Report**

- Initial Assessment
- Annual Surveillance Assessment (3)
- Recertification Assessment (Choose an item.)
- Extension of Scope

GENTING PLANTATIONS BERHAD
Client Company (HQ) Address: 10 th Floor, Wisma Genting, Jalan Sultan Ismail 50250, Kuala Lumpur, Malaysia
Certification Unit: Genting Selama Estate
Date of Final Report: 6/9/2022

Report prepared by:
Nor Halis Abu Zar (Lead Auditor)

Report Number: 3511551

Assessment Conducted by:
BSI Services Malaysia Sdn Bhd,
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Section 1: Executive Summary

1.1 Organizational Information and Contact Person			
Company Name	Genting Selama Estate		
Mill/Estate	Certification Unit	MPOB License No.	Expiry Date
	Genting Selama Estate	508756502000	31/05/2023
Address	Head Office: 10 th Floor, Wisma Genting, Jalan Sultan Ismail, 50250 Kuala Lumpur, Malaysia		
Management Representative	Mr. Arunan Kandasamy		
Website	www.gentingplantations.com	E-mail	Arunan.kandasamy@genting.com
Telephone	+603 2333 6401 (Head office)	Facsimile	+603 2333 6575 (Head office)

1.2 Certification Information			
Certificate Number	MSPO 709624	Certificate Start Date	10/10/2019
Date of First Certification	10/10/2019	Certificate Expiry Date	09/10/2024
Scope of Certification	<input type="checkbox"/> Mill: Production of Sustainable Palm Oil and Palm Oil Products <input checked="" type="checkbox"/> Estate: Production of Sustainable Oil Palm Fruits		
Visit Objectives	<p>The objective of the assessment was to conduct an annual surveillance assessment and look for positive evidence to ensure that elements of the scope of certification and the requirements of the management standard are effectively addressed by the organization's management system and that the system is demonstrating the ability to support the achievement of statutory, regulatory and contractual requirements and the organization's specified objectives, as applicable with regard to the scope of the management standard, and to confirm the on-going achievement and applicability of the forward strategic plan and where applicable to identify potential areas for improvement of the management system.</p>		
Standard	<input type="checkbox"/> MSPO MS 2530-2:2013 – General Principles for Independent Smallholders <input checked="" type="checkbox"/> MSPO MS 2530-3:2013 – General Principles for Oil Palm Plantations and Organized Smallholders <input type="checkbox"/> MSPO MS 2530-4:2013 – General Principles for Palm Oil Mills		
Stage 1 Audit Date	13-14/05/2019		
Initial Stage Visit Date	15-16/05/2019		
Continuous Assessment Visit Date (CAV) 1	16-17/07/2020		
Continuous Assessment Visit Date (CAV) 2	16/07/2021		
Continuous Assessment Visit Date (CAV) 3	21-22/07/2022		
Continuous Assessment Visit Date (CAV) 4	-		

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1.3 Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
EU-ISCC-Cert-DE119-60213936	International Sustainability and Carbon Certification EU	ASG Cert GmbH	05/06/2022
RSPO 673953	RSPO Principles & Criteria of Sustainable Palm Oil Production: 2018; Malaysian National Interpretation: 2019	BSI Services Malaysia Sdn Bhd	21/10/2024

1.4 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 Selama Estate	KM 6, Jalan Serdang-Selama, 09800 Serdang, Kedah, Malaysia	5° 13' 19.82" N	100° 39' 25.16" E

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

1.6 Plantings & Cycle							
Estate	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
Genting Selama Estate	448.74	312.49	444.66	251.31	317.12	1,325.58	448.74
Total (ha)	448.74	312.49	444.66	251.31	317.12	1,325.58	448.74

1.7 Certified Tonnage of FFB			
Estate	Tonnage / year		
	Estimated (Jul 2021 - June 2022)	Actual (Jul 2021 - June 2022)	Forecast (Oct 2022 - Sept 2023)
Genting Selama Estate	30,000.00	28,497.00	30,650.00
Total (mt)	30,000.00	28,497.00	30,650.00

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1.8 Uncertified Tonnage of FFB			
Estate	Tonnage / year		
	Estimated (Jul 2021 - June 2022)	Actual (Jul 2021 - June 2022)	Forecast (Oct 2022 - Sept 2023)
N/A	N/A	N/A	N/A
Total (mt)	N/A	N/A	N/A

1.9 Certified Tonnage			
Mill Capacity: N/A SCC Model: N/A	Estimated (Jul 2021 - June 2022)	Actual (Jul 2021 - June 2022)	Forecast (Oct 2022 - Sept 2023)
	FFB	FFB	FFB
	30,000.00	28,497.00	30,650.00
	CPO (OER: %)	CPO (OER: %)	CPO (OER: %)
	N/A	N/A	N/A
	PK (KER: %)	PK (KER: %)	PK (KER: %)
	N/A	N/A	N/A

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

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

Section 2: Assessment Process

BSI is a leading global provider of management systems assessment and certification, with more than 92,000 certified locations and clients in over 193 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 21-22/07/2022. The audit programme is included as Section 2.4. The approach to the audit was to treat the Genting Selama Estate as a MSP0 Certification Unit. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HBVs, declared conservation areas and local communities.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. MS 2530-3:2013 was used to guide the collection of information to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The Certification Unit were not using MSP0 certification marks for any type of on- and off-product communication. The Certification Unit are compliance with the use of the MSP0 Logo and related claims.

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 MSP0 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 B.

Meetings were held with stakeholders to seek their views on the performance of the company with respect to the MSP0 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 Section 3.6.

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.

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

This report was externally reviewed by MSP0 approved Peer Reviewer prior to certification and recertification decision by BSI. For Annual surveillance assessment, the report was internally reviewed and approved by BSI qualified certification reviewer.

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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 (Re Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
Genting Selama Estate	√	√	√	√	√

Tentative Date of Next Visit: July 21, 2023 - July 22, 2023

Total No. of Mandays: 4 Mandays

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>
Nor Halis Abu Zar (NHA)	Team Leader	<p>Education: Bachelor of Science, Plantation Technology and Management, graduated from Universiti Teknologi Mara in 2012.</p> <p>Work Experience: He started his career as Assistant Manager at Kulim Plantations Sdn. Bhd. managing the day to day plantation operations. In his career at Kulim Plantation. He had accumulated more than 6 years of sustainability implementation experience. He is a qualified Lead Auditor for MS 2530:2013 and has accumulated more than 400 audit days throughout his current career as the auditor for multiple disciplines covering Malaysia.</p> <p>Training attended: He has completed ISO IMS 9001 and 14001 Lead Auditor Course in January 2019, MSPO 2530:2013 Lead Auditor Course in February 2019, Endorsed RSPQ Lead Auditor Course in October 2020, CQI and IRCA Certified ISO 45001 Lead Auditor Course in June 2021, ISO 9001:2015 Lead Auditor Course in April 2019, MSPO SCCS Auditor in February 2019 and also trained in SMETA Requirement Training on May 2021</p> <p>Aspect covered in this audit: Legal requirements, traceability, occupational health and safety, training Environment, HCV, Estate best Practice and financial plan.</p> <p>Language proficiency: Fluent in Bahasa Malaysia and English Language.</p>
Mohd Nazib Marwan (MNM)	Team Member	<p>Education: He holds Diploma in Mechanical Engineering graduated from Politeknik Sultan Salahuddin Abdul Aziz Shah in 2007.</p> <p>Work Experience:</p>

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		<p>He has 5 years working experience with Department of Occupational Safety and Health Malaysia and has visited /audited many types of industries including plantation industry. He also has more than 11 years of experiences as auditor for several standards including ISO9001, ISO14001, ISO45001, MSPO and RSPO with previous certification body</p> <p>Training attended: ISO 9001, ISO 14001, ISO 45001, MSPO and RSPO</p> <p>Aspect covered in this audit: Continuous Improvement plan, Internal Audit, Communication and Transparency, Social, Employment Condition, Stakeholder Consultation and Contractor.</p> <p>Language proficiency: Fluent in Bahasa Malaysia and English Language.</p>
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2.2 Impartiality and conflict of interest

During this assessment there was no circumstances or pressure that had influenced the independence or confidentiality of the assessment team.

2.3 Accompanying Persons

No.	Name	Role
	N/A	

2.4 Assessment Plan

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

Date	Time	Subjects	NHA	MNM
Wednesday, 20/07/2022	-	Travelling to Sri Indar Hotel	√	√
Thursday, 21/07/2022 Genting Selama Estate	08:30 - 09:00	Opening Meeting <ul style="list-style-type: none"> • Presentation by BSI Lead Auditor - introduction of team member and assessment agenda • Confirmation of assessment scope and finalizing audit scope 	√	√
	09:00 - 12:30	Estate assessment: Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	√	√
	12:30 - 13:30	Lunch break	√	√

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Date	Time	Subjects	NHA	MNM
	13:30 - 16:30	Document Review (MS 2530:2013 Part 3): P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement, P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity and ecosystem services, P6: Best practices, P7: Development of New Planting	√	√
	16:30 - 17:00	Interim closing meeting	√	√
Friday, 22/07/2022 Genting Selama Estate	09:00 - 12:30	Estate assessment: Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	√	√
	10:00 - 12:00	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	-	√
	12:30 - 13:30	Lunch break	√	√
	13:30 - 16:30	Document Review (MS 2530:2013 Part 3): P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement, P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity and ecosystem services, P6: Best practices, P7: Development of New Planting	√	√
	16:30 - 17:00	Assessment team discussion and preparation and closing meeting	√	√
Saturday, 23/07/2022	-	Travelling back to Kuala Lumpur	√	√

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. The findings summary of the assessment by criteria are listed in Appendix A.

During the assessment there were Zero (0) Major & One (1) Minor nonconformities and no of OFI (0) raised. The Genting Selama Estate certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. The below is the summary of the non-conformity raised during this assessment.

Non-Conformity Report			
NCR Ref #:	2226996-202207-N1	Issue Date:	22/07/2022
Due Date:	Next Surveillance	Date of Closure:	Open
Area/Process:	Genting Selama Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.6.1.1 Minor
Requirements:	Standard operating procedures shall be appropriately documented and consistently implemented and monitored.		
Statement of Nonconformity:	Implementation of Standard Operating Procedure at Workshop and SW Store was not effectively monitored		
Objective Evidence:	<p>During a site visit to the workshop area Genting Selama Estate (Main Division), the following was observed.</p> <ol style="list-style-type: none"> 1. A unit of Flashback Arrestor was installed at Acetylene Gas Tank, however not affixed to the Oxy Gas Tank. This was not in line with the SOP in relation to "Langkah-Langkah yang perlu di patuhi di bengkel" dated January 2011 Section 5.0 among others stating "Tangki Oxy Acetylene (iii) Pastikan Tangki di lengkapi dengan flame arrestor (anti flashback) dan check valve". 2. 2 units of empty lubricant containers were used for domestic purposes (1 unit used for placing of workshop tools whilst another unit being placed at vicinity of rubbish bin). This is against the SOP titled "Langkah-Langkah Pengurusan Dan Pengendalian Bahan Kimia, Minyak Pelincir & Baja Section 21.1 (f) stating among others "Bekas - Bekas kosong dilupuskan atau dijual kepada pengumpul bekas terjadual yang diiktiraf untuk tujuan kitar semula." 		
Corrections:	1. Install anti flashback arrestor at oxygen gas tank.		

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	2. Collect the 2 units of empty lubricant containers form workshop and dispose accordingly at the scheduled waste store.
Root cause analysis:	<ol style="list-style-type: none"> 1. Insufficient awareness and monitoring of implementations of SOP related to workshop activities. 2. Lack of awareness and inadequate understanding on prohibition usage of empty chemical container as domestic use.
Corrective Actions:	<ol style="list-style-type: none"> 1. To conduct Workshop SOP training on requirement to use and maintain the anti-flashback arrestor at Oxygen and Acetylene Gas Tank. 2. Briefing to workshop personnel on understanding of SOP titled 'Langkah-Langkah Pengurusan Dan Pengendalian Bahan Kimia, Minyak Pelincir & Baja'. 3. For upcoming workplace inspection, to include the above requirements as stated in above SOPs.
Assessment Conclusion:	Corrective action plan has been reviewed and deemed to be satisfactory to address the minor nonconformity. Implementation of the corrective action plan will be verified during next assessment.

Opportunity For Improvement			
Ref:	N/A	Clause:	
Area/Process:			
Objective Evidence:			

Noteworthy Positive Comments	
1	Good relationship being maintained with surrounding communities and stakeholders.
2	Good commitment from the management on maintaining the certification.

3.3 Status of Nonconformities Previously Identified and OFI

Non-Conformity Report			
NCR Ref #:	2080141-202107-N1	Issue Date:	16/07/2021
Due Date:	22/07/2022	Date of Closure:	22/07/2022
Area/Process:	Genting Selama Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.4.5.4 Minor
Requirements:	Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.		
Statement of Nonconformity:	Employees of contractors are not paid based on legal requirements and the employment contract was not comprehensive.		
Objective Evidence:	Reviewed the employment contract signed by the 3 contractor's workers (I/C No.: 831007-08-66XX, 880229-08-59XX and 831007-08-65XX) and payslips (November 2020, March 2021 and June 2021) found the following issues:		

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	<p>i. The employment contract is incomplete. Basic information such as type of work, wages rate, entitlement of annual leave, sick leave and public holiday leave, rates of overtime, wages for work on rest day and public holiday and etc. were not included in the contract.</p> <p>ii. The term of wage payment was set from 5th to 10th of every month which does not comply with the regulation before 7th.</p> <p>iii. The contribution rate for SOCSO was not equivalent as per Employees' Social Security Act 1969 (Act 4). Besides, the 3 workers above have found worked on rest day, Sunday as reviewed in the Estate Bin Recovery data.</p> <p>However, reviewed the payslips found no evidence to show that the workers have been paid as per Employment Act 1955. The details as below: 831007-08-66XX 28/03/2021, 880229-08-59XX 28/03/2021, 27/06/2021 831007-08-65XX 15/11/2020, 29/11/2020, 28/03/2021</p>
Corrections:	<ol style="list-style-type: none"> 1. Estate will assist to prepare the sample format of complete workers agreement for the contractor. Once finalized and agreed, the contractor will use this agreement for all their workers. 2. The contract agreement will be amended whereby the wage payment will be before 7th of every month in accordance to the regulation. 3. Estate management will ensure the contractor's SOCSO contribution rate for their workers is tally with payslip & SOCSO statement as per Employees' Social Security Act 1969 (Act 4). 4. Contractors will ensure those workers working on rest day will be paid according to the Employment Act 1955.
Root cause analysis:	<p>There is no monitoring done by the estate management to ensure that these conditions are strictly complied by the contractors.</p>
Corrective Actions:	<p>Estate management will conduct briefing to all the contractors on these requirement as stated in the revised contractor's agreement. Sustainability Department will monitor this compliance during next RSPO Internal audit.</p>
Assessment Conclusion:	<p>Corrective action plan has been reviewed and deemed to be satisfactory to address the minor nonconformity. Implementation of the corrective action plan will be verified during next assessment.</p>
Verification Statement:	<ol style="list-style-type: none"> 1. Working contract agreement signed between contractor and their workers is available as per Genting Selama Estate working contract which has specified the type of work, wages rate, entitlement of annual leave, sick leave and etc 2. Term of wages payment has been changed to before 7th of each month in the employment contract. 3. Contribution rate for SOCSO is according to Employees' Social Security Act 1960 and verified as per Form 8A for the month of May, Apr and March 2022. 4. Based on the payslip verified for the month from Jan - June 2022, no contractor workers are working on rest day. <p>The implementation of corrective action was found effective and thus, the minor non-conformance was closed on 22/07/2022.</p>

Non-Conformity Report			
NCR Ref #:	2080141-202107-N2	Issue Date:	16/07/2021
Due Date:	22/07/2022	Date of Closure:	22/07/2022
Area/Process:	Genting Selama Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.5.3.5 Minor
Requirements:	Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourses.		
Statement of Nonconformity:	The wastes landfill areas are not located according to the established procedure.		
Objective Evidence:	Based on verification through Google Earth, the wastes landfill at Halifax Division (GPS: 5.182777, 100.683798) and Choong Meng Division (GPS: 5.264785, 100.660267) have residential area within 400 m radius and public main road within 300 m radius respectively. This is not in-line with the Landfill and Domestic Waste Management [SMP-GBP-12, rev. 1, dated 01/12/2014].		
Corrections:	Estate management to identify new landfill area as per SMPM-GBP-12 site & location requirement.		
Root cause analysis:	Inadequate awareness on wastes landfill site & location procedure as per stated in Landfill and Domestic Waste Management (SMP-GBP-12).		
Corrective Actions:	Retraining by Sustainability Department on the Landfill and Domestic Management.		
Assessment Conclusion:	Corrective action plan has been reviewed and deemed to be satisfactory to address the minor nonconformity. Implementation of the corrective action plan will be verified during next assessment.		
Verification Statement:	<p>Refer Classroom Training on Scheduled Waste Management, Domestic Waste and Recyclable Waste has been conducted by Senior Manager Sustainability Department dated 16/06/2022. The training subject covered on:</p> <ol style="list-style-type: none"> 1. Schedule waste management – Procedure, E Swiss, SW Store, record Keeping, Labelling etc with Procedure: SMP-GPB-11: Schedule Waste Management 2. Domestic waste and landfill management with Procedure: SMP-GPB-12 Landfill and Domestic Waste Management. 3. Recyclable Waste Management with Procedure: SMP-GPB-13: Recyclable waste Management. <p>Verified training material, attendance and photos. Verification through site visit confirmed that radius of landfill with residential area were according with SOP. The implementation of corrective action was found effective and thus, the minor non-conformance was closed on 22/07/2022.</p>		

Opportunity For Improvement			
Ref:	N/A	Clause:	
Area/Process:			
Objective Evidence:			
Verification Statement:			

3.4 Summary of the Nonconformities and Status

CAR Ref.	Clause & Category (Major / Minor)	Issued Date	Status & Date (Closure)
1777377-201905-M1	Part 3-4.4.2.2 Major	17/05/2019	Close out on 31/05/2019
1777377-201905-M2	Part 3-4.5.7.1 Major	17/05/2019	Close out on 31/05/2019
1777377-201905-M3	Part 3-4.4.4.2 Major	17/05/2019	Close out on 31/05/2019
1932814-202007-N1	Part 3-4.5.3.2 Minor	17/07/2020	Close out on 16/07/2021
2080141-202107-N1	Part 3-4.4.5.4 Minor	16/07/2021	Close out on 22/07/2022
2080141-202107-N2	Part 3-4.5.3.5 Minor	16/07/2021	Close out on 22/07/2022
2226996-202207-N1	Part 3-4.6.1.1 Minor	22/07/2022	Open

3.5 Issues Raised by Stakeholders

IS #	Description
1	<p>Issues: Palm Oil Mill (KLK) Genting Selama Estate is supplying Fresh Fruit Bunch (FFB) to the Mill. No quality issues on the FFB supplied to the Mill. Mill manager hopes Genting Selama Estate can supply more FFB in the future. No other issue raised.</p>
	<p>Management Responses: The management noted with the respond and will try to improve in the future.</p>
	<p>Audit Team Findings: No further action needed.</p>
2	<p>Issues: Contractor (NSRH Enterprise) Contract agreement detailing all term has been signed by both parties and confirmed that the contractor understand the content of the agreement. Payment has been made normally with period around 7-10 days after invoice submitted. Good relationship and easy to work with estates management. No other issue raised.</p>
	<p>Management Responses: The management noted with the respond.</p>
	<p>Audit Team Findings: No further action needed.</p>
3	<p>Issues: Nearby Villages (Kampung Batu & Kampung Kuala Dingin) No boundary or land issues so far between estate and nearby villages. Estate has maintained the boundary marking and road to the nearby villages including allowing villagers to use estate road to their lands. No other issues raised.</p>
	<p>Management Responses: The management noted with the respond and will try to improve in the future.</p>
	<p>Audit Team Findings: No further action needed.</p>
4	<p>Issues: Cattle Owner (S. Thannimalai & Mohd Azarizan) Cattle owner has no issues with the estate. Estates has allowed cattle owner to release the livestock at tall palm area only. No other issues raised.</p>
	<p>Management Responses: The management noted with the respond.</p>


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	Audit Team Findings: No further action needed.
5	Issues: Workers Representative 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. No other issues raised.
	Management Responses: The management noted with the respond.
	Audit Team Findings: No further action needed.

3.6 List of Stakeholders Contacted

Government Officer: Nil	Community/neighbouring village: Cattle Owner (S. Thannimalai & Mohd Azarizan) Villagers Representative (Kampung Batu & Kampung Kuala Dingin)
Suppliers/Contractors/Vendors: NSRH Enterprise KLK POM	Worker’s Representative/Gender Committee: Indian Workers Representative Bangladesh Workers Representative Pakistan Workers Representative

Section 4: Assessment Conclusion and Recommendation

Acknowledgement of Internal Responsibility and Formal Sign-off of Assessment Findings	
Based on the findings during the assessment <i>Genting Selama Estate</i> Certification Unit complies with the <i>MS 2530-3:2013</i> . It is recommended that the certification of <i>Genting Selama Estate</i> Certification Unit is continued.	
Acknowledgement of Assessment Findings	Report Prepared by
Name: Arunan Kandasamy	Name: NOR HALIS ABU ZAR
Company name: Genting Plantations Berhad	Company name: BSI SERVICES MALAYSIA SDN BHD
Title: Senior Vice President – Plantation (Malaysia)	Title: CLIENT MANAGER
Signature:  Date: 26/08/2022	Signature:  Date: 22/08/2022

Appendix A: Summary of the findings by Principles and Criteria

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

Criterion / Indicator		Assessment Findings	Compliance
4.1 Principle 1: Management commitment & responsibility			
Criterion 4.1.1 – Malaysian Sustainable Palm Oil (MSPO) Policy			
4.1.1.1	A policy for the implementation of MSPO shall be established. - Major compliance -	Genting Plantations Berhad has developed Malaysian Sustainable Palm Oil (MSPO) Policy, version dated 18/03/2014 signed by President & Chief Operating Officer, Mr. Yong Chee Kong. The company ensure compliance with MSPO and the MPOB Code of Practice requirements. Briefing of the policy was conducted on 19/04/2022 to the workers during morning muster. Seen the training attendance list.	Complied
4.1.1.2	The policy shall also emphasize commitment to continual improvement. - Major compliance -	In the policy above, the company also committed to continue to assess and develop new and innovative techniques, approaches, and practices with the objective of continuous improvement in the journey towards achieving sustainable palm oil.	Complied
Criterion 4.1.2 – Internal Audit			
4.1.2.1	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement. - Major compliance -	Internal audit for RSPO & MSPO was planned to be conducted at least once a year. For Genting Selama Estate, the latest internal audit was conducted on 04-07/07/2022 with 1 major nonconformance was identified. The findings have been documented in the internal audit report.	Complied
4.1.2.2	The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of	Genting Plantations Berhad has maintained its Sustainability Internal Audit procedure (Doc. No.: SMP-GPB-03, Rev. 05 dated September	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	strengths and root causes of nonconformities, in order to implement the necessary corrective action. - Major compliance -	2020) to plan and implement internal audits to determine conformance to the applicable sustainability standards' requirements such as RSPO, MSPO and ISCC. The internal audit conducted at Genting Selama Estate on 04-07/07/2022 has identified 1 major nonconformance for the linesite/workers quarters housekeeping, waste management and maintenance. The nonconformance was effectively closed with the root cause of the nonconformities was identified. Internal audit was conducted by Mr. Sivaji Raja from Sustainability Department, Genting Plantation Headquarters.	
4.1.2.3	Report shall be made available to the management for their review. - Major compliance -	Internal audit report is available and reviewed by the management during management review meeting conducted on 07/07/2022.	Complied
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 was planned to be conducted at least once a year. The 5 th RSPO/MSPO/ISCC and SCCS Management Review was conducted on 07/07/2022. Meeting has discussed as per agenda such as: 1. Minutes/actions of previous meeting 2. RSPO/MSPO & ISCC audit schedule and certification status 3. Changes and Improvement on Sustainability Management System 4. Results of external and internal audit 5. Complaints and grievance 6. enquiry register 7. Stakeholder meeting	Complied

Criterion / Indicator		Assessment Findings	Compliance
		8. continual improvements 9. Resources and Training Requirements 10. Sustainability Policies 11. Compliance to legal requirements	
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 22/01/2022 was available for verification. Generally, among the plans established were: - Optimisation of yield - Reduction in use of certain pesticides - Management of environmental aspects - Wastes reduction - Pollution and greenhouse gas emissions The plans have the information about the possible issues, action to be taken, person in charge, time frame and status of action.	Complied
4.1.4.2	The company shall establish a system to improve practices in line with new information and techniques or new industry standards and technology (where applicable) that are available and feasible for adoption. - Major compliance -	The estate continuously ensures there are improvement practices in line with new information and techniques introduced in the workforce. Since the last assessment, there was no opportunity for the estate to adopt new technology in its operation.	Complied
4.1.4.3	An action plan to provide the necessary resources including training, to implement the new techniques or new industry standard or technology (where applicable) shall be established. - Major compliance -	Not Applicable since there was no new technology adopted in the plantation operation.	Not Applicable

Criterion / Indicator	Assessment Findings	Compliance	
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 Plantations Berhad has maintained a procedure for Consultation and Communication (Doc. No.: SMP-GPB-17, Rev. 02 dated 23/02/2018) for the effective internal and external communication of sustainability requirements and responding to communications from local communities and other affected or interested parties.</p> <p>Meeting shall be carried out at least six monthly and annually for internal and external stakeholders. The topics to be discussed such as complaint & grievances, environmental and biodiversity concerns, social issue and suggestions for improvement.</p>	Complied
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>Estate Manager of Genting Selama Estate has issued the list of documents that could be requested by the stakeholders to the relevant stakeholders during stakeholder consultation.</p> <p>The stakeholders are required to register in Enquiry Register Book prior to access to the documents. The list of documents not limited to:</p> <ul style="list-style-type: none"> • Land title • Policies • Reports – EAI, SIA, HCV and audit reports • Management plans • Procedures 	Complied

Criterion / Indicator		Assessment Findings	Compliance
		So far, there was no request recorded for the access of documents from the stakeholders.	
Criterion 4.2.2 – Transparent method of communication and consultation			
4.2.2.1	Procedures shall be established for consultation and communication with the relevant stakeholders. - Major compliance -	Genting Plantations Berhad has maintained a procedure for Consultation and Communication (Doc. No.: SMP-GPB-17, Rev. 02 dated 23/02/2018) for the effective internal and external communication of sustainability requirements and responding to communications from local communities and other affected or interested parties. Meeting shall be carried out at least six monthly and annually for internal and external stakeholders. The topics to be discussed such as complaint & grievances, environmental and biodiversity concerns, social issue and suggestions for improvement.	Complied
4.2.2.2	A management official should be nominated to be responsible for issues related to Indicator 1 at each operating unit. - Minor compliance -	Estate Manager has been appointed as management representative for RSPO, MSPO & ISCC related matters. Appointment letter dated 01/02/2021 was sighted approved by Senior Manager – Operations (WM).	Complied
4.2.2.3	List of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders should be properly maintained. - Major compliance -	List of External Stakeholders was updated in June 2022. Stakeholders name with the contact details were clearly stated in the list. Stakeholders such as local communities, government authorities, neighbouring smallholders, workers’ representatives, contractors and suppliers were included. The list has included the stakeholders from both Perak and Kedah as the estate’s divisions were located in both Kedah and Perak state. Stakeholder consultation was conducted on 22-25/05/2022 by representatives from Genting HQ and meeting with stakeholders was	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<p>conducted by Genting Selama Estate on 14/06/2022. The issues raised during stakeholder meeting has been included in the Social Management and Monitoring Plan such as:</p> <ul style="list-style-type: none"> • Sg. Salleh Villagers request to fell OP behind their housing area • Mr. Safani request to levelling back his area after management constructing new boundary • Ms. Maimunah complaint that old wooden bridges that Indian people cross over to estate land for praying inside estate temple is not safe and need to repair • Mr. Kamarudin request to re-desilt drain boundary with estate land due to heavy rains that cause flooded and water flows to his house • Mr. Alias Othman request to passing by the estate road to transport and sell his rubber. <p>The plan, status of issues including responds from the requestor and person in-charge to monitor the progress was identified and updated in the Social Management and Monitoring Plan.</p>	
Criterion 4.2.3 – Traceability			
4.2.3.1	<p>The management shall establish, implement and maintain a standard operating procedure to comply with the requirements for traceability of the relevant product(s).</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has developed the traceability procedure with Doc. No.: SMP-GPB-09, Rev. 06 dated 11/10/2021. The SOP was to ensure the handling of outgoing FFB are carried out in the proper manner to ensure traceability and to meet the sustainability requirements.</p>	Complied
4.2.3.2	<p>The management shall conduct regular inspections on compliance with the established traceability system.</p>	<p>Inspection on compliance with the traceability procedure is regularly checked through supply chain internal audit. The internal audit report, which was written together with other schemes audit such as</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance																
	- Major compliance -	RSPO and ISCC, was available for verification (see Criterion 4.1.2 for details).																	
4.2.3.3	The management should identify and assign suitable employees to implement and maintain the traceability system. - Minor compliance -	Genting Plantations Berhad has defined the roles and responsibilities for the implementation and maintenance of its traceability system in the Traceability (Estate) procedure. Refer Appointment letter as Person in Charge for Traceability Requirement of RSPO, ISCC and MSPO Sustainability Standards to Mr Megat Ahmad Reza Ahmad Zai dated 31/03/2022.	Complied																
4.2.3.4	Records of sales, delivery or transportation of FFB shall be maintained. - Major compliance -	FFB and Palm Kernel are maintained in various forms such as, Estate's FFB dispatch advice and Weighbridge ticket Based on the estate's crop production records. Sample of ticket as below: <table border="1" data-bbox="1048 826 1854 965"> <tr> <td>Date</td> <td>01/06/2022</td> <td>04/03/2022</td> <td>01/12/2021</td> </tr> <tr> <td>Ticket No</td> <td>2206/09186</td> <td>0006129</td> <td>FFB21001184W</td> </tr> <tr> <td>Lorry No.</td> <td>PPK8771</td> <td>WYP7236</td> <td>BEK9093 B02</td> </tr> <tr> <td>Weight, MT</td> <td>11.05</td> <td>4.46</td> <td>11.20</td> </tr> </table>	Date	01/06/2022	04/03/2022	01/12/2021	Ticket No	2206/09186	0006129	FFB21001184W	Lorry No.	PPK8771	WYP7236	BEK9093 B02	Weight, MT	11.05	4.46	11.20	Complied
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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 -	The estate monitored compliance with applicable local, state, national and ratified international laws and regulations through evaluation of compliance. Among the evidence of legal compliance verified were as follows: <ul style="list-style-type: none"> • MPOB License # 50876502000, valid until 31/05/2023 and Nursery Licence # 524812011000 valid until 30/11/2022 • Permit for Diesel 8,100 litre, #K001329 valid until 23/10/2024 	Complied																

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> Perakuan Penentuan Timbang Dan Sukat #B219351 valid until 29/06/2023 Certificate of fitness of air compressor, #KD PMT 5002, valid until 16/04/2023 Certificate of fitness of air compressor, # KD PMT 5021, valid until 16/04/2023 Fire Arm (Lesen Senjata Api Syarikat) valid until 12/08/2022 Schedule Waste Contractor Licence: Kualiti Alam valid until 30/04/2023 	
4.3.1.2	The management shall list all laws applicable to their operations in a legal requirements register. - Major compliance -	All related legal requirements had been documented in Legal Requirement Register (LRR) with Doc No. SMP-GPB-22 Rev.10 dated June 2022. It was last updated on 27/05/2022.	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 -	All related legal requirements had been documented in Legal Requirement Register (LRR) with Doc No. SMP-GPB-22 Rev.10 dated June 2022. It was last updated on 27/05/2022. The process of law changes as follows: <ul style="list-style-type: none"> Notification of changes from various source of information i.e. Lawnet, government gazette and sustainability team based in the Sandakan HQ Monitoring for changes in the Law Clarification and review on the changes Updating of the Legal register administered internally Notification to the operating units and/or the relevant person in charge the established legal register has incorporated the latest changes of law. 	Complied

Criterion / Indicator		Assessment Findings	Compliance																								
		<p>The updated of law and regulation tabulated in the table below:</p> <table border="1"> <thead> <tr> <th></th> <th>Rev date</th> <th>Title</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>05/07/22</td> <td>Fire Services Act 1988</td> <td>Revision</td> </tr> <tr> <td>2</td> <td>05/07/22</td> <td>Arms Act 1960</td> <td>Revision</td> </tr> <tr> <td>3</td> <td>27/05/22</td> <td>Employment Amendment Act 2022</td> <td>Revision</td> </tr> <tr> <td>4</td> <td>27/05/22</td> <td>Akta Levi Keuntungan Luar Biasa</td> <td>Revision</td> </tr> <tr> <td>5</td> <td>27/05/22</td> <td>Min Wage Order 2022</td> <td>Revision</td> </tr> </tbody> </table>		Rev date	Title	Remarks	1	05/07/22	Fire Services Act 1988	Revision	2	05/07/22	Arms Act 1960	Revision	3	27/05/22	Employment Amendment Act 2022	Revision	4	27/05/22	Akta Levi Keuntungan Luar Biasa	Revision	5	27/05/22	Min Wage Order 2022	Revision	
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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 Acting Chief Clerk, Pn Poongulali (Chief clerk) had been assigned as the PIC for updating changes in law [ref.: appointment letter dated 31/03/2022]. Checking of status compliance was regularly done through the utilisation of form no. SMP-GPB-22 by the management.</p>	Complied																								
Criterion 4.3.2 – Lands use rights																											
4.3.2.1	<p>The management shall ensure that their oil palm cultivation activities do not diminish the land use rights of other users.</p> <p>- Major compliance -</p>	<p>The was no evidence to show that oil palm cultivation activities Genting Selama Estate had diminished the land use rights of others. Verified documents to show legal ownership of its land by Genting Plantations Berhad.</p>	Complied																								
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>Genting Selama Estate consist of 4 division with total area of 1856.2971 Ha. Sampled the land titles shown that the legal ownership of the company. Sample of land title as below:</p> <ol style="list-style-type: none"> 1. Location: Main Division, Title No.: GRN 100095, District: Bandar Baharu, Lot No.: 2, Area: 183.9072 Ha 2. Location: Choong Meng Division, Title No.: GRN 100552, District: Bandar Baharu, Lot No.: 303, Area: 24.4218 Ha 3. Location: Selding Division, Title No.: GRN 64752, District: Selama, Lot No: 753, Area:406.7084 Ha. 	Complied																								

Criterion / Indicator		Assessment Findings	Compliance
		4. Location: Halifax Division, Title No: GRN 175983, District: Selama, Lot No: 46356, Area: 199.2062 Ha	
4.3.2.3	Legal perimeter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable. - Major compliance -	Genting Selama Estate has maintained its Boundary Stone Maintenance and Management Programme to monitor the boundary stone including replace of missing stones, repainting and numbering. Boundary map for each division with scale of 1:6,500 was sighted. The legal boundary for estate visited was clearly demarcated with legal boundary peg. Seen the photo evident of the legal boundary peg demarcate the boundary.	Complied
4.3.2.4	Where there are, or have been, disputes, documented proof of legal acquisition of land title and fair compensation that have been or are being made to previous owners and occupants; shall be made available and that these should have been accepted with free prior informed consent (FPIC). - Minor compliance -	There is no land dispute in the Genting Selama Estate at the time of audit. The land belongs to Genting Plantations Berhad and land ownership documents verified. This has been verified through interviewed with the local community	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 -	There is no land encumbered by customary rights under Genting Selama Estate.	Not Applicable
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights land, if any, should made available. - Minor compliance -	There is no land encumbered by customary rights under Genting Selama Estate.	Not Applicable
4.3.3.3	Negotiation and FPIC shall be recorded and copies of negotiated agreements should be made available.	There is no land encumbered by customary rights under Genting Selama Estate.	Not Applicable

Criterion / Indicator		Assessment Findings	Compliance
- Major compliance -			
4.4 Principle 4: Social responsibility, health, safety and employment condition			
Criterion 4.4.1: Social Impact Assessment (SIA)			
4.4.1.1	<p>Social impact should be identified and plans are implemented to mitigate the negative impacts and promote the positive ones.</p> <p>- Minor compliance -</p>	<p>Social Impact Assessment (SIA) & Forced Labour Assessment Report is available. The assessment was conducted on 22-25/06/2022 for Genting Selama Estate by Sustainability Department, Genting HQ. The methodology of the assessment was through consultation with stakeholders and document review. Stakeholders such as police, BOMBA, hospital, cattle owner, neighbouring estates, local communities, contractors, local authorities, smallholders and workers were involved in the assessment.</p> <p>Social Management and Monitoring Plan of Genting Selama Estate was reviewed and updated on 31/06/2022 with issues identified such as:</p> <ul style="list-style-type: none"> • Sg. Salleh Villagers request to fell OP behind their housing area • Mr. Safani request to levelling back his area after management constructing new boundary • Ms. Maimunah complaint that old wooden bridges that Indian people cross over to estate land for praying inside estate temple is not safe and need to repair • Mr. Kamarudin request to re-desilt drain boundary with estate land due to heavy rains that cause flooded and water flows to his house • Mr. Alias Othman request to passing by the estate road to transport and sell his rubber. 	Complied

Criterion / Indicator		Assessment Findings	Compliance
		The plan, status of issues including responds from the requestor and person in-charge to monitor the progress was identified and updated in the Social Management and Monitoring Plan.	
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 -	Genting Plantations Berhad has established a Complaints and Grievances procedure (Doc. No.: SMP-GPB-19, Rev. 4 dated 01/03/2020) to provide guidelines on handling complaints & grievances involved internal and external stakeholders. All the written confidential complaints shall be dealt by Manager. The timeframe for the action to be taken depends on seriousness of the complaints or grievance. The accepted timeframe to acknowledge and respond to the complaint or grievances is within 1 month upon receipt. Besides, a flowchart of complaint & grievance dated 27/03/2019 was developed to elaborate the process of complaint & grievances. Complaints will be recorded in the Complaint & Grievance book. Contact number and email address of the Manager was included in the flowchart for any private & confidential complaint & grievances.	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 -	The estate has Complaints/Grievances and Enquiry Record Book to record any complaint or grievance received. Sample of complaint related to housing and amenities verified as follows: Housing defect Ref No: 110. Location: Selama Division, Description: Pipe at the back of the house burst, dated 11/03/2022, Status: completed dated 15/03/2022.	Complied

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 -	The Enquiry Register Book and Complaint Book was located in the office. Interviewed with workers and stakeholders confirmed that the availability of the Enquiry Register Book and Complaint Book. <ul style="list-style-type: none"> Request from Abdul Halim - Kampung Selama Estate, dated 21/06/2022, Description: Request estate to re-digging the clogged drainage that causing water overflow during heavy rain and going into housing area Request from Syafie B Nan from Kampung Baru Selama, Serdang Request for estate not digging his motorcycle way to smallholder area beside estate at Selama Division 	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 -	The workers were briefed on the complaints & grievances procedure during morning muster. The contractors have been briefed on the procedure during stakeholder meeting. Interviewed with stakeholders, confirmed that they are aware of the complaint procedure	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 -	Records of complaint or grievance including enquiry from November 2011 was still available for review during the time of audit.	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 -	Genting Selama Estate has carried out corporate social responsibilities to the local communities such as provide job opportunities to local people, resolve community request.	Complied

Criterion / Indicator		Assessment Findings	Compliance
		Genting Selama Estate has contributed hamper for police programmes at IPD Yan on 20/05/2022 Photo evident of the contributions were sighted	
Criterion 4.4.4: Employees safety and health			
4.4.4.1	An occupational safety and health policy and plan shall be documented, effectively communicated and implemented. - Major compliance -	The Occupational Safety and Health Policy had been established, signed by President & Chief Operating Officer on 01/07/2018. The policy was communicated to the employees through various methods such as training, morning muster, and display on notice boards	Complied
4.4.4.2	The occupational safety and health plan shall cover the following: 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: i. all employees involved shall be adequately trained on safe working practices ii. all precautions attached to products shall be properly observed and applied d) The management shall provide the appropriate PPE at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC). e) The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation	a) The Occupational Safety and Health Policy had been established, signed by President & Chief Operating Officer on 01/07/2018. The policy was communicated to the employees through various methods such as training, morning muster, and display on notice boards. Latest policy Briefing was conducted on 10/01/2022. b) SOP for HIRARC (SP-MGR-01) was made available. The technique was described accordingly in the SOP. The HIRARC was reviewed on 01/01/2022. Sample of HIRARC checked were Harvesting (HIRARC No.1), Replanting (HIRACC No.33) and Workplace Inspection (HIRARC No.52). Chemical Health Risk Assessment was conducted in compliance to the OSHA Act 1994 and the Use and Standard of Exposure of Chemicals Hazardous to Health (USECHH) Regulations 2000 to assess the risks associated to hazardous chemicals used in the estate. The CHRA reports JKPP HQ/12/ASS/00/309-2022/002 dated June 2022 was available for verification. Medical Surveillance was not required as per assessor recommendation in the section 6.4 Necessity for medical Surveillance Program however, estate was conducted monthly	Complied

Criterion / Indicator	Assessment Findings	Compliance
<p>1997 and Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000.</p> <p>f) The management shall appoint responsible person(s) for workers' safety and health. The appointed person(s) of trust must have knowledge and access to latest national regulations and collective agreements.</p> <p>g) The management shall conduct regular two-way communication with their employees where issues affecting their business such as employee's health, safety and welfare are discussed openly. Records from such meeting are kept and the concerns of the employees and any remedial actions taken are recorded.</p> <p>h) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees.</p> <p>i) Employees trained in First Aid should be present at all field operations. A First Aid Kit equipped with approved contents should be available at each worksite.</p> <p>j) Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.</p> <p>- Major compliance -</p>	<p>check up and monitoring for their sprayer and manurer by Hospital Assistant. Refer latest report (Medical Examination Report for Person Handling Chemicals) dated July 2022.</p> <p>Noise Risk Assessment Report (NRA) was conducted in compliance to Occupational Safety & Health (Noise Exposure) Regulations 2019. Refer report dated 26/11/2021 with reference number ACL/SHM-20210104 by Allied Chemists.</p> <p>Audiometric Test was conducted in the estate as per the recommendation in the Noise Risk Assessment. Refer Report dated 30/05/2022 by Poliklinik HL. 15 workers were examined with 4 workers have normal hearing while remaining 11 workers with abnormal hearing and no workers fall under Standard Threshold Shift. Annual Audiogram Examination by OHD has been plan for 11 workers after receiving the full report by Poliklinik HL.</p> <p>c) Training matrix and training programme were established by the management. Evidence of adequate and appropriate training on safe working practices provided to workers were verified, for example: - Sustainability Training dated 15/06/2022, Triple Rinsing Training on 18/07/2022 and Spraying Pump Training by MyCorp dated 15/07/2022</p> <p>d) Issuance of PPE to employees is recorded in a standard form which has the information about name of employee, type of PPE, workstation, date of issuance and acknowledgment of receipt. Refer Document "Borang Pemberian / Penerimaan / Penggantian PPE" dated June 2022. PPE Training has been conducted on 15/07/2022.</p>	

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Criterion / Indicator	Assessment Findings	Compliance
	<ul style="list-style-type: none"> e) SOP for handling chemical management was addressed in a few procedures such as SOP for spraying and Highly Toxic Pesticides procedure. The procedure outlines the handling of chemicals in accordance to the regulation. Refer SOP and Justification of Pesticides Used Doc No: SMP-GPB-28 Rev 06 dated 18/03/2021. SDS were placed at the Chemical and Fertilizer Store. Chemical Register has been prepared on 19/07/2022. f) SHC Organization – Chairman: Estate Manager, SHC secretary: Assistant Manager. Organization chart of OSH committee was available and effective from January 2022. Refer Appointment letter Chairman of Safety and Health Committee to Estate Manager dated 22/02/2022. g) Records were available confirming that quarterly OSH meetings had been held by the estate. Latest OSH meeting was conducted on 14/06/2022 for 2nd Quarter and 16/03/2022 for the 1st Quarter of 2022. h) The handling of accident and emergency are addressed in “Pemberitahuan dan Penyiasatan Kemalangan di Tempat Kerja” procedure. Training ERT has been conducted 20/01/2022 and Fire Fighting Training conducted on 19/07/2022. i) There are 22 units of first aid kit provided at various workstations at the estate such as workshop, store, harvesting gangs, maintenance gangs and office. There are 10 trained first aider. Based on records, the last training on first aid was conducted on 20/01/2022. j) All accidents are to be investigated and reported to Head Office. It also has been discussed in the OSH Quarterly Meeting. Refer Minutes of meeting dated 11/11/2021 section 3.0 Accident 	

Criterion / Indicator		Assessment Findings	Compliance
		Report. JKPP 8 report has been submitted on 09/01/2022 with reference number JKPP8/104120/2021. There are no accidents recorded for the year 2021.	
Criterion 4.4.5: Employment conditions			
4.4.5.1	The management shall establish policy on good social practices regarding human rights in respect of industrial harmony. The policy shall be signed by the top management and effectively communicated to the employees. - Major compliance -	Genting Plantations Berhad has established Social Policy dated 14/09/2020 signed by President & Chief Operating Officer. The company respect human rights and support international human rights law. Briefing of the policy was conducted to the workers during morning muster. Training on Social Management as per SMP-GPB-32 (Social Management Procedure) has covered SIA, Human Rights, Pay & Condition, Employment Agreement, Payslip and etc was conducted on 16/06/2022	Complied
4.4.5.2	The management shall not engage in or support discriminatory practices and shall provide equal opportunity and treatment regardless of race, colour, sex, religion, political opinion, nationality, social origin or any other distinguishing characteristics. - Major compliance -	Genting Plantations Berhad has established Social Policy dated 14/09/2020 signed by President & Chief Operating Officer. The company shall not discriminate in terms of hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, union membership or political affiliation.	Complied
4.4.5.3	Management shall ensure that employees' pay and conditions meet legal or industry minimum standards and as per agreed Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage. - Major compliance -	There were employment contracts for staffs and workers. Pay and conditions are documented and achieved the Minimum Wage Order 2022. Sampled of employment contracts confirmed that terms and conditions are clearly outlined as per collective agreement and Employment Act 1955 which have been signed by the worker. Sampled of payslips for month of July 2021, November 2021 and April 2022	Complied

Criterion / Indicator		Assessment Findings	Compliance
		Employee ID: 00153, 03633, 03673, 03707, 03596, 03718, 03611, 03517, 03583, 03587, 03496, 03487, 03742, 03477 and 03612.	
4.4.5.4	<p>Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.</p> <p>- Minor compliance -</p>	<p>There were two FFB transporters engaged by the estate. Interviewed with the contractor has confirmed that the workers have been paid according to the agreed rate. Employment Contract verified between contractor and their workers as follows:</p> <p>NSRH Enterprise: Workers ID No: 820621-07-XXXX, 831007-08-XXXX, 990624-08-XXXX</p> <p>EPF Payment verified as per KWSP 6 (Form A), SOCSO Payment verified as per Form 8A for the month of April, May and June 2022.</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, date of entry, a job description, wage and the period of employment.</p> <p>- Major compliance -</p>	<p>The estate has recorded the biodata of the workers in Labour Registration Record Card. Labour Registration Record Card were sighted where information such as full name, gender, date of birth, date of engaged and job description was included. Besides, the information could be verified in Lintramax system as well.</p>	Complied
4.4.5.6	<p>All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract is available for each and every employee indicated in the employment records.</p> <p>- Major compliance -</p>	<p>All workers are employed under direct employment. Employments contracts were sampled and found that terms and conditions of the employment were clearly stated in the contract and signed by the workers. Sample of employment contract was verified as follow:</p> <p>Employee ID: 00153, 03633, 03673, 03707, 03596, 03718, 03611, 03517, 03583, 03587, 03496, 03487, 03742, 03477 and 03612.</p>	Complied
4.4.5.7	<p>The management shall establish a time recording system that makes working hours and overtime transparent for both employees and employer.</p> <p>- Major compliance -</p>	<p>The estate management monitor the attendance and working time through checkroll book. Overtimes will be recorded in Overtime Record Form which is transparent to workers and the number of overtimes will be shown in the payslips.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
4.4.5.8	The working hours and breaks of each individual employee as indicated in the time records shall comply with legal regulations and collective agreements. Overtime shall be mutually agreed and shall always be compensated at the rate applicable and shall meet the applicable legal requirement. - Major compliance -	Interviewed with the workers confirmed that they have rest time in between of the working hours. Overtimes were paid according to the rate stated in the agreement and regulatory requirements. The overtime offered upon mutually agreement. Overtimes were recorded in Overtime Record Form.	Complied
4.4.5.9	Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements. - Major compliance -	Wages and overtime were paid according to Employment Act 1955 and Minimum Wage Order 2022 of the workers. Total hours of overtime and daily attendance has recorded in the checkroll book and Overtime Record Form.	Complied
4.4.5.10	Other forms of social benefits should be offered by the employer to employees, their families or the community such as incentives for good work performance, bonus payment, professional development, medical care and health provisions. - Minor compliance -	All the workers are provided with free medical facilities. Free housing facilities were provided to all the workers and their families. Benefits such as service allowance of RM 400 was given to the workers who continue the service with the company.	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 estate management has provided free housing facilities to all the workers. Basic amenities such as water and electricity were provided to the workers. Linesite inspection was carried out on monthly basis by Field Supervisor and twice a month by VMO. The last inspection was conducted on 23/07/2022 by VMO and records of the inspection were kept available.	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 -	Genting Plantations Berhad has established Social Policy dated 14/09/2020 and People Policy dated 03/08/2009 where physical abuse or discipline, the threat of physical abuse, sexual or other	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<p>harassment and verbal abuse or other forms of intimidation is prohibited. Reproductive rights are protected.</p> <p>Besides, Sexual Harassment Policy was developed on 03/08/2009 to strive for a harassment-free environment and avoid behaviour that may create an atmosphere of hostility and intimidation of any kind at workplace. Briefing of the policy was conducted to the workers during morning muster. Procedure on Prevention and Eradication of Sexual Harassment at the Workplace was established (Doc. No.: SMP-GPB-20, Rev. 0 dated 11/10/2013). Process of handling sexual harassment complaint was outlined in the procedure. Training on Sexual Harassment Awareness was conducted on 22/06/2022 Group policy training was conducted on 19/04/2022.</p>	
4.4.5.13	<p>The management shall respect the right of all employees to form or join trade union and allow workers own representative(s) to facilitate collective bargaining in accordance with applicable laws and regulations. Employees shall be given the freedom to join a trade union relevant to the industry or to organize themselves for collective bargaining. Employees shall have the right to organize and negotiate their work conditions. Employees exercising this right should not be discriminated against or suffer repercussions.</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has established Social Policy dated 14/09/2020 and People Policy dated 03/08/2009 where the company respect the rights of the workers to join or form legal trade unions of their own choosing and to bargain collectively. Briefing of the policy was conducted to the workers during morning muster.</p> <p>A letter from NUPW to the Estate Manager (Ref No: NUPW/KD/E34(72)/11/21 dated 29/11/2021 for the announcement of chairman, secretary and committee members appointed for Selama and Chong Meng Divisions signed by NUPW Branch Secretary Meeting minutes for Mesyuarat Jawatankuasa Pekerja Ladang Genting Selama dated 10/05/2022 was sighted and discussed matters related to housing, safety and health, salary and workplace with no negative feedback/issue raised</p>	Complied
4.4.5.14	<p>Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation. Work by children is acceptable on family farms, under</p>	<p>Genting Plantations Berhad has established Social Policy dated 14/09/2020 and People Policy dated 03/08/2009 where the company shall not use any child labour. Children's right is respected.</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance																																
	adult supervision, and when not interfering with their education programmes. Children shall not exposed to hazardous working conditions. - Major compliance -																																		
Criterion 4.4.6: Training and competency																																			
4.4.6.1	All employees, contractors and relevant smallholders are appropriately trained. A training programme (appropriate to the scale of the organization) that includes regular assessment of training needs and documentation, including records of training shall be kept. - Major compliance -	<p>Training matrix and training programme had been established by the management and documented in the Training Needs, Analysis and Plan for Year 2022. Among the trainings given by the estate are generally covering the aspects of OSH, environment, and best practices. E.g. of training records verified are as follows:</p> <table border="1"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr><td>Sustainability training</td><td>15/06/2022</td></tr> <tr><td>Triple rinsing and puncturing empty container</td><td>18/07/2022</td></tr> <tr><td>Spraying pump maintenance by MyCorp</td><td>15/07/2022</td></tr> <tr><td>Training on Diesel tank</td><td>27/06/2022</td></tr> <tr><td>Fire Fighting training</td><td>19/07/2022</td></tr> <tr><td>Workshop training</td><td>19/07/2022</td></tr> <tr><td>PPE Training - MyCorp</td><td>15/07/2022</td></tr> <tr><td>Riparian Buffer zone training</td><td>16/06/2022</td></tr> <tr><td>Empty pesticide container, Oil Trap and Spillage management</td><td>16/06/2022</td></tr> <tr><td>Water Sampling Training</td><td>09/06/2022</td></tr> <tr><td>Fertilizer spillage and Manuring Operation</td><td>09/06/2022</td></tr> <tr><td>Group Policy Training</td><td>19/04/2022</td></tr> <tr><td>Noise Hazard Training</td><td>12/05/2022</td></tr> <tr><td>IPM Training</td><td>20/05/2022</td></tr> <tr><td>Tractor Driver Training</td><td>12/05/2022</td></tr> </tbody> </table>	Training	Date	Sustainability training	15/06/2022	Triple rinsing and puncturing empty container	18/07/2022	Spraying pump maintenance by MyCorp	15/07/2022	Training on Diesel tank	27/06/2022	Fire Fighting training	19/07/2022	Workshop training	19/07/2022	PPE Training - MyCorp	15/07/2022	Riparian Buffer zone training	16/06/2022	Empty pesticide container, Oil Trap and Spillage management	16/06/2022	Water Sampling Training	09/06/2022	Fertilizer spillage and Manuring Operation	09/06/2022	Group Policy Training	19/04/2022	Noise Hazard Training	12/05/2022	IPM Training	20/05/2022	Tractor Driver Training	12/05/2022	Complied
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Criterion / Indicator		Assessment Findings		Compliance
		GPS Training	28/04/2022	
		Water Sampling Training	16/06/2022	
		Schedule waste Management, Domestic waste, and Recyclable waste	16/06/2022	
		HCV & RTE Management Plan Training	16/06/2022	
		First Aid Training	20/01/2022	
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 estates have conducted training need analysis for all employees, management and contractors. The training need analysis was conducted based on the job designation and training required by the job type. Sighted the Estate: Recommended Training Needs for the year 2022.		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 -	A training programme has been developed and available in the Annual Sustainability Programme 2022. The trainings were sighted to have been sub categorised to trainings on Environmental, GAP, SOP, Social and OSH.		Complied
4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services				
Criterion 4.5.1: Environmental Management Plan				

Criterion / Indicator		Assessment Findings	Compliance													
<p>4.5.1.1</p>	<p>An environmental policy and management plan in compliance with the relevant country and state environmental laws shall be developed, effectively communicated and implemented.</p> <p>- Major compliance -</p>	<p>Environmental Policy had been established, signed by the Chief Operating Officer on 05/10/2009. The policy was communicated to the employees through various methods such as training, morning muster, display on notice boards. Latest policy briefing on Environmental Policy was conducted on 19/04/2022.</p> <p>The environmental management plan dated 14/02/2022 was available for verification. Among the information available in the plan is source of pollution, type of impact, mitigation plan, data required, monitoring and action plan, PIC, and status. Among plan were tabulated in the table below:</p> <table border="1"> <thead> <tr> <th>Source</th> <th>Impacts</th> <th>Mitigation Plan</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Loss of HCV areas and ERT species</td> <td>Loss of HCV areas and endangered, rare or threatened (ERT) species</td> <td>Protection and demarcation of HCV areas within estate as sensitive areas</td> </tr> <tr> <td>Ensure Plans area in place to enhance natural areas or built up landscapes within the estates</td> <td>Characterization of HCV areas, species of significance or other high conservation value features</td> </tr> <tr> <td rowspan="2">Soil Erosion</td> <td>Increase turbidity of water causing to drop of dissolved oxygen</td> <td>Avoid land clearing in high risk erosion areas</td> </tr> <tr> <td>Loss of aquatic life due to siltation</td> <td>Ensure that phased developments area considered – ensuring smaller</td> </tr> </tbody> </table>	Source	Impacts	Mitigation Plan	Loss of HCV areas and ERT species	Loss of HCV areas and endangered, rare or threatened (ERT) species	Protection and demarcation of HCV areas within estate as sensitive areas	Ensure Plans area in place to enhance natural areas or built up landscapes within the estates	Characterization of HCV areas, species of significance or other high conservation value features	Soil Erosion	Increase turbidity of water causing to drop of dissolved oxygen	Avoid land clearing in high risk erosion areas	Loss of aquatic life due to siltation	Ensure that phased developments area considered – ensuring smaller	<p>Complied</p>
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Criterion / Indicator		Assessment Findings			Compliance
				lands are exposed at any one time	
		Air Pollution	Nuisance safety and health impacts to surrounding communities	Ensure reduction plans are in place to reduce air particulate emission	
		Open Burning	Air Pollution	Enforce a no burning policy	
		Noise Pollution	Lorry Traffic along major roads	Design flow of traffic away from settlement areas or other areas deemed as sensitive areas	
		Soil Pollution	Soil and water pollution	Reduce Oil spillage and avoid ground spillage	
		Greenhouse gas emission	Loss of carbon sink from peat soils	Ensure adequate water management structures are in place for peat areas	
		Waste management	Pollution	Ensure adequate procedures, waste management area available	
		Water usage	Water wastage	Optimize usage and reduce wastage	
4.5.1.2	The environmental management plan shall cover the following: a) An environmental policy and objectives;	The environmental management plan dated 14/02/2022 was available for verification. Among the information available in the plan			Complied

Criterion / Indicator		Assessment Findings	Compliance
	<p>b) The aspects and impacts analysis of all operations.</p> <p>- Major compliance -</p>	<p>is source of pollution, type of impact, mitigation plan, data required, monitoring and action plan, PIC, and status.</p> <p>Environmental Aspect and Impact Assessment (EAI) was updated on 14/02/2022. The assessment was covered on:</p> <ol style="list-style-type: none"> 1. Pesticide application (Mature and Immature area) 2. Fertilizer application (Inorganic fertilizer) 3. EFB and Bunch Ash Application 4. Harvesting and pruning 5. Chemical store, Lubricant store, fertilizer store, General store and spare part store 6. Schedule waste store (Collection, transportation, storage and disposal) 7. Diesel Tank 8. Tractor Garage cum workshop 9. Residential areas, office, weighbridge, security post, clinic 10. Scrap iron yard etc. 	
4.5.1.3	<p>An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, effectively implemented and monitored.</p> <p>- Major compliance -</p>	<p>The environmental management plan dated 14/02/2022 was available for verification. Among the information available in the plan is source of pollution, type of impact, mitigation plan, data required, monitoring and action plan, PIC, and status. The status of implementation was on going. Refer 4.5.1.1</p>	Complied
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 aspect and impact analysis for all the mill/estate operations are documented on 14/02/2022 and revised annually. In the comprehensive report, the study of aspect and impact are aimed to:</p> <ol style="list-style-type: none"> a) Plan to avoid negative impact and to promote positive impacts. 	Complied

Criterion / Indicator		Assessment Findings	Compliance																				
		b) Reduction disposal of waste taking into consideration of social responsibilities. c) Plan to reduce pollution and release of GHG d) Development and implementations.																					
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 -	Awareness and training related environment were tabulated in the table below: <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Sustainability training</td> <td>15/06/2022</td> </tr> <tr> <td>Triple rinsing and puncturing empty container</td> <td>18/07/2022</td> </tr> <tr> <td>Riparian Buffer zone training</td> <td>16/06/2022</td> </tr> <tr> <td>Empty pesticide container, Oil Trap and Spillage management</td> <td>16/06/2022</td> </tr> <tr> <td>Water Sampling Training</td> <td>09/06/2022</td> </tr> <tr> <td>IPM Training</td> <td>20/05/2022</td> </tr> <tr> <td>Water Sampling Training</td> <td>16/06/2022</td> </tr> <tr> <td>Schedule waste Management, Domestic waste and Recyclable waste</td> <td>16/06/2022</td> </tr> <tr> <td>HCV & RTE Management Plan Training</td> <td>16/06/2022</td> </tr> </tbody> </table>	Training	Date	Sustainability training	15/06/2022	Triple rinsing and puncturing empty container	18/07/2022	Riparian Buffer zone training	16/06/2022	Empty pesticide container, Oil Trap and Spillage management	16/06/2022	Water Sampling Training	09/06/2022	IPM Training	20/05/2022	Water Sampling Training	16/06/2022	Schedule waste Management, Domestic waste and Recyclable waste	16/06/2022	HCV & RTE Management Plan Training	16/06/2022	Complied
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4.5.1.6	Management shall organize regular meetings with employees where their concerns about environmental quality are discussed. - Major compliance -	This is addressed by Environment Performance Monitoring Committee (EPMC) meeting. The last meeting was conducted on 19/04/2022 and minutes of meeting was available for verification. Among the agenda discussed were: <ol style="list-style-type: none"> 1. Open burning 2. Riparian buffer zone – spraying, manuring etc. 3. HCV 4. Illegal Hunting, fishing, trapping 5. Waste management – domestic, SW and recyclable waste 	Complied																				

Criterion / Indicator		Assessment Findings				Compliance																
		6. Dust – main road 7. POME – River pollution																				
Criterion 4.5.2: Efficiency of energy use and use of renewable energy																						
4.5.2.1	Consumption of non-renewable energy shall be optimized and closely monitored by establishing baseline values and trends shall be observed within an appropriate timeframe. There should be a plan to assess the usage of non-renewable energy including fossil fuel, electricity and energy efficiency in the operations over the base period. - Major compliance -	This is addressed in Management plan dated 08/01/2022 to improve efficiency of diesel usage and to optimise renewal energy. Among the plan were: <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>No</th> <th>Specific Concern</th> <th>Issue</th> <th>Management plan</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Diesel usage</td> <td>Continually running engine by tractor and lorry</td> <td>Educate the driver, monitor condition of tractor batteries, starters and maintenance book and monitor diesel usage for reduction etc, stop the engine whie tractor not moving</td> </tr> <tr> <td>2</td> <td>GHG emission</td> <td>Optimum diesel consumption by farm tractors and mini tractors</td> <td>Adequate mini tractors and grabbers for harvesting and evacuation, to maintain the current system and continue monitor the diesel usage.</td> </tr> <tr> <td>3</td> <td>Infield and Internal transport</td> <td>FFB collection and transport to mill</td> <td>Block harvesting – to implement structure cluster harvesting operation</td> </tr> </tbody> </table>				No	Specific Concern	Issue	Management plan	1	Diesel usage	Continually running engine by tractor and lorry	Educate the driver, monitor condition of tractor batteries, starters and maintenance book and monitor diesel usage for reduction etc, stop the engine whie tractor not moving	2	GHG emission	Optimum diesel consumption by farm tractors and mini tractors	Adequate mini tractors and grabbers for harvesting and evacuation, to maintain the current system and continue monitor the diesel usage.	3	Infield and Internal transport	FFB collection and transport to mill	Block harvesting – to implement structure cluster harvesting operation	Complied
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		4	Diesel usage mt/FFB	High crop period	To maintain the current usage ratio below 1.00 L/Mt													
		5	Diesel usage mt/FFB	Low crop period	To maintain the current usage ratio below 1.00 L/Mt													
<p>Monthly records on energy consumption for non-renewable sources were kept and documented. Based on the records, the diesel consumption is as follows:</p> <table border="1"> <thead> <tr> <th></th> <th>2021</th> <th>Todate 2022</th> </tr> </thead> <tbody> <tr> <td>FFB</td> <td>31444.71</td> <td>4073.71</td> </tr> <tr> <td>Diesel, Lit.</td> <td>47788.00</td> <td>7624.00</td> </tr> <tr> <td>Diesel/FFB</td> <td>1.57</td> <td>1.91</td> </tr> </tbody> </table>								2021	Todate 2022	FFB	31444.71	4073.71	Diesel, Lit.	47788.00	7624.00	Diesel/FFB	1.57	1.91
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<p>The utilization of fossil fuel in 2017-2022 is being monitored. The estate records and monitors the diesel utilization over the running hours of gen-set and other vehicles running.</p> <p>Performance variation in view of several factors i.e.</p> <ul style="list-style-type: none"> a) Infrastructure of estates, b) Community size / no of gen-sets, c) No. of vehicles / age of machine. d) Weather interference / crop production volume <p>The estate adopted the following practices in reducing diesel consumption in the daily operations.</p> <table border="1"> <thead> <tr> <th></th> <th>Management Plan</th> <th>Timeline</th> <th>PIC</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Monitoring of diesel usage in FFB transportation</td> <td>On-going</td> <td>AEM</td> </tr> <tr> <td>2</td> <td>Engine OFF when not in operations</td> <td>On-going</td> <td>AEM</td> </tr> </tbody> </table>								Management Plan	Timeline	PIC	1	Monitoring of diesel usage in FFB transportation	On-going	AEM	2	Engine OFF when not in operations	On-going	AEM
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Criterion / Indicator		Assessment Findings				Compliance
		3	Training session to PIC	Schedule	AEM	
4.5.2.2	The oil palm premises shall estimate the direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations. This shall include fuel use by contractors, including all transport and machinery operations. - Major compliance -	The estimate for the direct usage of non-renewable energy for their operations, including fossil fuel to determine energy efficiency of their operations (machineries and vehicle), was available in the estate annual budget.				Complied
4.5.2.3	The use of renewable energy should be applied where possible. - Minor compliance -	There was no renewable energy applied by the estate.				Complied
Criterion 4.5.3: Waste management and disposal						
4.5.3.1	All waste products and sources of pollution shall be identified and documented. - Major compliance -	Identification of waste products and sources of pollution is documented in Waste Management Plan. The wastes were categorised to scheduled wastes, domestic wastes and recyclable wastes. The wastes management plan has the information about method of disposal, monitoring & action plan, data required, responsible person and status of implementation.				Complied
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 b) Improving the efficiency of resource utilization and recycling of potential wastes as nutrients or converting them into value-added by-products - Major compliance -	Waste management plan was established by the estate to include pollution source, management plan and monitoring plan dated 22/03/2022. For example, source of waste and mitigation plan for scheduled waste, domestic wastes and recyclable waste. Among the plan tabulated in the table below:				Complied
		No	Source	Management Plan	Monitoring Plan	
		1	Schedule waste	Identification, segregation and	Monitor weather any SW items disposed in the	

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Criterion / Indicator		Assessment Findings				Compliance
			including clinical waste	storage of waste, Update E Swiss, Pollution control device (Oil trap and Contaminant bund)	landfill, to call Kualiti Alam every 6 month or when waste exceed 20 mt, Ensure complete spill kit are available at SW store	
		2	Schedule waste from line site	Provide SW container at linesite, Provide training to workers	Collect at least one a week and transfer to SW store, monitor weather any SW items disposed at landfill	
		3	Domestic waste	Collection of rubbish, Disposal and Landfill distance	Dedicated workers and vehicle shall be available, Dispose at designated landfill area and ensure landfill area at least 400m from housing areas	
		4	Recyclable waste	Segregation on site (at 1 st point itself), Collection and storage	To ensure workers segregate their waste, training and temporary storage at office then send to recyclable waste store weekly basis	
4.5.3.3	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.	Addressed in the Scheduled Waste Management procedure [SMP-GPB-11, rev. 02, dated 11/08/2020. Scheduled wastes were disposed through licensed vendor and consignment notes as follows were verified:				Complied

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -	<p>Inventory of Schedule Waste has been maintained as per Fifth Schedule form dated 28/06/2022 with reference number AS(B)K(KLM)95/130/100/042. Sample of inventory were SW102=0.018MT, SW110=0.08MT, SW305=0.076MT, and SW312=0.002MT.</p> <p>Disposal has been made. Latest record as below:</p> <p>Sample 1 Consignment Note: 20220314093RIK0P Date: 12/03/2022 SW: 404 (Clinical waste) = 0.0040MT Contractor: Kualiti Alam Sdn Bhd</p> <p>Sample 2 Consignment Note: 2022030708POLIDB Date: 07/03/2022 SW: 305 (Spent Lubricating Oil) = 0.2720MT Contractor: Kualiti Alam Sdn Bhd</p>	
4.5.3.4	<p>Empty pesticide containers shall be punctured and disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health. The disposal instructions on manufacturer's labels should be adhered to. Reference should be made to the national programme on recycling of used HDPE pesticide containers.</p> <p>- Major compliance -</p>	<p>Empty pesticides containers were disposed through authorised collector after the process of triple rinsing has been undergone. Triple rinsing and puncturing training were conducted on 18/07/2022 by MyCorp. Latest empty chemical container disposed through G Planter on 14/04/2022.</p>	Complied
4.5.3.5	Domestic waste should be disposed as such to minimize the risk	Domestic waste for the estate was disposed as follows.	Complied

Criterion / Indicator		Assessment Findings				Compliance
	of contamination of the environment and watercourses. - Minor compliance -	Estate	Landfill site	Division		
		Genting Selama Estate	Government Bin	Main Division		
			P07	Choong Meng		
			P95B	Selding		
			P95A	Halifax		
		The requirement is established, and the procedure documented under this subject titled: <ul style="list-style-type: none"> • Landfill/domestic waste management GBP 12 dated 01/12/14 • Scheduled waste management GBP 11 dated 11/08/20 • Recyclable waste management GBP 13 dated 11/10/13 				
Criterion 4.5.4: Reduction of pollution and emission						
4.5.4.1	An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, scheduled wastes, solid wastes and effluent. - Major compliance -	Refer Significant Pollutant and Greenhouse Gas (GHG) Emission – Reduction and minimization plan dated 07/04/2021.				Complied
		No	Specific Concern	Issue	Management plan	
		1	Air Pollution	Continuously running engine by tractors and lorries	To educate the drivers, monitor condition of tractor batteries, starters and other maintenance and monitor diesel usage for reduction.	

Criterion / Indicator		Assessment Findings				Compliance
		2	GHG emission	High diesel consumption by farm tractors	Replace farm tractors with mini tractors and grabbers – use when needed and insert awareness between drivers	
		3	GHG emission	High diesel consumption due to scattered harvesting and evacuation field	Cluster harvesting and systematic evacuation	
		4	GHG emission	Use of inorganic fertilizers	Minimize inorganic fertilizers by stop manuring 2 years ahead for field going for replanting	
		5	GHG emission	Use of nitrogen fertilizers	Minimize nitrogen fertilizers by replacing straight fertilizers with compound fertilizers.	
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented. - Major compliance -	Action plan has been monitored by the estate management. Timelines, PIC and status of action has been monitored. Most of the plan still going and continually implemented.				Complied
Criterion 4.5.5: Natural water resources						
4.5.5.1	The management shall establish a water management plan to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include: a. Assessment of water usage and sources of supply.	Water management plan 2022 dated 09/03/2022 had been established with the main objective to maintain the quality and availability of natural water resources (surface and ground water). a. Water source was from Syarikat Air Darul Aman (SADA) and Lembaga Air Perak (LAP) based on division located.				Complied

Criterion / Indicator	Assessment Findings	Compliance																																																																								
<p>b. Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the estate’s current activities.</p> <p>c. Ways to optimize water and nutrient usage to reduce wastage (e.g. having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.).</p> <p>d. Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones at or before planting or replanting, along all natural waterways within the estate.</p> <p>e. Where natural vegetation in riparian areas has been removed, a plan with a timetable for restoration shall be established and implemented.</p> <p>f. Where bore well is being use for water supply, the level of the ground water table should be measured at least annually.</p> <p>- Major compliance -</p>	<p>b. Monitoring of outgoing water has been done by estate. Six water sample has been sent to Genting Plantations Research Centre (GPRC). Refer Water Quality Index (WQI) for Genting Selama Estate dated 28/01/2022. Action Plan for Water Quality Analysis has been conducted for the issue and observation from the result.</p> <table border="1" data-bbox="1048 655 1854 933"> <thead> <tr> <th>Parameter</th> <th>unit</th> <th>STD</th> <th colspan="2">Selama Division</th> <th colspan="2">Halifax Division</th> </tr> <tr> <th>Date</th> <td></td> <td></td> <th colspan="2">18/1/22</th> <th colspan="2">18/01/22</th> </tr> </thead> <tbody> <tr> <td>PH</td> <td>-</td> <td>5.5-9.0</td> <td>6.4</td> <td>4.5</td> <td>4.1</td> <td>3.9</td> </tr> <tr> <td>BOD</td> <td>mg/L</td> <td>50</td> <td>16.50</td> <td>10.50</td> <td>10.50</td> <td>9.00</td> </tr> <tr> <td>COD</td> <td>mg/L</td> <td>200</td> <td>20.00</td> <td>80.80</td> <td>64.00</td> <td>36.00</td> </tr> <tr> <td>DO</td> <td>mg/L</td> <td>-</td> <td>10</td> <td>9.0</td> <td>9.0</td> <td>9.0</td> </tr> <tr> <td>Phosphorus</td> <td>mg/L</td> <td>10</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> </tr> <tr> <td>A Nitrogen</td> <td>mg/L</td> <td>20</td> <td>0.50</td> <td>0.50</td> <td>0.60</td> <td>0.30</td> </tr> <tr> <td>S Solids</td> <td>mg/L</td> <td>100</td> <td>14</td> <td>12</td> <td>19</td> <td>12</td> </tr> </tbody> </table> <p>Results except pH level concluding no significant differences and are within limits for all parameters. The estate however made investigation on the pH level variation Ways to optime water has been stated in the Water Management Plan. Among the plans were:</p> <table border="1" data-bbox="1055 1118 1854 1380"> <thead> <tr> <th>Issue</th> <th>Action Plan</th> <th>Monitoring</th> </tr> </thead> <tbody> <tr> <td>Water Source</td> <td>Government treated water</td> <td>For residential areas and available for all division</td> </tr> <tr> <td>Residential area</td> <td>Monitoring of Pipe leakages</td> <td>Any leakage should be reported to the management and repairs be</td> </tr> </tbody> </table>	Parameter	unit	STD	Selama Division		Halifax Division		Date			18/1/22		18/01/22		PH	-	5.5-9.0	6.4	4.5	4.1	3.9	BOD	mg/L	50	16.50	10.50	10.50	9.00	COD	mg/L	200	20.00	80.80	64.00	36.00	DO	mg/L	-	10	9.0	9.0	9.0	Phosphorus	mg/L	10	0.00	0.00	0.00	0.00	A Nitrogen	mg/L	20	0.50	0.50	0.60	0.30	S Solids	mg/L	100	14	12	19	12	Issue	Action Plan	Monitoring	Water Source	Government treated water	For residential areas and available for all division	Residential area	Monitoring of Pipe leakages	Any leakage should be reported to the management and repairs be	
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Criterion / Indicator		Assessment Findings			Compliance																				
				immediately addresses by staff																					
		Optimize water usage and reduce wastage	Spraying pump maintenance	The spraying pump are checked and maintained regularly to prevent any leakages. Calibration done every 6 month.																					
		Sewage and septic tank	To ensure no leakage, septic tank is functioning properly	Repaired on septic tanks not needed ats this moments and ongoing monitoring																					
		<p>c. Buffer zones were protected. Areas visited for the estate as tabled below:</p> <table border="1"> <thead> <tr> <th></th> <th>Division</th> <th>Description</th> <th>Location</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Selama Division</td> <td>Bund</td> <td>PP95B1 /P05A</td> </tr> <tr> <td>2</td> <td>Chong Meng Division</td> <td>Swamp</td> <td>P19B</td> </tr> <tr> <td>3</td> <td>Selding Division</td> <td>Riparian Buffer Belt</td> <td>P01</td> </tr> <tr> <td>4</td> <td>Halifax Division</td> <td>Riparian Buffer Belt</td> <td>P07</td> </tr> </tbody> </table>				Division	Description	Location	1	Selama Division	Bund	PP95B1 /P05A	2	Chong Meng Division	Swamp	P19B	3	Selding Division	Riparian Buffer Belt	P01	4	Halifax Division	Riparian Buffer Belt	P07	
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		<p>Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones has been verified at the estate. Riparian buffer zones have been identified and demarcated.</p>																							

Criterion / Indicator		Assessment Findings	Compliance																		
		<p>No chemicals and fertilizer application observed been used in their maintenance. In certain areas Guatemala grass / Vetiver sp were planted along the riverbanks. Guidelines of the width of the rivers and natural courses to be protected have been illustrated in the GPB SMP 14 Sustainability Manual revised dated 16/03/2020. The buffer zones established are as follows:</p> <table border="1"> <thead> <tr> <th></th> <th>River width</th> <th>Buffer zone</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>>40 meters</td> <td>50 meters</td> </tr> <tr> <td>2</td> <td>20 - 40 meters</td> <td>40 meters</td> </tr> <tr> <td>3</td> <td>10 - 20 meters</td> <td>20 meters</td> </tr> <tr> <td>4</td> <td>5 - 10 meters</td> <td>10 meters</td> </tr> <tr> <td>5</td> <td>< 5 meters</td> <td>5 meters</td> </tr> </tbody> </table> <p>d. Natural vegetation was sighted in a good condition along the field drain. Management has put signage at buffer zone area and do training for workers to create awareness for them. Buffer zone training to Manuring gang and Spraying Gang was conducted on 04/10/2022.</p> <p>e. No bore well is being use as water supply.</p>		River width	Buffer zone	1	>40 meters	50 meters	2	20 - 40 meters	40 meters	3	10 - 20 meters	20 meters	4	5 - 10 meters	10 meters	5	< 5 meters	5 meters	
	River width	Buffer zone																			
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5	< 5 meters	5 meters																			
4.5.5.2	No construction of bunds, weirs and dams across main rivers or waterways passing through an estate. - Minor compliance -	There is no construction of bunds, weirs and dams across main rivers or waterways passing through the estate.	Complied																		
4.5.5.3	Water harvesting practices should be implemented (e.g. water from road-side drains can be directed and stored in conservation terraces and various natural receptacles). - Minor compliance -	Among the water harvesting methods implemented by the management to conserve water are collecting rainwater through rain gutter at Main office for cleaning purpose.	Complied																		
Criterion 4.5.6: Status of rare, threatened, or endangered species and high biodiversity value																					

Criterion / Indicator	Assessment Findings	Compliance																																													
<p>4.5.6.1 Information shall be collated that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors). This information should cover:</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>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>The HCV assessment contained information of both planted area and relevant wider landscape-level, and result of HCV was obtained. There was one report prepared by the HCV assessors (conducted in Feb-Mar 2010) covering the estate. The report of assessment contained in "High Conservation Value (HCV) Final Report (Northern Region). The following aspects were assessed:</p> <ul style="list-style-type: none"> • Area of HCV-Shared management of forest reserve and boundary areas/buffer zones • The presence of large mammals and birds and how they are protected from poaches. • IPM: use of plants to attract predators to control bagworms & barn owls for rat management and success Drainage and the conditions. Determining the presence of fishes as a bio-indicator of water health. <p>Summary of HCV Sites in the Estates in Northern Region:</p> <table border="1" data-bbox="1050 963 1854 1145"> <thead> <tr> <th>Estate</th> <th>Division</th> <th>HCV1</th> <th>HCV2</th> <th>HCV3</th> <th>HCV4</th> <th>HCV5</th> <th>HCV6</th> </tr> </thead> <tbody> <tr> <td rowspan="4">Selama</td> <td>Selama</td> <td>-</td> <td>-</td> <td>-</td> <td>x</td> <td>-</td> <td>x</td> </tr> <tr> <td>Chong Meng</td> <td>-</td> <td>-</td> <td>-</td> <td>x</td> <td>-</td> <td>x</td> </tr> <tr> <td>Selding</td> <td>-</td> <td>-</td> <td>-</td> <td>x</td> <td>-</td> <td>-</td> </tr> <tr> <td>Halifax</td> <td>-</td> <td>-</td> <td>-</td> <td>x</td> <td>-</td> <td>-</td> </tr> </tbody> </table> <p>The HCV assessment for the estate was made by a qualified assessor titled Inventory on HCV sited in Feb-Mar 2010). High Conservation Value (HCV) Final Report (Northern Region) dated 26-27 Mac 2010 by Dr Yap SK. The report was sighted and verified. The HCV identified in the estate as follows;</p> <table border="1" data-bbox="1057 1329 1843 1394"> <thead> <tr> <th>Description</th> <th>HCV 1.4</th> <th>HCV 4.2</th> <th>HCV 6</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Estate	Division	HCV1	HCV2	HCV3	HCV4	HCV5	HCV6	Selama	Selama	-	-	-	x	-	x	Chong Meng	-	-	-	x	-	x	Selding	-	-	-	x	-	-	Halifax	-	-	-	x	-	-	Description	HCV 1.4	HCV 4.2	HCV 6					<p>Complied</p>
Estate	Division	HCV1	HCV2	HCV3	HCV4	HCV5	HCV6																																								
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Criterion / Indicator		Assessment Findings				Compliance	
		1	Steep area sites /rocky area at OP 93	/	/	-	
		2	Temple /Cemetery area) PKD		-	/	
		<p>The report details the findings of a rapid appraisal of the biodiversity in the estates and addresses the RSPO P&C relevant to biodiversity conservation and HCV. Therein being provided details relating to the following:</p> <ul style="list-style-type: none"> a) General biodiversity issues b) Watercourses and drainage c) Habitats natural and man-made d) Wildlife e) Ponds and reservoirs f) Wetlands /watercourses g) Legal aspects h) Immediate and long term effect. 					
4.5.6.2	<p>If rare, threatened or endangered species, or high biodiversity value, are present, appropriate measures for management planning and operations should include:</p> <ul style="list-style-type: none"> a) Ensuring that any legal requirements relating to the protection of the species are met. b) Discouraging any illegal or inappropriate hunting, fishing or collecting activities; and developing responsible measures to resolve human-wildlife conflicts. <p>- Major compliance -</p>	<p>The assessment contained information of both planted area and relevant wider landscape-level, and result of HCV was obtained. Wildlife / Rare Threatened Endangered (RTE) Monitoring Checklist has been recorded for animal sighting surrounding the estate. Latest record verified on 05/04/2022. Monitoring of HCV has been conducted as per HCV Monitoring Checklist dated 16/04/2022. Management has met the legal requirement to the protection of the species are met.</p> <p>Discouraging of any illegal hunting, fishing or collecting activities has been implemented by install awareness signage at the strategic area, training to the workers and discussed with the stakeholders during stakeholder meeting.</p>				Complied	

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Criterion / Indicator		Assessment Findings	Compliance
		<p>The HCV Assessment report indicated that there is no threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill operations.</p> <ul style="list-style-type: none"> a) There is only common bird, presence of wild boar and monkeys occasionally sighted. The appropriate measures that are expected to maintain and/or enhance them were implemented through an action plan reviewed in Jan 2022. b) The assessment contained information of both planted area and relevant wider landscape-level, and result of HCV was obtained. c) Continuous HCV and Biodiversity training was last conducted on 01/04/2021. Daily morning briefing includes reminder to workers regarding the HCV and species protection. d) In addition, there were signage about RTE species and hunting restriction were also planted at strategic places in the estate. 	
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>Management and Monitoring Plan for HCV Areas and RTE (Rare, Threatened & Endangered) Species with the Genting Selama Estate has been updated on 24/01/2022. Among the plan as the following:</p> <p>HCV 4 (Areas critical to erosion & sedimentation control)</p> <ul style="list-style-type: none"> 1. Avoid any chemical weeding or manuring activities 2. Socialize the importance of conservation of buffer zones to sprayers and general workers 3. Land or vegetation cover in the high potential erosion area should be well maintained or should be improved if necessary. <p>HCV 6 (Sacred sites)</p> <ul style="list-style-type: none"> 1. To clearly demarcate and erect proper fencing and signage 	Complied

Criterion / Indicator	Assessment Findings	Compliance
	<p>2. Informing the community or stakeholders concerning the utilization of the site</p> <p>3. To maintain a buffer to secure the areas from fire and other disturbance</p> <p>RTE Management</p> <p>1. Monitoring on presence of the protected species</p> <p>Interview with the employees indicate their good understanding regarding on the HCV management.</p> <p>Monitoring of these areas are made through the daily field supervision by the field staff and executives.</p> <ul style="list-style-type: none"> • There were also visits by the GM/SHO and also personnel from the Sustainability unit. • Sighting of RTE are made and recorded during the AP rounds in the estates if any. • At current status there was no RTE species identified based on inventory of HCV Sites within GPB Group of Estates (Northern Region) dated 27/03/2010. Based on the summary, only totally protected and protected birds, mammals and herpetofauna based on IUCN list sighted at specific location in the estate. • Outcome of the monitoring updated in the management and monitoring plan for HCV areas and RTE species. • Monitoring of HCV and wildlife/RTE was done once every 4 months based on established SOP, SMP-GPB-30 (Procedures on Management of HCV areas) 	
<p>Criterion 4.5.7: Zero burning practices</p>		

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Criterion / Indicator		Assessment Findings	Compliance
4.5.7.1	Use of fire for waste disposal and for preparing land for oil palm cultivation or replanting shall be avoided except in specific situations, as identified in regional best practice. - Major compliance -	There was no use of fire for land preparation for replanting. Domestic wastes were disposed at designated landfill. Based on site visit at several fields at the sampled estate, there was no trace of open burning observed.	Complied
4.5.7.2	A special approval from the relevant authorities shall be sought in areas where the previous crop is highly diseased and where there is a significant risk of disease spread or continuation into the next crop. - Major compliance -	Visit to the estate confirmed that no previous crop is highly diseased and where there is a significant risk of disease spread or continuation into the next crop hence, no special approval been obtained so far. Hence this requirement is not applicable.	Not Applicable
4.5.7.3	Where controlled burning is allowed, it shall be carried out as prescribed by the Environmental Quality (Declared Activities) (Open Burning) Order 2003 or other applicable laws. - Major compliance -	Since no special approval been obtained so far for burning, hence this requirement is not applicable.	Not Applicable
4.5.7.4	Previous crops should be felled or mowed down, chipped and shredded, windrowed or pulverized or ploughed and mulched. - Minor compliance -	All the previous palms shall be felled, chipped, and windrowed as stated in the Agriculture Manual. Based on site visit at several fields at the sampled estate, there was no trace of open burning observed.	Complied
4.6 Principle 6: Best Practices			
Criterion 4.6.1: Site Management			
4.6.1.1	Standard operating procedures shall be appropriately documented and consistently implemented and monitored. - Major compliance -	Standard Operating procedure has been addressed in the Sustainability Management Procedure Manual Update June 2022, Standard Operating Procedures (SOP) Revision 3 dated 11/10/2013 and The Oil Palm Manual. The manual covering the activity for replanting, oil palm nursery practices, planting techniques, soil conservation and terracing, pest and diseases, weed management,	Minor Non-Conformities

Criterion / Indicator		Assessment Findings	Compliance
		<p>manuring of oil palm, immaturity, harvesting, crop forecasting and managing difficult soils. All the activities have been described comprehensively in the Standard operating procedure (SOP) and pictorial SOP. The estate implemented the SOPs through its daily operations.</p> <p>Implementation of Standard Operating Procedure at Workshop and SW Store was not effectively monitored.</p> <p>During a site visit to the workshop area Genting Selama Estate (Main Division), the following was observed.</p> <p>a) A unit of Flashback Arrestor was installed at Acetylene Gas Tank, however not affixed to the Oxy Gas Tank. This was not in line with the SOP in relation to "Langkah-Langkah yang perlu di patuhi di bengkel" dated January 2011 Section 5.0 among others stating "Tangki Oxy Acetylene (iii) Pastikan Tangki di lengkapi dengan flame arrestor (anti flashback) dan check valve".</p> <p>b) 2 units of empty lubricant containers were used for domestic purposes (1 unit used for placing of workshop tools whilst another unit being placed at vicinity of rubbish area). This is against the SOP titled" Langkah-Langkah Pengurusan Dan Pengendalian Bahan Kimia, Minyak Pelincir & Baja Section 21.1 (f) stating among others "Bekas - Bekas kosong dilupuskan atau dijual kepada pengumpul bekas terjadual yang diiktiraf untuk tujuan kitar semula."</p> <p>Thus, Minor NC was raised.</p>	
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	Generally, the soil conservation measures implemented at the sloping land are construction of terrace, establishment of cover crop and construction of roadside drain. This is guided by the SOP Steep	Complied

Criterion / Indicator		Assessment Findings	Compliance																		
	waterways. Measures shall be put in place to prevent contamination of surface and groundwater through runoff of either soil, nutrients or chemicals. - Major compliance -	Slopes Management Doc No. SMP-GPB-10 dated 18/03/2021. The objective was to ensure soil conservation, prevention, control of erosion and safety at steep slopes.																			
4.6.1.3	A visual identification or reference system shall be established for each field. - Major compliance -	Verification through site visit, management has place field marking that contained information of Field Number, Block, and hectareage. Estate's maps where the following details were available for reference: <ul style="list-style-type: none"> • Soil Map • Slope class map • Blocking map • Riparian buffer zone map 	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 -	Annual business plan is addressed in the form of annual budget and the projection for 5 years (2022-2026). It has the information about projected FFB production, finance allocations for operations such as harvesting and field upkeep, administration, and capital expenditure.	Complied																		
4.6.2.2	Where applicable, an annual replanting programme shall be established. Long term replanting programme should be established and review annually, where applicable every 3-5 years. - Major compliance -	Replanting program has been established with 5 years projection which details are as follows: <table border="1" data-bbox="1048 1193 1854 1356"> <thead> <tr> <th></th> <th colspan="5">Year / Hectarage (Ha)</th> </tr> <tr> <th>Estate</th> <th>2022</th> <th>2023</th> <th>2024</th> <th>2025</th> <th>2026</th> </tr> </thead> <tbody> <tr> <td>Genting Selama Estate</td> <td>114.94</td> <td>147.17</td> <td>130.58</td> <td>134.77</td> <td>86.39</td> </tr> </tbody> </table>		Year / Hectarage (Ha)					Estate	2022	2023	2024	2025	2026	Genting Selama Estate	114.94	147.17	130.58	134.77	86.39	Complied
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Genting Selama Estate	114.94	147.17	130.58	134.77	86.39																

Criterion / Indicator	Assessment Findings	Compliance
<p>4.6.2.3 The business or management plan may contain:</p> <ul style="list-style-type: none"> a) Attention to quality of planting materials and FFB b) Crop projection: site yield potential, age profile, FFB yield trends c) Cost of production: cost per tonne of FFB d) Price forecast e) Financial indicators: cost benefit, discounted cash flow, return on investment <p>- Major compliance -</p>	<p>Genting Selama Estate has established and implemented its commitment to a long-term sustainability and financial viability through an operating expenditure /capital expenditure planning. The five years planning horizon 2022-2026 is available. The estate possessed a budget format. Inclusive is a 5-year budget/forecast financial plan 2022-2026 allocating categories among others;</p> <ul style="list-style-type: none"> a) Crop yielding area b) Mature cost c) General charges/upkeep/collection/depreciation d) Cost/ha & cost /mt FFB e) CAPEX <p>Separately the cost of immature areas is also shown which among others comprises of the following items:</p> <ul style="list-style-type: none"> a) Labour statement / Allocation of wages / Labour benefit summary b) Yield statement oil palm c) Summary of vehicle and running schedule / Job allocation for vehicles d) Summary of workshop running schedule e) Summary of budget f) Summary of general charges g) CAPEX <p>The main key areas of the financial projections are as follows. Certain figures were excluded for reason of confidentiality.</p>	<p>Complied</p>

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Criterion / Indicator		Assessment Findings					Compliance
		Estates	2022	2023	2024	2025	
		Mature Ha	1325	1305	1331	1383	
		Immature Ha	449	468	443	391	
		Total Planted Ha	1774	1774	1774	1774	
		FFB /Tons	29965	32631	33939	35961	
		Yield /Ha	22.60	25.00	25.50	26.00	
		RM/mt FFB	X	X	X	X	
4.6.2.4	The management plan shall be effectively implemented and the achievement of the goals and objectives shall be regularly monitored, periodically reviewed and documented. - Major compliance -	Monitoring of actual expenses against the allocated budget for the field operation is reported monthly and justification of underspent or overspent can be seen in the monthly expenditure and progress report.					Complied
Criterion 4.6.3: Transparent and fair price dealing							
4.6.3.1	Pricing mechanisms for the products and other services shall be documented and effectively implemented. - Major compliance -	The pricing mechanism for the products and other services provided by the contractor has clearly stated in the contract agreement. <ul style="list-style-type: none"> Contractor: NSRH Enterprise, Contract: Loading and Transporting Works, Agreement No: GSLE/TPT/23/01/03, Contract Period: 01/01/2022 – 31/12/2022 Contractor: Kumary Enterprise, Contract: Harvesting Works, Contract No: GSLE/HA/22/01/01, Contract Period: 01/01/2022 – 31/12/2022 					Complied
4.6.3.2	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. - Major compliance -	Payment rate was clearly stated in Schedule 2 of the agreement. Payment terms was within 30 days from the date of issuance of Schedule of Work Completed. Interviewed with contractor, they had confirmed that payment was made promptly					Complied

Criterion / Indicator		Assessment Findings	Compliance
Criterion 4.6.4: Contractor			
4.6.4.1	Where contractors are engaged, they shall understand the MSPO requirements and shall provide the required documentation and information. - Major compliance -	The contractors engaged by the estate management has signed agreement prior to provide services. There were clauses where the contractors shall ensure compliance with the requirements of RSPO, ISCC and MSPO. Briefing to contractor on MSPO requirements were conducted on 14/07/2022.	Complied
4.6.4.2	The management shall provide evidence of agreed contracts with the contractor. - Major compliance -	Genting Selama Estate has engaged FFB transporter to transport FFB from estate to mill. Sampled of the agreement as below: <ul style="list-style-type: none"> Contractor: NSRH Enterprise, Contract: Loading and Transporting Works, Agreement No: GSLE/TPT/23/01/03, Contract Period: 01/01/2022 – 31/12/2022 Contractor: Kumarvany Enterprise, Contract: Harvesting Works, Contract No: GSLE/HA/22/01/01, Contract Period: 01/01/2022 – 31/12/2022 	Complied
4.6.4.3	The management shall accept MSPO approved auditors to verify assessments through a physical inspection if required. - Minor compliance -	Referred to the agreement under Clause 3.5 (iv), the contractor shall ensure to provide cooperation and relevant access to the appointed Certification Bodies (Sustainability Auditors) into their respective operations, systems, and all information, when this is announced in advance.	Complied
4.6.4.4	The management shall be responsible for the observance of the control points applicable to the tasks performed by the contractor, by checking and signing the assessment of the contractor for each task and season contracted. - Major compliance -	Control points applicable being observed by estate management as per sighted sample agreements. Evidence of agreed contracts are available.	Complied

Criterion / Indicator	Assessment Findings	Compliance
4.7 Principle 7: Development of new planting		
Criterion 4.7.1: High biodiversity value		
4.7.1.1	Oil palm shall not be planted on land with high biodiversity value unless it is carried out in compliance with the National and/or State Biodiversity Legislation. - Major compliance -	There is no development of new planting at visited estate.
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 -
There is no development of new planting at visited estate.	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 -	There is no development of new planting at visited estate.
Not Applicable	Criterion 4.7.3: Social and Environmental Impact Assessment (SEIA)	

Criterion / Indicator		Assessment Findings	Compliance
4.7.3.1	A comprehensive and participatory social and environmental impact assessment shall be conducted prior to establishing new plantings or operations. - Major compliance -	There is no development of new planting at visited estate.	Not Applicable
4.7.3.2	SEIAs shall include previous land use or history and involve independent consultation as per national and state regulations, via participatory methodology which includes external stakeholders. - Major compliance -	There is no development of new planting at visited estate.	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 -	There is no development of new planting at visited estate.	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 -	There is no development of new planting at visited estate.	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 -	There is no development of new planting at visited estate.	Not Applicable
4.7.4.2	Topographic information shall be adequate to guide the	There is no development of new planting at visited estate.	Not Applicable

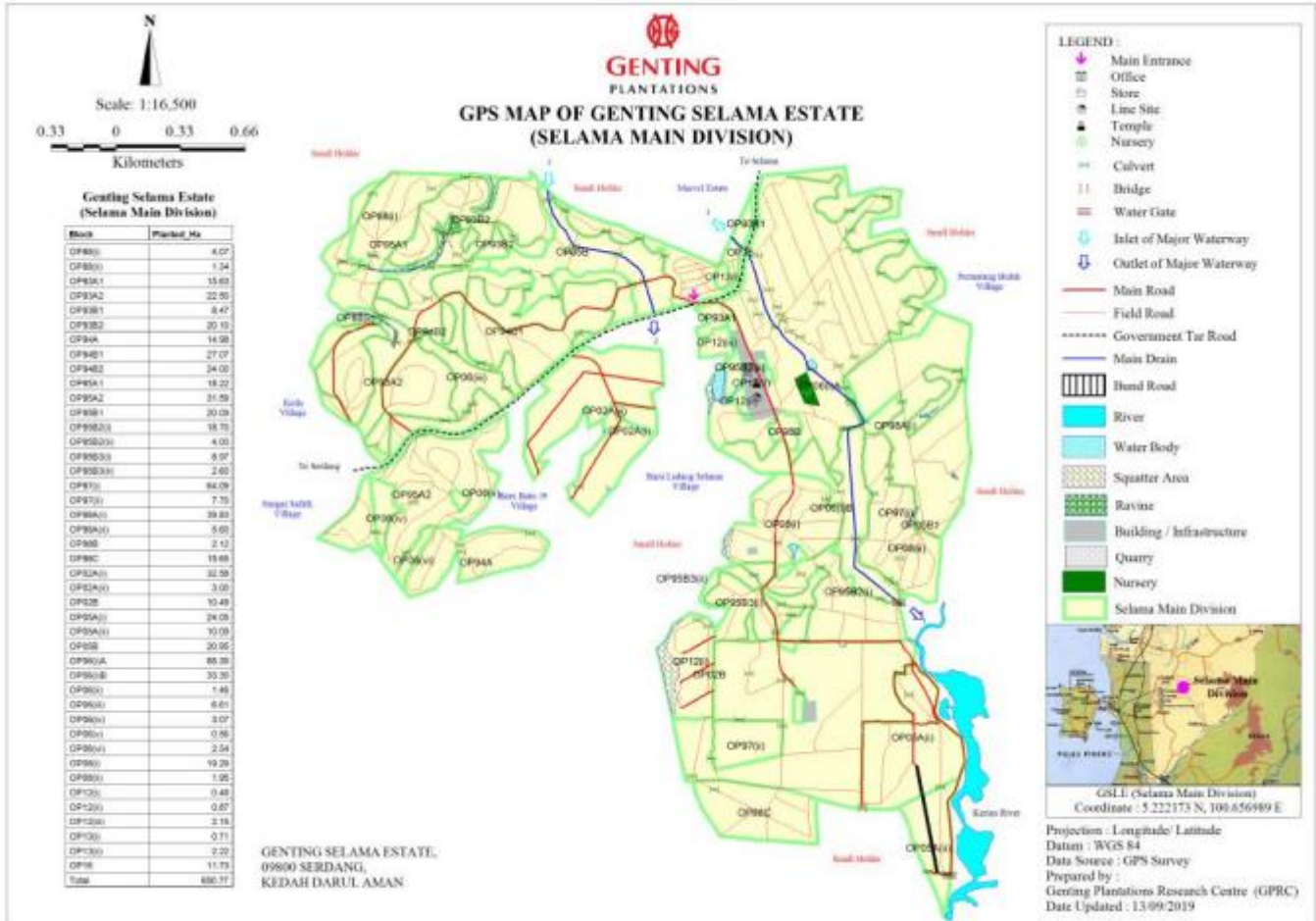
Criterion / Indicator		Assessment Findings	Compliance
	planning of planting programmes, drainage and irrigation systems, roads and other infrastructure. - Major compliance -		
Criterion 4.7.5: Planting on steep terrain, marginal and fragile soils			
4.7.5.1	Extensive planting on steep terrain, marginal and fragile soils shall be avoided unless permitted by local, state and national laws. - Major compliance -	There is no development of new planting at visited estate.	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 -	There is no development of new planting at visited estate.	Not Applicable
4.7.5.3	Marginal and fragile soils, including excessive gradients and peat soils, shall be identified prior to conversion. - Major compliance -	There is no development of new planting at visited estate.	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 -	There is no development of new planting at visited estate.	Not Applicable

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 -	There is no development of new planting at visited estate.	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 -	There is no development of new planting at visited estate.	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 -	There is no development of new planting at visited estate.	Not Applicable
4.7.6.5	Identification and assessment of legal and recognised customary rights shall be documented. - Major compliance -	There is no development of new planting at visited estate.	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 -	There is no development of new planting at visited estate.	Not Applicable
4.7.6.7	The process and outcome of any compensation claims shall be documented and made publicly available. - Major compliance -	There is no development of new planting at visited estate.	Not Applicable

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 -	There is no development of new planting at visited estate.	Not Applicable

Appendix C: Location and Field Map

Genting Selama Estate



Appendix D: 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