

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

- Initial Assessment
- Annual Surveillance Assessment (4)
- 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 Bukit Sembilan Estate
Date of Final Report: 14/9/2022

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

Report Number: 3511547

Assessment Conducted by:
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Section 1: Executive Summary

1.1 Organizational Information and Contact Person			
Company Name	Genting Bukit Sembilan Estate		
Mill/Estate	Certification Unit	MPOB License No.	Expiry Date
	Genting Bukit Sembilan Estate	508758102000 (Main Division) 508759002000 (Paya Kamunting Division)	31/05/2023 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 682996	Certificate Start Date	28/01/2019
Date of First Certification	28/01/2019	Certificate Expiry Date	27/01/2024
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	Exempted as GBSE is RSPO certified Estate		
Initial Stage Visit Date	27/07/2018		
Continuous Assessment Visit Date (CAV) 1	24-25/07/2019		
Continuous Assessment Visit Date (CAV) 2	13/07/2020		
Continuous Assessment Visit Date (CAV) 3	13/07/2021: Remote Audit		

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Continuous Assessment Visit Date (CAV) 4	19-20/07/2022
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1.3 Other Certifications

Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
EU-ISCC-Cert-DE119-60226938	International Sustainability and Carbon Certification EU	ASG Cert GmbH	31/05/2023
RSPO 673953	RSPO Principles & Criteria of Sustainable Palm Oil Production: 2018; Malaysian National Interpretation: 2019	BSI Services Malaysia Sdn Bhd	17/09/2022

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 Bukit Sembilan Estate	Kampung Batu Dua, 09300 Kuala Ketil, Kedah, Malaysia	5° 34' 35.04" N	100° 41' 9.57 E

1.5 Certified Area

Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Genting Bukit Sembilan Estate	1,180.06	2.15	51.95	1,234.16	95.62%
TOTAL	1,180.06	2.15	51.95	1,234.16	95.62%

1.6 Plantings & Cycle

Estate	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
Genting Bukit Sembilan Estate	221.23	11.19	331.77	283.63	332.24	958.83	221.23
Total (ha)	221.23	11.19	331.77	283.63	332.24	958.83	221.23

1.7 Certified Tonnage of FFB

Estate	Tonnage / year		
	Estimated (Jan 2022 - Dec 2022)	Actual (Jul 2021 - Jun 2022)	Forecast (Jan 2023 - Dec 2023)
Genting Bukit Sembilan Estate	27,350.00	16,446.83	20,423.00

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Total (mt)	27,350.00	16,446.83	20,423.00
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1.8 Uncertified Tonnage of FFB			
Estate	Tonnage / year		
	Estimated (Jan 2022 - Dec 2022)	Actual (Jul 2021 - Jun 2022)	Forecast (Jan 2023 - Dec 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 (Jan 2022 - Dec 2022)	Actual (Jul 2021 - Jun 2022)	Forecast (Jan 2023 - Dec 2023)
	FFB	FFB	FFB
	27,350.00	16,446.83	20,423.00
	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 19-20/07/2022. The audit programme is included as Section 2.4. The approach to the audit was to treat the Genting Bukit Sembilan Estate as a MSPO Certification Unit. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HBVs, declared conservation areas and local communities.

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

The Certification Unit were not using MSPO certification marks for any type of on- and off- product communication. The Certification Unit are compliance with the use of the MSPO 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 MSPO Certification Requirement. The sampling of smallholders were based on the formula $(r\sqrt{n})$; where r is the risk factor (may defers 1, 1.5 and 2 depending on risk), where n is total number of group members. The sampled smallholder listed in Appendix B.

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

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

This report was externally reviewed by MSPO 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 (Initial)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
Genting Bukit Sembilan Estate	√	√	√	√	√

Tentative Date of Next Visit: July 19, 2023 - July 20, 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>

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		<p>Work Experience: 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 ISO 9001, ISO 14001, ISO 45001, 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
Monday, 18/07/2022	-	Travelling from Kuala Lumpur to Purest Hotel	√	√
Tuesday, 19/07/2022 Genting Bukit Sembilan 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.	√	√

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Date	Time	Subjects	NHA	MNM
	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 Best practices, P7: Development of New Planting	√	√
	16:30 - 17:00	Interim closing meeting	√	√
Wednesday, 20/07/2022 Genting Bukit Sembilan 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 Best practices, P7: Development of New Planting	√	√
	16:30 - 17:00	Assessment team discussion and preparation and closing meeting	√	√

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

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

Non-Conformity Report			
NCR Ref #:	2226988-202207-M1	Issue Date:	20/07/2022
Due Date:	20/10/2022	Date of Closure:	01/09/2022
Area/Process:	Genting Bukit Sembilan Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.4.5.9 Major
Requirements:	Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements.		
Statement of Nonconformity:	Overtime payment was not documented on the pay slips for piece rated workers.		
Objective Evidence:	Workers overtime for sampled below: 1. Employee ID No:02472, 2. Employee ID No:02510, 3. Employee ID No:26700, 4. Employee ID No:02545, for the month of March 2022 and June 2022 was not documented in the pay slip. However, it was included and paid as the piece rate payment.		
Corrections:	To write down manually on the payslip - on the overtime hours, payment details, and to brief/inform the four (4) workers accordingly.		

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Root cause analysis:	Our Business Application System – ‘Lintramax’ unable to calculate/display overtime for ‘piece rated’ workers because the system assumes that ‘overtime’ refers to only ‘Daily Rated’ workers. So, the system was tweaked to convert the ‘overtime’ into equivalent ‘piece rate’.
Corrective Actions:	To convert ‘piece rated’ workers to ‘daily rated’ on days whenever the worker is expected to perform ‘overtime’. Memo to the office and field staff.
Assessment Conclusion:	Major NC Close Out 1. Verified monthly pays slip of March 2022 and June 2022 confirmed that the details of overtime have been stated in the payslip and calculation was according to their respective job. Refer Pay slip and excel calculation of sample workers ID Employee ID No:02472, 02510, 26700, and 02545. Verbally training has been given to the respective workers with photo evidence. 2. Refer MEMO to the office and field staff dated 15/08/2022 with title Piece rated Pay Slip to Covert Daily Rated undersigned by Manager. Based on the above evidence, the Major Non-Conformity is closed effectively on 01/09/2022. Continuous implementation will be further verified in the next assessment.

Non-Conformity Report			
NCR Ref #:	2226988-202207-N1	Issue Date:	20/07/2022
Due Date:	Next Surveillance	Date of Closure:	Open
Area/Process:	Genting Bukit Sembilan Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.4.4.2 (e) Minor
Requirements:	The occupational safety and health plan shall cover the following: e) The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 and Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000.		
Statement of Nonconformity:	Safety Data Sheet (SDS) due date that placed in the chemical store and fertilizer store were not effectively monitored.		
Objective Evidence:	During site visit at chemical store and fertilizer store Genting Bukit Sembilan Estate (Paya Kamunting Division), it was noted that the Safety Data Sheet (SDS) for Kenlly 20 WG dated 15/10/2014 and fertilizer Rock Phosphate dated 14/12/2016 were not reviewed after 5 years. As per CHRA report no. HQ/12/ASS/00/309-2022/001 June 2022 under Section 6.1.8 Safety Data Sheet (SDS) stated “The due date of the SDS needs to be monitored since suppliers must review SDS every 5 years or less”. This was also not compliance to OSHA 1994 Class Regulation 2013 section 13 (4) “Revise a SDS referred to in sub regulation if (b) More than five years elapsed since the last date of preparation or revision of the Safety Data Sheet”.		
Corrections:	Obtain latest SDS, and replace accordingly at both stores, and file at office.		
Root cause analysis:	Inadequate SOP and awareness to check on the validity of SDS.		
Corrective Actions:	To establish SOP on SDS validity (refer attachment).		

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	Awareness training to be conducted (on yearly basis) to the storekeeper on the new SOP and monitoring of SDS validity.
Assessment Conclusion:	The correction and corrective action are accepted. The evidence of effective implementation shall be verified in the next assessment visit.

Opportunity For Improvement			
Ref:	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 #:	N/A	Issue Date:	
Due Date:		Date of Closure:	
Area/Process:		Clause & Category: (Major / Minor)	MSPO Part __:
Clause:			
Requirements:			
Statement of Nonconformity:			
Objective Evidence:			
Corrections:			
Root cause analysis:			
Corrective Actions:			
Assessment Conclusion:			
Verification Statement:			

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)
1664508-201806-M2	Part 3-4.3.1.1 Major	27/07/2018	Close out on 26/09/2018
1664508-201806-M2	Part 3-4.4.5.6 Major	27/07/2018	Close out on 26/09/2018
1933882-202007-M1	Part 3-4.3.1.1 Major	15/07/2020	Close out on 06/09/2020
1933882-202007-N1	Part 3-4.5.6.2 Minor	15/07/2020	Close out on 13/07/2021
1933882-202007-N2	Part 3-4.6.4.3 Minor	15/07/2020	Close out on 13/07/2021
2226988-202207-M1	Part 3-4.4.5.9 Major	20/07/2022	Close out on 01/09/2022
2226988-202207-N1	Part 3-4.4.4.2(e) Minor	20/07/2022	Open

3.5 Issues Raised by Stakeholders

IS #	Description
1	Issues: JTK Sungai Petani JTK has conducted inspection at Genting Bukit Sembilan Estate housing area with no negative comment received during interview. Any construction of workers housing shall obtain approval from JTK. No other issues raised.
	Management Responses: The management noted with the respond and will try to improve in the future.
	Audit Team Findings: No further action needed.
2	Issues: Palm Oil Mill (Production Engineering Solid Orient Holdings Sdn. Bhd.) Genting Bukit Sembilan Estate is supplying Fresh Fruit Bunch (FFB) to the Mill. However, most of the FFB was received from smallholders. Mill representatives hopes Genting Bukit Sembilan Estate can supply more FFB in the future. No other issue raised.
	Management Responses: The management noted with the respond and will try to improve in the future.
	Audit Team Findings: No further action needed.
3	Issues: SJK(T) Ladang Bukit Sembilan School representatives appreciate on the contribution and support given by the estate management. No other issue raised.
	Management Responses: The management noted with the respond and will try to improve in the future.
	Audit Team Findings: No further action needed.
4	Issues: Neighbouring Estate (Kok Seng Estate) No issues related to boundary or estates operation. Neighbouring estate representatives has good relationship with Genting Bukit Sembilan Estate. No other issue raised.
	Management Responses: The management noted with the respond and will try to improve in the future.



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	Audit Team Findings: No further action needed.
5	Issues: Village Representatives (Kg. Kuala Bakang) 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.
	Management Responses: The management noted with the respond and will try to improve in the future.
	Audit Team Findings: No further action needed.
6	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 and will try to improve in the future.
	Audit Team Findings: No further action needed.

3.6 List of Stakeholders Contacted

Government Officer: JTK Sungai Petani SJK(T) Ladang Bukit Sembilan	Community/neighbouring village: Village Representative (Kg, Kuala Bakang)
Suppliers/Contractors/Vendors: Production Engineering Solid Orient Holding Sdn Bhd Kok Seng Estate	Worker’s Representative/Gender Committee: 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 Bukit Sembilan Estate</i> Certification Unit complies with the <i>MS 2530-3:2013</i> . It is recommended that the certification of <i>Genting Bukit Sembilan 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: 02/09/2022	Signature:  Date: 01/09/2022

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 17/01/2022 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 was planned to be conducted at least once a year. Internal audit for Genting Bukit Sembilan Estate was conducted on 28/06/2022 – 01/07/2022 by the Headquarters. Internal audit has identified one (1) OFI and documented in the internal 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 developed Sustainability Internal Audit procedure with Doc. No.: SMP-GPB-03, Rev. 05 dated	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 -	September 2020 to plan and implement internal audits to determine conformance to the applicable sustainability standards' requirements such as RSPO, MSPO and ISCC. Total of one (1) OFI was raised during internal audit at Genting Bukit Sembilan Estate.	
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 8. continual improvements 9. Resources and Training Requirements 10. Sustainability Policies 11. Compliance to legal requirements	Complied

Criterion / Indicator		Assessment Findings	Compliance
Criterion 4.1.4 – Continual Improvement			
4.1.4.1	The action plan for continual improvement shall be based on consideration of the main social and environmental impact and opportunities of the company. - Major compliance -	Continuous Improvement Plan dated 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. Estate also has upgrade total of 32 units of housing units.	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
4.2 Principle 2: Transparency			
Criterion 4.2.1 – Transparency of information and documents relevant to MSPO requirements			

Criterion / Indicator		Assessment Findings	Compliance
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 developed Procedures for Consultation and Communication with Doc. No.: SMP-GPB-17, Rev. 02 dated 23/02/2018 for the effective internal and external communication of sustainability requirements and responding to communications from local communities and other affected or interested parties. Meeting shall be carried out at least six monthly and annually for internal and external stakeholders. The topics to be discussed such as complaint & grievances, environmental and biodiversity concerns, social issue and suggestions for improvement. Training on Complaints & Grievances, Request & Responses, Negotiation and Compensations, FPIC as per procedure was conducted on 09/06/2022</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>Genting Bukit Sembilan Estate has issued the list of documents that could be requested by the stakeholders. 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 And etc. <p>So far, there was no request recorded for the access of documents from the stakeholders.</p>	Complied
<p>Criterion 4.2.2 – Transparent method of communication and consultation</p>			

Criterion / Indicator		Assessment Findings	Compliance
4.2.2.1	<p>Procedures shall be established for consultation and communication with the relevant stakeholders.</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has developed Procedures for Consultation and Communication with Doc. No.: SMP-GPB-17, Rev. 02 dated 23/02/2018 for the effective internal and external communication of sustainability requirements and responding to communications from local communities and other affected or interested parties. Meeting shall be carried out at least six monthly and annually for internal and external stakeholders. The topics to be discussed such as complaint & grievances, environmental and biodiversity concerns, social issue and suggestions for improvement.</p>	Complied
4.2.2.2	<p>A management official should be nominated to be responsible for issues related to Indicator 1 at each operating unit.</p> <p>- Minor compliance -</p>	<p>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).</p>	Complied
4.2.2.3	<p>List of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders should be properly maintained.</p> <p>- Major compliance -</p>	<p>List of Stakeholders was updated in May 2022 where internal and external stakeholders were included in the list. Stakeholders with the contact details were clearly stated in the list such as local communities, government authorities, neighbouring smallholders, schools, workers’ representatives, contractors and suppliers were included.</p> <p>Stakeholder consultation was conducted from 23/05/2022 until 27/05/2022 by Sustainability Department, Genting HQ. Stakeholder meeting was attended by Imam Masjid Al-Huda Padang Geh, Kampung Padang Geh, Teacher from SJK(T) Ladang Bukit Sembilan, Cattle owner representative, Head of Village (Kampung Baru Bukit Sembilan), food stall owner, Clinic representative, BOMBA representative, smallholder, Penghulu Mukim, SJK(T) Paya Kamunting, temple representative, Kampung Hutan Terabak representative, EFB & FFB Contractor. Issues raised during the</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance																
		stakeholder meeting was updated in the Social Management & Monitoring Plan.																	
Criterion 4.2.3 – Traceability																			
4.2.3.1	The management shall establish, implement and maintain a standard operating procedure to comply with the requirements for traceability of the relevant product(s). - Major compliance -	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.	Complied																
4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system. - Major compliance -	Inspection on compliance with the traceability procedure is regularly checked through supply chain internal audit. The internal audit report, which was written together with other schemes audit such as RSPO and ISCC, was available for verification (see Criterion 4.1.2 for details).	Complied																
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 Azizi Bin Aziz dated 01/06/2022.	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 1225 1854 1359"> <tr> <td>Date</td> <td>31/03/2022</td> <td>30/06/2022</td> <td>21/12/2021</td> </tr> <tr> <td>Ticket No</td> <td>FFB22000161W</td> <td>FFB22000279W</td> <td>R012039</td> </tr> <tr> <td>Lorry No.</td> <td>PKJ7316</td> <td>JPE6189D</td> <td>AL6167</td> </tr> <tr> <td>Weight, MT</td> <td>25.89</td> <td>16.13</td> <td>11.54</td> </tr> </table>	Date	31/03/2022	30/06/2022	21/12/2021	Ticket No	FFB22000161W	FFB22000279W	R012039	Lorry No.	PKJ7316	JPE6189D	AL6167	Weight, MT	25.89	16.13	11.54	Complied
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Criterion / Indicator	Assessment Findings	Compliance	
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 # 508758102000 and 508592902000, both valid until 31/05/2023 • Permit for Diesel 10,000 litre, #KPDNKK(BLG)-600 5/4/19 valid until 13/10/2022 • Perakuan Penentuan Timbang Dan Sukat #B1724548 inspected on 14/02/2022 • Perakuan Penentuan Timbang Dan Sukat #B1940988 inspected on 11/08/2021 • Certificate of fitness of air compressor, #KD PMT 4993, valid until 11/07/2023 • Certificate of fitness of air compressor, # KD PMT 4621, valid until 14/09/2023 • Schedule Waste Handler: Kualiti Alam #004993 valid until 30/04/2023 	Complied
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

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Criterion / Indicator		Assessment Findings	Compliance																								
4.3.1.3	<p>The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force.</p> <p>- Major compliance -</p>	<p>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:</p> <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. <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	Complied
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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 Afizan Binti Mohamad Zaid had been assigned as the PIC for updating changes in law [ref.: appointment letter dated 04/01/2021]. Checking of status compliance was regularly done through the utilisation of form no. SMP-GPB-22 by the management.</p>	Complied																								

Criterion / Indicator		Assessment Findings	Compliance
Criterion 4.3.2 – Lands use rights			
4.3.2.1	The management shall ensure that their oil palm cultivation activities do not diminish the land use rights of other users. - Major compliance -	There was no evidence to show that oil palm cultivation activities Genting Bukit Sembilan Estate had diminished the land use rights of others. Verified documents to show legal ownership of its land by Genting Plantations Berhad.	Complied
4.3.2.2	The management shall provide documents showing legal ownership or lease, history of land tenure and the actual use of the land. - Major compliance -	Genting Bukit Sembilan Estate consists of 2 divisions which is main division and Paya Kamunting Division. Main division has 6 land titles with total area of 792.433 Ha and Paya Kamunting Division has 4 land titles with total area of 435.7045 Ha. Sampled the land titles shown that the legal ownership of the company. Sample of land title as below: Main Division 1. Title No: GRN 36096, Lot No: 52, District: Baling, Area: 564.9902 Ha 2. Title No: GRN 35798, Lot No: 54, District: Baling, Area: 118.7802 Ha 3. Title No: GM00046, Lot No: 339, District: Baling, Area: 0.0588 Ha Paya Kamunting Division 1. Title No: GRN 197658, Lot No: 3221, District: Kubang Pasu, Area: 15.3400 Ha 2. Title No: GRN 197660, Lot No: 2452, District: Kubang Pasu, Area: 76.9700 Ha	Complied
4.3.2.3	Legal perimeter boundary markers should be clearly demarcated and visibly maintained on the ground where	The legal boundary for estate visited was clearly demarcated with legal boundary peg. Seen the photo evident of the legal boundary	Complied

Criterion / Indicator		Assessment Findings	Compliance
	practicable. - Major compliance -	peg demarcate the boundary. Boundary map/ GPS map with scale of 1:15,500 was sighted where location of neighbouring communities was demarcated in the map.	
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 Bukit Sembilan Estate at the time of audit. The land belongs to Genting Plantations Berhad and land ownership documents verified. This has been verified through phone 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 Bukit Sembilan 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 Bukit Sembilan Estate.	Not Applicable
4.3.3.3	Negotiation and FPIC shall be recorded and copies of negotiated agreements should be made available. - Major compliance -	There is no land encumbered by customary rights under Genting Bukit Sembilan Estate.	Not Applicable
4.4 Principle 4: Social responsibility, health, safety and employment condition			
Criterion 4.4.1: Social Impact Assessment (SIA)			

Criterion / Indicator		Assessment Findings	Compliance
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 23-27/05/2022 for Genting Bukit Sembilan Estate by Sustainability Department. The methodology of the assessment was through consultation with stakeholders and reviewed documents. Stakeholders such as local communities, school's representative, contractors, local authorities, smallholders and workers were involved in the assessment.</p> <p>Social Management and Monitoring Plan of Genting Bukit Sembilan Estate was reviewed and updated on 16/07/2022. Mainly, the issues highlighted was based on the SIA report 2019 such as the sampled issue as below:</p> <ol style="list-style-type: none"> Issue: Road conditions to the school are not favourable and very dusty highlighted by Headmistress of SJK(T) Ladang Bukit Sembilan. <p>Action plan: Road maintenance programme for main road grading as per schedule and wetting the roads surrounding school during dry weather to reduce dust.</p>	Complied
Criterion 4.4.2: Complaints and grievances			
4.4.2.1	<p>A system for dealing with complaints and grievances shall be established and documented.</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has established and maintained the 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.</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
4.4.2.2	<p>The system shall be able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties.</p> <p>- Major compliance -</p>	<p>The estate has Complaints/Grievances and Enquiry Record Book to record any complaint or grievance received. Sampled of the records of complaint as below:</p> <ul style="list-style-type: none"> Complainants: Kampung Bukit 9, Description: drain clogged and causing water passing through residential area, dated 05/07/2022. Action taken: Backhoe was sent to clean the drainage on 06/-7/2022 Complaint from: Kampung Kuala Bakong, Description: Request to open landfill at the estate/village boundary area. Action taken landfill has been prepared on 06/07/2022. Complaint received from workers due to house defects, Unit No: E7, at Genting Bukit Sembilan Estate, date of complaint 03/01/2022 (Location: Room No. 1, House No E7), Detail of defects: light bulbs and plug damage, repair done on 07/01/2022 	Complied
4.4.2.3	<p>A complaint form should be made available at the premises, where employees and affected stakeholders can make a complaint.</p> <p>- Minor compliance -</p>	<p>The Complaints/Grievances and Enquiry Record Book was located in front of the office entrance as verified through photo evident. Interviewed with workers and stakeholders confirmed that the availability of the Complaints/Grievances and Enquiry Record Book.</p>	Complied
4.4.2.4	<p>Employees and the surrounding communities should be made aware that complaints or suggestions can be made any time.</p> <p>- Minor compliance -</p>	<p>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.</p> <p>Briefing /Training on Complaints and Grievances Procedure was conducted to internal stakeholders on 17/03/2022 on Complaints/Grievances Record Book and Enquiry Register Book</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
4.4.2.5	Complaints and resolutions for the last 24 months shall be documented and made available to affected stakeholders upon request. - Major compliance -	Records of complaint or grievance for July 2019 was 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 Bukit Sembilan Estate has carried out corporate social responsibilities to the local communities such as provide job opportunities to local people. Estate also has provided rice and chicken to Indian workers for Deepavali celebration and also food for annual feast. Local communities' contribution sighted such as drainage cleaning at Bukit Sembilan villages and landfill preparation for Kampung Kuala Bakong.	Complied
Criterion 4.4.4: Employees safety and health			
4.4.4.1	An occupational safety and health policy and plan shall be documented, effectively communicated and implemented. - Major compliance -	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:	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.	Minor Non-Conformity

Criterion / Indicator	Assessment Findings	Compliance
<ul style="list-style-type: none"> i. all employees involved shall be adequately trained on safe working practices ii. all precautions attached to products shall be properly observed and applied d) The management shall provide the appropriate PPE at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC). e) The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 and Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000. f) The management shall appoint responsible person(s) for workers' safety and health. The appointed person(s) of trust must have knowledge and access to latest national regulations and collective agreements. g) The management shall conduct regular two-way communication with their employees where issues affecting their business such as employee's health, safety and welfare are discussed openly. Records from such meeting are kept and the concerns of the employees and any remedial actions taken are recorded. h) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees. 	<p>b) SOP for HIRARC (SP-MGR-01) was made available. The technique was described accordingly in the SOP. The HIRARC was reviewed on 25/01/2022. Sample of HIRARC checked were Harvesting (HIRARC No.1), Replanting (HIRACC No.33) and Workplace Inspection (HIRARC No.52).</p> <p>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 JKKP HQ/12/ASS/00/309-2022/001 dated June 2022 was available for verification.</p> <p>Medical Surveillance was not required as per assessor recommendation in the section 6.4 Necessity for medical Surveillance Program however, estate was conducted monthly 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 08/12/2021 with reference number ACL/SHM-20210103 by Allied Chemists.</p> <p>Audiometric Test was conducted in the estate as per the recommendation in the Noise Risk Assessment. Refer Report dated June 2022 by Klinik Perubatan Mutiara. 4 workers were examined with 4 workers with abnormal hearing and no workers fall under Standard Threshold Shift. Annual Audiogram Examination by OHD has been plan for 4 workers on August 2022.</p>	

Criterion / Indicator	Assessment Findings	Compliance
<p>i) Employees trained in First Aid should be present at all field operations. A First Aid Kit equipped with approved contents should be available at each worksite.</p> <p>j) Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.</p> <p>- Major compliance -</p>	<p>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: - Training on Sprayers Gang for Mature and Immature dated 02/03/2022,</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 and SOP Training has been conducted on 15/01/2022.</p> <p>e) SOP for handling chemical management was addressed in a few procedures such as SOP for spraying and Highly Toxic Pesticides procedure. The procedure outlines the handling of chemicals in accordance to the regulation. 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 24/05/2022.</p> <p>Safety Data Sheet (SDS) placed in the chemical store and fertilizer store were not effectively monitored.</p> <p>During site visit at chemical store and fertilizer store Genting Bukit Sembilan Estate, the SDS were placed for every chemical stored there however it was found that 2 set of Safety Data Sheet (SDS) that place in the chemical store (Kenlly 20 WG prepared on 15/10/2014) and fertilizer store (Rock Phosphate prepared on 14/12/2016) were not reviewed after 5 years. It was not in line with CHRA Recommendation dated June 2022 Section 6.1.8 "The due date of the SDS needs to be monitored since suppliers must review SDS every 5 years or less". It also not with</p>	

Criterion / Indicator	Assessment Findings	Compliance
	<p>OSHA 1994 Class Regulation 2013 section 13 (4) "Revise SDS referred to in sub regulation if (b) More than five years elapsed since the last date of preparation or revision of the Safety Data Sheet". Thus, Minor NC was raised.</p> <p>f) SHC Organization – Chairman: Estate Manager, SHC secretary: Assistant Manager. Organization chart of OSH committee was available and effective from January 2022.</p> <p>g) Records were available confirming that quarterly OSH meetings had been held by the estate. Latest OSH meeting was conducted on 07/03/2022 for the 1st Quarter and 08/06/2022 for the 2nd Quarter.</p> <p>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 24/03/2022.</p> <p>i) There are 5 units of first aid kit provided at various workstations at the estate such as workshop, store, harvesting gangs, maintenance gangs and office. There are 5 trained first aider. Based on records, the last training on first aid was conducted on 30/03/2022.</p> <p>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 Report. JKKP 8 report has been submitted on 05/01/2022 with reference number JKKP8/94382/2021. There are no accidents recorded for the year 2021.</p>	
<p>Criterion 4.4.5: Employment conditions</p>		

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Criterion / Indicator		Assessment Findings	Compliance
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.	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 Dec 2021, March 2022 & June 2022 as follows:- Employee ID: 02510, 26727, 26700, 02545, 26716, 02472, 26780, 02425, 26770, 26782, 22363	Complied
4.4.5.4	Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee. - Minor compliance -	There were two FFB transporters engaged by the estate. 1 transporter has sub-contracted the transporting activity to sub-contractor and seen the sub-contractor's agreement. Interviewed with the contractor has confirmed that the main contractor has paid according to the agreed rate. The other transporter is family business run by father and sons	Complied

Criterion / Indicator		Assessment Findings	Compliance
4.4.5.5	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. - Major compliance -	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.	Complied
4.4.5.6	All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract is available for each and every employee indicated in the employment records. - Major compliance -	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: Employee ID: 02510, 26727, 26700, 02545, 26716, 02472, 26780, 02425, 26770, 26782, 22363	Complied
4.4.5.7	The management shall establish a time recording system that makes working hours and overtime transparent for both employees and employer. - Major compliance -	The 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.	Complied
4.4.5.8	The working hours and breaks of each individual employee as indicated in the time records shall comply with legal regulations and collective agreements. Overtime shall be mutually agreed and shall always be compensated at the rate applicable and shall meet the applicable legal requirement. - Major compliance -	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.	Major Non-Conformity

Criterion / Indicator		Assessment Findings	Compliance
		Workers pay slips for sampled workers ID No 02472, 02510, 26700 and 02545 for March 2022 and June 2022 was not specified the hours of overtime paid. Overtime payment was not documented on the pay slips for piece rated workers. Workers overtime for sampled below: Employee ID No: 02472, 02510, 26700, 02545 for the month of March 2022 and June 2022 was not documented in the pay slip. However, it was included and paid as the piece rate payment. Thus, Major NC was raised.	
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. Workers were provided with free water supply from SADA and free electricity from TNB.	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 21/07/2022 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 harassment and verbal abuse or other forms of intimidation is prohibited. Reproductive rights are protected. Besides, Sexual Harassment Policy was developed on 03/08/2009 to strive for a harassment-free environment and avoid behaviour that	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<p>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.</p> <p>Training on Prevention of Sexual Harassment at Workplace was conducted on 22/03/2022 and 25/05/2022</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>Meeting with NUPW sighted at Genting Bukit Sembilan Estate on 23/02/2022 as per letter Ref No: NUPW/KD/E12(215)/02/22 dated 10/02/2022. There was no issue raised during the meeting as verified in the meeting minutes.</p>	Complied
4.4.5.14	<p>Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation. Work by children is acceptable on family farms, under adult supervision, and when not interfering with their education programmes. Children shall not exposed to hazardous working conditions.</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 shall not use any child labour. Children's right is respected.</p>	Complied
Criterion 4.4.6: Training and competency			

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Criterion / Indicator	Assessment Findings	Compliance																																						
<p>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.</p> <p>- Major compliance -</p>	<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" data-bbox="1048 608 1854 1377"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr><td>RSPO & MSPO P&C Training</td><td>08/06/2022</td></tr> <tr><td>ISCC Training</td><td>16/03/2022</td></tr> <tr><td>Traceability & Stamp Training</td><td>15/03/2022</td></tr> <tr><td>Policy Training - OSH</td><td>10/01/2022</td></tr> <tr><td>Zero Burning Policy Training</td><td>14/01/2022</td></tr> <tr><td>Food Safety Policy Training</td><td>19/01/2022</td></tr> <tr><td>Policy Training - Environment</td><td>18/01/2022</td></tr> <tr><td>Policy Training – MSPO Policy</td><td>17/01/2022</td></tr> <tr><td>Water Sampling Training</td><td>09/01/2022</td></tr> <tr><td>Waste Management - Spillage</td><td>18/03/2022</td></tr> <tr><td>ERT- Emergency Response Team Training</td><td>20/01/2022</td></tr> <tr><td>Empty Pesticide container, Oil Trap and Spillage Management</td><td>19/03/2021</td></tr> <tr><td>Schedule waste, Domestic waste, Recyclable waste</td><td>19/03/2021</td></tr> <tr><td>PPE Training to Weeders, Harvester, General Workers, Driver</td><td>15/01/2022</td></tr> <tr><td>First Aid Training</td><td>30/03/2022</td></tr> <tr><td>SOP Training on Manuring Gang</td><td>21/01/2022</td></tr> <tr><td>SOP Training on Sprayers Gang</td><td>20/01/2022</td></tr> <tr><td>Buffer Zone Training to Manuring and Spraying Gang</td><td>14/01/2022</td></tr> </tbody> </table>	Training	Date	RSPO & MSPO P&C Training	08/06/2022	ISCC Training	16/03/2022	Traceability & Stamp Training	15/03/2022	Policy Training - OSH	10/01/2022	Zero Burning Policy Training	14/01/2022	Food Safety Policy Training	19/01/2022	Policy Training - Environment	18/01/2022	Policy Training – MSPO Policy	17/01/2022	Water Sampling Training	09/01/2022	Waste Management - Spillage	18/03/2022	ERT- Emergency Response Team Training	20/01/2022	Empty Pesticide container, Oil Trap and Spillage Management	19/03/2021	Schedule waste, Domestic waste, Recyclable waste	19/03/2021	PPE Training to Weeders, Harvester, General Workers, Driver	15/01/2022	First Aid Training	30/03/2022	SOP Training on Manuring Gang	21/01/2022	SOP Training on Sprayers Gang	20/01/2022	Buffer Zone Training to Manuring and Spraying Gang	14/01/2022	<p>Complied</p>
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Criterion / Indicator		Assessment Findings		Compliance
		NRA Training (Audiometric)	17/08/2021	
		Triple Rinsing and Puncturing	03/03/2022	
		Fire Fighting Training	24/03/2022	
		Training to Sprayers and Mature and Immature	02/03/2022	
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 18/01/2022.</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;	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			Complied

Criterion / Indicator		Assessment Findings	Compliance
	<p>b) The aspects and impacts analysis of all operations. - Major compliance -</p>	<p>muster, display on notice boards. Latest policy briefing on Environmental Policy was conducted on 18/01/2022.</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.</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. - 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

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Criterion / Indicator		Assessment Findings	Compliance																		
4.5.1.4	A programme to promote the positive impacts should be included in the continual improvement plan. - Minor compliance -	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; a) Plan to avoid negative impact and to promote positive impacts. b) Reduction disposal of waste taking into consideration of social responsibilities. c) Plan to reduce pollution and release of GHG d) Development and implementations.	Complied																		
4.5.1.5	An awareness and training programme shall be established and implemented to ensure that all employees understand the policy and objectives of the environmental management and improvement plans and are working towards achieving the objectives. - Major compliance -	Awareness and training related environment were tabulated in the table below: <table border="1" data-bbox="1048 794 1854 1198"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Zero Burning Policy Training</td> <td>14/01/2022</td> </tr> <tr> <td>Policy Training - Environment</td> <td>18/01/2022</td> </tr> <tr> <td>Water Sampling Training</td> <td>09/01/2022</td> </tr> <tr> <td>Waste Management - Spillage</td> <td>18/03/2022</td> </tr> <tr> <td>Empty Pesticide container, Oil Trap and Spillage Management</td> <td>19/03/2021</td> </tr> <tr> <td>Schedule waste, Domestic waste, Recyclable waste</td> <td>19/03/2021</td> </tr> <tr> <td>Buffer Zone Training to Manuring and Spraying Gang</td> <td>14/01/2022</td> </tr> <tr> <td>Triple Rinsing and Puncturing</td> <td>03/03/2022</td> </tr> </tbody> </table>	Training	Date	Zero Burning Policy Training	14/01/2022	Policy Training - Environment	18/01/2022	Water Sampling Training	09/01/2022	Waste Management - Spillage	18/03/2022	Empty Pesticide container, Oil Trap and Spillage Management	19/03/2021	Schedule waste, Domestic waste, Recyclable waste	19/03/2021	Buffer Zone Training to Manuring and Spraying Gang	14/01/2022	Triple Rinsing and Puncturing	03/03/2022	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 28/03/2022 and 06/03/2021 and minutes of meeting was available for verification. Among the agenda discussed were: 1. Open burning	Complied																		

Criterion / Indicator		Assessment Findings	Compliance												
		2. Riparian buffer zone – spraying, manuring etc. 3. HCV 4. Illegal Hunting, fishing, trapping 5. Waste management – domestic, SW and recyclable waste 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" data-bbox="1048 858 1848 1345"> <thead> <tr> <th>No</th> <th>Target</th> <th>Objective</th> <th>Action plan</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Backhoe tractor/ Machines</td> <td>To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment</td> <td>To ensure the vehicle engine is turn off during idle time To record vehicle activity which consume fuel</td> </tr> <tr> <td>2</td> <td>Van / Supervisory vehicle</td> <td>To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using</td> <td>To record vehicle activity in order to eliminate waste activity which consume fuel. To turn off vehicle engine during idle time.</td> </tr> </tbody> </table>	No	Target	Objective	Action plan	1	Backhoe tractor/ Machines	To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment	To ensure the vehicle engine is turn off during idle time To record vehicle activity which consume fuel	2	Van / Supervisory vehicle	To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using	To record vehicle activity in order to eliminate waste activity which consume fuel. To turn off vehicle engine during idle time.	Complied
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				mobile equipment																						
		3	Electrical supply	To reduce reliance on gen-sets for power supply	Utilization of TNB sources																					
<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>21,597.00</td> <td>2,382.00</td> </tr> <tr> <td>Diesel, Lit.</td> <td>24,964.00</td> <td>3,390.00</td> </tr> <tr> <td>Diesel/FFB</td> <td>3.64</td> <td>3.14</td> </tr> </tbody> </table> <p>The utilization of fossil fuel in 2018-2022 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></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>								2021	Todate 2022	FFB	21,597.00	2,382.00	Diesel, Lit.	24,964.00	3,390.00	Diesel/FFB	3.64	3.14		Management Plan	Timeline	PIC				
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Criterion / Indicator		Assessment Findings				Compliance
		1	Monitoring of diesel usage in FFB transportation	On-going	AEM	
		2	Engine OFF when not in operations	On-going	AEM	
		3	Training session to PIC	Schedule	AEM	
		<p>A plan for improving the efficiency of the use of fossil fuels is in place incorporated into the Environmental Aspect and Impact activities report for 2022 identified in the following:</p> <p>a) Environmental Aspect Identification Summary FY 2022 reviewed accordingly.</p> <p>b) Environmental Impact Evaluation Summary FY 2022 reviewed accordingly.</p> <p>c) Renewable energy usage & diesel consumption 2022 was established and monitored by monthly basis.</p>				
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.	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				Complied

Criterion / Indicator		Assessment Findings	Compliance																		
	- Major compliance -	wastes. The wastes management plan has the information about method of disposal, monitoring & action plan, data required, responsible person and status of implementation.																			
4.5.3.2	<p>A waste management plan to avoid or reduce pollution shall be developed and implemented. The waste management plan should include measures for:</p> <p>a) Identifying and monitoring sources of waste and pollution</p> <p>b) Improving the efficiency of resource utilization and recycling of potential wastes as nutrients or converting them into value-added by-products</p> <p>- Major compliance -</p>	<p>Waste management plan was established by the estate to include pollution source, management plan and monitoring plan. For example, source of waste and mitigation plan for scheduled waste, domestic wastes and recyclable waste. The action plan sighted as follows:</p> <ul style="list-style-type: none"> Disposal as scheduled waste by DOE approved contractor Disposal of domestic wastes at designated landfill area Segregation of waste and store at designated recyclable waste area. 	Complied																		
4.5.3.3	<p>The management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environment Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal.</p> <p>- Major compliance -</p>	<p>Addressed in the Scheduled Waste Management procedure [SMP-GPB-11, rev. 02, dated 11/08/2020. Scheduled wastes were disposed through licensed vendor and consignment notes as follows were verified:</p> <p>Inventory of Schedule Waste has been maintained as per Fifth Schedule form dated 01/07/2022 with reference number AS(B)K(KLM)95/130/100/033. Sample of inventory were SW305 = 0.052MT, SW306 = 0.0015MT, SW409 = 0.042 MT and SW410 = 0.0020MT.</p> <p>Disposal has been made:</p> <table border="1"> <thead> <tr> <th>Date</th> <th>SW312</th> <th>SW410</th> <th>SW409</th> <th>SW410</th> <th>SW305</th> </tr> </thead> <tbody> <tr> <td>16/08/2021</td> <td>0.0065</td> <td>0.004</td> <td>0.0025</td> <td>0.0075</td> <td>0.0445</td> </tr> <tr> <td>26/01/2021</td> <td>0.0500</td> <td>0.0050</td> <td>0.0050</td> <td>-</td> <td>0.0800</td> </tr> </tbody> </table> <p>There were delays in SW dispatch in 2021 and 2022 in view of the quantity produced by the estate to meet the optimum logistic by the</p>	Date	SW312	SW410	SW409	SW410	SW305	16/08/2021	0.0065	0.004	0.0025	0.0075	0.0445	26/01/2021	0.0500	0.0050	0.0050	-	0.0800	Complied
Date	SW312	SW410	SW409	SW410	SW305																
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Criterion / Indicator		Assessment Findings	Compliance									
		transporter. Letters from the estate to DOE dated 11/01/2022 and 14/01/2021 for an extension was available for verification.										
4.5.3.4	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. - Major compliance -	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 03/03/2022 by MyCorp.	Complied									
4.5.3.5	Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourses. - Minor compliance -	Domestic waste for the estate was disposed as follows. <table border="1" data-bbox="1041 850 1854 954"> <thead> <tr> <th>Estate</th> <th>Landfill site</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>Bkt Sembilan Estate</td> <td>P96A</td> <td>Main Division</td> </tr> <tr> <td>Bkt Sembilan Estate</td> <td>P02B</td> <td>Paya Kemunting Div</td> </tr> </tbody> </table> <p>The requirement is established, and the procedure documented under this subject title:</p> <ul style="list-style-type: none"> • Landfill/domestic waste management GBP 12 dated 01/12/2014 • Scheduled waste management GBP 11 dated 11/08/2020 • Recyclable waste management GBP 13 dated 11/10/2013 	Estate	Landfill site	Remarks	Bkt Sembilan Estate	P96A	Main Division	Bkt Sembilan Estate	P02B	Paya Kemunting Div	Complied
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Criterion 4.5.4: Reduction of pollution and emission												

Criterion / Indicator		Assessment Findings	Compliance												
4.5.4.1	<p>An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, scheduled wastes, solid wastes and effluent.</p> <p>- Major compliance -</p>	<p>The estate had identified all wastes and sources of pollution. The Waste Management Action Plan 2022 were established to mitigate and control the identified wastes and source of pollution. The common significant environmental receptors for the estates and mill operations among others as summarized below;</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>Receptor</th> <th>Sources</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">Air</td> <td>Sources from (smoke and particulate), vehicle & generator (smoke and gases), EFB dumping)-GHG</td> </tr> <tr> <td style="text-align: center;">2</td> <td style="text-align: center;">Water</td> <td>Cleaning water/run-off/process operations</td> </tr> <tr> <td style="text-align: center;">3</td> <td style="text-align: center;">Land</td> <td>Scheduled waste, domestic waste and industrial/process waste.</td> </tr> </tbody> </table>		Receptor	Sources	1	Air	Sources from (smoke and particulate), vehicle & generator (smoke and gases), EFB dumping)-GHG	2	Water	Cleaning water/run-off/process operations	3	Land	Scheduled waste, domestic waste and industrial/process waste.	Complied
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Criterion / Indicator		Assessment Findings	Compliance																											
<p>4.5.4.2</p>	<p>An action plan to reduce identified significant pollutants and emissions shall be established and implemented.</p> <p>- Major compliance -</p>	<p>All waste and pollution are identified and documented in the Waste Management Plan and Pollution Prevention Plan Financial Year 2022 reviewed annually. The waste generated from the estate operations as shown below:</p> <table border="1"> <thead> <tr> <th></th> <th>Type of waste</th> <th>Details</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Scheduled waste</td> <td>filter, lubricants, hydraulic oil, grease, used batteries</td> </tr> <tr> <td>2</td> <td>Domestic waste</td> <td>rubbish from the estate complex and employees' quarters</td> </tr> <tr> <td>3</td> <td>Industrial waste</td> <td>scrap iron</td> </tr> <tr> <td>4</td> <td>Sewage</td> <td>Sewage from housing/office complex</td> </tr> </tbody> </table> <p>The pollution identified from the estate activities:</p> <table border="1"> <thead> <tr> <th></th> <th>Type of waste</th> <th>Details</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Black smoke</td> <td>Emission from vehicles/engines</td> </tr> <tr> <td>2</td> <td>Odor & gases</td> <td>Activities from the chemical mixing</td> </tr> <tr> <td>3</td> <td>Leakage of lubricant</td> <td>Storage & vehicle maintenance</td> </tr> </tbody> </table>		Type of waste	Details	1	Scheduled waste	filter, lubricants, hydraulic oil, grease, used batteries	2	Domestic waste	rubbish from the estate complex and employees' quarters	3	Industrial waste	scrap iron	4	Sewage	Sewage from housing/office complex		Type of waste	Details	1	Black smoke	Emission from vehicles/engines	2	Odor & gases	Activities from the chemical mixing	3	Leakage of lubricant	Storage & vehicle maintenance	<p>Complied</p>
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<p>Criterion 4.5.5: Natural water resources</p>																														
<p>4.5.5.1</p>	<p>The management shall establish a water management plan to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include:</p> <p>a. Assessment of water usage and sources of supply.</p>	<p>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).</p> <p>a. Water source was from Syarikat Air Darul Aman (SADA).</p> <p>b. Monitoring of outgoing water has been done by estate. Four water sample has been sent to Genting Plantations Research</p>	<p>Complied</p>																											

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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>Centre (GPRC). Refer Water Quality Index (WQI) for Genting Bukit Sembilan Estate dated 04/02/2022. Action Plan for Water Quality Analysis has been conducted for the issue and observation from the result.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>Parameter</th> <th>unit</th> <th>STD</th> <th>Inlet P05</th> <th>Outlet P05</th> </tr> </thead> <tbody> <tr> <td></td> <td>Date</td> <td>-</td> <td>-</td> <td>04/2/22</td> <td>04/2/22</td> </tr> <tr> <td>1</td> <td>PH</td> <td>-</td> <td>5.5-9.0</td> <td>6.90</td> <td>6.80</td> </tr> <tr> <td>2</td> <td>BOD</td> <td>mg/L</td> <td>50</td> <td>127.50</td> <td>136.50</td> </tr> <tr> <td>3</td> <td>COD</td> <td>mg/L</td> <td>200</td> <td>68.75</td> <td>64.84</td> </tr> <tr> <td>4</td> <td>DO</td> <td>mg/L</td> <td>-</td> <td>6</td> <td>8</td> </tr> <tr> <td>5</td> <td>Phosphorus</td> <td>mg/L</td> <td>10</td> <td>0.04</td> <td>0.04</td> </tr> <tr> <td>6</td> <td>A Nitrogen</td> <td>mg/L</td> <td>20</td> <td>7.0</td> <td>7.3</td> </tr> <tr> <td></td> <td>S Solids</td> <td>Mg/L</td> <td>100</td> <td>220</td> <td>278</td> </tr> </tbody> </table> <p>Results concluding no significant differences and are within limits for all parameters. The estate however made investigation on the marginal increase in BOD on 15/02/2022. Site visit was made to the sampling points inlet identifying possible root cause. The estate decided to follow up with the neighboring mill Solid Orient Palm Oil Mill. This being agreed during a meeting dated 15/02/2022 attended by 3 members. Sampling is made 2x/year.</p> <p>c. Ways to optime water has been stated in the Water Management Plan. Among the plans were:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <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> </tbody> </table>		Parameter	unit	STD	Inlet P05	Outlet P05		Date	-	-	04/2/22	04/2/22	1	PH	-	5.5-9.0	6.90	6.80	2	BOD	mg/L	50	127.50	136.50	3	COD	mg/L	200	68.75	64.84	4	DO	mg/L	-	6	8	5	Phosphorus	mg/L	10	0.04	0.04	6	A Nitrogen	mg/L	20	7.0	7.3		S Solids	Mg/L	100	220	278	Issue	Action Plan	Monitoring	Water Source	Government treated water	For residential areas and available for all division	
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Criterion / Indicator		Assessment Findings			Compliance								
		Residential area	Monitoring of Pipe leakages	Any leakage should be reported to the management and repairs be 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 months.									
		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>d. Buffer zones were protected. Areas visited for the estate as tabled below:</p> <table border="1"> <thead> <tr> <th></th> <th>Estate</th> <th>Location</th> <th>Area</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Bkt Sembilan</td> <td>P2005</td> <td>Waterways/small catchment</td> </tr> </tbody> </table> <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</p>				Estate	Location	Area	1	Bkt Sembilan	P2005	Waterways/small catchment	
	Estate	Location	Area										
1	Bkt Sembilan	P2005	Waterways/small catchment										

Criterion / Indicator		Assessment Findings	Compliance																		
		<p>demarcated. 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>e. 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>f. 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	
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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 / Indicator	Assessment Findings	Compliance																							
Criterion 4.5.6: Status of rare, threatened, or endangered species and high biodiversity value																									
<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 1034 1850 1230"> <thead> <tr> <th>Estate</th> <th>Division</th> <th>HCV 1</th> <th>HCV 2</th> <th>HCV 3</th> <th>HCV 4</th> <th>HCV 5</th> <th>HCV 6</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Bukit Sembilan</td> <td>Bukit Sembilan</td> <td>x</td> <td>-</td> <td>-</td> <td>x</td> <td>-</td> <td>x</td> </tr> <tr> <td>Paya Kamunting</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>x</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>	Estate	Division	HCV 1	HCV 2	HCV 3	HCV 4	HCV 5	HCV 6	Bukit Sembilan	Bukit Sembilan	x	-	-	x	-	x	Paya Kamunting	-	-	-	-	-	x	<p>Complied</p>
Estate	Division	HCV 1	HCV 2	HCV 3	HCV 4	HCV 5	HCV 6																		
Bukit Sembilan	Bukit Sembilan	x	-	-	x	-	x																		
	Paya Kamunting	-	-	-	-	-	x																		

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Criterion / Indicator		Assessment Findings				Compliance	
			Description	HCV 1.4	HCV 4.2	HCV 6	
		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.</p> <p>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,</p>				Complied	

Criterion / Indicator		Assessment Findings	Compliance
		<p>training to the workers and also discussed with the stakeholders during stakeholder meeting.</p> <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 Bukit Sembilan 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. 	Complied

Criterion / Indicator	Assessment Findings	Compliance
	<p>HCV 6 (Sacred sites)</p> <ol style="list-style-type: none"> 1. To clearly demarcate and erect proper fencing and signage 2. Informing the community or stakeholders concerning the utilization of the site 3. To maintain a buffer to secure the areas from fire and other disturbance <p>RTE Management</p> <ol style="list-style-type: none"> 1. Monitoring on presence of the protected species <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) 	

Criterion / Indicator		Assessment Findings	Compliance
Criterion 4.5.7: Zero burning practices			
4.5.7.1	Use of fire for waste disposal and for preparing land for oil palm cultivation or replanting shall be avoided except in specific situations, as identified in regional best practice. - Major compliance -	There was no use of fire for land preparation for replanting. Domestic wastes were disposed at designated landfill. 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	Complied

Criterion / Indicator		Assessment Findings	Compliance
		replanting, oil palm nursery practices, planting techniques, soil conservation and terracing, pest and diseases, weed management, manuring of oil palm, immaturity, harvesting, crop forecasting and managing difficult soils. All the activities have been described comprehensively in the Standard operating procedure (SOP) and pictorial SOP. The estate implemented the SOPs through its daily operations.	
4.6.1.2	Where oil palm is grown within permitted levels on sloping land, appropriate soil conservation measures shall be implemented to prevent both soil erosion as well as siltation of drains and waterways. Measures shall be put in place to prevent contamination of surface and groundwater through runoff of either soil, nutrients or chemicals. - Major compliance -	Generally, the soil conservation measures implemented at the sloping land are construction of terrace, establishment of cover crop and construction of roadside drain. This is guided by the SOP Steep 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.	Complied
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 hectarage. 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			

Criterion / Indicator		Assessment Findings					Compliance																		
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" style="margin-left: 20px;"> <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 Bukit Sembilan Estate</td> <td>117.58</td> <td>90.19</td> <td>116.71</td> <td>96.46</td> <td>0</td> </tr> </tbody> </table>						Year / Hectarage (Ha)					Estate	2022	2023	2024	2025	2026	Genting Bukit Sembilan Estate	117.58	90.19	116.71	96.46	0	Complied
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4.6.2.3	The business or management plan may contain: a) Attention to quality of planting materials and FFB b) Crop projection: site yield potential, age profile, FFB yield trends c) Cost of production: cost per tonne of FFB d) Price forecast e) Financial indicators: cost benefit, discounted cash flow, return on investment - Major compliance -	Genting Bukit Sembilan 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; a) Crop yielding area b) Mature cost c) General charges/upkeep/collection/depreciation d) Cost/ha & cost /mt FFB e) CAPEX Separately the cost of immature areas is also shown which among others comprises of the following items:					Complied																		

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Criterion / Indicator		Assessment Findings	Compliance																																			
		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 The main key areas of the financial projections are as follows. Certain figures were excluded for reason of confidentiality. <table border="1" data-bbox="1061 906 1839 1145"> <thead> <tr> <th>Estates</th> <th>2022</th> <th>2023</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>Mature Ha</td> <td>837.75</td> <td>837.36</td> <td>823.47</td> <td>770.86</td> </tr> <tr> <td>Immature Ha</td> <td>343.39</td> <td>323.78</td> <td>357.67</td> <td>410.28</td> </tr> <tr> <td>Total Planted Ha</td> <td>1181.14</td> <td>1181.14</td> <td>1181.14</td> <td>1181.14</td> </tr> <tr> <td>FFB /Tons</td> <td>21818</td> <td>21979</td> <td>20097</td> <td>21798</td> </tr> <tr> <td>Yield /Ha</td> <td>24.96</td> <td>23.50</td> <td>23.52</td> <td>23.31</td> </tr> <tr> <td>RM/mt FFB</td> <td>x</td> <td>x</td> <td>x</td> <td>x</td> </tr> </tbody> </table>	Estates	2022	2023	2024	2025	Mature Ha	837.75	837.36	823.47	770.86	Immature Ha	343.39	323.78	357.67	410.28	Total Planted Ha	1181.14	1181.14	1181.14	1181.14	FFB /Tons	21818	21979	20097	21798	Yield /Ha	24.96	23.50	23.52	23.31	RM/mt FFB	x	x	x	x	
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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																																						

Criterion / Indicator		Assessment Findings	Compliance
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. The estate has engaged FFB transporter to transport FFB from estate to mill. Sampled of the agreement as below: Contract agreement for Loading and Transporting for FFB and Loose Fruit Contractor: J.M. Enterprise, Agreement No: GBSE/TR/22/01/01, Contract period: 01/01/2022 – 31/12/2022 The payment shall be made within 30 days from the date of issuance of Schedule of Work Completed.	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 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 Bukit Sembilan Estate has engaged FFB transporter to transport FFB from estate to mill. Sampled of the agreement as below: Contract agreement for Loading and Transporting for FFB and Loose Fruit	Complied

Criterion / Indicator		Assessment Findings	Compliance
		Contractor: J.M. Enterprise, Agreement No: GBSE/TR/22/01/01, Contract period: 01/01/2022 – 31/12/2022	
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
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 estates.	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	There is no development of new planting at visited estates.	Not Applicable

Criterion / Indicator		Assessment Findings	Compliance
	requires an EIA. For areas below 500ha but above 100ha, a Proposal for Mitigation Measures (PMM) is required. - Major compliance -		
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 estates.	Not Applicable
Criterion 4.7.3: Social and Environmental Impact Assessment (SEIA)			
4.7.3.1	A comprehensive and participatory social and environmental impact assessment shall be conducted prior to establishing new plantings or operations. - Major compliance -	There is no development of new planting at visited estates.	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 estates.	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 estates.	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	There is no development of new planting at visited estates.	Not Applicable

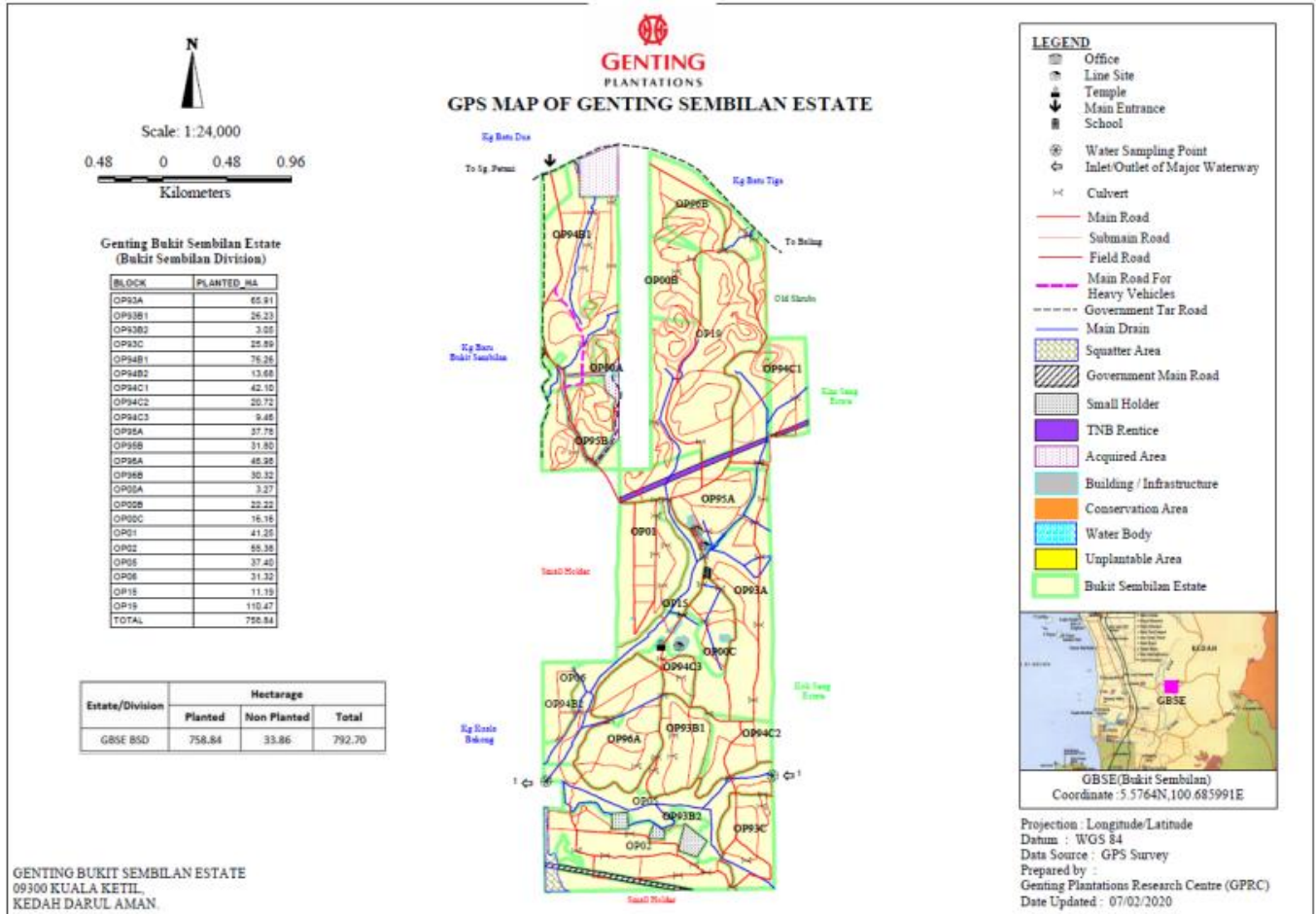
Criterion / Indicator		Assessment Findings	Compliance
	<p>how each scheme or small estate is to be managed should be documented and a plan to manage the impacts developed, implemented, monitored and reviewed.</p> <p>- Minor compliance -</p>		
Criterion 4.7.4: Soil and topographic information			
4.7.4.1	<p>Information on soil types shall be adequate to establish the long-term suitability of the land for oil palm cultivation.</p> <p>- Major compliance -</p>	There is no development of new planting at visited estates.	Not Applicable
4.7.4.2	<p>Topographic information shall be adequate to guide the planning of planting programmes, drainage and irrigation systems, roads and other infrastructure.</p> <p>- Major compliance -</p>	There is no development of new planting at visited estates.	Not Applicable
Criterion 4.7.5: Planting on steep terrain, marginal and fragile soils			
4.7.5.1	<p>Extensive planting on steep terrain, marginal and fragile soils shall be avoided unless permitted by local, state and national laws.</p> <p>- Major compliance -</p>	There is no development of new planting at visited estates.	Not Applicable
4.7.5.2	<p>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.</p> <p>- Major compliance -</p>	There is no development of new planting at visited estates.	Not Applicable
4.7.5.3	<p>Marginal and fragile soils, including excessive gradients and peat</p>	There is no development of new planting at visited estates.	Not Applicable

Criterion / Indicator		Assessment Findings	Compliance
	soils, shall be identified prior to conversion. - Major compliance -		
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 estates.	Not Applicable
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 estates.	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 estates.	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 estates.	Not Applicable
4.7.6.5	Identification and assessment of legal and recognised customary	There is no development of new planting at visited estates.	Not Applicable

Criterion / Indicator		Assessment Findings	Compliance
	rights shall be documented. - Major compliance -		
4.7.6.6	A system for identifying people entitled to compensation and for calculating and distributing fair compensation shall be established and implemented. - Major compliance -	There is no development of new planting at visited estates.	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 estates.	Not Applicable
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 estates.	Not Applicable

Appendix C: Location and Field Map

Genting Bukit Sembilan 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