

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

- Initial Assessment
- Annual Surveillance Assessment (1)
- 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 Tanjung Oil Mill & Plantations: Genting Tanjung Estate, Genting Tenegang Estate, Genting Landworthy Estate, Genting Layang Estate & Genting Bahagia Estate
Date of Final Report: 14/3/2023

Report prepared by:
Ahmad Rofi Bin Abu Talib Khan (Lead Auditor)

Report Number: 3511539

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

1.1 Organizational Information and Contact Person			
Company Name	Genting Plantations Berhad		
Mill/Estate	Certification Unit	MPOB License No.	Expiry Date
	Genting Tanjung Oil Mil	620050004000	28/02/2023
	Genting Tanjung Estate	502249802000	31/08/2023
	Genting Tenegang Estate	504760102000	31/06/2023
	Genting Landworthy Estate	503827102000	31/01/2023
	Genting Layang Estate	504759802000	31/06/2023
	Genting Bahagia Estate	502249802000 577418002000 (GAVE)	31/08/2023 30/09/2023
Address	10 th Floor, Wisma Genting, Jalan Sultan Ismail, 50250 Kuala Lumpur, Malaysia		
Management Representative	Mr. Arunan Kandasamy – Senior Vice President – Plantation (Malaysia) Mr. James Chung Khim Hon – Senior Vice President – Group Processing		
Website	www.gentingplantations.com	E-mail	arunan.kandasamy@genting.com james.chung@genting.com
Telephone	+603 2333 6510 (Head Office)	Facsimile	+603 2333 6575

1.2 Certification Information			
Certificate Number	Mill: MSPO 680512 Estate: MSPO 692777	Certificate Start Date	16/05/2022
Date of First Certification	16/05/2022	Certificate Expiry Date	15/05/2027
Scope of Certification	<input checked="" 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 1 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		

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	<input checked="" type="checkbox"/> MSPO MS 2530-4:2013 – General Principles for Palm Oil Mills
Stage 1 Date	N/A (The certification unit is RSPO certified)
Stage 2 / Initial Assessment Visit Date (IAV)	15-18/11/2021
Continuous Assessment Visit Date (CAV) 1	14-18/11/2022
Continuous Assessment Visit Date (CAV) 2	-
Continuous Assessment Visit Date (CAV) 3	-
Continuous Assessment Visit Date (CAV) 4	-

1.3 Other Certifications

Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
RSPO 652320	RSPO Principles & Criteria for Sustainable Palm Oil Production: 2018; Malaysian National Interpretation: 2019; with Identity Preserved Supply Chain Module	BSI Services Malaysia Sdn Bhd	10/01/2027
ISCC-PLUS-CERT-60223796	International Sustainability and Carbon Certification (EU)	ASG cert	31/12/2022
MSPO 716640	MSPO Supply Chain Certification Standard (MSPO SCCS) 1 October 2018	BSI Services Malaysia Sdn Bhd	20/01/2027

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 Tanjung Oil Mill (GTOM)	Jalan Jeroco, Mile 97, Sandakan-Lahad Datu Road, 90200 Kinabatangan, Sabah, Malaysia	5° 25' 22.80" N	118° 16' 23.90" E
Genting Tanjung Estate (GTJE)	Jalan Jeroco, Mile 97, Sandakan-Lahad Datu Road, 90200 Kinabatangan, Sabah, Malaysia	5° 26' 33.41" N	118° 10' 10.23" E
Genting Tenegang Estate (GTGE)	Jalan Jeroco, Mile 97, Sandakan-Lahad Datu Road, 90200 Kinabatangan, Sabah, Malaysia	5° 20' 46.02" N	118° 13' 32.20" E
Genting Landworthy Estate (GLWE)	Jalan Jeroco, Mile 97, Sandakan-Lahad Datu Road, 90200 Kinabatangan, Sabah, Malaysia	5° 25' 13.40" N	118° 18' 24.60" E
Genting Layang Estate (GLYE)	Jalan Jeroco, Mile 97, Sandakan-Lahad Datu Road, 90200 Kinabatangan, Sabah, Malaysia	5° 25' 21.90" N	118° 14' 3.35" E

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Genting Bahagia Estate (GBGE)	Jalan Jeroco, Mile 97, Sandakan-Lahad Datu Road, 90200 Kinabatangan, Sabah, Malaysia	5° 21' 49.50" N	118° 16' 33.70" E
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1.5 Certified Area

Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Genting Tanjung Estate	3,959.02	234.96	272.29	4,466.27	88.64
Genting Tenegang Estate	3,409.48*	29.75	213.31*	3,652.54	93.35
Genting Landworthy Estate	3,695.66	9.87	333.47	4,039.00	91.50
Genting Layang Estate	1,817.80	179.92	79.69	2,077.41	90.37
Genting Bahagia Estate	4,026.94	44.54	355.65	4,427.13	90.96
Total (ha)	16,908.90	499.04	1,254.41	18,662.35	90.60

Note: * Genting Tenegang Estate - reduction of 10.8 ha of planted area to other areas due to the field is being use for Nursery Expansion and Flood Mitigation project area.

1.6 Plantings & Cycle

Estate	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
Genting Tanjung Estate	1,939.75	1,313.67	191.93	0.00	513.67	2,019.27	1,939.75
Genting Tenegang Estate	908.82	1,025.67	0.00	265.08	1,209.91	2,500.66	908.82
Genting Landworthy Estate	1,304.21	0.00	0.00	0.00	2,391.45	2,391.45	1,304.21
Genting Layang Estate	193.81	269.75	0.00	1,319.75	34.49	1,623.99	193.81
Genting Bahagia Estate	1,842.79	671.61	0.00	0.00	1,512.54	2,184.15	1,842.79
Total (ha)	6,189.38	3,280.70	191.93	1,584.83	5,662.06	10,719.52	6,189.38

1.7 Certified Tonnage of FFB

Estate	Tonnage / year		
	Estimated (Nov 2021 - Oct 2022)	Actual (Nov 2021 - Oct 2022)	Forecast (Nov 2022 - Oct 2023)
Genting Tanjung Estate	45,836.33	41,835.61	44,792.00
Genting Bahagia Estate	38,081.60	36,449.16	45,469.00
Genting Tenegang Estate	39,608.54	38,165.81	39,299.00
Genting Layang Estate	31,078.13	28,677.90	29,810.00

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Genting Landworthy Estate	46,521.90	39,856.60	40,117.00
Anchor Prospects	1,218.05	1,109.33	930.00
Harus Permai Sdn Bhd	937.35	879.10	956.00
Green Palm	826.49	849.38	76.00
Matsu Green	835.50	859.16	76.00
Chong Lip Chong	214.56	209.93	148.00
Syarikat Yu Kwang Development Sdn Bhd	63,86.57	6,247.05	6,531.00
Malbumi Estate Sdn Bhd	34,89.65	3,509.27	3,148.00
Tentu Murni Sdn Bhd	9,868.30	9,058.69	9,380.00
Winking Plantation	7,112.94	6,445.92	6,253.00
Tenera Eco Plantation	1,876.89	1,558.43	1,919.00
Tey Ah Bu Plantations Sdn Bhd	1,426.92	1,281.54	8,541.00
V.K Kalyanasunram Plantation Sdn Bhd	6,429.64	4,266.62	5,477.00
Total (mt)	231,873.14	221,259.50	242,922.00

1.8 Uncertified Tonnage of FFB

Estate	Tonnage / year		
	Estimated (Nov 2021 - Oct 2022)	Actual (Nov 2021 - Oct 2022)	Forecast (Nov 2022 - Oct 2023)
N/A	N/A	N/A	N/A
Total (mt)	N/A	N/A	N/A

1.9 Certified Tonnage

	Estimated (Nov 2021 - Oct 2022)	Actual (Nov 2021 - Oct 2022)	Forecast (Nov 2022 - Oct 2023)
	Mill Capacity: 80 MT/hr	FFB	FFB
	231,873.14	221,259.50	242,922.00
SCC Model: SG	CPO (OER: 20.15%)	CPO (OER: 19.80%)	CPO (OER:20.21%)
	46,722.44	43,809.28	49,094.54
	PK (KER: 4.52%)	PK (KER: 4.81%)	PK (KER: 4.81%)
	10,480.67	10,642.58	11,684.55

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1.10 Actual Sold Volume (CPO)					
CPO (mt)	MSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
43,809.28	0.00	29,544.41	6,053.46	7,425.09	43,022.96

1.11 Actual Sold Volume (PK)					
PK (mt)	MSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
10,642.58	0.00	0.00	8,521.40	1,402.24	9,923.64

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 14-18/11/2022. The audit programme is included as Section 2.4. The approach to the audit was to treat the Genting Tanjung Oil Mill, Genting Tanjung Estate, Genting Tenegang Estate, Genting Landworthy Estate, Genting Layang Estate and Genting Bahagia Estate as a MSPO Certification Unit. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HBVs, declared conservation areas and local communities.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. MS 2530-3:2013 and MS 2530-4:2013 were used to guide the collection of information to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

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.

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 from the initial assessment are detailed in Section 4.2. Major nonconformity was close offsite due to evidence submitted were sufficient.

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 (Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
Genting Tanjung Oil Mill	X	X	X	X	X
Genting Tanjung Estate	X		X	X	
Genting Tenegang Estate	X		X		X
Genting Layang Estate		X	X		X
Genting Bahagia Estate	X	X		X	X
Genting Landworthy Estate		X		X	

Tentative Date of Next Visit: November 13, 2023 - November 17, 2023

Total No. of Mandays: 15

2.1 BSI Assessment Team

Team Member Name	Role (Team Leader or Team member)	Qualifications (Short description of the team members)
Ahmad Rufi Bin Abu Talib Khan (ARK)	Team Leader	<p>Education: Bachelor Degree In Mechanical Engineering from Universiti Teknologi MARA Shah Alam, graduated in 2015.</p> <p>Work Experience: He started his career as Assistant Mill Manager, managing the day-to-day mill operations. In his five years’ experience, he has experience handling the certification of ISO 9001, OHSAS 18001, ISO 14001 as well as Malaysia Sustainable Palm Oil (MSPO). He is a qualified Lead Auditor for MS 2530:2013 and has accumulated more than 300 audit days throughout his current career as the auditor for multiple disciplines covering all over Malaysia.</p> <p>Training attended: He has completed CQI – IRCA approved ISO 9001, ISO 14001 and ISO 45001 Lead Auditor Course, MSPO 2530:2013 Lead Auditor Course, Endorsed RSPO Lead Auditor and RSPO SCC Auditor course.</p> <p>Aspect covered in this audit: During this assessment, he assessed on the aspects of social, legal, workers & stakeholders’ consultation and SCC for CPO mill.</p>

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		<p>Language proficiency: Fluent in English and Bahasa Malaysia.</p>
<p>Yusof Khairan Nizar bin Ahmad Tarmizi (YKN)</p>	<p>Team Member</p>	<p>Education: Diploma in Public Administration-ITM (1991), Certificate of Safety and Health Officer-MII (2003). Bachelor of Corporate Administration (Hons) UiTM (2003), Master of Science (Occupational Safety and Health) Management-UUM (2011).</p> <p>Work Experience: 17 years experiences working Japanese MNC in Manufacturing Silicone, Rubber and plastic products and components. Registered SHO with DOSH Malaysia. 16 years experiences working as Consultants, Trainers and Auditors with local, international CBs. 4 years experiences as HSE Advisors with Telco Company. Contract Trainer of OSH & Environment, HSE Legal & Other Requirements, Lead Auditors course for STS & NIOSH Cert. Approved (HRDF) Trainer. Assessor for Prime Minister’s Hibiscus Award.</p> <p>Training attended: Successfully attended course ISO 9001 IRCA/IATC A Lead Auditor Training IMTL (Kuala Lumpur), ISO 14001 IEMA Approved EMS Advanced Lead Auditor Training Course-Aspects Moody Certification Ltd (UK). OH&SMS IRCA Certified Lead Auditor Training Course-Moody International (KL). MS 1722 Lead Auditor Training NIOSH Cert. (KL), MSPO Auditing – SGS (Malaysia). RSPO P&C 2018 Refresher Lead Auditor Course – Checkmark Training. Also attended the Quality & Environmental MS Auditing Skills Based on Risk Management, Conformity Assessment – For Bodied Providing Audit and Certification (ISO/IEC 17021:2015) collaboration with Institute of Quality Malaysia, ISO/IEC 17021. MSPO Peer Reviewer Training (MPOCC). HCV-HCS Integrated Concept & Brief Method and Social Knowledge for Assessing High Carbon Stock (Aiknow) and PT Remark Asia, SMETA Audit Training-BSI, Registered Environmental Audit Training (IEMAS). Capacity Development for MSPO MS2530:2022 (Part 1-4) & Scheme Documents Workshop-MPOCC.</p> <p>Aspect covered in this audit: Traceability, Legal Requirement, Occupational, Health & Safety, Best Practises, and supply chain requirements.</p> <p>Language proficiency: English and Bahasa Malaysia.</p>
<p>Ismadi Bin Ismail (IBI)</p>	<p>Team Member</p>	<p>Education: Diploma in Planting Industry Management from MARA Institute of Technology.</p> <p>Work experience: 24 years of working experiences with various plantation companies and skills in Best Agriculture Practices (GAP) for plantation.</p> <p>Training attended: 1) ISO 9001:2015 Lead Auditor Course 2) OHSAS 18001 Lead Auditor Course</p>

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		<p>3) MSPO 2530:2013 Lead Auditor Course 4) MPOB Code of Practice</p> <p>Aspect covered in this audit: Legal requirements, natural and HCV conservation, water & wastes management, environmental aspects, GAP, mill best practices, training, and economic management plan.</p> <p>Language proficiency: English and Bahasa Malaysia.</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	ARK	YKN	IBI
Sunday, 13/11/2022		Audit team travel to Sandakan	√	√	√
Monday, 14/11/2022 All Auditors - Genting Landworthy Estate	0800 - 0930	Audit team travel to Genting Tanjung Estate for Opening Meeting Opening Meeting: <ul style="list-style-type: none"> • Opening Presentation by Audit team leader. • Confirmation of assessment scope and finalize Audit plan (including stakeholder’s consultation). • Verification on previous audit findings 	√	√	√
	0930 - 1000	Audit Team travel to Landworthy Estate			
	1030 - 1230	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Scheduled wastes management, worker housing, clinic, Landfill, etc.	√	√	√

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Date	Time	Subjects	ARK	YKN	IBI
	1230 - 1330	Lunch	√	√	√
	1330 - 1700	Document Review (MS 2530:2013 Part 3): P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement, P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity and ecosystem services, P6: Best practices, P7: Development of New Planting	√	√	√
	1700 - 1730	Interim closing meeting	√	√	√
Tuesday, 15/11/2022	0900 - 1230	Document Review (MS 2530:2013 Part 3): P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement, P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity and ecosystem services, P6: Best practices P7: Development of New Planting	√	√	√
ARK - Genting Landworthy Estate	1230 - 1330	Lunch			
YKN & IBI - Genting Bahagia Estate	1330 - 1700	Document Review (MS 2530:2013 Part 3): P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement, P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity and ecosystem services, P6: Best practices P7: Development of New Planting	√	√	√
	1700 - 1730	Interim closing meeting	√	√	√
Wednesday 16/11/2022,	0900 - 1230	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Scheduled wastes management, worker housing, clinic, Landfill, etc.	√	√	√
ARK & YKN - Genting Bahagia Estate	1230 - 1330	Lunch	√	√	√
IBI - Genting Layang Estate	1330 - 1700	Document Review (MS 2530:2013 Part 3): P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement, P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity and ecosystem services, P6: Best practices P7: Development of New Planting	√	√	√
	1700 - 1730	Interim closing meeting	√	√	√
Thursday, 17/11/2022	0900 - 1030	Mill Assessment: Plant visit, FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds,	√	√	√

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Date	Time	Subjects	ARK	YKN	IBI
All Auditors - Genting Tanjong Oil Mill		OSH & ERP, Environment issues, POME application, water treatment. Laboratory, weighbridge and palm product storage area, staff, workers and contractor interview, housing and facility inspection, clinic, etc.			
	1030 1230	- Stakeholder Consultation at Genting Tenegang Estate	√		
	1030 1230	- Document review (MS 2530:2013 Part 4): 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 and P6: Best practices	√	√	√
	1230 1330	- Lunch	√	√	√
	1330 1700	- Document review (MS 2530:2013 Part 4): 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 and P6: Best practices	√	√	√
	1700 1730	- Interim Closing Meeting	√	√	√
Friday, 18/11/2022 All Auditors - Genting Layang Estate	0900 1230	- Document Review (MS 2530:2013 Part 3): P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement, P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity and ecosystem services, P6: Best practices, P7: Development of New Planting	√	√	√
	1230 1330	- Lunch	√	√	√
	1330 1530	- Document Review (MS 2530:2013 Part 3): P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement, P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity and ecosystem services, P6: Best practices, P7: Development of New Planting	√	√	√
	1530 1600	- Interim Closing Meeting	√	√	√
	1600 1630	- Auditor Discussion	√	√	√
	1630 1700	- 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 & Four (4) Minor nonconformities and One (1) OFI raised. The Genting Tanjung Oil Mill and Supply Bases 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 #:	2276133-202211-M1	Issue Date:	18/11/2022
Due Date:	18/02/2023	Date of Closure:	05/02/2023
Area/Process:	Genting Landworthy Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.3.1.1 Major
Requirements:	All operations are in compliance with the applicable local, state, national and ratified international laws and regulations.		
Statement of Nonconformity:	Written notification for Gen-set 160 KVA under Regulation 5 of Environmental Quality (Clean Air) Regulations 2014 is not available.		
Objective Evidence:	No written notification to DOE under Regulation 5 of Environmental Quality (Clean Air) Regulations 2014 for 1 unit of Gen-set Model LG175C1, Engine: Cummins located at Genting Landworthy Estate. Refer Invoice No; IN2109145 dated 25/09/2021. To supply one unit of kVA Prime Power Rating Generator Canopy Set.		
Corrections:	Immediate action taken and approved quotation dated 17/11/2022 available, estate has appointed Team Power Engineering Sdn Bhd to prepare all related documentation for submission to DOE to get the written approval.		
Root cause analysis:	No monitoring done by the PIC on Updating Law in the estate regarding this requirement. Hence, it is miss out during the progress of the Gen-set installation last year 2021.		

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Corrective Actions:	SD will conduct re-briefing on Legal Requirements (LRR) to the PIC and all the estate management team. All quotations for new gen-set installation must be included with the preparation of related documentation for submission to DOE to get the written approval.
Assessment Conclusion:	Sighted the submission form has been sent to State Department of Environment Office, Kota Kinabalu 27/01/2023. The management has appointed Leadman Consulting Engineers for the process of written notification of the genset installation. The Major NC raised is close, further verification will be conducted in the next surveillance audit.

Non-Conformity Report			
NCR Ref #:	2276133-202211-N1	Issue Date:	18/11/2022
Due Date:	Next Surveillance	Date of Closure:	Open
Area/Process:	Genting Layang Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.4.5.4 Minor
Requirements:	Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.		
Statement of Nonconformity:	No evidence of EPF and SOCSO contribution made by estate's contractor workers.		
Objective Evidence:	<u>Layang Estate</u> Sighted the salary slip for worker with employee ID: SRI003G for the month of June, July and August 2022, for Syarikat Pengangkutan Sri Timbulus, verified that there is no deduction of EPF, and SOCSO contribution being made which is contradict by the requirement in the contract agreement dated 01/01/2022 clause 13, "untuk pekerja tempatan, pekerja dan majikan akan mencarum dengan KWSP dan SOCSO, manakala pekerja asing, majikan akan mencarum ke SOCSO sahaja sesuai dengan ketentuan perundangan sedia ada."		
Corrections:	For Syarikat Pengangkutan Sri Timbulus, the said worker will be registered with SOCSO and KWSP, and the contribution will be started after registration succeeded.		
Root cause analysis:	There is no monitoring done by the estate management to ensure that this condition is comply by the contractors.		
Corrective Actions:	Sustainability Dept. will conduct a refresh briefing regarding this requirement to the estate management so that the monitoring will be done in monthly basis without any misses. Estate management will re-conduct briefing on these requirement as per stated in the contractor's agreement, to all the contractors that currently working with the estate. These requirements also will be brief thoroughly when new contractor signing with the estate, if any.		
Assessment Conclusion:	The CAP is accepted, further verification will be conducted in the next audit.		

Non-Conformity Report			
NCR Ref #:	2276133-202211-N2	Issue Date:	18/11/2022
Due Date:	Next Surveillance	Date of Closure:	Open

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Area/Process:	Genting Layang Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.5.5.1 Minor
Requirements:	The management shall establish a water management plan to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include: a. Assessment of water usage and sources of supply.		
Statement of Nonconformity:	Mitigation plan for water quality issue was not identified and documented.		
Objective Evidence:	<u>Genting Layang Estate</u> No mitigation measure was sighted in the Water Management Plan dated 21/9/2022 on issue related to off spec on Fecal Coliform and Total Coliform Count. Reference is made to water quality analyzed by Dynakey Laboratories Sdn Bhd for Genting Layang Estate sample received on 6/8/2022, sampling date 5/8/2022 from Div 13 – Treated water.		
Corrections:	To reviewed and revised the current water management plan by including the action plan taken after receiving the water analysis result dated 21/9/2022 on issue related to off spec on Fecal Coliform and Total Coliform Count. The action will be: - 1. Brief to all workers, treated water must always be boiled before drinking. 2. Re-check the water treatment’s chemical calibration, Sodium Carbonate (Soda Ash), Aluminium Sulphate (Alum) and Chlorine. 3. To clean the Treated Water tank. 4. To re-send a new sample for Drinking water analysis, after all action planned is taken. 5. Estate Assistant Manager will review and acknowledge the water management plan every quarterly and to be approved by the Estate Manager before filling.		
Root cause analysis:	There is no statement mentioning the requirements to conduct investigation and preparing action plan regarding the off-spec parameter once water analysis report receive from the appointed Laboratory.		
Corrective Actions:	To revise the SMP-GPB-15 to including the requirements to conduct investigation and prepare action plan to mitigate for any off-spec parameter in the water analysis result. Training to the estate PIC regarding the revised SMPM – (Sustainability Management Procedure Manual) will be conducted to ensure PIC understand the requirements.		
Assessment Conclusion:	The CAP is accepted, further verification will be conducted in the next audit.		

Non-Conformity Report			
NCR Ref #:	2276133-202211-N3	Issue Date:	18/11/2022
Due Date:	Next Surveillance	Date of Closure:	Open
Area/Process:	Genting Layang Estate, Bahagia Estate, Landworthy Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.5.3.3 Minor
Requirements:	The management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environment Quality Regulations (Scheduled		

	Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal.																																																																																																									
Statement of Nonconformity:	The handling of scheduled waste was not effectively implemented.																																																																																																									
Objective Evidence:	<p>It was identified that the estate has exceeded the validity period of SW storage as stipulated in the Environmental Quality Act 1974 (Act 127), prior to disposal. Reference: "Environmental Quality (Scheduled Wastes) Regulations 2005; PU(A) 294/2005; Regulation 9-Storage of Scheduled Wastes; No.5 – Any person may store schedule wastes generated by him for 180 days or less after its generation provided that: The quantity of scheduled wastes accumulated on site shall not exceed 20 metric tonne.</p> <p>a. Landworthy Estate</p> <table border="1"> <thead> <tr> <th>SW</th> <th>Waste Name</th> <th>Previous Disposal</th> <th>Date Generated</th> <th>Date Latest Disposed</th> <th>No days from date generated to recent disposed</th> <th>Contractor</th> </tr> </thead> <tbody> <tr> <td>408</td> <td>Soil / dust</td> <td>21/9/2021 0.023 mt</td> <td>1/1/2022 1 kg</td> <td>7/7/2022 6 kg</td> <td>187</td> <td rowspan="5">Lagenda Bumimas Sdn Bhd</td> </tr> <tr> <td>306</td> <td>Used hydraulic oil</td> <td></td> <td>1/1/2022 28 kg</td> <td>7/7/2022 200 kg</td> <td>187</td> </tr> <tr> <td>305</td> <td>Used lubricant oil</td> <td>21/9/2021 0.48 mt</td> <td>1/1/2022 100 kg</td> <td>7/7/2022 800 kg</td> <td>187</td> </tr> <tr> <td>102</td> <td>battery</td> <td></td> <td>1/1/2022 4 kg</td> <td>7/7/2022 30 kg</td> <td>187</td> </tr> <tr> <td>410</td> <td>PPE</td> <td>21/9/2021 0.085 mt</td> <td>1/1/2022 3.5 kg</td> <td>7/7/2022 27 kg</td> <td>187</td> </tr> <tr> <td>410</td> <td>Used Oil Filter</td> <td>21/9/2021 0.045 mt</td> <td>1/1/2022 24 kg</td> <td>7/7/2022 168 kg</td> <td>187</td> <td>Lagenda Bumimas Sdn Bhd</td> </tr> </tbody> </table> <p>b. Bahagia Estate</p> <table border="1"> <thead> <tr> <th>SW</th> <th>Waste Name</th> <th>Previous Disposal</th> <th>Date Generated</th> <th>Date Latest Disposed</th> <th>No days from date generated to recent disposed</th> <th>Contractor</th> </tr> </thead> <tbody> <tr> <td>408</td> <td>Soil / dust</td> <td>22/9/2021 0.015 mt</td> <td>31/10/2021</td> <td>7/7/2022 0.015 mt</td> <td>249</td> <td rowspan="3">Lagenda Bumimas Sdn Bhd</td> </tr> <tr> <td>305</td> <td>Used lubricant oil</td> <td>22/9/2021 0.325 mt</td> <td>31/10/2021</td> <td>7/7/2022 0.450 mt</td> <td>249</td> </tr> <tr> <td>410</td> <td>PPE</td> <td>22/9/2021 0.085 mt</td> <td>31/10/2021</td> <td>7/7/2022 0.030 mt</td> <td>249</td> </tr> <tr> <td>410</td> <td>Used Oil Filter</td> <td>22/9/2021 0.069 mt</td> <td>31/10/2021</td> <td>7/7/2022 0.091 mt</td> <td>249</td> <td>Lagenda Bumimas Sdn Bhd</td> </tr> </tbody> </table> <p>c. Layang Estate</p> <table border="1"> <thead> <tr> <th>SW</th> <th>Waste Name</th> <th>Previous Disposal</th> <th>Date Generated</th> <th>Date Latest Disposed</th> <th>No days from date generated to recent disposed</th> <th>Contractor</th> </tr> </thead> <tbody> <tr> <td>305</td> <td>Used lubricant oil</td> <td>22/9/2021 300 liter</td> <td>31/10/2021</td> <td>7/7/2022 68 liter</td> <td>249</td> <td rowspan="2">Lagenda Bumimas Sdn Bhd</td> </tr> <tr> <td>410</td> <td>PPE</td> <td>22/9/2021 282 kg</td> <td>31/10/2021</td> <td>7/7/2022 200 kg</td> <td>249</td> </tr> <tr> <td>410</td> <td>Used Oil Filter</td> <td>22/9/2021 47 kg</td> <td>31/10/2021</td> <td>7/7/2022 80 kg</td> <td>249</td> <td>Lagenda Bumimas Sdn Bhd</td> </tr> </tbody> </table>	SW	Waste Name	Previous Disposal	Date Generated	Date Latest Disposed	No days from date generated to recent disposed	Contractor	408	Soil / dust	21/9/2021 0.023 mt	1/1/2022 1 kg	7/7/2022 6 kg	187	Lagenda Bumimas Sdn Bhd	306	Used hydraulic oil		1/1/2022 28 kg	7/7/2022 200 kg	187	305	Used lubricant oil	21/9/2021 0.48 mt	1/1/2022 100 kg	7/7/2022 800 kg	187	102	battery		1/1/2022 4 kg	7/7/2022 30 kg	187	410	PPE	21/9/2021 0.085 mt	1/1/2022 3.5 kg	7/7/2022 27 kg	187	410	Used Oil Filter	21/9/2021 0.045 mt	1/1/2022 24 kg	7/7/2022 168 kg	187	Lagenda Bumimas Sdn Bhd	SW	Waste Name	Previous Disposal	Date Generated	Date Latest Disposed	No days from date generated to recent disposed	Contractor	408	Soil / dust	22/9/2021 0.015 mt	31/10/2021	7/7/2022 0.015 mt	249	Lagenda Bumimas Sdn Bhd	305	Used lubricant oil	22/9/2021 0.325 mt	31/10/2021	7/7/2022 0.450 mt	249	410	PPE	22/9/2021 0.085 mt	31/10/2021	7/7/2022 0.030 mt	249	410	Used Oil Filter	22/9/2021 0.069 mt	31/10/2021	7/7/2022 0.091 mt	249	Lagenda Bumimas Sdn Bhd	SW	Waste Name	Previous Disposal	Date Generated	Date Latest Disposed	No days from date generated to recent disposed	Contractor	305	Used lubricant oil	22/9/2021 300 liter	31/10/2021	7/7/2022 68 liter	249	Lagenda Bumimas Sdn Bhd	410	PPE	22/9/2021 282 kg	31/10/2021	7/7/2022 200 kg	249	410	Used Oil Filter	22/9/2021 47 kg	31/10/2021	7/7/2022 80 kg	249	Lagenda Bumimas Sdn Bhd
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Corrections:	To communicate with the Schedule Waste Contractor regarding the collection date. If the collection date is within 1 month, estate to proceed with application to DOE for additional retention period.
Root cause analysis:	Due to tight schedule for the schedule waste contractor, the disposal exceeded the permissible days of 180 days and application for additional retention period was not carried out by estate PIC.
Corrective Actions:	<ol style="list-style-type: none"> To conduct training to the storekeeper and attendant regarding the schedule waste retention period. The estate schedule waste PIC – clerk to monitor the retention day and to request additional retention day from DOE if schedule waste contractor unable to collect the Schedule Waste within the permissible 180 days.
Assessment Conclusion:	The CAP is accepted, further verification will be conducted in the next audit

Non-Conformity Report																													
NCR Ref #:	2276133-202211-N4	Issue Date:	18/11/2022																										
Due Date:	Next Surveillance	Date of Closure:	Open																										
Area/Process:	Genting Tanjung Oil Mill	Clause & Category: (Major / Minor)	MSPO 2530 Part 4: 4.5.3.3 Minor																										
Requirements:	The management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environment Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal.																												
Statement of Nonconformity:	The handling of scheduled waste was not effectively implemented.																												
Objective Evidence:	<p>It was identified that the Mill has exceeded the validity period of SW storage as stipulated in the Environmental Quality Act 1974 (Act 127), prior to disposal. Reference: "Environmental Quality (Scheduled Wastes) Regulations 2005; PU(A) 294/2005; Regulation 9-Storage of Scheduled Wastes; No.5 – Any person may store schedule wastes generated by him for 180 days or less after its generation provided that: The quantity of scheduled wastes accumulated on site shall not exceed 20 metric tonne.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>SW</th> <th>Waste Name</th> <th>Previous Disposal</th> <th>Date Generated</th> <th>Date Latest Disposed</th> <th>No days from date generated to recent disposed</th> <th>Contractor</th> </tr> </thead> <tbody> <tr> <td>410</td> <td>Used filter</td> <td>21/9/21 118 kg</td> <td>31/10/2021</td> <td>7/7/2022 121 kgs</td> <td>249</td> <td rowspan="3" style="text-align: center;">Lagenda Bumimas Sdn Bhd</td> </tr> <tr> <td>409</td> <td>Contaminated container</td> <td>21/9/21 83 kg</td> <td>31/10/2021</td> <td>7/7/2022 94 kgs</td> <td>249</td> </tr> <tr> <td>306</td> <td>Used hydraulic oil</td> <td>21/9/21 1600 kg</td> <td>30/11/2021</td> <td>7/7/2022 225 kgs</td> <td>219</td> </tr> </tbody> </table>			SW	Waste Name	Previous Disposal	Date Generated	Date Latest Disposed	No days from date generated to recent disposed	Contractor	410	Used filter	21/9/21 118 kg	31/10/2021	7/7/2022 121 kgs	249	Lagenda Bumimas Sdn Bhd	409	Contaminated container	21/9/21 83 kg	31/10/2021	7/7/2022 94 kgs	249	306	Used hydraulic oil	21/9/21 1600 kg	30/11/2021	7/7/2022 225 kgs	219
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Root cause analysis:	Due to tight schedule for the schedule waste contractor, the disposal exceeded the permissible days of 180 days and application for additional retention period was not carried out by Mill PIC.
Corrective Actions:	<ol style="list-style-type: none"> To conduct training to the storekeeper and attendant regarding the schedule waste retention period. The mill schedule waste PIC – clerk to monitor the retention day and to request additional retention day from DOE if schedule waste contractor unable to collect the Schedule Waste within the permissible 180 days
Assessment Conclusion:	The CAP is accepted, further verification will be conducted in the next audit.

Opportunity For Improvement			
Ref:	2276133-202211-I1	Clause:	MSPO 2530 Part 4: 4.4.4.2(b)
Area/Process:	Genting Tanjung Oil Mill		
Objective Evidence:	The HIRARC for storage of shredded/fibre as flammable item to be further enhanced and control from any potential spark from cigarette butts at the storage area.		

Noteworthy Positive Comments	
1	Good teamwork in handling the audit process and arrangement of audit
2	Good response from stakeholders regarding the estate and mill operation

3.3 Status of Nonconformities Previously Identified and OFI

Non-Conformity Report			
NCR Ref #:	2133472-202111-M1	Issue Date:	18/11/2021
Due Date:	17/02/2022	Date of Closure:	23/01/2022
Area/Process:	Genting Tanjung Oil Mill	Clause & Category: (Major / Minor)	MSPO 2530 Part 4 – 4.3.1.1 Major
Requirements:	All operations are in compliance with the applicable local, state, national and ratified international laws and regulations.		
Statement of Nonconformity:	Compliance of legal requirements was not implemented effectively.		
Objective Evidence:	<u>Genting Tanjung Oil Mill</u> Refer to approval from Jabatan Tenaga Kerja Sabah (S/N: 600-1/2/13/9 Jld.6(05/KBN/2020-0231) which valid until 23/07/2022) for female to work from 10pm to 5am, GTOM did not comply with the Clause 1.6 - to pay night shift allowance at the rate agreed between workers and employers stated in the employment contract. Sampled one of the female workers’ payslips and punch card for October 2021 (Employee No.: E00087) found that she worked at night shift without paying shift allowance.		

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Corrections:	Mill management will conduct the discussion with all the women workers to come out with an agreeable rate for the night shift allowance. Mill will begin to pay the night shift allowance to all women workers.
Root cause analysis:	The mill management did not conduct any discussion with all the women workers for the agreed rate to pay for the night shift allowance.
Corrective Actions:	Compliances on Night Shift allowance payment to women workers will be included in the Mill List of Legal Requirement that will be monitor by the PIC of Legal Requirement in the Mill. Any changes will be subject to written approval by the authorization of the relevant Government body. Sustainability Department (SD) will further conform this compliance during the monthly visit, and the next MSPO Internal audit.
Assessment Conclusion:	The correction and corrective action are accepted. The evidence of effective implementation shall be verified in the next assessment visit. Thus, major non-conformance was closed on 23/01/2022.
Verification Statement:	The evidence of effective implementation was verified during the assessment. Interview and document verification conducted to female workers that are working during night shift has been given the shift allowances. Thus, major non-conformance is effectively closed.

Non-Conformity Report			
NCR Ref #:	2133472-202111-M2	Issue Date:	18/11/2021
Due Date:	17/02/2022	Date of Closure:	23/01/2022
Area/Process:	Genting Tenegang Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3 – 4.3.1.1 Major
Requirements:	All operations are in compliance with the applicable local, state, national and ratified international laws and regulations.		
Statement of Nonconformity:	Compliance of legal requirements was not implemented effectively.		
Objective Evidence:	<p>Genting Tenegang Estate has obtained approval from Jabatan Tenaga Kerja Sabah (S/N: 600-1/2/13/9(11/KBN/2019-0170) to make deduction of wages of workers for the following purposes</p> <ul style="list-style-type: none"> • Travel document processing cost (excluded levy, bank guarantee, agent fee and medical check-up) • Passport for dependent • Medical cost • Loan for purchase buffalo <p>The permit was expired on 18/06/2021. Renewal of the permit was submitted on 17/11/2021 as verified the email correspondence to Genting HQ in Sandakan. However, the management continue to make deduction of wages for travelling documents and loan for purchase buffalo which has no longer been used in FFB evacuation as verified in the payslips of October 2021 and monthly account analysis report.</p>		

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Corrections:	Estate PIC in Legal requirement, which is the Chief Clerk, will follow up on the status for the JTK license renewal and estate will immediately stop any deduction from workers salary starting November 2021.
Root cause analysis:	The current monitoring mechanism for the licenses and permits expiry date is not fully effective.
Corrective Actions:	The current monitoring mechanism through the estate’s Statutory Estate License Status will be improved by add in the column for “Renewal Date” and the renewal date will be based on each license requirement. If there is no requirement, it will be defaulted by 2 months before the current license expiry date. Estate PIC on Legal Requirement will be re-brief by SD on this requirement for license renewal. SD will further conform this compliance during the monthly visit, and the next MSPO Internal audit.
Assessment Conclusion:	The correction and corrective action are accepted. The evidence of effective implementation shall be verified in the next assessment visit. Thus, major non-conformance was closed on 23/01/2022.
Verification Statement:	Verification has been, as per the corrective action where the monitoring of license is conducted through the list of license and validity of the license is available. All license sighted is valid. Thus, the Major NC is effectively close.

Non-Conformity Report			
NCR Ref #:	2133472-202111-N1	Issue Date:	18/11/2021
Due Date:	Next Annual Surveillance Audit	Date of Closure:	18/12/2022
Area/Process:	Genting Tanjung Oil Mill	Clause & Category: (Major / Minor)	MSPO 2530 Part 4 – 4.6.4.1 Minor
Requirements:	Where contractors are engaged, they shall understand the MSPO requirements and shall provide the required documentation and information.		
Statement of Nonconformity:	There was no mechanism to ensure the contractor engaged understand the MSPO requirement.		
Objective Evidence:	<p>As per Social Management Procedure (Doc. No.: SMP-GPB-32, Rev. 01 dated April 2021), Clause 6.8.4, the estate and mill shall verify identification card, passport and work permit before employ workers. The contractor shall also provide full details of the workers such as identification card, passport, work permit for age verification by the management.</p> <p>During the site visit to the sundry shop, Tasmiasi Lapadeng is found to be 15 years old. This has verified with the birth certificate provided by the sundry shop’s owner. However, the tenant is not complying with the tenancy agreement signed dated 01/01/2021, under Schedule 3, Clause vii, the tenant shall comply to no employment of minors (below 18 years old).</p>		
Corrections:	A memo will be issued to the Tenancy to immediately stop the minor age workers from working in the sundry shop. The tenancy also will be re-brief on the tenancy agreements requirement that they need to comply.		
Root cause analysis:	The monitoring done by the Mill management for the compliances on the tenancy agreement was not effective.		

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Corrective Actions:	The tenancy must send a monthly updated list of their workers complete with detail include IC/ Passport number, date of birth, origin etc. and mill management will conduct an inspection to ensure the details given is correct. Sustainability department will further conform this compliance during the monthly visit, and the next MSPO Internal audit.
Assessment Conclusion:	The correction and corrective action are accepted. The evidence of effective implementation shall be verified in the next assessment visit.
Verification Statement:	The list of workers is checked, and verification is made at the grocery store. There are no minors being employed. Sighted the tenancy agreement is available and the term and conditions clearly mentioned about no minor being employs at the site. The verification from sustainability department has verified that there is no minor working at the sundry shop. Thus, this minor NC is effectively close.

Non-Conformity Report			
NCR Ref #:	2133472-202111-N1	Issue Date:	18/11/2021
Due Date:	Next Surveillance	Date of Closure:	18/12/2022
Area/Process:	Genting Tanjung Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3 – 4.5.3.3 Minor
Requirements:	The management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environment Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal.		
Statement of Nonconformity:	There was no mechanism to ensure proper storage of schedule waste.		
Objective Evidence:	<p><u>Tanjung Estate</u> Schedule waste management (SMP – GPD – 11) Rev 02 dated 04/09/20, prepared by Manager (Sustainability) was sighted and properly documented according to the Environmental Quality) Schedule Waste) regulations 2005 (Amendment) 2007. However, the procedure was not implemented according as during site visit at Schedule waste store was found.</p> <p>Quantity of SW408 generated kept in the Schedule Waste store is 5kg. However, verification through stock card of SW408 updated till 13/11/21 shown to-date quantity generate is 51.50kg. Thus, the schedule waste was not kept at the designated SW's store as mentioned in the said procedure (item 8.3.5).</p> <p>Actual quantity generated for SW410 is 209kg as verified through stock card of the said SW item, update on 13/11/21. However, quantity remark mentioned on the label of the physical SW waste kept in the Schedule Waste store is 10kg. Thus, quantity mentioned at the label for SW410 was not as per current stock balance as mentioned in the said procedure (item 8.4.2).</p>		
Corrections:	For the SW408, all quantity generated will be stored and properly labelled in the estate's designated SW store. The quantity recording on stock card and on the SW label for SW410 will be corrected as per actual quantity. SD will conduct a re-fresher training on SW management as per SMP-GPB-11 to all relevant personnel at the estate that handling the SW.		

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Root cause analysis:	The implementation of the sustainability management procedure on SMP-GPB-11 Schedule Waste Management in the estate was not effective.
Corrective Actions:	The re-fresher training for SW management in the estate will be included in the Annual Training Plan 2022 for the estate and all relevant personnel must be included in the training. SD will further conform this compliance during the monthly visit, and the next MSPO Internal audit.
Assessment Conclusion:	The correction and corrective action are accepted. The evidence of effective implementation shall be verified in the next assessment visit.
Verification Statement:	Evidence submitted: i. Stock card and Bin card of SW408. ii. Stock card and Bin card of SW410 iii. Scheduled Waste training dated 30/11/2021 at Genting Tanjung Estate. iv. Photo of SW408 and SW410 at Scheduled Waste store. v. Training Programme year 2022 of Genting Tanjung Estate. The Minor Non-Conformity is effectively closed.

Opportunity For Improvement			
Ref:	NA	Clause:	MSPO Part __: NA
Area/Process:	NA		
Objective Evidence:	NA		
Verification Statement:	NA		

3.4 Summary of the Nonconformities and Status

CAR Ref.	Clause & Category (Major / Minor)	Issued Date	Status & Date (Closure)
2133472-202111-M1	4.3.1.1 Part 4 –Major	18/11/2021	Closed on 23/01/2022
2133472-202111-M2	4.3.1.1 Part 3– Major	18/11/2021	Closed on 23/01/2022
2133472-202111-N1	4.6.4.1 Part 4 –Minor	18/11/2021	Closed on 18/11/2022
2133472-202111-N2	4.5.3.3 Part 3 –Minor	18/11/2021	Closed on 18/11/2022
2276133-202211-M1	4.3.1.1 Part 3 –Major	18/11/2022	Closed on 05/02/2022
2276133-202211-N1	4.5.4.4 Part 3 –Minor	18/11/2022	Open
2276133-202211-N2	4.5.5.1 Part 3 –Minor	18/11/2022	Open
2276133-202211-N3	4.5.3.3 Part 3 –Minor	18/11/2022	Open
2276133-202211-N4	4.5.3.3 Part 4 –Minor	18/11/2022	Open

3.5 Issues Raised by Stakeholders

IS #	Description
<p>1</p>	<p>Issues: Sundry shop, Mr Tsen King Vui, Kedai Runcit Vui Kong</p> <p>Mr Tsen has been doing business in Genting Tanjung Complex for more than 10 years and has 2 shops in Tenegang Estate and Bahagia Estate. As per interview, all his workers are foreigner and local with working permit in Malaysia and above than 18 years old. All things have been purchased from Lahad Datu with additional price for transporting cost and profit. There are no issues with the estate management where the management has maintained good relationship with the external stakeholder. Mr Tsen said that he is aware about complaint procedure, consultation and communication procedure and other policies that has been established.</p> <p>Management Responses:</p> <p>The management is committed to communicate procedure/policies and maintain good relationships with the contracted parties.</p> <p>Audit Team Findings:</p> <p>It has been verified that Kedai Runcit Vui Kong complied with legal requirement where all licences (business licences, licences to sell “Barang-barang kawalan berjadual” and licences to sell LPG (Liquid petroleum gaseous). No further issues.</p>
<p>2</p>	<p>Issues: Humana, Mr Mohammad Fadzil</p> <p>Mr Mohammad Fadzil is a teacher in HUMANA Genting Bahagia Estate since last 5 years and handling 6 classes (pre-school, standard 1-4) with total 40 students. He said that currently HUMANA is shortage of teacher, and the issues has been communicated with HUMANA. Mr Fadzil also said the management supported activities in HUMANA and repair all damage in HUMANA. He also said that there is special staff from Bahagia Estate that responsible for HUMANA and will communicated with him on any issues related to HUMANA.</p> <p>Management Responses:</p> <p>The management will keep communication with HUMANA on new recruitment to established good learning environment for student.</p> <p>Audit Team Findings:</p> <p>Clarification has been done with the management where the management of Genting Bahagia Estate is fully aware on shortage of teacher in HUMANA Genting Bahagia. No further issues.</p>
<p>3</p>	<p>Issues: Contractors, Dewa Contractor, Mr Abidin bin Dg Pawata, SPK Contractor, Matiu Ressa, Sri Manjung Enterprise, Mr Julis Luis</p> <p>As per interview with the contractors (Transporting FFB and replanting), good accommodation (housing, water, and electricity) at the workers line site. All contractors that have been interviewed is the operation manager at estates. All workers have been paid as minimum wages order 2022 and compliance with employment act 1955. All contractors also aware with RSPO requirement has been communicated with the procedure/policies. There is no additional complaint/grievances/request during the interview.</p> <p>Management Responses:</p> <p>The management will keep good relationship with contractors and will invite them in future programs.</p> <p>Audit Team Findings:</p>


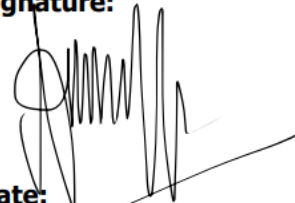
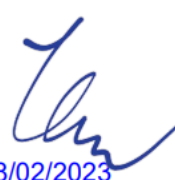
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	Further verification has been done by the auditor base on documentation and found out that there is contribution for SOCSO has been done based on the pay slips month September 2022. There no monitoring has been done by the management of estates itself.
4	<p>Issues: JC Chang Plantations Berhad, Hwa Li 3 Estate, Rashid Ngajamil and Mr Julis Luis</p> <p>Hwa Li 3 Estates is located neighbouring to Genting Bahagia Estate where Mr Rashid just started his services with JC Chang Plantations for 1 months and Mr Julis Luis has been working for more than 3 years. It has been confirmed that clear demarcation has been established by both parties within the boundaries and there is no issues of overplanting, boundaries. Other than, the management of both parties cooperate to maintain the condition of boundaries. People in Hwa Li 3 Estate are using Genting Plantations roads to Lahad Datu and there are no fees has been charged. Good relationship has been maintained between both parties where often communication/meeting has been done.</p> <p>Management Responses:</p> <p>The management will maintain good relationship with the neighbouring estate and will invite them in future programs.</p> <p>Audit Team Findings:</p> <p>Further verification has been done and agreed that boundaries has been maintained and clearly demarcated. The management is committed to communicate procedure/policies and maintain good relationships with the neighbouring estates.</p>
5	<p>Issues: Community Learning Centre, Madam Aida</p> <p>As per interview with Madam Aida, she has been teaching at CLC Tanjung Estate for more than 2 years and just married early year 2022 and her husband works as harvester in Genting Tanjung Estate. Madam Aida also said the management supported activities in CLC and repair any damage in CLC. He also said that there is special staff from Genting Tanjung Estate that responsible for HUMANA and will communicated with him on any issues related to CLC.</p> <p>During the interview, Madam Aida raised an issue on housing where she and her husband has not been provided with housing and currently sharing with his siblings who are working at Genting Tanjung Oil Mill. Madam Aida also said in need to have house to keep teaching material/equipment at house.</p> <p>Management Responses:</p> <p>The management will look into any vacant house that can be provided to Madam Aida.</p> <p>Audit Team Findings:</p> <p>As per verification with the management, all workers will be provided with housing and need to share with other workers. Currently, 2 new labour quarters has been constructed in Genting Tanjung Estate. The management will look into any vacant house that can be provided to Madam Aida.</p>

3.6 List of Stakeholders Contacted

<p>Government Officer:</p> <p>NIL</p>	<p>Community/neighbouring village:</p> <p>JC Chang Plantations Berhad, Hwa Li 3 Estate, Rashid Ngajamil and Mr Ridwhan Alias</p>
<p>Suppliers/Contractors/Vendors:</p> <p>Sri Manjung Enterprise, Mr Julis Luis Dewa Contractor, Mr Abidin bin Dg Pawata SPK Contractor, Matiu Ressa Tsen King Vui, Kedai Runcit Vui Kong</p>	<p>Worker’s Representative/Gender Committee:</p> <p>Community Learning Centre, Madam Aida Humana, Mr Mohammad Fadzil</p>

Section 4: Assessment Conclusion and Recommendation

Acknowledgement of Internal Responsibility and Formal Sign-off of Assessment Findings		
Based on the findings during the assessment Genting Tanjung Palm Oil Mill and Supply Bases Certification Unit complies with the MS 2530-3:2013 and MS 2530-4:2013. It is recommended that the certification of Genting Tanjung Palm Oil Mill and Supply Bases Certification Unit is continued.		
Report Prepared by	Acknowledgement of Assessment Findings	
Name: AHMAD RUFI BIN ABU TALIB KHAN	Name: Arunan Kandasamy	Name: James Chung Khim Hon
Company name: BSI SERVICES MALAYSIA SDN BHD	Company name: Genting Plantations Berhad	Company name: Genting Plantations Berhad
Title: CLIENT MANAGER	Title: Senior Vice President - Plantation (Malaysia)	Title: Senior Vice President - Group Processing
Signature:  Date: 17/02/2023	Signature:  Date: 20.02.23	Signature:  Date: 18/02/2023

Appendix A: Summary of the findings by Principles and Criteria

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

Criterion / Indicator		Assessment Findings	Compliance
4.1 Principle 1: Management commitment & responsibility			
Criterion 4.1.1 – Malaysian Sustainable Palm Oil (MSPO) Policy			
4.1.1.1	A policy for the implementation of MSPO shall be established. - Major compliance -	MSPO Policy established and documented by Genting Plantations Berhad titled Malaysian Sustainability Palm Oil (MSPO) Policy. In the policy mentioned on social, environment and profit. Other than that, the management is committed to maintain effective sustainability management system throughout the organization and to ensure compliance of MSPO requirement. The policy signed by the chief executive officer and president of Genting Plantations Berhad, Mr Yong Chee Kong, on 18/03/2014.	Complied
4.1.1.2	The policy shall also emphasize commitment to continual improvement. - Major compliance -	As stated in the MSPO Policy, the management committed and will keep evaluate and to established new technique and practices for continual improvement	Complied
Criterion 4.1.2 – Internal Audit			
4.1.2.1	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement. - Major compliance -	Internal audit procedure has been established and documented in the document title "Sustainability internal audit" document number SMP-GPB-03, Rev.07, issue June 2022. Stated in the procedure that internal audit needs to be done at least once year at page 5 of 8. For Genting Landworthy Estate, internal audit has been done on 26/10/2022 and on 25/10/2022 (Genting Bahagia Estate) the report has been prepared by Mr Ronlie Ronney.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p><u>Genting Layang Estate</u> As per Internal Audit Plan, the audit was conducted on 27/10/2022 and stated Lead Auditor is Ronlie Ronney and assisted by Sahrul Kassim. Objectives of Internal Audit stated as to check compliance of sustainability compliances and effective implementation of the requirements.</p>	
4.1.2.2	<p>The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order to implement the necessary corrective action.</p> <p>- Major compliance -</p>	<p>Internal audit procedure has been established and documented in the document title "Sustainability internal audit" document number SMP-GPB-03, Rev.07 issue date June 2022 by Genting Plantations Berhad. Stated in the procedure under Para 6.5 Auditee required to identifies corrective action required and eliminate the nonconformity and root causes.</p> <p><u>Genting Landworthy Estate</u> Internal audit results have been made available and documented in the document title Internal audit report.</p> <p><u>Genting Bahagia Estate</u> Internal audit results have been made available and documented in the document title Internal audit report. Internal Audit was conducted on 27/10/2022. Zero NCR raised and 9 Opportunities for Improvement raised.</p> <p><u>Genting Layang Estate</u> Internal audit results have been made available and documented in the document title Internal audit report. Internal Audit was conducted on 25/10/2022. Zero NCR raised and 5 Opportunities for Improvement raised.</p>	Complied
4.1.2.3	<p>Report shall be made available to the management for their review.</p> <p>- Major compliance -</p>	<p>Internal audit results have been made available and documented in the document title MSPO Internal audit report.</p> <p>While for Genting Bahagia Estate, there is evidence that the internal audit has been done on 28/10/2021 by Mr Ronlie Ronney and Mr Sahrul Kassim and the report has been prepared by Mr Ronlie Ronney. Sighted email dated</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		11/13/2022 issued to Estate Manager [Micheal Ong Cheng Seang (chengseang.ong@genting.com)].	
Criterion 4.1.3 – Management Review			
4.1.3.1	<p>The management shall periodically review the continuous suitability, adequacy and effectiveness of the requirements for effective implementation of MSPO and decide on any changes, improvement and modification.</p> <p>- Major compliance -</p>	<p><u>Genting Landworthy Estate & Genting Layang Estate</u> Management review for Genting Tanjung Complex has been conducted on 03/11/2022 with attendance of all representatives from all operating units. The meeting has been led by VP-Plantations, Mr Abdul Rahim Wilson. All attended by Estate Managers such as Elyzul Fakar (Genting Landworthy Estate), Micheal Ong Cheap Sing (Genting Bahagia Estate), Nahering b. Lanus (Genting Layang Estate) and Sr. Manager of GTJE (Khairul Fahmi b. Sobrin as stated in the minutes meeting, the objective of the management meeting to review of MSPO/RSPO management system to ensure the effective and adequate implementation of these requirement in the company and to review any opportunities for improvement.</p> <p>Issues that have been discussed are status of outstanding issues from previous meeting, change, improvement or modification required, complaint and enquiry register, review of resources and training, follow up action of the management review and any other matter.</p> <p>The minutes has been prepared by Mr Ronlie Ronney, Executive of Sustainability Department, dated 03/11/2022.</p> <p><u>Genting Bahagia Estate</u> Management Review was conducted to review environment and sustainability. Attended by Estate Manager, Assistant Managers, CC, Supervisors, Storekeeper, Document Controller and others (22 staff and workers attended as attendance list dated 05/07/2022). Discussion made covering review of appointments of PIC, Previous audit findings, Sustainability compliance, environmental issues, MSPO requirements and</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		others. Minutes was prepared by Secretary (Husna bt Marsuki) and approved by Estate Manager (Micheal Ong Cheng Seang).	
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 -	<p>All Estate has established Continual Improvement Plan covering social, environment and opportunities of the Company. The details as follows:</p> <ol style="list-style-type: none"> 1. Minimize use of certain pesticides <ul style="list-style-type: none"> - Expand IPM Programme 2. Environmental impacts <ul style="list-style-type: none"> - Minimize Soil erosion - Conserve HCV areas and riparian buffer zones - To receive and act on any environmental complaints through internal and external communication 3. Waste reduction <ul style="list-style-type: none"> - Maximizing recycling and minimizing waste or by products generation - Continue make full use of the biomass wastages 4. Pollution and Greenhouse Gas Emissions <ul style="list-style-type: none"> - GHG Calculation - Pollution prevention/ mitigation plan drawn up based on identified waste and pollutants 5. Social impacts <ul style="list-style-type: none"> - To improve interior and exterior of workers quarters <p>The latest Update on the CIP as follows: -</p>	Complied

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Criterion / Indicator		Assessment Findings			Compliance																							
		<table border="1"> <thead> <tr> <th>Estate</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Genting Landworthy</td> <td>1/9/2022</td> </tr> <tr> <td>Genting Bahagia</td> <td>3/6/2022</td> </tr> <tr> <td>Genting Layang</td> <td>26/9/2022</td> </tr> </tbody> </table> <p>The Continual Improvement Plan being elaborate with the objective, action plan, monitoring, PIC Target and Result. Sample taken on the following: -</p> <p>1. Genting Landworthy Estate Environmental Impacts</p> <table border="1"> <thead> <tr> <th>Objective</th> <th>Action Plan</th> <th>Monitoring / Verification</th> </tr> </thead> <tbody> <tr> <td>Minimize soil erosion.</td> <td>- Regularly monitoring of soil erosion</td> <td>- Planting of cover crop - Avoid blanket spraying</td> </tr> <tr> <td>Conserve HCV areas and riparian buffer zones</td> <td>- Minimize over spraying and establish ground covers.</td> <td>- HCV monitoring checklist - Riparian buffer zone Management</td> </tr> </tbody> </table> <p>2. Genting Bahagia Estate Social Impacts</p> <table border="1"> <thead> <tr> <th>Objective</th> <th>Action Plan</th> <th>Monitoring / Verification</th> </tr> </thead> <tbody> <tr> <td>- To repair and maintain the workers quarters.</td> <td>- Necessary repairs also will be carried out as and when required</td> <td>- 5 years housing replacement programmed.</td> </tr> </tbody> </table>			Estate	Date	Genting Landworthy	1/9/2022	Genting Bahagia	3/6/2022	Genting Layang	26/9/2022	Objective	Action Plan	Monitoring / Verification	Minimize soil erosion.	- Regularly monitoring of soil erosion	- Planting of cover crop - Avoid blanket spraying	Conserve HCV areas and riparian buffer zones	- Minimize over spraying and establish ground covers.	- HCV monitoring checklist - Riparian buffer zone Management	Objective	Action Plan	Monitoring / Verification	- To repair and maintain the workers quarters.	- Necessary repairs also will be carried out as and when required	- 5 years housing replacement programmed.	
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Criterion / Indicator		Assessment Findings			Compliance
		- To shifting workers from wooden house to new cement house			
		3. Genting Layang Estate Best Practices			
		Objective	Action Plan	Monitoring / Verification	
		Mechanization	Implemented on ground in order to reduce labour, cost.	On going	
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 -	<p>There is no new technology at all Estates.</p> <p>The new information and techniques to improve practices are obtained mainly through information from communications with suppliers and being members of associations related to palm oil industry.</p> <p>Any new information on new technology will be forwarded to the HQ for approval before any implementation.</p>			Complied
4.1.4.3	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 -	<p>There is no new technology at all Estates.</p> <p>The new information and techniques to improve practices are obtained mainly through information from communications with suppliers and being members of associations related to palm oil industry.</p> <p>Any new information on new technology will be forwarded to the HQ for approval before any implementation.</p>			Complied
4.2 Principle 2: Transparency					
Criterion 4.2.1 – Transparency of information and documents relevant to 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 Tanjung Oil Mill and its supply bases are transparent and open to communicate its information on environmental, social and legal issues relevant to sustainability practice to the public, through the Procedure on Requests and Responses dated 14/08/24, Doc No: SMP-GPH-25</p> <ul style="list-style-type: none"> • Company annual report • Group policies • Reports related to environment i.e. EAI (Environmental Aspect Impact Assessment), EIA (environmental Impact Assessment etc. • MSPO/RSPO external audit reports • Pollution prevention plan • Continuous improvement plan • Complaints and grievances book and its procedure • Negotiation and compensation procedure • Sexual harassment procedure <p>The management has conducted the stakeholders meeting on 04/11/2022 at Genting Tenegang Estate. The stakeholder meeting was conducted for all estate in the Tenegang Complex. Sighted the minute of meeting and attendance list. The stakeholder was briefed regarding the sustainability of the estate, the management plan, policy and complaint/grievances procedure.</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>The management documents which are publicly available are mentioned in Indicator 4.2.1.1. Any request of information shall be recorded in "Enquiry Register Book" (ref.: Clause 3.1.2 of the above procedure). Verification of the book showed that there has been no request made of the above-mentioned subjects ever since the last assessment.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
Criterion 4.2.2 – Transparent method of communication and consultation			
4.2.2.1	Procedures shall be established for consultation and communication with the relevant stakeholders. - Major compliance -	Procedure for consultation and communication has been documented in the document SMP-GPB-17 issuance 23/-2/2018. As per stated in the procedure, that consultation and communication will be done through stakeholder consultation, email, SMS or complaint and suggestion box. Stated also in the procedure that stakeholder consultation needs to be done at least 6 months once or annually.	Complied
4.2.2.2	A management official should be nominated to be responsible for issues related to Indicator 1 at each operating unit. - Minor compliance -	For Landworthy Estate, the management has appointed Mr Elyzul Fakar bin Ibrahim as person in charge for any communication and consultation and has been verified based on the appointment letter dated 27/07/2021. While for Bahagia Estate, Mr Micheal Ong Chaeng Seang based on appointment letter 15/01/2022 and for Layang Estate, Mr Naharing Lamis as person in charge base on appointment letter dated 09/01/2022.	Complied
4.2.2.3	List of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders should be properly maintained. - Major compliance -	List of stakeholders has been maintained for all estates and has been verified based on the document "List of internal stakeholders" and "List of external stakeholders: There are 4 contractors has been listed which mainly for FFB transportation and replanting project.	Complied
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 have established Sustainability Management Procedure Manual, Doc No: SMP-GPB-23 Revision 14 Issue Date; 13/5/2022 under title, Supply Chain and Traceability and Doc No: SMP-GPB-09 Revision 06 Issue Date; 11/10/2021 The objective to ensure that handling outgoing FFB are carried out in proper manner to meet sustainability requirements.	Complied

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Criterion / Indicator		Assessment Findings				Compliance																												
4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system. - Major compliance -	<p>The Management team on harvesting holds the responsibility on regular inspection of traceability system. Periodical inspections also being conducted through General Manager, Plantation Advisor, Internal Audit and Agronomist visit.</p> <p>The effectiveness of the monitoring will evidence in the internal audit and visit report findings.</p>				Complied																												
4.2.3.3	The management should identify and assign suitable employees to implement and maintain the traceability system. - Minor compliance -	<p>Person in charge for traceability in all Estates as follows: -</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>Name</th> <th>Date Appointed</th> <th>Appointed by</th> </tr> </thead> <tbody> <tr> <td>Landworthy</td> <td>Ms Maria Valena Dennis</td> <td>1/8/2022</td> <td>Estate Manager, Tuan Elyzul Fakar Ibrahim</td> </tr> <tr> <td>Bahagia</td> <td>Puan Darna binti Yohan</td> <td>1/2/2022</td> <td>Estate Manager, Mr. Michael Ong Cheng Seang</td> </tr> <tr> <td>Layang</td> <td>Puan Genevieve Jane Anne Jikon</td> <td>4/1/2022</td> <td>Estate Manager, Mr. Nahering bin Lanus</td> </tr> </tbody> </table>				Estate	Name	Date Appointed	Appointed by	Landworthy	Ms Maria Valena Dennis	1/8/2022	Estate Manager, Tuan Elyzul Fakar Ibrahim	Bahagia	Puan Darna binti Yohan	1/2/2022	Estate Manager, Mr. Michael Ong Cheng Seang	Layang	Puan Genevieve Jane Anne Jikon	4/1/2022	Estate Manager, Mr. Nahering bin Lanus	Complied												
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4.2.3.4	Records of sales, delivery or transportation of FFB shall be maintained. - Major compliance -	<p>FFB being sell to Genting Tanjung Oil Mill and monitored by Head Quarters. Sighted records of sales, delivery and transportation of FFB being maintained at all Estates. Sample taken as below for verification:</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>Landworthy</th> <th>Bahagia</th> <th>Layang</th> </tr> </thead> <tbody> <tr> <td>Date</td> <td>31/10/2022</td> <td>19/10/2022</td> <td>10/9/2022</td> </tr> <tr> <td>Delivery Order</td> <td>088309</td> <td>77074</td> <td>067848</td> </tr> <tr> <td>Weighbridge Ticket</td> <td>FFB 22022584W</td> <td>FFB 22021489W</td> <td>FFB 220218323W</td> </tr> <tr> <td>Gross weight</td> <td>20,670 kg</td> <td>25,390 kg</td> <td>25,050 kg</td> </tr> <tr> <td>Tare weight</td> <td>12,690 kg</td> <td>13,850 kg</td> <td>13,600 kg</td> </tr> <tr> <td>Nett weight</td> <td>7,980 kg</td> <td>11,540 kg</td> <td>9,450 kg</td> </tr> </tbody> </table>				Estate	Landworthy	Bahagia	Layang	Date	31/10/2022	19/10/2022	10/9/2022	Delivery Order	088309	77074	067848	Weighbridge Ticket	FFB 22022584W	FFB 22021489W	FFB 220218323W	Gross weight	20,670 kg	25,390 kg	25,050 kg	Tare weight	12,690 kg	13,850 kg	13,600 kg	Nett weight	7,980 kg	11,540 kg	9,450 kg	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	<p>All operations are in compliance with the applicable local, state, national and ratified international laws and regulations.</p> <p>- Major compliance -</p>	<p>All Estates has established List of Applicable License and Permit and update yearly. Below is the license and permits:</p> <ol style="list-style-type: none"> Genting Bahagia Estate <ul style="list-style-type: none"> MPOB licences, number 502249802000 total 8286.12 Ha for both Bahagia Estate and Tanjung Estate (CL095316993 & CL095327129) expired on 31/08/2023 MPOB licences, number 5774418002000 total 607.00 Ha for both Bahagia Estate (CL095316242 & CL095316233) expired on 30/09/2023 MPOB licences for nursery number 608695011000 total 6.23 Ha for both Bahagia Estate expired on 28/02/2023 Diesel permits serial number S003485 total 45,000 litres expired on 16/05/2024 Petrol permits serial number S003194 total 100 litres / day expired on 18/08/2023 Lesen untuk Menggaji Pekerja Bukan Pemastautin (Seksyen 118, Sabah Ordinance), JTK,H.KBN.600-4/1/01261/0376 valid until 18/5/2023 Permit Pemotongan Gaji Pekerja Seksyen 113(4), Sabah Ordinance JTKSBH/PMT/113/2021/0052 valid until 21/2/2023 Lesen bagi pemasangan Persendirian – GAVE – Gen set 48kw valid until 20/7/2023 	<p>Major Non - Compliance</p>

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	<ul style="list-style-type: none"> • Lesen bagi pemasangan Persendirian – GAVE 1 -Gen set 12kw valid until 25/3/2023 • Lesen bagi pemasangan Persendirian – Sg Buloh - Gen set 85kw valid until 20/7/2023 • Lesen bagi pemasangan Persendirian – Div 7 - Gen set 28kw valid until 1/4/2023 • Lesen bagi pemasangan Persendirian – Div 8 - Gen set 136kw valid until 13/12/2022 • Lesen bagi pemasangan Persendirian – Weighbridge – Gen set 25.5 kw valid until 6/2/2023 • Air Compressor – SB PMT 81459 valid until 19/3/2023 • Trade License – A437039, R10870/88 valid until 31/12/2022 • Trade License – A437040, R5673/88 valid until 31/12/2022 • Hospital Dresser Certificate, Pembantu Hospital Estate No03543 valid until 31/12/2022 • Borang D, (Timbang & Sukat) Peraturan 1981, Avery ZM305 50,000 kg – Serial Number: 152050024, 2.1K -Q030542. <p>2. Genting Landworthy Estate</p> <ul style="list-style-type: none"> • MPOB licences, number 50382710200 for Landworthy Estate expired on 31/1/2023 • MPOB licences for nursery number 618699011000 expired on 31/08/2023 • Lesen untuk Menggaji Pekerja Bukan Pemastautin (Seksyen 118, Sabah Ordinance), JTK,H.KBN.600-4/1/01261/0388 valid until 13/05/2023 	

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	<ul style="list-style-type: none"> • Permit Pematongan Gaji Pekerja Seksyen 113(4), Sabah Ordinance JTKSBH/PMT/113/2021/0133 valid until 12/4/2023 • Lesen bagi pemasangan Persendirian – No 2022/03259 - Gen set 136kw valid until 1/10/2023 • Lesen bagi pemasangan Persendirian – No 2022/00804 - Gen set 55.25 kw valid until 2/1/2023 • Lesen bagi pemasangan Persendirian – No 2022/00803 - Gen set 21.25kw valid until 2/1/2023 • Air Compressor –PMT SB/22 51294 valid until 10/7/2023 • Trade License – KBTG/2022/2382 valid until 1/12/2023 <p>3. Genting Layang Estate</p> <ul style="list-style-type: none"> • MPOB licences, number 504759802000 for CL 095318817, CL 095317463, 2077.41 Hectare expired on 30/6/2023 • Diesel permits serial number S003484 total 18,000 litres expired on 16/05/2024 • Permit Pematongan Gaji Pekerja Seksyen 113(4), Sabah Ordinance JTKSBH/PMT/113/2021/0168 valid until 2/5/2023 • Lesen bagi pemasangan Persendirian – No 52972 - Gen set 51 kw valid until 8/12/2022 • Air Compressor – SB PMT 10427 valid until 10/7/2023 • Trade License – R10870/88 valid until 31/12/2022 <p><u>Major Non-conformities</u> No written notification to DOE under Regulation 5 of Environmental Quality (Clean Air) Regulations 2014 for 1 unit of Gen-set Model LG175C1, Engine: Cummins located at Genting Landworthy Estate. Refer Invoice No;:</p>	

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Criterion / Indicator		Assessment Findings	Compliance								
		IN2109145 dated 25/09/2021. To supply one unit of kVA Prime Power Rating generator Canopy Set.									
4.3.1.2	The management shall list all laws applicable to their operations in a legal requirements register. - Major compliance -	The company has established and updated the Legal Requirement Register being updated under document SMP-GPB-22 Revision 10 dated 27/5/2022. Some of applicable laws includes: 1. Occupational Safety and Health Act 1994 (Act 514) 2. Factories and Machinery Act with regulations (Act 139) 3. MPOB Act 1998 (Act 582) 4. Road Transport Act 1987 (Act 333) 5. Employees Social Security Act 1969 (Act 4) 6. Industrial Relations Act 1967 (Act 177) 7. Trade Unions Act 1959 (Act 262) 8. Etc.	Complied								
4.3.1.3	The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force. - Major compliance -	The Legal Requirements Registered are updated annually or when they are new amendments from HQ. The latest amendment in 2022 as follows: - 1. Minimum wages Order 2022 2. Employment (Amendment) Act 2022 3. Windfall Profit Levy (Oil Palm Fruit) Amendment Order 2021	Complied								
4.3.1.4	The management should assign a person responsible to monitor compliance and to track and update the changes in regulatory requirements. - Minor compliance -	Person in charge for Legal requirement in all Estates as follows: - <table border="1" data-bbox="992 1193 1865 1326"> <thead> <tr> <th>Estate</th> <th>Name</th> <th>Date Appointed</th> <th>Appointed by</th> </tr> </thead> <tbody> <tr> <td>Landworthy</td> <td>Mdm. Tracy Bungan</td> <td>19/7/2021</td> <td>Estate Manager, Tuan Elyzul Fakar Ibrahim</td> </tr> </tbody> </table>	Estate	Name	Date Appointed	Appointed by	Landworthy	Mdm. Tracy Bungan	19/7/2021	Estate Manager, Tuan Elyzul Fakar Ibrahim	Complied
Estate	Name	Date Appointed	Appointed by								
Landworthy	Mdm. Tracy Bungan	19/7/2021	Estate Manager, Tuan Elyzul Fakar Ibrahim								

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		Bahagia	Puan Darna binti Yohan	8/1/2019	Estate Manager, Mr. Michael Ong Cheng Seang	
		Layang	Puan Safanah Jarani	1/1/2021	Estate Manager, Mr. Nahering bin Lanus	
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 -	<p>There is evidence that the oil palm cultivation activities do not diminish the land use rights of other users.</p> <p>For Landworthy Estate, land title has been verified document country leased number 095316975 total hectarage 4039 Ha. Lease period from 01/01/1985 to 31/12/2083. Sighted the land tax paid to majlis Daerah Kinabatangan dated 02/03/2023 (Receipt No: FL017222)</p> <p>There is 3 land title for Bahagia Estate, details as per below:</p> <ul style="list-style-type: none"> a. Country lease number 095316233 leased for 99 years from 01/01/1987 until 31/12/2085 total 302.50Ha b. Country lease number 095316242 leased for 99 years from 01/01/1987 until 31/12/2085 total 304.50Ha c. Country lease number 095316993 leased for 99 years from 01/01/1988 until 31/12/2086 total 8094Ha. Land title has been shared with Genting Tanjung Estate, 3819.42Ha for Bahagia Estate and 4274.29 Ha for Genting Tanjung Estate. <p>While for Layang Estate, Country lease number 095318917 leased for 99 years from 01/01/1992 until 31/12/2090 total 1683 Ha.</p>				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.	Landworthy Estate, land title has been verified document country leased number 095316975 total hectarage 4039 Ha. Lease period from 01/01/1985				Complied

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<p>- Major compliance -</p>	<p>to 31/12/2083. Sighted the land tax paid to majlis Daerah Kinabatangan dated 02/03/2023 (Receipt No: FL017222)</p> <p>There is 3 land title for Bahagia Estate, details as per below:</p> <ul style="list-style-type: none"> a. Country lease number 095316233 leased for 99 years from 01/01/1987 until 31/12/2085 total 302.50Ha b. Country lease number 095316242 leased for 99 years from 01/01/1987 until 31/12/2085 total 304.50Ha c. Country lease number 095316993 leased for 99 years from 01/01/1988 until 31/12/2086 total 8094Ha. Land title has been shared with Genting Tanjung Estate, 3819.42Ha for Bahagia Estate and 4274.29 Ha for Genting Tanjung Estate. <p>While for Layang Estate, Country lease number 095318917 leased for 99 years from 01/01/1992 until 31/12/2090 total 1683 Ha.</p>	
<p>4.3.2.3 Legal perimeter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable.</p> <p>- Major compliance -</p>	<p>All Estates have conducted field survey on Boundary stone by Genting Plantations Research Centre dated 1/11/2017. The details as below:</p> <ul style="list-style-type: none"> 1. Genting Bahagia Estate <ul style="list-style-type: none"> - No of boundary stone, 24 - 916/221 – N 5°22'27.9768" E 118°16'55.848' - 845/383 - N 5°21'28.9152" E 118°13'57.81' 2. Genting Layang <ul style="list-style-type: none"> - No of boundary stone, 32 - 043/310 – N 5°27'37.9656" E 118°13'5.088' - 013/310 - N 5°27'2.7216" E 118°13'14.3868' <p>During site verification, sighted the boundary markers are clearly demarcated and visibly maintained on the ground.</p>	<p>Complied</p>

Criterion / Indicator		Assessment Findings	Compliance
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 -	Not applicable since there is no dispute and complaint has been received for all estates. The management of Genting Plantations Berhad has established procedure for any land dispute and has been documented in the document title procedure on conflict resolution and handling of negotiations and compensation within GENP estates. Dated 29/12/2017 document number SMP-GPB-18	Not Applicable
Criterion 4.3.3 – Customary rights			
4.3.3.1	Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced. - Major compliance -	Not applicable since there is no customary rights lands. All estates has been directly owned/leased under Genting Plantations Berhad. The management of Genting Plantations Berhad has established procedure for any land dispute and has been documented in the document title procedure on conflict resolution and handling of negotiations and compensation within GENP estates. Dated 29/12/2017 document number SMP-GPB-18.	Not Applicable
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights land, if any, should made available. - Minor compliance -	Not applicable since there is no customary rights lands. All estates has been directly owned/leased under Genting Plantations Berhad.	Not Applicable
4.3.3.3	Negotiation and FPIC shall be recorded and copies of negotiated agreements should be made available. - Major compliance -	Not applicable since there is no customary rights lands. All estates has been directly owned/leased under Genting Plantations Berhad. The management of Genting Plantations Berhad has established procedure for any land dispute and has been documented in the document title procedure on conflict resolution and handling of negotiations and compensation within GENP estates. Dated 29/12/2017 document number SMP-GPB-18.	Not Applicable

Criterion / Indicator	Assessment Findings	Compliance	
4.4 Principle 4: Social responsibility, health, safety and employment condition			
Criterion 4.4.1: Social Impact Assessment (SIA)			
4.4.1.1	<p>Social impact should be identified and plans are implemented to mitigate the negative impacts and promote the positive ones.</p> <p>- Minor compliance -</p>	<p>Procedure for social impact assessment and social management plan has been established and documented in the SMP-GPB-32 dated April 2021 title "Procedure for social management"</p> <p>Social impact assessment has been done and documented in document title Social impact assessment (SIA) & human rights impact assessment (HRIM) report for Genting Tanjung Complex that has been prepared by sustainability department. The assessment has been done from 17/05/2021 until 29/05/2021 which has been done through interview face to face and phone call for the following groups:</p> <ul style="list-style-type: none"> a. Local workers b. Foreign workers c. Old, young middle-aged workers/residence d. Contractors e. Villagers f. Government officer <p>There are negative findings has been highlighted in the update of the assessment regarding the Merchant Trade Application in payment of wages, the management has solved he issue by taking necessary plans with the Merchant Trade teams. Management plan has been established in the same document in order for continuous improvement and continuity of the implementation</p>	<p>Complied</p>
Criterion 4.4.2: Complaints and grievances			

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4.4.2.1	<p>A system for dealing with complaints and grievances shall be established and documented.</p> <p>- Major compliance -</p>	<p>Complaint and grievance procedure have been documented in the document title "Complaints and grievance" document number SMP-GPB-19 dated June 2022. Stated in the procedure that there are 3 methods to lodge any complaint which are verbally and record the complaint in the complaint and grievance book, written complaint by post, SMS, or place in the complaint and suggestion box or complaint to head office in Kuala Lumpur. State also in the procedure that any complaint receives need to be taken action within 1 months of complaint received and after action taken, 7 days to obtain feedback on the effectiveness of the action.</p> <p>The briefing of the complaint procedure has been made during stakeholder meeting dated 04/11/2022 for external stakeholder and 21/10/2022 for internal stakeholder at Landworthy Estate. 24/5/2022 at Bahagia Estate Internal Stakeholder Meeting and 13/10/2022 at Layang Estate.</p>	Complied
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>Sample has been taken for some complaint date has been maintained by the management of all operating units in the logbook title Compliant/Grievance's records books. Most of the complaint is regards to house repair. There is evidence that action has been taken for each complaint as per timeline stated.</p>	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>There is evidence that complaint form and complaint box has been made available at the office and grocery store as one of the mechanisms for any complaint and grievances.</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>As per interview during the site visit and stakeholder's consultation, there is evidence that employees have been made aware on the complaint procedure and mechanism for complaint. Employee and stakeholders also aware timeline for respond and person in charge to handle complaint.</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 -	There is evidence that complaint and resolutions for each estate has been maintained in the complaint logbook. Sample has been taken from year 2020 until 2022.	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 -	<p><u>Landworthy Estate</u></p> <p>The estate has conducted multiple Corporate Social Responsibilities (CSR) events in the year 2022. Sighted the record of CSR which include:</p> <ol style="list-style-type: none"> 1. Majlis Kenduri Di Masjid – 29/07/2022 2. Majlis berbuka puasa – 29/04/2022 3. Pembelian Sapi Untuk Majlisi Sambutan Hari Raya Haji – 02/06/2022 4. Rice incentive to workers 5. Vaccination Programs. <p><u>Bahagia Estate</u></p> <p>The estate has conducted multiple Corporate Social Responsibilities (CSR) events in the year 2022. Sighted the record of CSR which include:</p> <ol style="list-style-type: none"> 1. Program vaksinasi COVID-19 Booster – March 2022 2. Program Sumbangan Berbuka Puasa – April 2022 3. Pengagihan Sapi Untuk Majlis Sambutan Hari Raya Puasa – May 2022 <p><u>Layang Estate</u></p> <p>The estate has conducted multiple Corporate Social Responsibilities (CSR) events in the year 2022. Sighted the record of CSR which include:</p> <ol style="list-style-type: none"> 1. Peminjaman Barang Kenduri dan Elektrik – November 2022 	Complied

Criterion / Indicator		Assessment Findings	Compliance
		2. Provide cattle and buffalo meat for Aidilfitri Celebration – April 2022 3. Labour Day Celebration – May 2022	
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 -	Genting Landworthy Estate, Genting Bahagia Estate, Genting Layang Estate OSH Policy established, documented, and communicated as seen at notice boards and entrance of office. The policy approved by Tan Wee Kok dated 01/07/2018. OSH Plan 2022 which contains among other included: <ul style="list-style-type: none"> • Provide safe and healthy workplace • Comply with OSH legal and other related requirements • Create awareness and provide OSH information • All Machinery and equipment maintain properly Prevent accident, occupational disease, investigate to prevent recurrence.	Complied
4.4.4.2	The occupational safety and health plan shall cover the following: <ol style="list-style-type: none"> a) A safety and health policy, which is communicated and implemented. b) The risks of all operations shall be assessed and documented. c) An awareness and training programme which includes the following requirements for employees exposed to pesticides: <ol style="list-style-type: none"> i. all employees involved shall be adequately trained on safe working practices 	a) Genting Landworthy Estate, Genting Bahagia Estate, Genting Layang Estate Sighted OSH policy communicated and posted at notice board and communicated to workers in Morning meeting in the estates. b) <u>Genting Landworthy Estate</u> OSH Risk was assessed as recorded in Risk Assessment Form (GENP/HIRARC/01/007) dated reviewed on 20/07/22 for various activities in field such as Workshop operation, Replanting, Spraying, Store, Premix, Manuring, Harvesting and etc. HIRARC to be found adequate to control the risk as interview with the sample worker, they are aware on the risk and how to minimize the risk during working <u>Genting Bahagia Estate</u>	Complied

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<ul style="list-style-type: none"> 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>OSH risk was assessed and reviewed as evidence from Risk Assessment Form (GENP/HIRARC/01/007) dated 01/10/2022. Activities covered included Change and pump tyre, Security rounding, Field monitoring, Nursery, Genset operation, Clinic, Workshop operation, Replanting, FFB Transportation, Store operation, Chemical mixing, Manuring and etc. All risk assessed and scored as Low from the Risk Assessment Form sampled for Year 2022. Main CHRA was conducted in October 2019 by Assessor (JKKP HQ/03/ASS/00/154-2021/030) in February 2021 from QMSPRO Sdn. Bhd. No recommendation for Medical Surveillance. Supplement CHRA was conducted by Assessor (JKKP HQ/03/ASS/00/154-2021/030) in February 2021 from QMSPRO Sdn. Bhd. Not recommended to do medical surveillance. Initial Noise Risk Assessment done on 05/04/2021 by Noise Risk Assessor (HQ/18/PEB/00/00024) for Noise Hazard from Carpenter Operator, Tractor Driver, Genset Operator, Grass Cutting, Superbull Driver. Only carpenter Operator and Getset Operator required an Audiometric test. Audiometric Test was conducted on 12/01/22 by DAB OH Sdn. Bhd. As letter dated 14/11/2022 mentioned 3 workers with Abnormal Audiogram (Asrang Ambo, Juori Nubi, Kamal Ajis). Retest done within 3 months as verified.</p> <p><u>Genting Layang Estate</u></p> <p>Sighted a Safety and Health Manual (OM-GPB-07) revised dated 09/09/20. Risk Assessment Guidance-HIRARC. Para 12 mentioned HIRARC will be reviewed if requested by DOSH, any change to machinery, process or modification, new information, accident.</p> <p>Hazard Identification and Risk Assessment was conducted and revised on 2022. Sighted HIRARC for activities such as Mixing Chemicals (dated 20/07/2022), Genset Operation (dated 20/07/22), Elephant Control (dated 14/11/2022), Replanting (20/10/2022), Workshop (dated</p>	

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<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>20/07/2022), Manuring (dated 20/07/22), Harvesting (dated: 20/07/2022) and etc. All Risk scored and classified as Low as verified.</p> <p>CHRA was conducted on October 2019 by QMSPRO Sdn. Bhd. No recommendation for Medical Surveillance as conducted by Assessor (JKKP HQ/03/ASS/00/154-2021/030). In Actual no medical surveillance conducted by the estate.</p> <p>Initial Noise Risk Assessment was conducted by Assessor (HQ/18/PEB/00/00024) on 08/04/2021 for activity involving noise exposure to Compactor Driver (Exceed NEL), Farm Tractor Driver (Exceed NEL), Genset Operator (result: Excessive Noise), Grass Cuter (result: Excessive Noise), Workshop Operator (Exceed NEL), in. 2022 a total of 13 workers has been sent to do audiometric test as per list dated 08/01/2022. Test was conducted on 11/01/2022 by DAB OH Sdn. Bhd.</p> <p>c) <u>Genting Bahagia Estate</u> Training for Spraying Calibration, Premixing and Triple Rinse Method was conducted on 15/10/2022 and attended by 10 Sprayers, Mandores and Storekeeper. Training on Spraying operation (Riparian and Buffer Zone) was conducted on 17/03/2022 and attended by 15 Sprayers.</p> <p>d) <u>Genting Landworthy Estate</u> Available PPE & Tools Requisition Form for Division 17, Workers Name Mau Pala (Harvester). Given Safety Helmet, gloves and safety boots (yellow) in February 2022.</p> <p><u>Genting Bahagia Estate</u> Available PPE issuance record as sampled for Sprayer (Eldam Senda) from Division 8 from Indonesia. Issued Goggles, Cartridge Respirator, Nitrile glove, apron, safety boots. (2019, 2020, 2021, 2022) As sighted</p>	

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		<p>in OSH Manual (OM-GPB-02) dated 01/01/2010. In Para (9) List of PPE recommended by CHRA Assessor and SHO.</p> <table border="1"> <tr> <td>Sprayer</td> <td>N95 Mask Nitrile glove Apron Long sleeve and trousers Wellington Boots Google Cap/Topi</td> </tr> <tr> <td>Harvester</td> <td>Sickles Helmet Safety boots Goggles (impact type) Long sleeve shirt and trousers</td> </tr> <tr> <td>Tractor Driver</td> <td>Safety boots N95 Mask Safety helmet Long sleeve shirt and trousers</td> </tr> <tr> <td>Manurer</td> <td>N95 Particulate Mask Nitrile glove Apron Long sleeve shirt and trousers Cap Willington boots Goggles Safety boots (Tractor driver)</td> </tr> </table> <p><u>Genting Layang Estate</u> Sighted during site visit at Block involving group of 3 Manurers, mandore where PPE such as apron, wellington boots, 3M Particulate mask, nitrile</p>	Sprayer	N95 Mask Nitrile glove Apron Long sleeve and trousers Wellington Boots Google Cap/Topi	Harvester	Sickles Helmet Safety boots Goggles (impact type) Long sleeve shirt and trousers	Tractor Driver	Safety boots N95 Mask Safety helmet Long sleeve shirt and trousers	Manurer	N95 Particulate Mask Nitrile glove Apron Long sleeve shirt and trousers Cap Willington boots Goggles Safety boots (Tractor driver)	
Sprayer	N95 Mask Nitrile glove Apron Long sleeve and trousers Wellington Boots Google Cap/Topi										
Harvester	Sickles Helmet Safety boots Goggles (impact type) Long sleeve shirt and trousers										
Tractor Driver	Safety boots N95 Mask Safety helmet Long sleeve shirt and trousers										
Manurer	N95 Particulate Mask Nitrile glove Apron Long sleeve shirt and trousers Cap Willington boots Goggles Safety boots (Tractor driver)										

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	<p>glove, goggles. While tractor driver provided with ear plugs, vest, safety boots and helmet. From Issuance and Replacement Form of PPE sighted in office as sampled for Alias Karim (Mandore) from Division 14, safety boots, vest, gloves, mask and goggles issued between 18/01/22-09/01/2022. Muslimin Nordin (Gen Worker) from Division 14, safety boots and gloves issued between 23/03/2022-14/11/2022. Nisma Amir (Manurer) from Division 14, Apron, Wellington boots, nitrile gloves, mask and goggle 18/01/2022-19/09/2022.</p> <p>e) At chemical mixing and bathing room sighted evidence of PPE such as Safety Boots, Face mask, goggles, nitrile gloves as no spraying activity conducted on the day due to raining in the morning. Only available 9 units of apron hanged. Sprayers must wash all PPE, taking bath before going home after spraying activity.</p> <p><u>Genting Layang Estate</u></p> <p>Genting Plantations Berhad has established a Procedure for Store Keeping (GENP/SOP/00/005) dated 11/10/2022 and Pesticides Mixing (GENP/SOP/01/003) dated 11/10/2022. Both explained process of handling and safe operation of chemicals. Interview conducted with group of manurers found good understanding on safety practices of application of fertilizer.</p> <p>Safe Operating Procedure for Spraying (GENP/SOP/00/002) dated 11/10/22 established and documented which explained the safety requirement of handling pesticides and spraying process. Mentioned under Para 5.0 PPE required such as stated: Rubber boots, nitrile gloves, goggle, respirator and apron. Para 6.3 After Spraying, required to clean and wash PPE and keep them at allocated place and worker need to bath themselves at allocated bathing room before going back home.</p>	

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	<p>f) <u>Genting Landworthy Estate</u> SHC appointment consist of employers representative (14) and employee representative (14). Chairman is Mr. Elyzul Fakar b. Ibrahim (Chairman), Secretary is Fidelia Stephen Sindang (Secretary). Appointment Letter found available dated 10/03/2022 with roles and responsibilities defined clearly in the letter.</p> <p><u>Genting Bahagia Estate</u> Available Appointment Letter dated 15/01/2022 to Estate Manager as SHC Chairman from Vice President-Plantation (Sabah Region 2) with roles and responsibility defined. SHC member Appointment Letter dated 07/03/2022 by Chairman of SHC Chairman (Estate Manager).</p> <p><u>Genting Layang Estate</u> The meeting of SHC was conducted regularly as required as sampled minutes of meeting which recorded a discussion on issues and attendees list dated conducted on 25/03/2022, 09/09/2022, 24/06/2022.</p> <p>g) <u>Genting Landworthy Estate</u> Meeting of SHC was conducted regularly as sighted evidence from Minutes of Meeting of SHC dated 22/08/2022, 26/05/2022, 16/02/2022. OSH Issues were discussed and minuted as required and discussion involved Chairman, employers representatives and employees representatives. Accident statistics recorded and discussed accordingly.</p> <p><u>Genting Bahagia Estate</u> The regular meeting of SHC in year 2022 was conducted as evidence from Minutes of Management Review dated 26/03/2022, 29/07/2022, 30/09/2022. Accident statistics sighted and discussed as in the minutes.</p> <p><u>Genting Layang Estate</u></p>	

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Criterion / Indicator	Assessment Findings	Compliance
	<p>The meeting of SHC was conducted regularly as required as sampled minutes of meeting which recorded a discussion on issues and attendees list dated conducted on 25/03/2022, 09/09/2022, 24/06/2022.</p> <p>h) <u>Genting Landworthy Estate</u> Emergency Response Procedure established and documented with roles an responsibility defined, action response plan during emergency, emergency contact number and flow chart of emergency response.</p> <p><u>Genting Bahagia Estate</u> Accident Reporting Procedure under Genting Plantations Berhad established explaining the objectives, process of reporting, reporting cases and recorded, Mechanism of reporting and notification and DOSH address.</p> <p>i) <u>Genting Landworthy Estate</u> Available a record of training for Basic Life Support & First Aid Training by American Heart Association on 09/03/20 (Valid till March 2023) attended by: Fidelia Sthepen Sundang, Asrun b. Barasima, Salam b. Wahab, Andi Muh Alamsyah. Available a list of checklist items for 1st Aid box 2022 which contained 16 items.</p> <p><u>Genting Bahagia Estate</u> First aid box was maintained by HA/Estate Dresser as sighted 16 items as in Monthly Inspection Records for 23 First Aid Boxes in 2022 kept at work area/unit such as Harvester, Replanting, Manuring, Sprayer, Crech Ayah, Gen et, Storekeeper, Humana, Office, Sprayer and etc. Training for Use of First Aid Box was conducted on 18/05/2022 attended by 30 workers (keeper of First aid boxes).</p> <p><u>Genting Layang Estate</u></p>	

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	<p>Available a memo on standardization of 1st Aid Kit items issued to all operating units dated 05/04/2022. A total 216 items listed in the attachment and HA is responsible to check and replenish the item on monthly basis. Sampled with Manuring mandore during site visit found having a maintained 1st Aid Box with 16 items inside and able to explain the requirements as asked by auditor.</p> <p>j) <u>Genting Landworthy Estate</u></p> <p>Form JKPP 8 (Statistics of incident of previous year) was sent to DOSH, Sabah as evidence of document dated 24/01/2022 by Tracy Bungan (CC). In year 2022, 3 accident cases reported and discussed in Minutes of SHC meeting-Lampiran 1 conducted on 29/08/22. Available Accident Investigation Report for:</p> <ul style="list-style-type: none"> • Mahar (Field Maintenance) from Division 2, accident on 22/06/2022 with 3 days MC. • Encha b. Haliking (Harvester) from Division 4, accident on 08/04/2022 with 3 days MC. • Abdullah Tegar (Harvester) from Division 2, accident on 11/04/2022 with 3 days MC. <p><u>Genting Bahagia Estate</u></p> <p>In year 2022 a statistic of accident for year 2021 (Summary of last year) recorded in OSH Plan. Involves Harvester (1 case) and Maintenance (1 case). Form JKPP 8 was sent to DOSH on 10/01/2022 where 1 occupational disease (Filipino) from Medical Surveillance result and 1 (Indonesia) accident recorded in 2021 (2 Days MC). While in 2022, 5 cases of accident as recorded in Monthly Safety Performance Report (Doc No. 11010) for month of October 2022.</p> <p><u>Genting Layang Estate</u></p>	

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Criterion / Indicator		Assessment Findings	Compliance
		The estate has maintain accident statistics as recorded from Jan-Dec 2022. One accident case reported in August 2021 involving cuts/wound as reported by Bibih Andipoh (HA/Dresser) on 01/09/2021. 3 days MC given to harvester (Hamsir M) for accident occurred on 28/08/21. In 2022, 3 accidents reported and all given MC not more than 3 days and occurred in month of March, June and September 2022. All recorded and record kept and mentioned in the meeting of SHC as verified.	
Criterion 4.4.5: Employment conditions			
4.4.5.1	The management shall establish policy on good social practices regarding human rights in respect of industrial harmony. The policy shall be signed by the top management and effectively communicated to the employees. - Major compliance -	The management of Genting Plantations Berhad has established internal policy for good social practice and has been documented in the document title "social policy" that has been signed by chief executive officer dated 14/09/2020. Mentioned in the policy that the management is committed to ensure all workers are treated fairly, equally and with respect according to local, national, and ratified international laws. Mentioned also that the management will respect human rights and support international human right policy. Stated also that workers will be able to join or form legal trade union of their own choosing and to bargain collectively.	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 -	The estates have established Social Policy signed by the President and Chief Operating Officer dated 14/09/2020. In the policy stated the company commitment to not discriminate in term of hiring, compensation, access to training, promotion, termination, or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, union membership or political affiliation. The policy was communicated to all the employee and stakeholders through briefing, training, and meeting and displayed at notice boards in the operating units.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		Training records was sighted at Bahagia Estate dated 04/10/2022, Landworthy Estate dated 27/10/2022, and Layang Estate dated 6/10/2022.	
4.4.5.3	<p>Management shall ensure that employees’ pay and conditions meet legal or industry minimum standards and as per agreed Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage.</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has established the template for employment agreement for all workers entitled “Perjanjian Pekerjaan”. Refer template no. Sabah OUs dated 13/04/2021. All the terms and conditions stated in the employment agreement were as per Labour Act 1955, and Minimum Wage Order 2022.</p> <p>As all estates under Genting Tanjung Oil Mill is located under district of Kinabatangan, minimum wages have been set at RM1,500/months and RM 57.17/day. It has been confirmed that all workers have been paid according to minimum wages based on the sample play slips and interview with the workers.</p> <p>Salary slip referred to the following estates, with employees’ number:</p> <p><u>Landworthy Estate</u></p> <ol style="list-style-type: none"> 1. E02100 2. F00034 3. E00339 4. E00160 5. E02381 6. E02342 7. E02535 8. E02748 <p><u>Bahagia Estate</u></p> <ol style="list-style-type: none"> 1. E13113 2. E11655 	Complied

Criterion / Indicator		Assessment Findings	Compliance
		3. E11135D 4. E12178 5. E12063 6. E15112 7. E12125 8. E13058 9. E11992 10. E11802 <u>Layang Estate</u> 1. E11296 2. E00893 3. E01188 4. E11249 5. E01071 6. E01129 7. E01113 8. E11202 9. E11236 10. E00800	
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 are 4 contractors has been appointed by the management Landworthy Estate mainly for FFB transportation and 3 contractors has been appointed for Bahagia Estate which consist of grocery store, school, replanting. As verification that has been made, there is evidence that all	Minor Non-Conformance

Criterion / Indicator		Assessment Findings	Compliance
		<p>contractor`s employees has been paid according to minimum wages. It has been confirmed during the interview with the workers itself.</p> <p>Layang Estate has three contractors working in the estate, mainly in transporting the FFB to the mill. Verification has been made that one of the contractors is not paying the EPF and SOCSO contribution.</p> <p><u>Minor NC</u></p> <p>No evidence of EPF and SOCSO contribution made by estate`s contractor workers.</p> <p>Sighted the salary slip for worker with employee ID: SRI003G for the month of June, July and August 2022, for Syarikat Pengangkutan Sri Timbulus, verified that there is no deduction of EPF, and SOCSO contribution being made which is contradict by the requirement in the contract agreement dated 01/01/2022 clause 13, "untuk pekerja tempatan, pekerja dan majikan akan mencarum dengan KWSP dan SOCSO, manakala pekerja asing, majikan akan mencarum ke SOCSO sahaja sesuai dengan ketentuan perundangan sedia ada."</p>	
4.4.5.5	<p>The management shall establish records that provide an accurate account of all employees (including seasonal workers and subcontracted workers on the premises). The records should contain full names, gender, date of birth, date of entry, a job description, wage and the period of employment.</p> <p>- Major compliance -</p>	<p>The estates have established workers master list including the contractor workers. The list includes information on the workers name, gender, nationality, identification (passport, permit and Malaysian identify card), age, and workers category.</p>	Complied
4.4.5.6	<p>All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract is available for each and every</p>	<p>Genting Plantations Berhad has established the template for employment agreement for all workers entitled "Perjanjian Pekerjaan". Refer template no. HRAD WM, rev.4 dated 07/01/2019 and available in language that</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	employee indicated in the employment records. - Major compliance -	understood by the workers. The contract has the details about the payments and employment conditions such as period of working, working hour, medical assistance, housing, holiday, annual leave, period of notice to terminate the contract, etc.	
4.4.5.7	The management shall establish a time recording system that makes working hours and overtime transparent for both employees and employer. - Major compliance -	The estates sampled implement the checkroll system to records the working hours for all workers. The data from checkroll were transferred to Lyntramax computer system for salary calculation. Verified the working hours and overtime data in checkroll, Lyntramax and payslips found all the data were consistent.	Complied
4.4.5.8	The working hours and breaks of each individual employee as indicated in the time records shall comply with legal regulations and collective agreements. Overtime shall be mutually agreed and shall always be compensated at the rate applicable and shall meet the applicable legal requirement. - Major compliance -	Working hours and breaks were found to be in line with the legal requirement. Normal working hour is from 0530 hour to 1330 hour and a flexible an hour break in between is given. The estates sampled implement the checkroll system to records the working hours for all workers. The data from checkroll were transferred to Lyntramax computer system for salary calculation. Verified the working hours and overtime data in checkroll, Lyntramax and payslips found all the data were consistent	Complied
4.4.5.9	Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements. - Major compliance -	There is evidence that wages and overtime payment has been documented on the pay slips and in line with legal regulations. Total 36 samples of workers have been verified by the auditor for all sampled estates for month June 2022, August 2022 and October 2022.	Complied
4.4.5.10	Other forms of social benefits should be offered by the employer to employees, their families or the community such as incentives for good work performance, bonus payment, professional development, medical care and health provisions.	Other benefits such as motorcycle allowance for mandore and turn-out incentives were provided by the employer and verifiable in the pay slips. The establishment of estate clinic provides the medical care for the workers and their dependents. Education through HUMANA school is provided for foreign workers dependents.	Complied

Criterion / Indicator		Assessment Findings	Compliance
	- Minor compliance -		
4.4.5.11	<p>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.</p> <p>- Major compliance -</p>	<p>The workers quarters were found to be habitable and in compliance with the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446). Treated potable water and electricity were provided to the housing for free of charge. Based on verification of the drinking water analysis, the results were found to be compliance with the National Drinking Water Quality Standards. There is evidence land site inspection has been done by hospital assistant, Puan Fidelia on weekly basis for Bahagia Estate. Sample has been taken on 10/11/2022, 03/11/2022, and 27/10/2022 – Landworthy Estate</p> <p>Bahagia Estate has conducted the line site inspection dated 08/11/2022, 31/10/2022 and 20/10/2022</p>	Complied
4.4.5.12	<p>The management shall establish a policy and provide guidelines to prevent all forms of sexual harassment and violence at the workplace.</p> <p>- Major compliance -</p>	<p>The management of Genting Plantations Berhad has established internal policy for good social practice and has been documented in the document title "social policy" that has been signed by chief executive officer dated 14/09/2020. Mentioned in the policy that the management is committed to ensure there is no physical abuse or discipline the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited. Reproductive right is protected.</p> <p>For Landworthy Estate, gender committee has been established as part of commitment to prevent sexual harassment and platform for any complaint and grievances. Sighted gender committee that has been chaired by Puan Tracy Bungan and sighted minutes meeting that has been done 24/06/2022.</p> <p>Bahagia Estate has conducted the Gender Committee (PERWAKA) Meeting on 09/11/2022, minutes was prepared by Rusdiah Binti Rosdi, and verified by Darna binti Yohan, Chairwomen of PERWAKA and Chief Clerk of Bahagia Estate.</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		Layang Estate has conducted the meeting for Jawatankuasa Wanita dan Kanak-kanak dated 18/10/2022, chaired by Puan Safanah Jarani. The minute of meeting was prepared by Gloria Balitang, and approved by Nathering Bin Lanus. Jawatankuasa Wanita Dan kanak kanak Layang Estate had organize the event of Pertandingan Mewarna Kanak Kanak dated 22/10/2022.	
4.4.5.13	The management shall respect the right of all employees to form or join trade union and allow workers own representative(s) to facilitate collective bargaining in accordance with applicable laws and regulations. Employees shall be given the freedom to join a trade union relevant to the industry or to organize themselves for collective bargaining. Employees shall have the right to organize and negotiate their work conditions. Employees exercising this right should not be discriminated against or suffer repercussions. - Major compliance -	The management of Genting Plantations Berhad has established internal policy for good social practice and has been documented in the document title "social policy" that has been signed by chief executive officer dated 14/09/2020. Mentioned in the policy that the management is committed to ensure all workers are treated fairly, equally and with respect according to local, national and ratified international laws. Mentioned also that the management will respect human rights and support international human. Stated also that workers will be able to join or form legal trade union of their own choosing and to bargain collectively. It has been verified that there is no union has been formed or exist in each operating unit. Based on the interview with the workers, the workers agreed that there is no prohibition to join any union.	Complied
4.4.5.14	Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation. Work by children and young persons is acceptable on family farms, under adult supervision, and when not interfering with their education. They shall not be exposed to hazardous working conditions. - Major compliance -	No workers less than 16 years old will be recruited and less than 18 years old for hazardous work. Verified the document Employee Master List confirmed that all the workers employed were above 18 years old. It also has been verified based on the interview with the workers	Complied
Criterion 4.4.6: Training and competency			

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><u>Genting Landworthy Estate</u> Established Estate Annual OSH Training Programme & Safety Meeting for Year 2022. Also available Training Plan for Year 2022. Training record listed and recorded as below:</p> <ul style="list-style-type: none"> • Briefing OSH policy done on 25/02/2022 • Training SOP, HIRARC and PPE on 21/03/2022 • Training 1st Aid use and Handling on 18/02/2022 • Calibration on Spray Pump Training on 11/03/2022 • Safety and Health Committee and Accident Reporting Training on 15/06/2022 • SOP Training for Store (Chemical and Fertilizer) Handling on 11/03/2022 • Training on chemical Usage on 11/03/2022. <p><u>Genting Bahagia Estate</u></p> <ul style="list-style-type: none"> • Training on Harvesting conducted on 01/02/2022 & 02/02/2022 • Training for Sprayer was conducted on 02/02/2022 • Training for Fertilizer Operation on 03/08/22 • Safety Operation and Preventive Maintenance Training on 11/09/2022 • Training on Riparian and Re-entry Period on 14/11/2021 • Training on ERP on 30/10/2022 <p><u>Genting Layang Estate</u> Available a document titled OSH Training Programme 2022, where training listed: Training of Hazard and Risk Control, Review Identification and Risk Assessment, Review of HIRARC was conducted on 21/04/2022 attended by 22 workers.</p>	<p>Complied</p>

Criterion / Indicator		Assessment Findings	Compliance
4.4.6.2	<p>Training needs of individual employees shall be identified prior to the planning and implementation of the training programmes in order to provide the specific skill and competency required to all employees based on their job description.</p> <p>- Major compliance -</p>	<p><u>Genting Landworthy Estate, Genting Bahagia Estate, Genting Layang Estate</u> Available as sampled a TNA for Year 2022 involving Executives, Staffs and Workers of Genting Landworthy Estate, Genting Bahagia Estate and Genting Layang Estate which listed all work units with related designation of staff such as harvesters, sprayers, Mandores, Sprayers, Assistant Manager, workers and etc. In the format available a competency of current and expected score rating (1-3).</p>	Complied
4.4.6.3	<p>A continuous training programme should be planned and implemented to ensure that all employees are well trained in their job function and responsibility, in accordance to the documented training procedure.</p> <p>- Minor compliance -</p>	<p><u>Genting Landworthy Estate, Genting Bahagia Estate</u> Continous training programme planned and implemented to ensure workers well trained on the job they perform such as evidence for training on Harvesters (Feb), Sprayer (Feb), Manurer (Mar), Driver (Nov), Storekeeper in handling SW(Jul-Dec) and etc.</p>	Complied
4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services			
Criterion 4.5.1: Environmental Management Plan			
4.5.1.1	<p>An environmental policy and management plan in compliance with the relevant country and state environmental laws shall be developed, effectively communicated and implemented.</p> <p>- Major compliance -</p>	<p>Management has established Environment Policy signed by Mr. Yong Chee Kong (Chief Operating Officer) dated 05/10/2009.</p> <p>Based on the Environmental Policy, the Company is committed towards the implementation of the following practices:</p> <ol style="list-style-type: none"> 1. Comply with all applicable laws and other regulations pertaining to the environment; 2. Adopt suitable pollution prevention measures that will enhance the current practices towards sustainable development; 3. Set realistic goals and monitor progress to ensure continual improvement in environmental performance; and 	Complied

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		<p>4. Ensure that our stakeholders are aware of and share our commitment to responsible environmental stewardship.</p> <p>The policy and plan were communicated to the employees through various methods such as trainings, briefings and display on notice boards.</p>													
<p>4.5.1.2</p>	<p>The environmental management plan shall cover the following:</p> <p>a) An environmental policy and objectives;</p> <p>b) The aspects and impacts analysis of all operations.</p> <p>- Major compliance -</p>	<p>a. Management has established Environment Policy signed by Mr. Yong Chee Kong (Chief Operating Officer) dated 05/10/2009.</p> <p>b. Genting Plantations Berhad, has established Environmental Aspect and Impact Assessment. The EAIA covering the following Estate activities: -</p> <ol style="list-style-type: none"> 1. Pesticide Application 2. Fertilizer Application 3. EFB and Bunch Ash Application 4. POME, Decanter Cake application 5. Harvesting, Pruning and Buffalo Infield Collection 6. Chemical Store 7. Etc. <p>The EAIA being updated annually and the recent update as follows: -</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>Date Updated</th> </tr> </thead> <tbody> <tr> <td>Landworthy</td> <td>1/9/2022</td> </tr> <tr> <td>Bahagia</td> <td>21/10/2022</td> </tr> <tr> <td>Layang</td> <td>1/9/2022</td> </tr> </tbody> </table> <p>Sample taken on Handling of Pesticides Containers Activity: -</p> <table border="1"> <tbody> <tr> <td>Environmental Aspects</td> <td>Disposal of used chemical containers</td> </tr> <tr> <td>Legal Requirement</td> <td>OSHA, EQA, RSPO</td> </tr> </tbody> </table>	Estate	Date Updated	Landworthy	1/9/2022	Bahagia	21/10/2022	Layang	1/9/2022	Environmental Aspects	Disposal of used chemical containers	Legal Requirement	OSHA, EQA, RSPO	<p>Complied</p>
Estate	Date Updated														
Landworthy	1/9/2022														
Bahagia	21/10/2022														
Layang	1/9/2022														
Environmental Aspects	Disposal of used chemical containers														
Legal Requirement	OSHA, EQA, RSPO														

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Criterion / Indicator		Assessment Findings					Compliance
		Mitigation Plan	Triple rinse & puncture				
			To ensure after triple rinse & puncture, all empty container being keep in store for disposal.				
			Training and briefing to chemical handler				
4.5.1.3	An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, effectively implemented and monitored. - Major compliance -	The Environmental Management Plan for the year 2022 has developed the mitigation on the negative impacts and to promote the positive one. The mitigation being documented under Environment Improvement & Management Plan.					Complied
		Estate	Activity	Negative Impact	Mitigation Plan	Action Plan	
		Landworthy	Protection of HCV areas	Loss of HCV areas and ERT Species	Protection and demarcation of HCV area within estate and sensitive area.	HCV Report	
			Soil Erosion into waterways causing loss of water quality	Loss of aquatic life due to siltation	Avoid land clearing in high-risk erosion areas	Monitor river / surface water quality	
		Bahagia	Air Pollution – dust and other particle from	Nuisance, safety and health impact to communities	To carry out site inspection and document for control of	On Going	

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Criterion / Indicator		Assessment Findings				Compliance												
			ungraveled roads cause by vehicle traffic		pollution sources													
4.5.1.4	A programme to promote the positive impacts should be included in the continual improvement plan. - Minor compliance -	All the Estates have established Continuous Improvement Plan dated 10/2/2022 which consist of the following: - <ol style="list-style-type: none"> 1. Minimize usage of certain pesticides 2. Environmental Impacts 3. Waste Reduction 4. Pollution and Greenhouse Emissions 5. Social Impacts 6. A mechanism to capture the performance and expenditure in social and environmental aspects 7. Encourage optimizing the yield of the supply base 8. Workers personal file 9. Water consumption and water quality 10. Health and Safety Performance 				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 -	The Estate have established Environmental Training Program 2022 as below: - <ol style="list-style-type: none"> a. Landworthy Estate <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>No</th> <th>Topic</th> <th>No of Participants</th> <th>Completion</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Environmental Briefing and Housing Cleanliness</td> <td>126</td> <td>16/04/2022</td> </tr> <tr> <td>2</td> <td>Training on sprayer and PPE</td> <td>5</td> <td>8/9/2022</td> </tr> </tbody> </table> 				No	Topic	No of Participants	Completion	1	Environmental Briefing and Housing Cleanliness	126	16/04/2022	2	Training on sprayer and PPE	5	8/9/2022	Complied
No	Topic	No of Participants	Completion															
1	Environmental Briefing and Housing Cleanliness	126	16/04/2022															
2	Training on sprayer and PPE	5	8/9/2022															

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Criterion / Indicator		Assessment Findings				Compliance
		3	Store Chemical and fertilizer handling	7	11/3/2022	
		b. Bahagia Estate				
		No	Topic	No of Participants	Completion	
		1	Training on Spillage Management, spill kit	2	8/4/2022	
		2	Training on oil trap	2	19/5/2022	
		3	Waste Management	1	15/5/2022	
		4	Training on construction waste, paint containers	6	2/10/2022	
		c. Layang Estate				
		No	Topic	No of Participants	Completion	
		1	MSPO Briefing	93	3/10/2022	
		2	HCV Training	9	10/6/2022	
		3	Chemical Mixing	13	8/9/2022	
		4	Chemical Handling	6	15/2/2022	
4.5.1.6	Management shall organize regular meetings with employees where their concerns about environmental quality are discussed. - Major compliance -	Environmental meeting has been conducted to as follow: - 1. <u>Landworthy Estate</u> Internal stakeholder was conducted on 21/10/2022 attended by 22 participants. The meeting chaired by The Manager. 2. <u>Bahagia Estate</u> The Estate has conducted Estate Management Review Environment and Sustainability Meeting dated 5/7/2022 attended by 22 participants. The meeting lead by Mr. Michael On Cheng Seang.				

Criterion / Indicator		Assessment Findings	Compliance																																		
		<p>3. <u>Genting Layang Estate</u></p> <p>External stakeholders were conducted on 4/11/2022 attended by 53 participants. The meeting was collaborated among all the Estates and Mill under Genting Tanjung Complex.</p> <p>The Estate has conducted Estate Management Review Environment and Sustainability Meeting dated 6/4/2022 attended by 15 participants. The meeting lead by Mr. Nahering Lanus.</p>																																			
Criterion 4.5.2: Efficiency of energy use and use of renewable energy																																					
4.5.2.1	<p>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.</p> <p>- Major compliance -</p>	<p>Monthly record on monitoring the usage of Diesel consumption of the Estates were kept and documented. It is monitored to optimize use of renewable energy and the consumption is monitor monthly. Sample taken on diesel consumption as follows: -</p> <table border="1"> <thead> <tr> <th rowspan="2">Estate</th> <th colspan="2">Bahagia</th> <th colspan="2">Layang</th> <th colspan="2">Landworthy</th> </tr> <tr> <th>2021</th> <th>2022 as at Oct</th> <th>2021</th> <th>2022 as at Oct</th> <th>2021</th> <th>2022 as at Oct</th> </tr> </thead> <tbody> <tr> <td>FFB / Mt</td> <td>36,948</td> <td>29,937</td> <td>31,045</td> <td>22,091</td> <td>46,521</td> <td>32,179</td> </tr> <tr> <td>Diesel (l)</td> <td>62,855</td> <td>30,574</td> <td>221,276</td> <td>160,721</td> <td>412,241</td> <td>311,557</td> </tr> <tr> <td>Liter / Mt FFB</td> <td>1.70</td> <td>1.02</td> <td>7.13</td> <td>7.28</td> <td>8.86</td> <td>9.68</td> </tr> </tbody> </table>	Estate	Bahagia		Layang		Landworthy		2021	2022 as at Oct	2021	2022 as at Oct	2021	2022 as at Oct	FFB / Mt	36,948	29,937	31,045	22,091	46,521	32,179	Diesel (l)	62,855	30,574	221,276	160,721	412,241	311,557	Liter / Mt FFB	1.70	1.02	7.13	7.28	8.86	9.68	Complied
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4.5.2.2	<p>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.</p> <p>- Major compliance -</p>	<p>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. Details as follows; -</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>Bahagia</th> <th>Layang</th> <th>Landworthy</th> </tr> </thead> <tbody> <tr> <td>Year</td> <td colspan="3">2022</td> </tr> </tbody> </table>	Estate	Bahagia	Layang	Landworthy	Year	2022			Complied																										
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		FFB / Mt	49,220	34,037	49,146	
		Diesel (l)	60,000	175,860	362,862	
		Liter / Mt FFB	1.22	5.17	7.38	
4.5.2.3	The use of renewable energy should be applied where possible. - Minor compliance -	No renewable energy been applied at all estate.				Complied
Criterion 4.5.3: Waste management and disposal						
4.5.3.1	All waste products and sources of pollution shall be identified and documented. - Major compliance -	All waste products and source of pollution are identified in Identification, Segregation and Storage of Waste dated 1/9/2022. Details as below: -				Complied
		Source of waste	Waste Product	Storage / handling/ disposal		
		Chemical Store	Chemical containers	Used containers will be sent to empty container store.		
		Fertilizer store	Bags	Used bags will be kept at Empty Fertilizer Bag store.		
		Clinic	Clinical waste	All waste will be dumped into special containers supplied by Sharp & Bins Sdn Bhd.		
		Workshop	Filters	Used filters will be kept at oil strainer tray before transfer to schedule waste store.		
		Scheduled Waste Store	Schedule waste	Stored in designated containers according to the category of wastes.		
		Diesel Tank	Scheduled Waste	Contaminated soil or fiber sent to scheduled waste store.		

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Criterion / Indicator		Assessment Findings			Compliance																					
		Shops	Domestic	Dump in separate containers before sent to land fill																						
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>a. All waste and pollution are identified and documented in the Identification of Source and Type of Waste Format. Details of the management plan as described below. This is a continuation of the 4.5.3.1 above.</p> <p>b. 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> <p>i) Disposal as scheduled waste by DOE approved contractor</p> <p>ii) Disposal of domestic wastes at designated landfill area</p> <p>iii) Segregation of waste and store at designated recyclable waste area.</p> <table border="1"> <thead> <tr> <th>Estate</th> <th colspan="2">Date Updated waste Management Plan</th> </tr> </thead> <tbody> <tr> <td>Landworthy</td> <td colspan="2">1/9/2022</td> </tr> <tr> <td>Bahagia</td> <td colspan="2">20/10/2022</td> </tr> <tr> <td>Layang</td> <td colspan="2">20/9/2022</td> </tr> </tbody> </table> <p>The Estate is utilizing EFB as source to improve the recycling of potential wastes as nutrients. Details as follows; -</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>Hectare</th> <th>Mt</th> </tr> </thead> <tbody> <tr> <td>Bahagia</td> <td>793.13</td> <td>19,828.00</td> </tr> <tr> <td>Layang</td> <td>258.92</td> <td>3,106.00</td> </tr> </tbody> </table>			Estate	Date Updated waste Management Plan		Landworthy	1/9/2022		Bahagia	20/10/2022		Layang	20/9/2022		Estate	Hectare	Mt	Bahagia	793.13	19,828.00	Layang	258.92	3,106.00	Complied
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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>Genting Plantations Berhad has established the Standard Operating Procedure under Sustainability Management Procedure Manual, Scheduled Waste Management, Doc No SMP-GPB-11 Revision 1 Issue date; 5/6/2018, Sustainability Management Procedure Manual, SOPs and Justification of</p>			Minor Non Conformance																					

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Criterion / Indicator	Assessment Findings	Compliance																																																				
<p>- Major compliance -</p>	<p>Pesticides Used, Doc No SMP-GPB-28 Revision 5 Issue date; September 2020.</p> <p>Sighted the appointed licensed collector to collect the scheduled wastes at the estate. Latest disposal of scheduled waste for the estate as the following;</p> <p>a. Landworthy Estate</p> <table border="1" data-bbox="994 651 1870 1257"> <thead> <tr> <th>SW</th> <th>Waste Name</th> <th>Previous Disposal</th> <th>Date Generated</th> <th>Date Latest Disposed</th> <th>No days from date generated to recent disposed</th> <th>Contractor</th> </tr> </thead> <tbody> <tr> <td>408</td> <td>Soil / dust</td> <td>21/9/2021 0.023 mt</td> <td>1/1/2022 1 kg</td> <td>7/7/2022 6 kg</td> <td>187</td> <td rowspan="5">Legenda Bumimas Sdn Bhd</td> </tr> <tr> <td>306</td> <td>Used hydraulic oil</td> <td></td> <td>1/1/2022 28 kg</td> <td>7/7/2022 200 kg</td> <td>187</td> </tr> <tr> <td>305</td> <td>Used lubricant oil</td> <td>21/9/2021 0.48 mt</td> <td>1/1/2022 100 kg</td> <td>7/7/2022 800 kg</td> <td>187</td> </tr> <tr> <td>102</td> <td>battery</td> <td></td> <td>1/1/2022 4 kg</td> <td>7/7/2022 30 kg</td> <td>187</td> </tr> <tr> <td>410</td> <td>PPE</td> <td>21/9/2021 0.085 mt</td> <td>1/1/2022 3.5 kg</td> <td>7/7/2022 27 kg</td> <td>187</td> </tr> <tr> <td>404</td> <td>Clinical waste</td> <td>9/6/2022 6.10 kg</td> <td>1/7/2022</td> <td>13/10/2022 2 14.30 kg</td> <td>104</td> <td>Sedafiat Sdn Bhd</td> </tr> <tr> <td>410</td> <td>Used Oil Filter</td> <td>21/9/2021 0.045 mt</td> <td>1/1/2022 24 kg</td> <td>7/7/2022 168 kg</td> <td>187</td> <td>Legenda Bumimas Sdn Bhd</td> </tr> </tbody> </table>	SW	Waste Name	Previous Disposal	Date Generated	Date Latest Disposed	No days from date generated to recent disposed	Contractor	408	Soil / dust	21/9/2021 0.023 mt	1/1/2022 1 kg	7/7/2022 6 kg	187	Legenda Bumimas Sdn Bhd	306	Used hydraulic oil		1/1/2022 28 kg	7/7/2022 200 kg	187	305	Used lubricant oil	21/9/2021 0.48 mt	1/1/2022 100 kg	7/7/2022 800 kg	187	102	battery		1/1/2022 4 kg	7/7/2022 30 kg	187	410	PPE	21/9/2021 0.085 mt	1/1/2022 3.5 kg	7/7/2022 27 kg	187	404	Clinical waste	9/6/2022 6.10 kg	1/7/2022	13/10/2022 2 14.30 kg	104	Sedafiat Sdn Bhd	410	Used Oil Filter	21/9/2021 0.045 mt	1/1/2022 24 kg	7/7/2022 168 kg	187	Legenda Bumimas Sdn Bhd	
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Criterion / Indicator		Assessment Findings					Compliance	
		b. Bahagia Estate						
		SW	Waste Name	Previous Disposal	Date Generated	Date Latest Disposed	No days from date generated to recent disposed	Contractor
		408	Soil / dust	22/9/2021 0.015 mt	31/10/2021	7/7/2022 0.015 mt	249	Lagenda Bumimas Sdn Bhd
		305	Used lubricant oil	22/9/2021 0.325 mt	31/10/2021	7/7/2022 0.450 mt	249	
		410	PPE	22/9/2021 0.085 mt	31/10/2021	7/7/2022 0.030 mt	249	
		404	Clinical waste	14/5/2022 5.00 mt	30/6/2022	20/10/2022 6.95 mt	112	Sedafiat Sdn Bhd
		410	Used Oil Filter	22/9/2021 0.069 mt	31/10/2021	7/7/2022 0.091 mt	249	Lagenda Bumimas Sdn Bhd
		c. Layang Estate						
		SW	Waste Name	Previous Disposal	Date Generated	Date Latest Disposed	No days from date generated to recent disposed	Contractor
		305	Used lubricant oil	22/9/2021 300 liter	31/10/2021	7/7/2022 68 liter	249	Lagenda Bumimas Sdn Bhd
		410	PPE	22/9/2021 282 kg	31/10/2021	7/7/2022 200 kg	249	
		404	Clinical waste	31/3/2022 10.00 mt	30/6/2022	13/10/2022 2.20 mt	105	Sedafiat Sdn Bhd
		410	Used Oil Filter	22/9/2021 47 kg	31/10/2021	7/7/2022 80 kg	249	

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Criterion / Indicator		Assessment Findings						Compliance																
		102	battery	22/9/2021 145 kg	31/10/202 1	7/7/2022 60 kg	249	Lagenda Bumimas Sdn Bhd																
		<p><u>Minor Non- Conformities</u></p> <p>It was identified that the estate has exceeded the validity period of SW storage as stipulated in the Environmental Quality Act 1974 (Act 127), prior to disposal.</p> <p>Reference: "Environmental Quality (Scheduled Wastes) Regulations 2005; PU(A) 294/2005; Regulation 9-Storage of Scheduled Wastes; No.5 – Any person may store schedule wastes generated by him for 180 days or less after its generation provided that: The quantity of scheduled wastes accumulated on site shall not exceed 20 metric tonne.</p>																						
4.5.3.4	<p>Empty pesticide containers shall be punctured and disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health. The disposal instructions on manufacturer's labels should be adhered to. Reference should be made to the national programme on recycling of used HDPE pesticide containers.</p> <p>- Major compliance -</p>	<p>The empty pesticide containers are disposed to Newgate Industries Borneo Sdn Bhd, a buyer of triple rinsed container. Sighted a letter from Agriculture Department dated 18/3/2011 on appointment of Newgate Industries Borneo Sdn Bhd as recycle company for all Sabah Estates.</p> <p>Furthermore, G- Planter Sdn Bhd also being appointed by Agriculture Department as an approved Recycle Collection Provider dated 16/1/2014, JP KRP 207/12/471 JLD VI</p> <p>Record of disposal through Newgate Industries Borneo Sdn Bhd as follows:</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>Date</th> <th>Mineral Bottle</th> <th>Empty Chemical</th> </tr> </thead> <tbody> <tr> <td>Landworthy</td> <td>17/10/2022</td> <td>49 kg</td> <td>71 pcs</td> </tr> <tr> <td>Bahagia</td> <td>7/11/2022</td> <td>52 kg</td> <td>-</td> </tr> <tr> <td>Layang</td> <td>22/8/2022</td> <td>92 kg</td> <td>175 kg</td> </tr> </tbody> </table> <p>Record of disposal through G Planter Sdn Bhd as follows: -</p>						Estate	Date	Mineral Bottle	Empty Chemical	Landworthy	17/10/2022	49 kg	71 pcs	Bahagia	7/11/2022	52 kg	-	Layang	22/8/2022	92 kg	175 kg	Complied
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Criterion / Indicator		Assessment Findings					Compliance																												
		Estate	Date	Plastic Containers	Metal	Spray Chemical																													
		Bahagia	26/10/2022	325	18	7																													
4.5.3.5	Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourses. - Minor compliance -	<p>Disposal of domestic wastes is guided by the Landfill and Domestic Waste Management procedure [SMP-GPB-12, rev. 01, dated 01/12/2014]. The procedure outlines the criteria to be considered in selecting a landfill area and the method to construct wastes pit.</p> <p>Seen, the landfill was designated at Block 38 at Landworthy Estate, Block 25 at Layang Estate and Block 19 at Bahagia Estate. The collection from line site were done 3 times a week by own transportation.</p>					Complied																												
Criterion 4.5.4: Reduction of pollution and emission																																			
4.5.4.1	An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, scheduled wastes, solid wastes and effluent. - Major compliance -	<p>All polluting activities were identified through the environmental aspect and impact evaluation register which includes all the estate’s activities such as FFB harvesting & evacuation, workshop, field maintenance, nursery, replanting, line-site, and administration.</p> <p>Data on the level of Greenhouse gases (GHG) emissions are monitored and compiled on yearly basis through the GHG calculation methodology accepted for RSPO and ISCC GHG calculations and certifications which are analysed. Sighted the GHG Calculation for Genting Layang Estate for year 2021 using GHG RSPO PalmGHG Calculator, V.3.0.1 as below: -</p> <table border="1"> <thead> <tr> <th>Description</th> <th>Total Emission tCO₂E</th> <th>tCO₂E/ha</th> <th>tCO₂E / t FFB</th> </tr> </thead> <tbody> <tr> <td>Land Conversion</td> <td>32,604.23</td> <td>17.94</td> <td>1.05</td> </tr> <tr> <td>Crop Sequestration</td> <td>-17017.75</td> <td>-9.36</td> <td>0.55</td> </tr> <tr> <td>*CO₂ Emissions from Fertilizer</td> <td>1349.00</td> <td>0.74</td> <td>0.04</td> </tr> <tr> <td>N₂O Emissions from Peat</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> </tr> <tr> <td>N₂O Emissions from Fertilizer</td> <td>1235.68</td> <td>0.68</td> <td>0.04</td> </tr> <tr> <td>Fuel Consumption</td> <td>225.83</td> <td>0.12</td> <td>0.01</td> </tr> </tbody> </table>					Description	Total Emission tCO ₂ E	tCO ₂ E/ha	tCO ₂ E / t FFB	Land Conversion	32,604.23	17.94	1.05	Crop Sequestration	-17017.75	-9.36	0.55	*CO ₂ Emissions from Fertilizer	1349.00	0.74	0.04	N ₂ O Emissions from Peat	0.00	0.00	0.00	N ₂ O Emissions from Fertilizer	1235.68	0.68	0.04	Fuel Consumption	225.83	0.12	0.01	Complied
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Criterion / Indicator		Assessment Findings				Compliance
		Peat Oxidation	0.00	0.00	0.00	
		Sequestration in Conservation area	-1649.87	-0.91	-0.05	
		Total	16747.12	9.21	0.54	
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented. - Major compliance -	Sighted Environmental Management Plan (EMP), mitigation measures are identified in the Environment Impacts Assessment register to prevent or minimize pollution. Sample taken as below:-				Complied
		Estate	Activity	Negative Impact	Mitigation Plan	Action Plan
		Landworthy	Water Pollution – groundwater pollution from waste water, septic tanks	Seepage of raw sewage into ground and surface water	Regular maintenance of septic tank	Surface water quality monitoring
		Bahagia	Air Pollution – dust and other particle from ungraveled roads cause by vehicle traffic	Nuisance, safety and health impact to communities	To carry out site inspection and document for control of pollution sources	On Going
Criterion 4.5.5: Natural water resources						
4.5.5.1	The management shall establish a water management plan to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include: a. Assessment of water usage and sources of supply.	a) Water Management Plan has been established with the main objective to maintain the quality and availability of natural water resources (surface and ground water). Among the plans established covering: a. Water treatment Plan b. Domestic Water				Minor Non Conformance

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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>c. Water Storage Tank</p> <p>d. Drainage System</p> <p>e. Sewage and Septic Tank</p> <p>f. Assessment of water usage</p> <p>g. Education and training</p> <p>h. Flood Area</p> <p>i. Water Quality</p> <p>Sighted consumption water quality analyzed by Dynakey Laboratories Sdn Bhd for Genting Layang Estate, Division 13 sample received on 6/8/2022, sampling date 5/8/2022 from Labour Quarter – Raw Water and Treated Water</p> <table border="1" data-bbox="1034 850 1865 1332"> <thead> <tr> <th>Parameter</th> <th>Results Raw Water</th> <th>Water Quality standard</th> <th>Results Treated Water</th> <th>Water Quality standard</th> </tr> </thead> <tbody> <tr> <td>pH</td> <td>7.1</td> <td>5.5 – 9.0</td> <td>8.5</td> <td>6.5 – 9.0</td> </tr> <tr> <td>Turbidity</td> <td></td> <td></td> <td>6.2</td> <td>5</td> </tr> <tr> <td>Suspended Solids</td> <td>7</td> <td>Not listed</td> <td>26</td> <td>Not listed</td> </tr> <tr> <td>BOD</td> <td>2.1</td> <td>Not listed</td> <td>0.5</td> <td>Not listed</td> </tr> <tr> <td>COD</td> <td>ND (<15)</td> <td>Not listed</td> <td>ND (<15)</td> <td>Not listed</td> </tr> <tr> <td>Ammonical Nitrogen</td> <td>0.04</td> <td>1.5</td> <td>ND (<0.01)</td> <td>1.5</td> </tr> <tr> <td>Chloride</td> <td></td> <td></td> <td>4.9</td> <td>250</td> </tr> <tr> <td>E-Coli</td> <td></td> <td></td> <td>ND (<2)</td> <td>Not listed</td> </tr> <tr> <td>Fecal Coliform</td> <td></td> <td></td> <td>20</td> <td>ND in 100ml</td> </tr> <tr> <td>Total Coliform Count</td> <td></td> <td></td> <td>20</td> <td>ND in 100ml</td> </tr> </tbody> </table>	Parameter	Results Raw Water	Water Quality standard	Results Treated Water	Water Quality standard	pH	7.1	5.5 – 9.0	8.5	6.5 – 9.0	Turbidity			6.2	5	Suspended Solids	7	Not listed	26	Not listed	BOD	2.1	Not listed	0.5	Not listed	COD	ND (<15)	Not listed	ND (<15)	Not listed	Ammonical Nitrogen	0.04	1.5	ND (<0.01)	1.5	Chloride			4.9	250	E-Coli			ND (<2)	Not listed	Fecal Coliform			20	ND in 100ml	Total Coliform Count			20	ND in 100ml	
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Fecal Coliform			20	ND in 100ml																																																					
Total Coliform Count			20	ND in 100ml																																																					

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Criterion / Indicator	Assessment Findings	Compliance																																										
	<p>b) Sighted river water quality analyzed by Chemsain Konsultant Sdn Bhd for Genting Landworthy Estate UNDER Environmental Monitoring and Compliance Audit Report sample received on 17/1/2022, Lab No CK/ML405/0256/22. Details as follows: -</p> <table border="1" data-bbox="1037 568 1753 751"> <thead> <tr> <th>Parameter</th> <th>Results</th> <th>Standard Limit</th> </tr> </thead> <tbody> <tr> <td>Suspended Solids</td> <td>26</td> <td>150</td> </tr> <tr> <td>Turbidity</td> <td>7.5</td> <td>-</td> </tr> <tr> <td>Oil & Grease</td> <td><1.5</td> <td>N</td> </tr> <tr> <td>Total Coliform Count</td> <td>79</td> <td>50,000</td> </tr> <tr> <td>Faecal Coliform</td> <td><2.0</td> <td>5,000</td> </tr> </tbody> </table> <p>Sighted Simpang Putih River water quality analyzed by Chemsain Konsultant Sdn Bhd for Genting Bahagia Estate under Environmental Monitoring and Compliance Audit Report November 2021 – April 2022 sample received on 28/4/2022, Lab No CK/CL405/2190/22. Details as follows: -</p> <table border="1" data-bbox="1037 967 1753 1150"> <thead> <tr> <th>Parameter</th> <th>Results</th> <th>Standard Limit</th> </tr> </thead> <tbody> <tr> <td>Suspended Solids</td> <td>204</td> <td>150</td> </tr> <tr> <td>Turbidity</td> <td>360</td> <td>-</td> </tr> <tr> <td>Oil & Grease</td> <td><1.5</td> <td>N</td> </tr> <tr> <td>Ammoniacal Nitrogen</td> <td><0.05</td> <td>0.9</td> </tr> <tr> <td>pH</td> <td>6.7</td> <td>5 - 9</td> </tr> </tbody> </table> <p>Sighted Simpang Putih River water quality analyzed by Chemsain Konsultant Sdn Bhd for Genting Layang Estate under Environmental Monitoring and Compliance Audit Report October 2021 – March 2022 sample received on 21/3/2022, Lab No CK/CL405/1288/22. Details as follows: -</p> <table border="1" data-bbox="1037 1326 1753 1385"> <thead> <tr> <th>Parameter</th> <th>Results</th> <th>Standard Limit</th> </tr> </thead> <tbody> <tr> <td>Suspended Solids</td> <td>404</td> <td>150</td> </tr> </tbody> </table>	Parameter	Results	Standard Limit	Suspended Solids	26	150	Turbidity	7.5	-	Oil & Grease	<1.5	N	Total Coliform Count	79	50,000	Faecal Coliform	<2.0	5,000	Parameter	Results	Standard Limit	Suspended Solids	204	150	Turbidity	360	-	Oil & Grease	<1.5	N	Ammoniacal Nitrogen	<0.05	0.9	pH	6.7	5 - 9	Parameter	Results	Standard Limit	Suspended Solids	404	150	
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Criterion / Indicator		Assessment Findings	Compliance									
		analyzed by Dynakey Laboratories Sdn Bhd for Genting Layang Estate sample received on 6/8/2022, sampling date 5/8/2022 from Div 13 – Treated water.										
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 an 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 -	Water harvesting methods implemented by the management to conserve water are terracing, water conservation pit and roadside pit	Complied									
Criterion 4.5.6: Status of rare, threatened, or endangered species and high biodiversity value												
4.5.6.1	Information shall be collated that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors). This information should cover: a) Identification of high biodiversity value habitats, such as rare and threatened ecosystems, that could be significantly affected by the grower(s) activities. b) Conservation status (<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. - Major compliance -	The assessment namely, "Inventory on HCV sites within Genting Plantations Berhad group estates (Sabah Region 1)" by S.K. Yap Forestry and Landscape Advisory Services on Oct 2009 – July 2010. a. Based on the above study, listed below the HCV being identified: - <table border="1" data-bbox="1055 1018 1818 1374"> <thead> <tr> <th>Estate</th> <th>HCV</th> <th>Management Measures</th> </tr> </thead> <tbody> <tr> <td>Landworthy</td> <td>4.2 Erosion Control</td> <td>Riparian buffer belts along mainstream.</td> </tr> <tr> <td>Bahagia</td> <td>1.2 Threaten and Endangered Species 3.4 Critical Temporal Use 4.1 Watershed Protection 4.2 Forest critical to erosion control</td> <td>Protection of the residual forest with signage and demarcation. Protect the residual forest and prevent any poaching. Protection of the forested area. Establish appropriate riparian buffer belts in</td> </tr> </tbody> </table>	Estate	HCV	Management Measures	Landworthy	4.2 Erosion Control	Riparian buffer belts along mainstream.	Bahagia	1.2 Threaten and Endangered Species 3.4 Critical Temporal Use 4.1 Watershed Protection 4.2 Forest critical to erosion control	Protection of the residual forest with signage and demarcation. Protect the residual forest and prevent any poaching. Protection of the forested area. Establish appropriate riparian buffer belts in	Complied
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Criterion / Indicator		Assessment Findings			Compliance
				accordance with Sabah Water Resource Enactment 1998.	
		Layang	2.1 Protected Area 2.2 Threaten and Endangered Species 1.4 Critical Temporal Use 3.0 Forest area that in or contain rare, threatened or endangered systems 4.2 Forest critical to erosion control	Prevent encroachment of Wildlife Sanctuary. Crocodiles, Orang Utans, Proboscis. Protection of the riparian buffer belts and rehabilitate degraded sites. Protection of the riparian buffer belts and rehabilitate degraded sites. Protection of the riparian buffer belts and rehabilitate degraded sites. Establish appropriate riparian buffer belts in accordance with Sabah Water Resource Enactment 1998. Establish appropriate riparian buffer belts in accordance with Sabah Water Resource Enactment 1998.	
4.5.6.2	If rare, threatened or endangered species, or high biodiversity value, are present, appropriate measures for management planning and operations should include: a) Ensuring that any legal requirements relating to the protection of the species are met. b) Discouraging any illegal or inappropriate hunting, fishing	The management and monitoring plan for HCV areas has been established and among the plans are maintaining the awareness signages such as no fishing, manuring, spraying, swimming, illegal hunting activities and also rehabilitation of riparian zones.			Complied

Criterion / Indicator		Assessment Findings	Compliance
	<p>or collecting activities; and developing responsible measures to resolve human-wildlife conflicts.</p> <p>- Major compliance -</p>	<p>High Conservation Value Monitoring Checklist being conducted on bi-monthly basis at all Estates.</p> <p>Training on Monitoring HCV area was conducted at Bahagia Estate dated 11/8/2022 by Estate Assistant Manager, Mr. Natahanial Leo. Merely, one participant attended the briefing.</p> <p>Training on Monitoring HCV area was conducted at Layang Estate dated 10/6/2022 by Estate Assistant Manager, Mr. Mohd Aidil attended by 9 participants.</p>	
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>HCV Management Plan have been established, implemented and reviewed periodically by the Management.</p> <p>The estates have installed signboards at prominent areas to prohibit hunting, disturbance of protected areas and the lighting of fires.</p>	Complied
Criterion 4.5.7: Zero burning practices			
4.5.7.1	<p>Use of fire for waste disposal and for preparing land for oil palm cultivation or replanting shall be avoided except in specific situations, as identified in regional best practice.</p> <p>- Major compliance -</p>	<p>The management has established the environment Policy in document, "Zero Burning Policy" signed by President and Chief Operating Officer, Mr Yong Chee Kong dated 10/8/2011. The management are committed to comply with the policy as per statement in the policy: -</p> <ul style="list-style-type: none"> • There shall no open burning of any kind at operating units, except were deemed necessary with prior approval of the relevant authorities. This includes domestic waste, agricultural waste, and biomass or by-products generated by the estates and palm oil mills. • All types of waste products shall be disposed appropriately e.g., landfill as recyclable waste or schedule waste. <p>Furthermore, the company also be guided through Environmental Impact Assessment for Proposed Replanting of Oil Palm Plantation dated 9/5/2015 by Chemsain Consultant Sdn Bhd.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
4.5.7.2	A special approval from the relevant authorities shall be sought in areas where the previous crop is highly diseased and where there is a significant risk of disease spread or continuation into the next crop. - Major compliance -	Not applicable. No significant risk of diseased palm was reported in the estate	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 -	Not applicable. No significant risk of diseased palm was reported in the estate	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 -	During replanting process, the old palm to be felled, chipped and shredded and the remains will be left on the inter-row for self-decomposed. Thus, comply with the Company SOPs.	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 -	The estate has implemented Best Practices base on the following Standard Operating Procedures: - 1. Genting Plantations Berhad Oil Palm Manual – updated 30/8/2013 a. OPM NO 1 – Land clearing, preparation, planting and LCC b. OPM NO 2 – OP Nursery c. OPM NO 3 – Planting Density and Technique d. OPM NO 4 – Soil conservation and terraces	Complied

Criterion / Indicator	Assessment Findings	Compliance
	<ul style="list-style-type: none"> e. OPM NO 5 – Pest & Diseases f. OPM NO 6 – Weeding g. OPM NO 7 – Manuring h. OPM NO 8 – Palm Replacement During Immaturity i. OPM NO 9 – Roads and Drainage j. OPM NO 10 – Pruning of fronds k. OPM NO 11 – Harvesting l. OPM NO 12 – Crop Forecast m. OPM NO 13 – Managing Difficult Soils n. OPM NO 14 – Mechanization 2. Sustainability Management Procedure Manual – updated as and when changes being made. There are 33 documents in the content, for instance: - <ul style="list-style-type: none"> a. Control of document – SMP-GPB-01 b. Control of Records – SMP-GPB-02 c. Sustainability Internal audit – SMP-GPB-03 d. Corrective Action – SMP-GPB-04 e. Preventive Action – SMP-GPB-05 f. Etc. 3. Best Management Practices, Standard Operating Procedures – Genting Sabah Estate – Revision 3, 11th October 2013 <ul style="list-style-type: none"> a. Handling store b. Spraying Procedure c. Rat Baiting Procedure 	

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> d. Fertilizer Procedure e. Harvesting Procedure f. Vehicles and machineries g. Workshop Procedure h. AP Post, Office, Line site, Ramp, Quarry Procedure i. Water catchment Procedure 4. Complaints / Grievances Record Book 5. Enquiry Register Book	
4.6.1.2	<p>Where oil palm is grown within permitted levels on sloping land, appropriate soil conservation measures shall be implemented to prevent both soil erosion as well as siltation of drains and waterways. Measures shall be put in place to prevent contamination of surface and groundwater through runoff of either soil, nutrients or chemicals.</p> <p>- Major compliance -</p>	<p>Sighted Genting Plantations Berhad, Sustainability Management Procedure Manual – Document No – SMP-GPB-10, Revision 01, Issue Date – March 2020 stated: -</p> <p>7.1 No new planting at Steep Slopes</p> <ul style="list-style-type: none"> a. Steep slopes above 25 degrees shall not be developed for oil palm. b. Existing crop and vegetation should be conserved accordingly. Planting of timber or other tree species can be considered according to prevailing company policy <p>7.3 Replanting at Steep Slopes</p> <p>Prior to replanting, estate to show map of slope terrains and identify contiguous area of steep terrain above 25 degrees. Contiguous area greater than 25 hectares shall not be replanted.</p> <p>For Sabah, slopes 25 degree and steeper are considered high risk erosion areas and cannot undergo replanting unless approved by Environmental Protection Department (EPD)</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance															
4.6.1.3	A visual identification or reference system shall be established for each field. - Major compliance -	The management has implemented a visual reference system to identify each field or block. Each field has a signboard with block system which states the Block No, Hectarage, Planting Material, Stand Per Hectare and the year planted. The estate has a file known as File 56: Estate Maps & Satellite Images where the following details were available for reference: i. Soil Map ii. Slope class map iii. Blocking map iv. Riparian buffer zone map.	Complied															
Criterion 4.6.2: Economic and financial viability plan																		
4.6.2.1	A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning. - Major compliance -	<u>Genting Landworthy Estate</u> Available Documented business management plan has been established by the management of Genting Landworthy Estate in the document title annual budget template and projection for year 2021 and 2025. <u>Genting Bahagia Estate & Genting Layang Estate</u> A long term Business Management Plan from 2023-2027 established and documented to demonstrate attention to economical and financial liability in both Genting Bahagia Estate and Genting Layang Estate.	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 -	<u>Genting Landworthy Estate</u> Replanting Programme planned in 2024 only for Division 17. The rest just replanted recently in 2020-2022. <u>Genting Bahagia Estate</u> Available Proposed Replanting Programme for 2020-2025 documented as sampled. <table border="1"> <thead> <tr> <th>Year</th> <th>Div</th> <th>Block</th> <th>Ha</th> <th>Changes</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>5</td> <td>1-7</td> <td>324.65</td> <td>P/pone to2025</td> </tr> <tr> <td>2022</td> <td>GAVE</td> <td>10</td> <td>52.23</td> <td>P/pone to 2025</td> </tr> </tbody> </table>	Year	Div	Block	Ha	Changes	2022	5	1-7	324.65	P/pone to2025	2022	GAVE	10	52.23	P/pone to 2025	Complied
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			14	12B/BK	64.94	2000	
		2026	13	3/AD	34.94	2000	
			13	4/AE	45.41	2000	
			13	5/AF	63.19	2000	
			13	6/AG	47.96	2000	
			14	13A	2.94	1995	
			14	13B/BI	35.94	2000	
		2027	13	7/7A	80.58	2000	
			13	8/AI	57.24	2000	
			14	10B/BN	54.24	2000	
4.6.2.3	<p>The business or management plan may contain:</p> <p>a) Attention to quality of planting materials and FFB</p> <p>b) Crop projection: site yield potential, age profile, FFB yield trends</p> <p>c) Cost of production: cost per tonne of FFB</p> <p>d) Price forecast</p> <p>e) Financial indicators: cost benefit, discounted cash flow, return on investment</p> <p>- Major compliance -</p>	<p><u>Genting Bahagia Estate</u></p> <p>The Business Management Plan covering 2023-2027 was established considering costing and pricing involving:</p> <ul style="list-style-type: none"> • Hectarage Statement • Replanting Area and expenditure • FFB Forecast and Crop production • Yield per Ha • Capital Expenditure 					Complied
4.6.2.4	<p>The management plan shall be effectively implemented and the achievement of the goals and objectives shall be regularly monitored, periodically reviewed and documented.</p> <p>- Major compliance -</p>	<p>Sighted document titled MAS15-Cost Variance (Revenue Expenditure) Report for Fiscal Year 2022, Period 10 (01/10/2022-31/10/2022). Element of and achievement were monitored, discussed as comments stated for items such as:</p> <ul style="list-style-type: none"> • Weeding Area • Circle Spraying • Strip Spraying 					Complied

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		<ul style="list-style-type: none"> • Spot Spraying • Slashing & Poisoning Woodies • Lalang Spraying, • Drainage • Pest • Ganoderma-Sanitization • Beneficial Plant • Roads • Bridges • Manuring • Soils Nutrient Analysis • Foliar Sampling and Analysis • Productivity <p>Available data for FFB yield achievement in the month of October 2022 from all blocks.</p>	
Criterion 4.6.3: Transparent and fair price dealing			
4.6.3.1	Pricing mechanisms for the products and other services shall be documented and effectively implemented. - Major compliance -	The Pricing Mechanism in Genting Bahagia Estate on FFB Loading and Transportation rate documented. <ul style="list-style-type: none"> • Field to Mill • Platform to Mill • Bin-field to Mill • Ramp to Mill 	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<p>For current Replanting work where contractor engage (Syarikat Sri Manjung) for Replanting works found done as pricing mechanism updated 29/04/2022 covering costing for:</p> <ul style="list-style-type: none"> • Mechanical Felling& Chipping • Cover Crop Planting • Lining for Planting • Construction of Agriculture Road • Mechanical Construction of Planting Terraces • Mechanical Compaction • Mechanical Compression • Transporting, Holing & Planting • De-bolt • Drainage Work. 	
4.6.3.2	<p>All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner.</p> <p>- Major compliance -</p>	<p><u>Genting Landworthy Estate</u> Sampled Invoice from Man Fook Hing Transport PLT:</p> <ul style="list-style-type: none"> • Invoice No. IV-00530 • Term 30 days • Date 31/10/2022 • Schedule of Work Completed dated 31/10/2022 <p>Payment made on 05/11/2022 from LintraxMax Director</p> <ul style="list-style-type: none"> • Invoice No. IV-00528 • Term 30 days • Date 31/10/2022 • Scheduled of Work Completed dated 31/10/2022. 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>Payment made: 05/11/2022 from LintraMax Plantation Director <u>Genting Bahagia Estate</u></p> <p>Sampled invoice from Syarikat Sri Manjung for Replanting job:</p> <ul style="list-style-type: none"> • Invoice No IV-2208/0002 • Date 31/08/2022 • Term stated as COD • Agreement No. GENTING BAHAGIA ESTATE/RP/2022/01 for 320.40 Ha area from (Jul 2022-Feb 2023) at Division 8. <p>Sighted Payment Advice dated 11/11/2022 through Citybank Berhad for Invoice No IV-2208/0002 Replanting Works-320.40 Ha.</p> <p><u>Genting Layang Estate</u></p> <p>As commitment to on timely manner payment was made to contractor Anugerah Enterprise for transporting FFB collection point to Genting Tanjung Oil Mill as Verified from Payment Advice for payment made through CitiBank Berhad dated 15/11/2022 for Invoices No. IN22038 (dated 31/10/2022, term 30 Days), IN220939 (dated 31/10/2022, term 30 Days), IN22040 (dated 31/10/2022, term 30 Days), IN22041 (dated 31/10/2022, term 30 Days).</p>	
Criterion 4.6.4: Contractor			
4.6.4.1	<p>Where contractors are engaged, they shall understand the MSPO requirements and shall provide the required documentation and information.</p> <p>- Major compliance -</p>	<p>Sighted during the audit was the inclusion of MSPO requirements into contracts. agreement No. GENTING LANDWORTHY ESTATE/MOA/22/01/02 and agreement No. GENTING LANDWORTHY ESTATE/MOA/22/01/03. This insertion of this Policy is to ensure contractors are aware and comply with local, national laws such as payment of minimum wage, ratified international laws, and also with MSPO standards. The agreement was</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>endorsed and signed by representative from engaged contractors as explained below.</p> <p><u>Genting Layang Estate</u></p> <p>Sighted in agreed and endorsed contract Agreement No GENTING LAYANG ESTATE/FFB/22/01/01 by contractor Anugerah Enterprise on the inclusion of requirement Policy is to ensure contractors are aware and comply with local, national laws such as payment of minimum wage, ratified international laws, and also with MSPO standards.</p>	
4.6.4.2	<p>The management shall provide evidence of agreed contracts with the contractor.</p> <p>- Major compliance -</p>	<p><u>Genting Landworthy Estate</u></p> <p>Available Memorandum of Agreement (MOA) for Contractor with agreement No. GENTING LANDWORTHY ESTATE/MOA/22/01/02 between Genting Landworthy Estate and Man Fook Hing Transport PLT dated 01/01/2022 for job stated as General Work Order. Another contract with agreement No. GENTING LANDWORTHY ESTATE/MOA/22/01/03 dated 01/01/2022 between between Genting Landworthy Estate and Generasi Beringin Sdn. Bhd. for job stated as General Work Order.</p> <p>Stated in related GWO (GENTING LANDWORTHY ESTATE/2/G2210001, dated 03/10/2022) as below:</p> <p>Hiring lorry for transporting EFB from Mill to field at Block AW; Distance 0-5 KM (Diesel band average price for September RM 4.01-RM 4.10)</p> <p><u>Genting Bahagia Estate</u></p> <p>Available Agreement No. GENTING BAHAGIA ESTATE/FFB/22/01/01 dated 01/01/2022 between Wong tat Meng Transport and Genting Bahagia Estate for Loading and Transporting Works commencing from 01/01/2022-31/12/2022. All terms and condition of job clearly defined.</p> <p>Available Memorandum of Agreement (MOA) for Contractor made on 01/07/2022 between Genting Bahagia Estate and Syarikat Sri Manjung for</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>job as Schedule 3 (Scope of Work/Work Order Guidelines), Area allocated at Division 8 (320.40 Ha):</p> <p>Specification 1: Mechanical Felling& Chipping</p> <p>Specification 2: Cover Crop Planting</p> <p>Specification 3: Lining for Planting</p> <p>Specification 4: Construction of Agriculture Road</p> <p>Specification 5: Mechanical Construction of Planting Terraces</p> <p>Specification 6: Mechanical Compaction</p> <p>Specification 7: Mechanical Compression</p> <p>Specification 8: Transporting, Holing & Planting</p> <p>Specification 9: De-bolt</p> <p>Specification 10: Drainage Work.</p> <p><u>Genting Layang Estate</u></p> <p>Available and documented Agreement made on 01/01/2022 for Loading and Transporting of FFB and Loose Fruits Agreement between Anugerah Enterprise and Genting Tanjung Bahagia Sdn. Bhd (Genting Layang Estate). Agreement No. GENTING LAYANG ESTATE/FFB/22/01/01 commencing from 01/01/2022 to 31/12/2022. All terms and condition clearly stated and fairly agreed by both parties.</p>	
4.6.4.3	The management shall accept MSPO approved auditors to verify assessments through a physical inspection if required. - Minor compliance -	The auditors have been able to have access to the contractors' workers, documentations such as contracts and workers' pay slips for verification during this audit.	Complied
4.6.4.4	The management shall be responsible for the observance of the control points applicable to the tasks performed by	Prior to payment a Schedule of Work Completed (SOWC) Ref-GENTING LANDWORTHY ESTATE/2/F2210001 dated 31/10/2022 stated Satisfactory	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	<p>the contractor, by checking and signing the assessment of the contractor for each task and season contracted.</p> <p>- Major compliance -</p>	<p>completion of work inspected and recommended for payment by Sr. Asst Manager of Genting Landworthy Estate.</p> <p>GENTING BAHAGIA ESTATE & GLE</p> <p>Similar control points done to check task perform by contractor prior to payment made to respective contractors as verified in both estates.</p>	
4.7 Principle 7: Development of new planting			
Criterion 4.7.1: High biodiversity value			
4.7.1.1	<p>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.</p> <p>- Major compliance -</p>	Not Applicable – No New Plantation.	Not Applicable
4.7.1.2	<p>No conversion of Environmentally Sensitive Areas (ESAs) to oil palm as required under Peninsular Malaysia’s National Physical Plan (NPP) and the Sabah Forest Management Unit under the Sabah Forest Management License Agreement. For Sabah and Sarawak, new planting or replanting of an area 500ha or more requires an EIA. For areas below 500ha but above 100ha, a Proposal for Mitigation Measures (PMM) is required.</p> <p>- Major compliance -</p>	Not Applicable – No New Plantation.	Not Applicable
Criterion 4.7.2: Peat Land			

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Criterion / Indicator		Assessment Findings	Compliance
4.7.2.1	New planting and replanting may be developed and implemented on peat land as per MPOB guidelines on peat land development or industry best practice. - Major compliance -	Not Applicable – No New Plantation.	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 -	Not Applicable – No New Plantation.	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 -	Not Applicable – No New Plantation.	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 -	Not Applicable – No New Plantation.	Not Applicable
4.7.3.4	Where the development includes smallholder schemes of above 500ha in total or small estates, the impacts and implications of how each scheme or small estate is to be managed should be documented and a plan to manage the impacts developed, implemented, monitored and reviewed. - Minor compliance -	Not Applicable – No New Plantation.	Not Applicable

Criterion / Indicator		Assessment Findings	Compliance
Criterion 4.7.4: Soil and topographic information			
4.7.4.1	Information on soil types shall be adequate to establish the long-term suitability of the land for oil palm cultivation. - Major compliance -	Not Applicable – No New Plantation.	Not Applicable
4.7.4.2	Topographic information shall be adequate to guide the planning of planting programmes, drainage and irrigation systems, roads and other infrastructure. - Major compliance -	Not Applicable – No New Plantation.	Not Applicable
Criterion 4.7.5: Planting on steep terrain, marginal and fragile soils			
4.7.5.1	Extensive planting on steep terrain, marginal and fragile soils shall be avoided unless permitted by local, state and national laws. - Major compliance -	Not Applicable – No New Plantation.	Not Applicable
4.7.5.2	Where planting on fragile and marginal soils is proposed, plans shall be developed and implemented to protect them and to minimize adverse impacts (e.g. hydrological) or significantly increased risks (e.g. fire risk) in areas outside the plantation. - Major compliance -	Not Applicable – No New Plantation.	Not Applicable
4.7.5.3	Marginal and fragile soils, including excessive gradients and peat soils, shall be identified prior to conversion. - Major compliance -	Not Applicable – No New Plantation.	Not Applicable

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Criterion / Indicator		Assessment Findings	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 -	Not Applicable – No New Plantation.	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 -	Not Applicable – No New Plantation.	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 -	Not Applicable – No New Plantation.	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 -	Not Applicable – No New Plantation.	Not Applicable
4.7.6.5	Identification and assessment of legal and recognised customary rights shall be documented. - Major compliance -	Not Applicable – No New Plantation.	Not Applicable

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Criterion / Indicator		Assessment Findings	Compliance
4.7.6.6	A system for identifying people entitled to compensation and for calculating and distributing fair compensation shall be established and implemented. - Major compliance -	Not Applicable – No New Plantation.	Not Applicable
4.7.6.7	The process and outcome of any compensation claims shall be documented and made publicly available. - Major compliance -	Not Applicable – No New Plantation.	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 -	Not Applicable – No New Plantation.	Not Applicable

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

Criterion / Indicator		Assessment Findings	Compliance
4.1 Principle 1: Management commitment & responsibility			
Criterion 4.1.1 – Malaysian Sustainable Palm Oil (MSPO) Policy			
4.1.1.1	Policy for the implementation of MSPO shall be established. - Major compliance -	MSPO Policy established and documented by Genting Plantations Berhad titled Malaysian Sustainability Palm Oil (MSPO) Policy. In the policy mentioned on social, environment and profit. Other than that, the management is committed to maintain effective sustainability management system throughout the organization and to ensure compliance of MSPO requirement. The policy signed by the chief executive officer and president of Genting Plantations Berhad, Mr Yong Chee Kong, on 18/03/2014.	Complied
4.1.1.2	The policy shall also emphasize on the commitment to continual improvement with the objective of improving the milling operation. - Major compliance -	As stated in the MSPO Policy, the management committed and will keep evaluate and to established new technique and practices for continual improvement	Complied
Criterion 4.1.2 – Internal Audit			
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 -	Sighted Internal Audit Plan conducted on 29/10/22, Lead Auditor is Ronlie Ronney and assisted by Sahrul Kassim.	Complied
4.1.2.2	The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order to implement the necessary corrective action.	Internal audit procedure has been established and documented in the document title "Sustainability internal audit" document number SMP-GPB-03, Rev.07 issue date June 2022. Stated in the procedure under Para 6.5 Auditee required to identifies corrective action	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -	required and eliminate the nonconformity and root causes. During Internal Audit conducted on 29/10/2022 as in the report stated no NCR raised and only 5 OFIs raised accordingly by auditors.	
4.1.2.3	Reports shall be made available to the management for their review. - Major compliance -	Sighted documented Internal Audit Report that was conducted on 29/10/2022. The report was communicated mill manager and discussed in the Management Review conducted on 03/11/2022 as stated and recorded in the minutes.	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 -	<p>Management review for Genting Tanjung Complex has been conducted on 03/11/2022 with attendance of all representatives from all operating units. The meeting has been led by VP-Plantations, Mr Abdul Rahim Wilson. AI attended by Estate Managers such as Elyzul Fakar (Genting Landworthy Estate), Micheal Ong Cheap Sing (Genting Bahagia Estate), Nahering b. Lanus (Genting Layang Estate) and Sr. Manager of GTJE (Khairul Fahmi b. Sobrin) and Chin Jai Syn (Mill Manager). As stated in the minutes meeting, the objective of the management meeting to review of MSPO/RSPO management system to ensure the effective and adequate implementation of these requirement in the company and to review any opportunities for improvement.</p> <p>Issues that have been discussed are status of outstanding issues form previous meeting, internal audit results, change, improvement or modification required, complaint and enquiry register, review of resources and training, follow up action of the management review and any other mother.</p> <p>The minutes has been prepared by Mr Ronlie Ronney, Executive of Sustainability Department, dated 03/11/2022.</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
Criterion 4.1.4 – Continual Improvement			
4.1.4.1	<p>The action plan for continual improvement shall be based on a consideration of the main social and environmental impact and opportunities for the company.</p> <p>- Major compliance -</p>	<p>The mill has established Continual Improvement Plan covering social, environment and opportunities of the Company dated 10/1/2022. The details as follows: -</p> <ol style="list-style-type: none"> 1. Environmental Impacts <ul style="list-style-type: none"> - To improve on Environmental aspects and impacts risk assessment and risk control by regular monitoring of water quality. 2. Waste Reduction <ul style="list-style-type: none"> - Maximizing recycling and minimizing waste or by products generation through awareness recycling campaign. 3. Social Impacts <ul style="list-style-type: none"> - To improve and maintain interior and exterior of workers quarters by carried out necessary repairs. 4. Water Consumption and water quality <ul style="list-style-type: none"> - Clean water is a scarce resource by refer to the water management plan as guidance 	Complied
4.1.4.2	<p>The company should establish a system to improve practices in line with new information and techniques; and for disseminating this information throughout the workforce.</p> <p>- Major compliance -</p>	<p>No new technology at the Mill. The new information and techniques to improve practices are obtained mainly through information from communications with suppliers and being members of associations related to palm oil industry.</p> <p>Any new information on new technology will be forwarded to the HQ for approval before any implementation.</p>	Complied

Criterion / Indicator	Assessment Findings	Compliance	
4.2 Principle 2: Transparency			
Criterion 4.2.1 – Transparency of information and documents relevant to MSPO requirements			
4.2.1.1	The management shall communicate adequate information to other stakeholder on environmental, social and legal issues relevant to sustainable practices in the relevant languages and forms. - Major compliance -	Stakeholder consultation has been done on 25/10/2022 and has been verified based on the stakeholder minutes meeting that has been prepared by account clerk and verified by the Mill Manager. Issues that have been discussed are socialization of internal policy, medical treatment for smallholder, PPE usage.	Complied
4.2.1.2	Management documents shall be publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes. - Major compliance -	Stated in the internal procedure title Procedure for consultation and communication has been documented in the document SMP-GPB-17 issuance 23/-2/2018, list of documents that publicly available. Sample as per below: <ul style="list-style-type: none"> a. Relationship with the company b. Opportunities for employment c. Participation in decision making d. Environmental protection and pollution and prevention plan e. Suggestion for improvement. 	Complied
Criterion 4.2.2 – Transparent method of communication and consultation			
4.2.2.1	Procedures shall be established for consultation and communication with the relevant stakeholders. - Major compliance -	Procedure for consultation and communication has been documented in the document SMP-GPB-17 issuance 23/-2/2018. As per stated in the procedure, that consultation and communication will be done through stakeholder consultation, email, SMS or complaint and suggestion box. Stated also in the procedure that	Complied

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		stakeholder consultation needs to be done at least 6 months once or annually. Stakeholder consultation has been done on 25/10/2022 and has been verified based on the stakeholder minutes meeting that has been prepared by account clerk and verified by the Mill Manager.	
4.2.2.2	The management shall nominate management officials at the operating unit responsible for issues related to <i>indicator 1</i> . - Minor compliance -	There is evidence that the management of Genting Tanjung Oil Mill has appointed person in charge of the procedure and has been documented in the appointment letter dated 05/04/2021 to Mr Chin Jai Syn by Mr Lee Kar Leong, Senior Manager Operations.	Complied
4.2.2.3	A list of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders shall be properly maintained. - Major compliance -	List of stakeholders has been maintained by the management and divided into 2 categories which are internal and external. For internal stakeholders, 15 stakeholders have been listed which are grocery store, workers committee representative, gender committee, church, surau, humana and clinic. While for external stakeholders, the list consists of FFB supplier, contractor, supplier and transporter.	Complied
Criterion 4.2.3 – Traceability			
4.2.3.1	The management shall commit itself to implement and maintain the requirements for the traceability and shall establish a standard operation procedure for traceability. - Major compliance -	Genting Plantations Berhad have established Sustainability Management Procedure Manual, Doc No: SMP-GPB-23 Revision 14 Issue Date; 13/5/2022 under title, Supply Chain and Traceability and Doc No: SMP-GPB-09 Revision 06 Issue Date; 11/10/2021. The objective to ensure that handling of incoming FFB and outgoing FFB, PK, CPO are carried out in proper manner to meet sustainability requirements.	Complied
4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system.	The Management team holds the responsibility on regular inspection of traceability system. Periodical inspections also being	Complied

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Criterion / Indicator		Assessment Findings	Compliance																								
	- Major compliance -	<p>conducted through Senior Manager Processing, Senior Vice President and Internal Audit.</p> <p>The effectiveness of the monitoring will evidence in the internal audit and visit report findings.</p>																									
4.2.3.3	<p>The management shall identify and assign suitable employees to implement and maintain the traceability system.</p> <p>- Minor compliance -</p>	<p>The management of Genting Tanjung Oil Mill has identified person in charge for traceability and has been verified based on the appointment letter Ms. Normalisa Abas, weighbridge clerk dated 31/03/2022.</p>	Complied																								
4.2.3.4	<p>Records of storage, sales, delivery or transportation of crude palm oil and palm kernel shall be maintained.</p> <p>- Major compliance -</p>	<p>Purchases and sales will be based on demand. The mill records all FFB received and processed, CPO & PK produced and CPO & PK Stock.</p> <p>The Recording of storage, sales and deliveries are recorded in the Daily Mill Production Report. Further, the tracking of sales, delivery and transportation will also be tracked/monitored by CPO Delivery Note and Despatch Chit to customers as well as Receiving Note from customers. All documents are being kept and updated by the mill management.</p> <p>Verified the implementation of this SOP and sufficient information is stated on the weighbridge ticket or consignment note of all FFB, CPO & PK transactions as sample below:</p> <p>a. FFB</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Estate</th> <th>Tanjung</th> <th>Bahagia</th> <th>Layang</th> </tr> </thead> <tbody> <tr> <td>Date</td> <td>15/8/2022</td> <td>30/8/2022</td> <td>15/8/2022</td> </tr> <tr> <td>Delivery Order</td> <td>026727</td> <td>74913</td> <td>041403</td> </tr> <tr> <td>Weighbridge Ticket</td> <td>FFB 22016152W</td> <td>FFB 21019267W</td> <td>FFB 21017848W</td> </tr> <tr> <td>Gross weight</td> <td>15,020 kg</td> <td>17,400 kg</td> <td>15,690 kg</td> </tr> <tr> <td>Tare weight</td> <td>8,050 kg</td> <td>7,340 kg</td> <td>12,050 kg</td> </tr> </tbody> </table>	Estate	Tanjung	Bahagia	Layang	Date	15/8/2022	30/8/2022	15/8/2022	Delivery Order	026727	74913	041403	Weighbridge Ticket	FFB 22016152W	FFB 21019267W	FFB 21017848W	Gross weight	15,020 kg	17,400 kg	15,690 kg	Tare weight	8,050 kg	7,340 kg	12,050 kg	Complied
Estate	Tanjung	Bahagia	Layang																								
Date	15/8/2022	30/8/2022	15/8/2022																								
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Criterion / Indicator		Assessment Findings				Compliance
		Nett weight	6,970 kg	10,060 kg	3,640 kg	
		b. Palm Kernal and CPO				
			Palm Kernel	CPO		
		Delivery Note No	AF 29688, 87597	AF 29682, 87611		
		Date of DO	16/11/2022	16/11/2022		
		Buyer	KLK Premier Oils Sdn Bhd	Genting Musimmas Refinery Sdn Bhd		
		Weighbridge No	PKMB22000355W	CPOMB22000082W		
		Lorry No	SD9600A	SK 268B/SD 2478E		
		Date	16/11/2022	16/11/2022		
		Gross Wt	34.09 Mt	54.170 Mt		
		Tare Weight	13.75 Mt	19.210 Mt		
		Nett Weight	20.34 Mt	34.960 Mt		
4.3 Principle 3: Compliance to legal requirements						
Criterion 4.3.1 – Regulatory requirements						
4.3.1.1	All operations shall be in compliance with applicable local, state, national and ratified international laws and regulations. - Major compliance -	The Mill has established List of Applicable License and Permit and last updated on 31/10/2022. Below is the license and permits of Genting Tanjung Oil Mill:				Complied
		No	Description	Certificate No.	Approval Date	Expiry Date
		1	Boiler No 1 (Dandang dan Cerobong)	APU.2 P72/93(26D)	29/11/1993	NA
		2	Boiler No 2 (Dandang dan Cerobong)	APU.2 D27/82/97	8/10/1997	NA
		3	Boiler No 3 (Dandang dan Cerobong)	APU.2 (D010/021/12) & AK018/2012	15/3/2012	NA

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		4	Genset (3 Units)	AP/E/3S(P89/93 (9J))	8/1/1994	NA	
		5	Dewatering Press System (Filter Belt Press) 2 Units	SPE-008/2021	17/12/2021	NA	
		6	Incinerator (2 units)	APU.2(P73/93(3 5I)) APU.2(P74/93(3 6I))	29/11/1993	NA	
		7	DOE Licence (Jadual Pematuhan)	'005266	1/7/2022	30/6/2023	
		8	Lesen Pelanggaran(Jadual Pematuhan)	'005233	3/9/2020	3/9/2021	
		9	CBI (Dandang dan Cerobong)	APU2.(D12/57/2 001)	27/4/2001	NA	
		10	CBI (Genset)	APU.2(J118/196/2001) APU.2(J118/196/2001)	8/10/1997	NA	
		11	Cooling Pond & Bioflow Polishing Plant	NA	20/5/2013	NA	
		12	Mill License	-	11/4/2022	13/4/2023	
		13	Boiler No 1	PMD-SB 4749	17/7/2012	-	
		14	Boiler No 2	PMD-SB/21 39337	11/2/2021	10/5/2022	
		15	Boiler No 3	PMD - SB/21 45668	27/9/2021	26/12/2022	
		16	Air Receiver	PMT - SB/22 51337	19/4/2022	18/7/2023	
		17	Hot Water Boiler(CBI)	PMD - SB 6374	26/3/2015		

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		18	Air Compressor (CBI)	PMT -SB/22 51335	19/4/2022	18/7/2023	
		19	Air Compressor (workshop)	PMT - SB/22 51338	19/4/2022	18/7/2023	
		20	Air Compressor (Steriliser)	PMT - SB/22 51340	19/4/2022	18/7/2023	
		21	Air Compressor (Oil Room)	PMT - SB/22 51336	19/4/2022	18/7/2023	
		22	Back Pressure Receiver	PMT-SB/22 51334	19/4/2022	18/7/2023	
		23	Monorail Crane No. 1	PMA - SB/22 51328	19/4/2022	18/7/2023	
		24	Monorail Crane No. 2	PMA - SB/22 51329	19/4/2022	18/7/2023	
		25	Crane No. 3	PMA - SB/21 39341	11/2/2021	10/5/2022	
		26	Steriliser No. 1	PMT - SB/22 51330	19/4/2022	18/7/2023	
		27	Steriliser No. 2	PMT - SB/22 51331	19/4/2022	18/7/2023	
		28	Steriliser No. 3	PMT - SB/22 51332	19/4/2022	18/7/2023	
		29	Steriliser No. 4	PMT - SB /22 51333	19/4/2022	18/7/2023	
		30	Dearator Storage Tank (2400'OD mm x 4878 SL mm)	PMT - SB/21 45669	27/09/2021	26/12/2022	
		31	Dearator Header (1300 OD mm x 1220 SL mm)	PMT - SB/21 45670	27/09/2021	26/12/2022	
		32	Air Receiver Tank	PMT-SB/22 51339	19/4/2022	19/7/2023	
		33	Air Compressor	PMT-SB/21 47983	20/12/2021	19/3/2023	
		34	Air Compressor	PMT-SB/21 47984	20/12/2021	19/3/2023	

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Criterion / Indicator		Assessment Findings				Compliance	
		35	Air Compressor	PMT-SB/22 56556	20/9/2022	19/12/2023	
		36	MPOB Licence	620050004000	1/3/2022	28/2/2023	
		37	Perakuan Bomba (Fire Certificate)	JBPM:SB/7/22/2 022	4/2/2022	3/2/2023	
		38	Lesen Pemasangan Persendirian (Mill Premises)	54911	29/3/2022	28/3/2023	
		39	Lesen Pemasangan Persendirian (CBI)	50438	25/7/2021	24/7/2022	
		40	Storage (Diesel, Petrol & Minyak Tanah)	S005368	25/10/2021	24/10/2024	
		41	Weighbridge No.1 (60,000kg)	B1700093	28/1/2022	27/1/2023	
		42	Weighbridge No.2 (60,000kg)	B1720737	20/10/2022	19/10/2023	
		43	Weighbridge No.3 (60,000kg)	B1719922	29/6/2022	28/6/2023	
		44	Permit Sekatan Kerja Lebih Masa	JTKSBH/PMT/10 4/2022/0031	30/6/2022	29/6/2024	
		45	Permit Wanita Bekerja Malam	JTKSBH/PMT/75 /2022/0017	30/6/2022	29/6/2024	
		46	Permit Potongan Daripada Gaji Pekerja	JTKSBH/PMT/11 3/2021/0076	10/3/2021	9/3/2023	
		47	Lesen Untuk Menggaji Pekerja Bukan Pemastautin	JTK.H.KBN.600- 4/1/10401/0379	14/5/2022	13/5/2023	
4.3.1.2	The management shall list all relevant laws related to their operations in a legal requirements register. - Major compliance -	The company has established and updated the Legal Register being updated under document SMP-GPB-22 dated October 2020. Some of applicable laws includes:				Complied	

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Criterion / Indicator		Assessment Findings	Compliance
		<ol style="list-style-type: none"> 1. Occupational Safety and Health Act 1994 (Act 514) 2. Factories and Machinery Act with regulations (Act 139) 3. Kementerian Perdagangan Dalam Negeri 4. MPOB Act 1998 (Act 582) 5. Road Transport Act 1987 (Act 333) 6. Employees Social Security Act 1969 (Act 4) 7. Industrial Relations Act 1967 (Act 177) 8. Trade Unions Act 1959 (Act 262) 9. Etc. 	
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>The Legal Requirements Registered are updated annually or when they are new amendments from HQ. The latest amendment in 2022 as follows: -</p> <ol style="list-style-type: none"> 1. Minimum wages Order 2022 2. Employment (Amendment) Act 2022 3. Windfall Profit Levy (Oil Palm Fruit) Amendment Order 2021 	Complied
4.3.1.4	<p>The management should assign a person responsible to monitor compliance and to track update the changes in regulatory requirements.</p> <p>- Minor compliance -</p>	<p>Person in charge for laws is Mr Pang Mai Cherng, Sr. Production Executive, GTOM refer to letter from Mill Manager dated 5/4/2021 Mr. Chin Jai Syn.</p>	Complied
Criterion 4.3.2 – Lands use rights			
4.3.2.1	<p>The management shall ensure that their oil palm milling activities do not diminish the land use rights of other users.</p> <p>- Major compliance -</p>	<p>There is evidence that that their oil palm milling activities do not diminish the land use rights of other users which has been verified based on the land title, interview with stakeholders and site visit.</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		Genting Tanjung Oil Mill is located inside the area for Genting Tanjung Estate. Land title for Genting Tanjung Oil Mill has been verified in the document number country lease 095316993 for Tanjung Bahagia Sdn Bhd leased for 99 years from 01/01/1988 until 31/12/2086 total hectarage 8094hectares.	
4.3.2.2	The management shall provide documents showing legal ownership or lease, history of land tenure and the actual legal use of the land. - Major compliance -	Genting Tanjung Oil Mill is located inside the area for Genting Tanjung Estate. Land title for Genting Tanjung Oil Mill has been verified in the document number country lease 095316993 for Tanjung Bahagia Sdn Bhd leased for 99 years from 01/01/1988 until 31/12/2086 total hectarage 8094hectares.	Complied
4.3.2.3	Legal parameter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable. - Major compliance -	The mill is separated through fencing around the vicinity. The effluent ponds are located at a distance from the processing area as larger space is required. The mill is located within Genting Tanjung Estate Company of the same certification unit.	Complied
4.3.2.4	Where there are, or haven been disputes, documented proof of legal acquisition of land and fair compensation that have been or are being made to previous owners and occupants; shall made available and that these should have been accepted with free prior informed consent (FPIC). - Minor compliance -	There is no complaint has been received and verified based on the records and interview with stakeholders. Genting Tanjung Oil Mill is located inside the area for Genting Tanjung Estate. Land title for Genting Tanjung Oil Mill has been verified in the document number country lease 095316993 for Tanjung Bahagia Sdn Bhd leased for 99 years from 01/01/1988 until 31/12/2086 total hectarage 8094hectares. The management of Genting Plantations Berhad has established procedure for any land dispute and has been documented in the document title procedure on conflict resolution and handling of negotiations and compensation within GENP estates. Dated 29/12/2017 document number SMP-GPB-18	Not applicable

Criterion / Indicator		Assessment Findings	Compliance
Criterion 4.3.3 – Customary rights			
4.3.3.1	Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced. - Major compliance -	Not applicable since there is no customary rights. The management of Genting Plantations Berhad has established procedure for any land dispute and has been documented in the document title procedure on conflict resolution and handling of negotiations and compensation within GENP estates. Dated 29/12/2017 document number SMP-GPB-18.	Not applicable
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights shall be made available. - Minor compliance -	Not applicable since there is no customary rights. The management of Genting Plantations Berhad has established procedure for any land dispute and has been documented in the document title procedure on conflict resolution and handling of negotiations and compensation within GENP estates. Dated 29/12/2017 document number SMP-GPB-18.	Not applicable
4.3.3.3	Negotiation and FPIC shall be recorded and copies of the relevant agreements should be made available. - Major compliance -	Not applicable since there is no customary rights The management of Genting Plantations Berhad has established procedure for any land dispute and has been documented in the document title procedure on conflict resolution and handling of negotiations and compensation within GENP estates. Dated 29/12/2017 document number SMP-GPB-18.	Not applicable
4.4 Principle 4: Social responsibility, health, safety and employment condition			
Criterion 4.4.1: Social Impact Assessment (SIA)			

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Criterion / Indicator		Assessment Findings	Compliance
<p>4.4.1.1</p>	<p>Social impacts should be identified and plans should be implemented to mitigate the negative impacts and promote the positive ones.</p> <p>- Minor compliance -</p>	<p>Procedure for social impact assessment and social management plan has been established and documented in the SMP-GPB-32 dated April 2021 title "Procedure for social management"</p> <p>Social impact assessment has been done and documented in document title Social impact assessment (SIA) & human rights impact assessment (HRIM) report for Genting Tanjung Complex that has been prepared by sustainability department. The assessment has been done from 17/05/2021 until 29/05/2021 which has been done through interview face to face and phone call for the following groups:</p> <ol style="list-style-type: none"> 1. Local workers 2. Foreign workers 3. Old, young middle-aged workers/residence 4. Contractors 5. Villagers 6. Government officer <p>There are no negative findings has been highlighted in the assessment and some positive outcome. Management plan has been established in the same document in order for continuous improvement and continuity of the implementation.</p> <p>Stakeholder consultation has been done on 25/10/2022 and has been verified based on the stakeholder minutes meeting that has been prepared by account clerk and verified by the Mill Manager. Issues that have been discussed are socialization of internal policy, medical treatment for smallholder, PPE usage. There is one issues that has been highlighted during the stakeholder meeting form</p>	<p>Complied</p>

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Criterion / Indicator		Assessment Findings	Compliance
		smallholder mentioned that the price of FFB is cheaper compared to other POM. Remark in the minutes meeting that issues will be forward to marketing department.	
Criterion 4.4.2: Complaints and grievances			
4.4.2.1	A system for dealing with complaints and grievances shall be established and documented. - Major compliance -	Complaint and grievance procedure has been documented in the document title "Complaints and grievance" document number SMP-GPB-19 dated March 2020. Stated in the procedure that there are 3 methods to lodge any complaint which are verbally and record the complaint in the complaint and grievance book, written complaint by post, SMS, or place in the complaint and suggestion box or complaint to head office in Kuala Lumpur. State also in the procedure that any complaint receives need to be taken action within 1 months of complaint received and after action taken, 7 days to obtain feedback on the effectiveness of the action.	Complied
4.4.2.2	The system shall be able to resolve dispute in an effective, timely and appropriate manner, which is accepted by all parties. - Major compliance -	All complaints were resolved in timely manner. Acknowledgement by signatures of the complainant were available in the complaint/grievance book form. Sample of complaint has been taken for house repair dated 24/10/2022 where it has been responded as per timeline.	Complied
4.4.2.3	A complaint form should be made available at the premises, where employees and affected stakeholders can make complaints. - Minor compliance -	There is evidence that complaint form and complaint box has been made available at the office and grocery store as one of the mechanism for any complaint and grievances.	Complied
4.4.2.4	Employees and surrounding communities should be made aware of its existence and that complaints or suggestions may be made at any time.	Socialization of the procedure by the mill manager for all the workers during the morning briefing and has been verified based on the training records and interview conducted to the workers.	Complied

Criterion / Indicator		Assessment Findings	Compliance
	- Minor compliance -	While stakeholder, it has been conducted on the 25/10/2022 during the stakeholder consultation.	
4.4.2.5	Complaints and solutions within the past 24 months shall be documented and be made available to affected stakeholders upon request. - Major compliance -	There is evidence that complaints and solutions within the past 24 months has been documented in the complaint and grievance logbook and be made available to affected stakeholders upon request.	Complied
Criterion 4.4.3: Commitment to contribute to local sustainable development			
4.4.3.1	Palm oil miller should contribute to local development in consultation with the local communities. Where the mill is an integral part of plantation, such contribution to local community development may be regarded as a joint effort by the mill and the plantation. - Minor compliance -	The management of Genting Tanjung Oil Mill has recorded all donation that has been made for year 2022, sample as follows: 1. To provide drinking water to FFB supplier 2. Mobile clinic for mother and kids 3. Contribution IPD Kinabatangan to upgrade OCS quarters 4. Contribution to IPD Kinabatangan for badminton tournament.	Complied
Criterion 4.4.4: Employees safety and health			
4.4.4.1	An occupational safety and health policy and plan which is in line with Occupational Safety and Health Act 1994 and Factories and Machinery Act 1967 (Act 139) shall be documented, effectively communicated and implemented. - Major compliance -	OSH Policy established, documented and communicated as seen at notice boards and entrance of mill office. The policy approved by Tan Wee Kok dated 01/07/2018. OSH Plan 2022 which contains among other included: <ul style="list-style-type: none"> • Provide safe and healthy workplace • Comply with OSH legal and other related requirements • Create awareness and provide OSH information • All Machinery and equipment maintain properly 	Complied

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Criterion / Indicator	Assessment Findings	Compliance
	<ul style="list-style-type: none"> Prevent accident, occupational disease, investigate to prevent recurrence. 	
<p>4.4.4.2</p> <p>The occupational safety and health plan should cover the following:</p> <ul style="list-style-type: none"> a) A safety and health policy, which is communicated and implemented. b) The risk of all operations shall be assessed and documented. c) An awareness and training programme which includes the following requirements for employees exposed to chemicals used at the palm oil mill: <ul style="list-style-type: none"> i. All employees involved are adequately trained on safe working practices; ii. All precautions attached to products should 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 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 shall have knowledge and access to latest national regulations and collective agreements. 	<ul style="list-style-type: none"> a) Sighted OSH policy communicated and posted at notice board and communicated to workers in Morning Roll Call meeting of Genting Tanjung Oil Mill. Training on policy for safety and health already been conducted on 07/10/2022. b) A Hazard Identification, Risk Assessment and Risk Control Procedure (SP-MGR-01) Rev.01 dated 01/08/2017 was documented as sampled. Risk Assessment Scoring 1-3 (Low), 4-7 (Medium), 8-16 (High). Only Low Risk is acceptable and not require having new control measure. Any new control measure propose need to write a timeline of implementation in the HIRARC form. <p>OSH Risk was assessed as recorded in Risk Assessment Form (SP-MGR-01-F01-0 Rev.05) dated reviewed on 21/04/22 for various activities in Beltpress, ESP Plant, Weightbridge & Office, FFB Grading, Security, Loading Ramp, Crane Station, Engine Room and other activities assessed as sighted in the HIRARC.</p> <p>Found in the HIRARC Form such as Engine Room, Confined Space, Press, Boiler Plant with risk score 4-6 not proposed with new control measure and dateline of implementation. The current Risk Control should be considered first before assessment conducted.</p> <p>Mill in the process of revising the SOP as sighted documented draft of new SOP (not approved yet). Sighted email issued bt Zolkifli Bedjo (Mill Safety Supervisor) to Pang Mai Cherng and Asmawati Ibrahim (HQ) on Risk Assessment Guideline (Draft).</p>	<p>OFI</p>

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<p>g) The management shall conduct regular two-way communication with their employees where issues that affect their business such as those related to employees' safety, health and welfare are discussed openly. Records from such meeting shall be kept ant the concerns of employees and any remedial actions taken shall be recorded.</p> <p>h) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees.</p> <p>i) Employees trained in First Aid shall be present at all mill operations. First Aid equipment should be available at each worksite.</p> <p>j) Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.</p> <p>- Major compliance -</p>	<p>Review the draft and found an improvement to be made to enhance implementation prior to approval.</p> <p>During site visit the storage of shredded/fibre as flammable item to be further enhanced and controlled from any potential spark from cigarette butts at the storage area. (OFI)</p> <p>c) Training record for Chemicals Handling conducted on 27/01/2022 attended by 12 participants. Attendance list available and kept as record. Compliance, chemical risk, exposure and safe handling explained as summary/content of training sampled.</p> <p>d) PPE record for issuance (GTOM-F-MGR-16) Rev.00 for all workers found maintained and kept for reference. Yusuf Arshad (Shift 3) given leather gloves, safety vest and ear plug in 2018-2022.Kipli (Workshop) given Leather glove, cotton glove, ear plug, safety vest in 2022, Amran (Workshop) given Cotton and leather glove, safety boots, safety helmets. Other records available as sampled. Observed during site visit, Boilerman wearing safety boots, safety helmet, vest, ear plugs and face shield.</p> <p>e) Standard Operating Procedure (SOP) for handling of chemicals to ensure proper and safe handling and storage under Chemical Management (SP-MGR-08), Rev.01 dated 01/08/2017. Explained safe handling as in USECHH 2000, CLASS 2013, Pesticides Act 1974, SWR 2005.</p> <p>f) Available an Appointment Letter issued dated 05/04/2021 from Lee Kar Leong (Sr. Manager Operation) to Chin Jai Syn (Mill Manager) as SHC Chairman. Two latest Appointment of Roland Tylor Osug and Saipuding b. Saiye as SHC made by Mill Manager</p>	

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Criterion / Indicator	Assessment Findings	Compliance
	<p>as Appointment Letter dated 07/09/2022. The rest of the SHC members (employer reps) and (employee reps) having documented Appointment Letters too. Sighted SHC Organization Chart dated 20/09/2022 where Chairman is Mill Manager, Secretary is Zieynah Akang, 6 employers reps and 6 employees reps.</p> <p>g) Regular SHC meeting was conducted as evidence from minutes of meeting and meeting notices dated 19/09/2022, 23/06/2022, 17/03/2022 in current year 2022 in Genting Tanjung Oil Mill.</p> <p>h) Sampled document titled: NADOOPOD SOP (SP-MGR-06) Rev.01 dated 01/08/17. Two accident reported and investigated in 2022. Refer to Accident Investigation Form (GTOM-F-MGR-05) Rev.01 for accident reported on 21/03/2022. Accident involved Indonesian Operator (Hasrul Kapis) on 17/03/2022 at Sterillizer Station. MC awarded 14 days. Among Action proposed:</p> <ul style="list-style-type: none"> • Review HIRARC and SOP (done 21/04/2022 but likelihood scored 1 and Severity 4) and • Training safe work practices (done on 23/03/2022, attended by 8 workers). <p>Another accident involved reported on 25/10/2022 in the Investigation Form. Accident involved Shovel Driver (Acok Tambas) on 20/10/2022 while pumping air to tyre. MC awarded 14 days. Among action proposed:</p> <ul style="list-style-type: none"> • Training on correct pumping of tyre. • HIRARC was reviewed accordingly on 26/10/2022. 	

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> • Establish SOP for Pumping tyre SOP heavy Vehicle -GTOM-SOP-MNT-01, dated 25/10/2022). i) Trained 1st Aider in the mill as sighted in Training record conducted on 28/05/2022 attended by 9 participants. 8 workers trained under Basic First Aid and CPR Training (BOFA) valid from 09/03/20-09/03/2023 as stated in List of Competency updated Sep 22. j) Accident statistic discussed as sighted in the minutes of SHC Meeting conducted on 19/09/2022 (No accident between July-Sept 2022), 23/06/2022 (No accident reported between Apr-Jun 2022), 17/03/2022 (No accident reported between Dec 2021 to Mar 2022) JKPP 8 was sent to DOSH as sampled from the document dated 12/01/2022 as required. 	
Criterion 4.4.5: Employment conditions			
4.4.5.1	<p>The management shall establish a policy on good social practice regarding human rights in respect of industrial harmony. The policy shall be signed by the top management and communicated to the employees.</p> <p>- Major compliance -</p>	<p>The management of Genting Plantations Berhad has established internal policy for good social practice and has been documented in the document title "social policy" that has been signed by chief executive officer dated 14/09/2020. Mentioned in the policy that the management is committed to ensure all workers are treated fairly, equally and with respect according to local, national and ratified international laws. Mentioned also that the management will respect human rights and support international human right policy. Stated also that workers will be able to join or form legal trade union of their own choosing and to bargain collectively.</p>	Complied
4.4.5.2	<p>The management shall not engage in or support discriminatory practices and shall provide equal opportunity and treatment</p>	<p>Genting Plantations Berhad has established Social Policy signed by the President and Chief Operating Officer dated 14/09/2020. In the policy stated the company commitment to not discriminate in term</p>	Complied

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	<p>regardless of race, colour, sex, religion, political opinion, nationality, social origin or any other distinguishing characteristics.</p> <p>- Major compliance -</p>	<p>of hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, union membership or political affiliation.</p> <p>The policy was communicated to all the employee and stakeholders through briefing, training, and meeting and displayed at notice boards in the operating units.</p>	
4.4.5.3	<p>Management shall ensure that employees' pay and conditions meet legal or industry minimum standards as per Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage.</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has established the template for employment agreement for all workers entitled "Perjanjian Pekerjaan". Refer template no. HRAD WM, rev.4 dated 07/01/2019. All the terms and conditions stated in the employment agreement were as per Labour Act 1955, and Minimum Wage Order 2020 (amendment).</p> <p>Genting Tanjung Oil Mill is located under district of Kinabatangan, minimum wages has been set at RM1,500/months and RM57.69/day. It has been confirmed that all workers have been paid according to minimum wages based on the sample play slips and interview with the workers.</p>	Complied
4.4.5.4	<p>Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.</p> <p>- Minor compliance -</p>	<p>Sample has been taken for 2 contractors' transporter. As verification that has been made, there is evidence that all contractor's employees has been paid according to minimum wages. It has been confirmed during the interview with the workers and the contractors by phone call.</p>	Complied
4.4.5.5	<p>The management shall establish records that provide an accurate overview of all employees (including seasonal workers and subcontracted workers on the premises). The records should contain</p>	<p>Genting Tanjung Oil Mill has established workers master list including the contractor workers. The list includes information on the workers name, gender, nationality, identification (passport, permit and Malaysian identify card), age, and workers category.</p>	Complied

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	<p>full names, gender, date of birth, date of entry, a job description, wage and the period of employment.</p> <p>- Major compliance -</p>		
4.4.5.6	<p>All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract shall be made available for each and every employee indicated in the employment records.</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has established the template for employment agreement for all workers entitled "Perjanjian Pekerjaan". Refer template no. HRAD WM, rev.4 dated 07/01/2019 and available in language that understood by the workers. The contract has the details about the payments and employment conditions such as period of working, working hour, medical assistance, housing, holiday, annual leave, period of notice to terminate the contract, etc.</p>	Complied
4.4.5.7	<p>The management shall establish a time recording system that makes working hours and overtime transparent for both the employees and employers.</p> <p>- Major compliance -</p>	<p>Time recording system is using punch card and made transparent for both employers and employees. A few samples of punch cards record were verified against pay slips. It was found that the recordings were accurate.</p>	Complied
4.4.5.8	<p>The working hours and breaks of the individual worker indicated in the time records shall comply with legal regulations and collective agreements. Overtime shall be mutually agreed upon and shall meet the legal requirements applicable.</p> <p>- Major compliance -</p>	<p>Working hours and breaks were found to be in line with the legal requirement. There are 2 working shifts i.e. 0900 to 1700 and 1700 to 0100 hour and a flexible half an hour break in between is given.</p>	Complied
4.4.5.9	<p>Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements.</p> <p>- Major compliance -</p>	<p>There is evidence that wages and overtime payment has been documented on the pay slips and in line with legal regulations. Total 12 samples of workers have been verified by the auditor for the month of June 2022, August 2022 and October 2022.</p>	Complied

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

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	<p>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>fairly, equally and with respect according to local, national and ratified international laws. Mentioned also that the management will respect human rights and support international human. Stated also that workers will be able to join or form legal trade union of their own choosing and to bargain collectively.</p> <p>It has been verified that there is no union has been forming or exist in Genting Tanjung Palm Oil.</p>	
4.4.5.14	<p>Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation.</p> <p>- Major compliance -</p>	<p>No workers less than 16 years old will be recruited and less than 18 years old for hazardous work by Tanjung Oil Mill. Verified the document Employee Master List confirmed that all the workers employed were above 18 years old. It also has been verified based on the interview with the workers.</p>	Complied
Criterion 4.4.6: Training and competency			
4.4.6.1	<p>All employees and contractors shall be appropriately trained. A training programme shall include regular assessment of training needs and documentation, including records of training.</p> <p>- Major compliance -</p>	<p>Available Training Plan 2022 (Doc. No.PM-MGR-05-F01-0)</p> <ol style="list-style-type: none"> 1. Supply Chain & traceability/Mass Balance Training conducted on 21/10/2022 and attended by 7 participants. 2. Training on Company Policy& Sub Policy was conducted on 20/10/2022 and attended by all workers. 3. Driving and Handling Vehicle Training was conducted on 28/10/2022 and attended by 8 participants. 4. Training on Personal Protective Equipment was conducted on 02/09/2022 and attended by 83 workers. 5. Training on Noise Risk Assessment & Hearing conservation programme at GENTING BAHAGIA ESTATE dated 11/08/2022 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		6. Confined Space, PTW & SCBA Set Gas Training was conducted on 11/08/2022 and attended by 20 participants. 7. Training on ERP, Fire Extinguishers and Fire was conducted on 02/08/2022 and attended by all workers. 8. Safety and Health Policy Training was conducted on 01/09/2022 during Morning Roll Call. 9. Accident Investigation and Nadopod was conducted on 06/08/2022 and attended by 13 participants. 10. SOP Crane (Shift B) Briefing was conducted on 11/05/2022 and attended by 3 workers. 11. Chemical Handling Training was conducted on 27/01/2022 and attended by 12 participants. 12. Non-Smoking Awareness training was conducted on 09/11/2022 and attended by all workers.	
4.4.6.2	Training needs of individual employees shall be identified prior to the planning and implementation of the training programmes in order to provide the specific skill and competency required to all employees based on their job description. - Major compliance -	The management of Genting Tanjung Oil Mill has identified the training needs for employees according to their job function. Targeted employees from all levels and trained according to the needs identified according to the work description to ensure they obtain specific skills and competency. Training Matrix and Programme 2022 was sighted	Complied
4.4.6.3	A continuous training programme shall be planned and implemented to ensure that all employees are well trained in their job function and responsibility in accordance to the documented training procedure. - Minor compliance -	Continuous training planned and implemented to ensure workers in the mill operation competence and able to perform their duties. The training program covers Policy, operation, OSH, environmental and others and the training programmes carried throughout the year.	Complied

Criterion / Indicator	Assessment Findings	Compliance	
4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services			
Criterion 4.5.1: Environmental Management Plan			
4.5.1.1	<p>An environmental policy and management plan shall be in line with the relevant country and state environmental laws shall be established, effectively communicated and implemented.</p> <p>- Major compliance -</p>	<p>The Management has established Environment Policy signed by Mr. Yong Chee Kong (Chief Operating Officer) dated 05/10/2009.</p> <p>Based on the Environmental Policy, the Company is committed towards the implementation of the following practices:</p> <ol style="list-style-type: none"> 1. Comply with all applicable laws and other regulations pertaining to the environment; 2. Adopt suitable pollution prevention measures that will enhance the current practices towards sustainable development; 3. Set realistic goals and monitor progress to ensure continual improvement in environmental performance; and 4. Ensure that our stakeholders are aware of and share our commitment to responsible environmental stewardship. <p>The policy and plan were communicated to the employees through various methods such as trainings, briefings and display on notice boards.</p>	<p>Complied</p>

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Criterion / Indicator		Assessment Findings	Compliance												
<p>4.5.1.2</p>	<p>The environmental management plan shall cover the following:</p> <ul style="list-style-type: none"> a) An environmental policy and objectives; b) The aspects and impacts analysis of all operations <p>- Major compliance -</p>	<ul style="list-style-type: none"> a. Management has established Environment Policy signed by Mr. Yong Chee Kong (Chief Operating Officer) dated 05/10/2009. b. Genting Plantations Berhad, Tanjong Oil Mill has established Environmental Aspect and Impact Register prepared on 1/6/2022. The EAI covering the following Mill activities: - <ul style="list-style-type: none"> 1. Product Storage and dispatch 2. Laboratory 3. Workshop 4. Etc. <p>Sample taken on Loading Ramp and Marshalling Yard: -</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">Activity</td> <td>Pulling FFB Cages</td> </tr> <tr> <td>Environmental Aspects</td> <td>Leakages of hydraulic oil from the power pack of ramp door to the concrete floor and monsoon drain.</td> </tr> <tr> <td>Legal Requirement</td> <td>EQA</td> </tr> <tr> <td>Mitigation Plan</td> <td>Triple rinse & puncture</td> </tr> <tr> <td></td> <td>To ensure after triple rinse & puncture, all empty container being keep in store for disposal.</td> </tr> <tr> <td></td> <td>Training and briefing to chemical handler</td> </tr> </table>	Activity	Pulling FFB Cages	Environmental Aspects	Leakages of hydraulic oil from the power pack of ramp door to the concrete floor and monsoon drain.	Legal Requirement	EQA	Mitigation Plan	Triple rinse & puncture		To ensure after triple rinse & puncture, all empty container being keep in store for disposal.		Training and briefing to chemical handler	<p>Complied</p>
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Criterion / Indicator		Assessment Findings					Compliance																																			
4.5.1.3	<p>An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, implemented and monitored.</p> <p>- Major compliance -</p>	<p>Mill Environmental Management Plan for the year 2022 has developed the mitigation on the negative impacts and to promote the positive one and effectively implemented and monitored. The plan dated 10/1/2022 as follows: -</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Source</th> <th>Negatives Impacts</th> <th>Mitigation Plan</th> <th>Action Plan</th> <th>Status</th> </tr> </thead> <tbody> <tr> <td colspan="5">Air Pollution</td> </tr> <tr> <td>Open Burning</td> <td>Air Pollution</td> <td>Enforce a no burning policy</td> <td>Regular Site Inspection</td> <td>Compliance</td> </tr> <tr> <td colspan="5">Water Pollutions</td> </tr> <tr> <td>Pollutions from mill operation</td> <td>Mill waste by product</td> <td>Provide safe temporary storage at mill</td> <td>Weighbridge tickets on by products offtake and evacuation</td> <td>On -going</td> </tr> <tr> <td colspan="5">Noise Pollution</td> </tr> <tr> <td>Noise from mill operation</td> <td>Nuisance and health impact</td> <td>To implement engineering control – isolation and guarding of area</td> <td>To conduct site inspection and documented.</td> <td>If any</td> </tr> </tbody> </table>					Source	Negatives Impacts	Mitigation Plan	Action Plan	Status	Air Pollution					Open Burning	Air Pollution	Enforce a no burning policy	Regular Site Inspection	Compliance	Water Pollutions					Pollutions from mill operation	Mill waste by product	Provide safe temporary storage at mill	Weighbridge tickets on by products offtake and evacuation	On -going	Noise Pollution					Noise from mill operation	Nuisance and health impact	To implement engineering control – isolation and guarding of area	To conduct site inspection and documented.	If any	Complied
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4.5.1.4	<p>A programme to promote the positive impacts should be included in the continual improvement plan.</p> <p>- Minor compliance -</p>	<p>The Management has established Continuous Improvement Plan dated 10/1/2022 which consist of the following: -</p> <ol style="list-style-type: none"> 1. Environmental Impacts 					Complied																																			

Criterion / Indicator		Assessment Findings	Compliance																												
		<ul style="list-style-type: none"> - To improve on Environmental aspects and impacts risk assessment and risk control by regular monitoring of water quality. 2. Waste Reduction <ul style="list-style-type: none"> - Maximizing recycling and minimizing waste or by products generation through awareness recycling campaign. 3. Social Impacts <ul style="list-style-type: none"> - To improve and maintain interior and exterior of workers quarters by carried out necessary repairs. 4. Water Consumption and water quality <ul style="list-style-type: none"> - Clean water is a scarce resource by refer to the water management plan as guidance 																													
4.5.1.5	<p>An awareness and training programme shall be established and implemented to ensure that employees understand the policy, objectives and management plans and are working towards achieving objectives.</p> <p>- Major compliance -</p>	<p>The Mill have established Environmental Training Program 2022 as below: -</p> <table border="1"> <thead> <tr> <th>No</th> <th>Topic</th> <th>No of Participant</th> <th>Completion</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>CPO Spillage / Effluent / Chemical</td> <td>3</td> <td>5/9/2022</td> </tr> <tr> <td>2</td> <td>Recycle Training</td> <td>18</td> <td>11/9/2022</td> </tr> <tr> <td>3</td> <td>Waste Handling and Land Pollution</td> <td>5</td> <td>14/9/2022</td> </tr> <tr> <td>4</td> <td>Supply chain, traceability and mass balance</td> <td>February</td> <td>23/2/2022</td> </tr> <tr> <td>5</td> <td>Zero burning</td> <td>January</td> <td>20/1/2022</td> </tr> <tr> <td>6</td> <td>Domestic waste</td> <td>January</td> <td>20/1/2022</td> </tr> </tbody> </table>	No	Topic	No of Participant	Completion	1	CPO Spillage / Effluent / Chemical	3	5/9/2022	2	Recycle Training	18	11/9/2022	3	Waste Handling and Land Pollution	5	14/9/2022	4	Supply chain, traceability and mass balance	February	23/2/2022	5	Zero burning	January	20/1/2022	6	Domestic waste	January	20/1/2022	Complied
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4.5.1.6	<p>The management shall organize regular meetings with workers where concerns of workers about the environmental quality are discussed.</p> <p>- Major compliance -</p>	<p>The mill has conducted periodical Environmental Management meeting. The latest environmental meeting was on 19/09/2022 attended by 13 representative comprising Mill Management and the workers representatives.</p>	Complied																												

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Criterion / Indicator		Assessment Findings	Compliance																								
Criterion 4.5.2: Efficiency of energy use and use of renewable energy																											
4.5.2.1	Consumption of non-renewable energy shall be optimized and closely monitored by establishing baseline values and trends shall be observed within appropriate timeframe. There should be a plan to assess the usage of non-renewable energy including fossil fuel, electricity in the operations over the base period - Major compliance -	Sighted record of Non-Renewable Energy being monitored and establishing the baseline value in term of litre per MT FFB. The data as listed herein: - <table border="1"> <thead> <tr> <th></th> <th>2020</th> <th>2021</th> <th>2022 as at Oct</th> </tr> </thead> <tbody> <tr> <td>FFB / Mt</td> <td>337,040</td> <td>241,701</td> <td>176,705</td> </tr> <tr> <td>Diesel (l)</td> <td>223,645</td> <td>363,467</td> <td>320,609</td> </tr> <tr> <td>Electricity (Kw)</td> <td>405,524</td> <td>869,397</td> <td>826,688</td> </tr> <tr> <td>Liter / Mt FFB</td> <td>1.20</td> <td>3.60</td> <td>4.68</td> </tr> <tr> <td>Kwh/ Mt FFB</td> <td>0.664</td> <td>1.504</td> <td>1.814</td> </tr> </tbody> </table>		2020	2021	2022 as at Oct	FFB / Mt	337,040	241,701	176,705	Diesel (l)	223,645	363,467	320,609	Electricity (Kw)	405,524	869,397	826,688	Liter / Mt FFB	1.20	3.60	4.68	Kwh/ Mt FFB	0.664	1.504	1.814	Complied
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4.5.2.2	Palm oil millers shall estimate the direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their 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 Mill annual budget.	Complied																								
4.5.2.3	The use of renewable energy should be applied where possible. - Minor compliance -	The mill uses by product of FFB production as renewable energy source where 100% of fiber and shell are extracted from FFB production. The production and used data as below - <table border="1"> <thead> <tr> <th></th> <th>2020</th> <th>2021</th> <th>2022 as at Oct</th> </tr> </thead> <tbody> <tr> <td>FFB / Mt</td> <td>337,040</td> <td>241,701</td> <td>176,705</td> </tr> <tr> <td>Fibre (Mt)</td> <td>47,759</td> <td>42,202</td> <td>51,021</td> </tr> <tr> <td>kWH</td> <td>8,822,870</td> <td>6,397,501</td> <td>5,403,793</td> </tr> <tr> <td>Kwh / Mt FFB</td> <td>26.18</td> <td>26.58</td> <td>30.58</td> </tr> <tr> <td>Fibre used/mt FFB</td> <td>0.142</td> <td>0.175</td> <td>0.289</td> </tr> </tbody> </table>		2020	2021	2022 as at Oct	FFB / Mt	337,040	241,701	176,705	Fibre (Mt)	47,759	42,202	51,021	kWH	8,822,870	6,397,501	5,403,793	Kwh / Mt FFB	26.18	26.58	30.58	Fibre used/mt FFB	0.142	0.175	0.289	Complied
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Criterion / Indicator		Assessment Findings	Compliance																								
4.5.3.1	<p>All waste products and sources of pollution shall be identified and documented.</p> <p>- Major compliance -</p>	<p>All waste products and source of pollution are identified in Identification, Segregation and Storage of Waste dated 10/1/2022. Details as below: -</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">Source of waste</th> <th style="width: 25%;">Waste Product</th> <th style="width: 50%;">Storage / handling/ disposal</th> </tr> </thead> <tbody> <tr> <td>Chemical Store</td> <td>Chemical containers</td> <td>Used containers will be sent to empty container store</td> </tr> <tr> <td>Fertilizer store</td> <td>Bags</td> <td>Used bags will be kept at Empty Fertilizer Bag store</td> </tr> <tr> <td>Clinic</td> <td>Clinical waste</td> <td>All waste will be dumped into special containers supplied by Sharp & Bins Sdn Bhd</td> </tr> <tr> <td>Workshop</td> <td>Filters</td> <td>Used filters will be kept at oil strainer tray before transfer to schedule waste store.</td> </tr> <tr> <td>Scheduled Waste Store</td> <td>Schedule waste</td> <td>Stored in designated containers according to the category of wastes.</td> </tr> <tr> <td>Diesel Tank</td> <td>Scheduled Waste</td> <td>Contaminated soil or fiber sent to scheduled waste store</td> </tr> <tr> <td>Shops</td> <td>Domestic</td> <td>Dump in separate containers before sent to land fill</td> </tr> </tbody> </table>	Source of waste	Waste Product	Storage / handling/ disposal	Chemical Store	Chemical containers	Used containers will be sent to empty container store	Fertilizer store	Bags	Used bags will be kept at Empty Fertilizer Bag store	Clinic	Clinical waste	All waste will be dumped into special containers supplied by Sharp & Bins Sdn Bhd	Workshop	Filters	Used filters will be kept at oil strainer tray before transfer to schedule waste store.	Scheduled Waste Store	Schedule waste	Stored in designated containers according to the category of wastes.	Diesel Tank	Scheduled Waste	Contaminated soil or fiber sent to scheduled waste store	Shops	Domestic	Dump in separate containers before sent to land fill	Complied
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4.5.3.2	<p>A waste management plan shall be developed and implemented, to avoid or reduce pollution. The waste management plan should include measure for:</p> <p>a) Identifying and monitoring sources of waste and pollution.</p> <p>b) Improving the efficiency and recycling potential of mill by-products by converting them into value-added products.</p> <p>- Major compliance -</p>	<p>a. All waste and pollution are identified and documented in the Identification of Source and Type of Waste Format. Details of the management plan as described below. This is a continuation of the 4.5.3.1 above.</p> <p>b. 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</p>	Complied																								

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Criterion / Indicator		Assessment Findings	Compliance																										
		<p>scheduled waste, domestic wastes and recyclable waste. The action plan sighted as follows:</p> <ul style="list-style-type: none"> i) Disposal as scheduled waste by DOE approved contractor ii) Disposal of domestic wastes at designated landfill area <p>Segregation of waste and store at designated recyclable waste area.</p>																											
<p>4.5.3.3</p>	<p>The palm oil mill management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environmental Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal. Scheduled waste shall be disposed as per Environmental Quality Act 1974 (Scheduled Waste) Regulations, 2005</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has established the Standard Operating Procedure under Sustainability Management Procedure Manual, Scheduled Waste Management, Doc No SMP-GPB-11 Revision 2 Issue date; September 2020, Sustainability Management Procedure Manual, SOPs and Justification of Pesticides Used, Doc No SMP-GPB-28 Revision 5 Issue date; September 2020.</p> <p>Sighted the appointed licensed collector to collect the scheduled wastes at the Mill. Latest disposal of scheduled waste for the Mill as the following;</p> <table border="1"> <thead> <tr> <th>SW</th> <th>Waste Name</th> <th>Previous Disposal</th> <th>Date Generated</th> <th>Date Latest Disposed</th> <th>No days from date generated to recent disposed</th> <th>Contractor</th> </tr> </thead> <tbody> <tr> <td>410</td> <td>Used filter</td> <td>21/9/21 118 kg</td> <td>31/10/2021</td> <td>7/7/2022 121 kgs</td> <td>249</td> <td rowspan="3">Legenda Bumimas Sdn Bhd</td> </tr> <tr> <td>409</td> <td>Contaminated container</td> <td>21/9/21 83 kg</td> <td>31/10/2021</td> <td>7/7/2022 94 kgs</td> <td>249</td> </tr> <tr> <td>306</td> <td>Used hydraulic oil</td> <td>21/9/21 1600 kg</td> <td>30/11/2021</td> <td>7/7/2022 225 kgs</td> <td>219</td> </tr> </tbody> </table> <p><u>Minor Non-Conformity</u></p>	SW	Waste Name	Previous Disposal	Date Generated	Date Latest Disposed	No days from date generated to recent disposed	Contractor	410	Used filter	21/9/21 118 kg	31/10/2021	7/7/2022 121 kgs	249	Legenda Bumimas Sdn Bhd	409	Contaminated container	21/9/21 83 kg	31/10/2021	7/7/2022 94 kgs	249	306	Used hydraulic oil	21/9/21 1600 kg	30/11/2021	7/7/2022 225 kgs	219	<p>Minor Non Conformity</p>
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Criterion / Indicator		Assessment Findings	Compliance
		<p>It was identified that the Mill has exceeded the validity period of SW storage as stipulated in the Environmental Quality Act 1974 (Act 127), prior to disposal.</p> <p>Reference: "Environmental Quality (Scheduled Wastes) Regulations 2005; PU(A) 294/2005; Regulation 9-Storage of Scheduled Wastes; No.5 – Any person may store schedule wastes generated by him for 180 days or less after its generation provided that: The quantity of scheduled wastes accumulated on site shall not exceed 20 metric tonne.</p>	
4.5.3.4	<p>Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourse.</p> <p>- Minor compliance -</p>	<p>Disposal of domestic wastes is guided by the Landfill and Domestic Waste Management procedure [SMP-GPB-12, rev. 01, dated 01/12/2014]. The procedure outlines the criteria to be considered in selecting a landfill area and the method to construct wastes pit.</p> <p>Seen, the landfill was designated at Block 8. The collection from line site were done 3 times a week by own transportation.</p>	Complied
Criterion 4.5.4: Reduction of pollution and emission including greenhouse gas			
4.5.4.1	<p>An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, particulate and soot emissions, scheduled wastes, solid wastes and effluent.</p> <p>- Major compliance -</p>	<p>All polluting activities were identified through the environmental aspect and impact evaluation register which includes all the mill's activities such as sterilization, laboratory and etc. The register was last reviewed on 10/1/2022.</p> <p>Data on the level of Greenhouse gases (GHG) emissions are monitored and compiled on yearly basis through the GHG calculation methodology accepted for RSPO and ISCC GHG calculations and certifications which are analysed. As evidence, sighted the GHG Calculation for Genting Tanjung Oil Mill year 2021 using GHG RSPO PalmGHG Calculator, V.3.0.1.</p>	Complied

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Criterion / Indicator		Assessment Findings			Compliance																														
		<table border="1"> <thead> <tr> <th>Product</th> <th>tCOe2/t-product</th> </tr> </thead> <tbody> <tr> <td>CPO</td> <td>6.71</td> </tr> <tr> <td>PK</td> <td>6.71</td> </tr> <tr> <td>PKO</td> <td>0</td> </tr> </tbody> </table>			Product	tCOe2/t-product	CPO	6.71	PK	6.71	PKO	0																							
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		<p>The identification and significant determination of environmental aspect has identified boiler and incinerator chimney as one of the sources of pollution. Monitoring was through stack monitoring of dust particulate and dark smoke observation. Sighted sample monitoring records as following: -</p> <p>Stack Emission Monitoring Report dated 25/5/2022; Report ref. MS/GTOM/2022/Boiler No 2 (s2) – 1ST Half, Boiler No 2 by Multi Serve Sdn Bhd. The result as follows: -</p>																																	

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Criterion / Indicator		Assessment Findings				Compliance
		Parameter	Unit	Boiler No 2	Regulations	
		Total particulate matter@12%CO2	Mg/m3	117.8	150	
		The gas concentrations measured during the sampling period shows that all the parameters are within the analyzer’s detectable limit.				
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented. - Major compliance -	<p>The action plan to reduce the polluting activities has been assessed during Environmental Aspect and Impact Assessment. The EAI assessment findings including list of polluting sources, risk and mitigation plan have been documented in the Identification of Environmental Aspect. Other plans are: -</p> <ul style="list-style-type: none"> a. Emission of Dark Smoke Mill Stack - Installation of air pollution device and Inspection of Vehicle Conditions b. Emission of Noise Boundary - parameter noise mapping data keeping <p>ESP – electrostatic precipitator system in mill to fulfil DOE clean air regulation. High particulate flue gas from boiler is filtered through ESP before releasing to atmosphere.</p>				Complied
4.5.4.3	Palm oil mill effluent (POME) shall be treated to ensure compliance with standards as stipulated in the relevant Environmental Quality (Prescribed Premises) (Crude Palm Oil) Regulations 1977. POME discharge limits and method should be in accordance with the respective state and national policies and regulations. - Major compliance -	<p>The POM is treating POME in accordance to the DOE Limits for final discharge into the land irrigation at Genting Tanjung Oil Mill.</p> <p>Sighted the Schedule of Compliance, JAS.SHQ.600-3/1/50, License No; 005266, License period: 01/07/2022 until 30/06/2023.</p> <p>DOE Limits for final discharge, analyzed by Dynakey Laboratories Sdn Bhd sample taken on 12/10/2022, Sampling date on 7/10/2022, lab reference number E221012/05. Results of the analysis as below: -</p>				Complied

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Criterion / Indicator		Assessment Findings			Compliance																										
		<table border="1"> <thead> <tr> <th>Parameter</th> <th>Results</th> <th>DOE Limits</th> </tr> </thead> <tbody> <tr> <td>pH</td> <td>8.3</td> <td>5-9</td> </tr> <tr> <td>Suspended Solids mg/l</td> <td>100</td> <td><200</td> </tr> <tr> <td>COD mg/l</td> <td>130</td> <td></td> </tr> <tr> <td>BOD mg/l</td> <td>15.4</td> <td>20 mg /l</td> </tr> <tr> <td>Ammoniacal Nitrogen mg/l</td> <td>ND(<1)</td> <td><150 mg/l</td> </tr> <tr> <td>Oil and Grease mg/l</td> <td>ND (<2)</td> <td><20 mg/l</td> </tr> <tr> <td>Total Nitrogen</td> <td>10.2</td> <td>< 200 mg/l</td> </tr> <tr> <td>Total Solids</td> <td>923</td> <td></td> </tr> </tbody> </table> <p>Palm Oil Mill Effluent (POME) treated through anaerobic pond treatment system where the licensed limit for final discharge BOD is 20mg/l for latest compliance schedule (License No:005266), using land application method. Regular monitoring was conducted by the mill by taking the sample of wastewater in final discharge point.</p> <p>Effluent final discharge analysis was monitored on monthly basis by accredited 3rd party laboratory. Based on the results, the mill has complied the regulated limit stipulated in the compliance schedule since the last assessment. These results were also communicated to the DOE through quarterly report.</p>	Parameter	Results	DOE Limits	pH	8.3	5-9	Suspended Solids mg/l	100	<200	COD mg/l	130		BOD mg/l	15.4	20 mg /l	Ammoniacal Nitrogen mg/l	ND(<1)	<150 mg/l	Oil and Grease mg/l	ND (<2)	<20 mg/l	Total Nitrogen	10.2	< 200 mg/l	Total Solids	923			
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Criterion 4.5.5: Natural water resources																															
4.5.5.1	The management shall establish water management plans to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include: a) Assessment of water usage and sources.	The mill has established and documented Water management Plan 2022, dated 1/03/2022 on Raw water for mill processing and drinking water supply.			Complied																										

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	<p>b) Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the mill's current activities.</p> <p>c) Ways to optimize water and nutrient usage and 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>- Major compliance -</p>	<p>The water is sourced from Tenegang River which is located nearby the mill. The consumption is closely monitored to avoid overuse. The details as below: -</p> <table border="1"> <thead> <tr> <th rowspan="2">Year</th> <th rowspan="2">FFB Processed</th> <th colspan="2">Water Consumption</th> <th rowspan="2">Total Water Consumption</th> <th rowspan="2">Water Usage / Mt FFB Processed</th> </tr> <tr> <th>Mill</th> <th>Domestic</th> </tr> </thead> <tbody> <tr> <td>2020</td> <td>337,040</td> <td>356,751</td> <td>216,945</td> <td>573,696</td> <td>1.06</td> </tr> <tr> <td>2021</td> <td>241,701</td> <td>318,389</td> <td>203,655</td> <td>370,720</td> <td>1.32</td> </tr> <tr> <td>2022</td> <td>176,704</td> <td>295,228</td> <td>88,454</td> <td>383,682</td> <td>1.67</td> </tr> </tbody> </table> <p>Sighted consumption water quality analyzed by Dynakey Laboratories Sdn Bhd for Genting Tanjung Oil Mill sample received on 27/1/2022, sampling date 26/1/2022 – Drinking Water</p> <table border="1"> <thead> <tr> <th>Parameter</th> <th>Results</th> <th>Drinking Water Quality standard</th> </tr> </thead> <tbody> <tr> <td>pH</td> <td>7.3</td> <td>6.5 – 9.0</td> </tr> <tr> <td>Turbidity</td> <td>5.7</td> <td>5</td> </tr> <tr> <td>Suspended Solids</td> <td>ND (<2)</td> <td>Not listed</td> </tr> <tr> <td>Aluminium</td> <td>0.02</td> <td>0.2</td> </tr> <tr> <td>Ammonical Nitrogen</td> <td>0.07</td> <td>1.5</td> </tr> <tr> <td>Chloride</td> <td>10.3</td> <td>250</td> </tr> <tr> <td>E-Coli</td> <td>ND (<1.8)</td> <td>ND in 100ml</td> </tr> <tr> <td>Total Coliform Count</td> <td>ND (<1.8)</td> <td>ND in 100ml</td> </tr> </tbody> </table>					Year	FFB Processed	Water Consumption		Total Water Consumption	Water Usage / Mt FFB Processed	Mill	Domestic	2020	337,040	356,751	216,945	573,696	1.06	2021	241,701	318,389	203,655	370,720	1.32	2022	176,704	295,228	88,454	383,682	1.67	Parameter	Results	Drinking Water Quality standard	pH	7.3	6.5 – 9.0	Turbidity	5.7	5	Suspended Solids	ND (<2)	Not listed	Aluminium	0.02	0.2	Ammonical Nitrogen	0.07	1.5	Chloride	10.3	250	E-Coli	ND (<1.8)	ND in 100ml	Total Coliform Count	ND (<1.8)	ND in 100ml	
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4.5.5.2	<p>Where open discharge of POME into water course is practiced, mills should undertake to gradually phase it out in accordance to the applicable state or national regulations.</p> <p>- Major compliance -</p>	<p>The Schedule of Compliance, JAS.SHQ.600-3/1/50, License No; 005266, License period: 01/07/2022 until 30/06/2023 stated Effluent Discharged through water course (Sg Tenegang) and land application at Genting Tanjung Estate covering 123.69 hectare.</p> <p>Sighted upstream and downstream water quality analysed by Dynakey Laboratories Sdn Bhd sample received on 12/10/2022,</p>					Complied																																																					

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Criterion / Indicator		Assessment Findings	Compliance																					
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4.6 Principle 6: Best Practices																								
Criterion 4.6.1: Mill Management																								
4.6.1.1	Standard operating procedures shall be appropriately documented and consistently implemented and monitored. - Major compliance -	Genting Plantations Berhad has established and documented a procedure for consistent implementation and monitoring of mill operations as below sampled: <ol style="list-style-type: none"> 1. General (SOM-MGR-01) 2. Reception (SOM-MGR-02) 3. Fruit Handling Station (SOM-PRD-03) 4. Sterillizer Station (SO22) M-PRD-04) 5. Thresher Station (SOM-PRD-05) 6. Press Station (SOM-PRD-06) until Automation Monitoring System (SOM-MNT-22) 	Complied																					

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Criterion / Indicator		Assessment Findings	Compliance
		<p>Another category of 48 documents under Safety Operating Procedure established such as:</p> <ol style="list-style-type: none"> 1. Security (SOP-MGR-01) 2. Office (SOP-MGR-02) 3. Weightbridge (SOP-MGR-03) 4. Canteen (SOP-MGR-04) 5. Toilet Use (SOP-MGR-05) until Painting and Cleaning (SOP-MGR-10) 6. Extraction (SOP-LAB-06) and etc. 	
4.6.1.2	<p>All palm oil mills shall implement best practices.</p> <p>- Major compliance -</p>	<p>The monitoring of the mill process is made through the shift supervision headed by An Engineer/Executives. All process parameters are documented and summarized in a daily report. The external monitoring is made through visits i.e. SVP and the mill management team.</p>	Complied
Criterion 4.6.2: Economic and financial viability plan			
4.6.2.1	<p>A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning.</p> <p>- Major compliance -</p>	<p>Sighted Projection for Year 2021 to 2025 for Genting Tanjung Oil Mill as stated with crop intake from own estates and external. Processing cost with extraction rates for OER and KER for 2021 to 2025. Capital expenditures clearly considered for year 2021 to 2025.</p>	Complied
Criterion 4.6.3: Transparent and fair price dealing			
4.6.3.1	<p>Pricing mechanisms for the products and other services shall be documented and effectively implemented.</p> <p>- Major compliance -</p>	<p>Mechanism of pricing is spelt out in Genting's "Polisi Perolehan Tandan Buah Sawit (TBS)" (External FFB Procurement Policy Agreement). Explained by the Marketing Palm Product Manager to</p>	Complied

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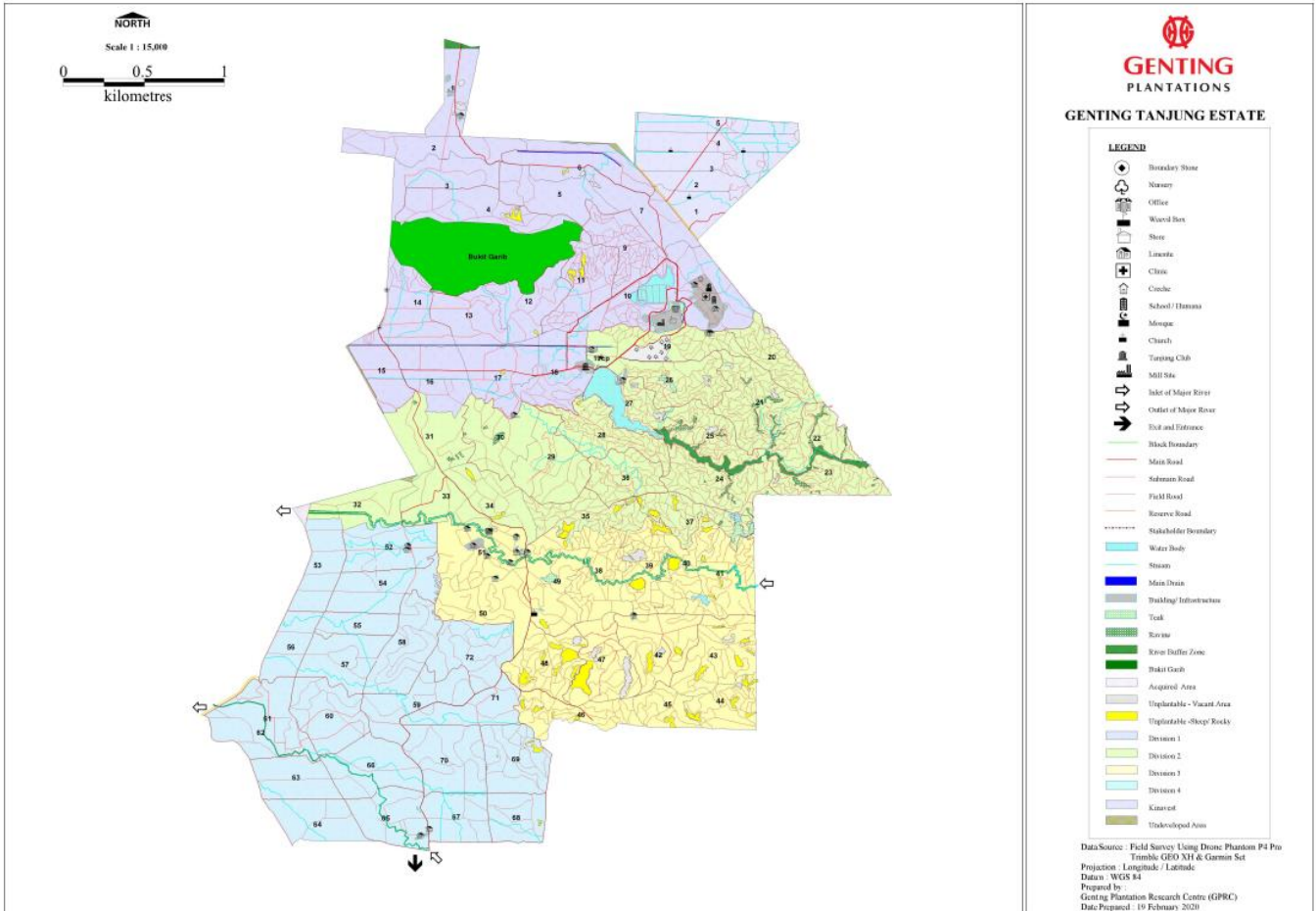
Criterion / Indicator		Assessment Findings	Compliance
		the FFB suppliers through a meeting. After the meeting, the policy agreement is signed by both parties (Genting & FFB supplier) individually.	
4.6.3.2	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. - Major compliance -	Sighted Payment Advice dated 13/09/2022 for payment made through Citibank Berhad for contractor Tentu Murni Sdn Bhd.	Complied
Criterion 4.6.4: Contractor			
4.6.4.1	In case of the engagement of contractors, they shall be made to understand the MSPO requirements and shall provide the required documentation and information. - Major compliance -	Genting Tanjung Oil Mill maintain lists of all contracted parties. The list was available in the stakeholder list provided for verification during the assessment Sighted during the audit was the inclusion of MSPO requirements into contracts. This insertion of this Policy is to ensure contractors are aware and comply with local, national laws such as payment of minimum wage, ratified international laws, and also with MSPO standards. This was also acknowledged by the contractors and reiterated during the stakeholder meeting.	Complied
4.6.4.2	The management shall provide evidence of agreed contracts with the contractor. - Major compliance -	There is evidence that contract that has been signed by both parties is fair, legal and transparent base on the content of the contract agreement. Sample of invoice and payment voucher has been taken by the auditor for both contractors. Sampling on: 1. Contract agreement between Chong Shu Min Trading Sdn Bhd and Genting Tanjung Oil Mill dated 19/04/2021. This agreement valid until 28/02/2023. 2. Contract agreement between Landasan Kembar Sdn Bhd and Genting Tanjung Oil Mill dated 19/04/2021. This agreement valid until 28/02/2023.	Complied

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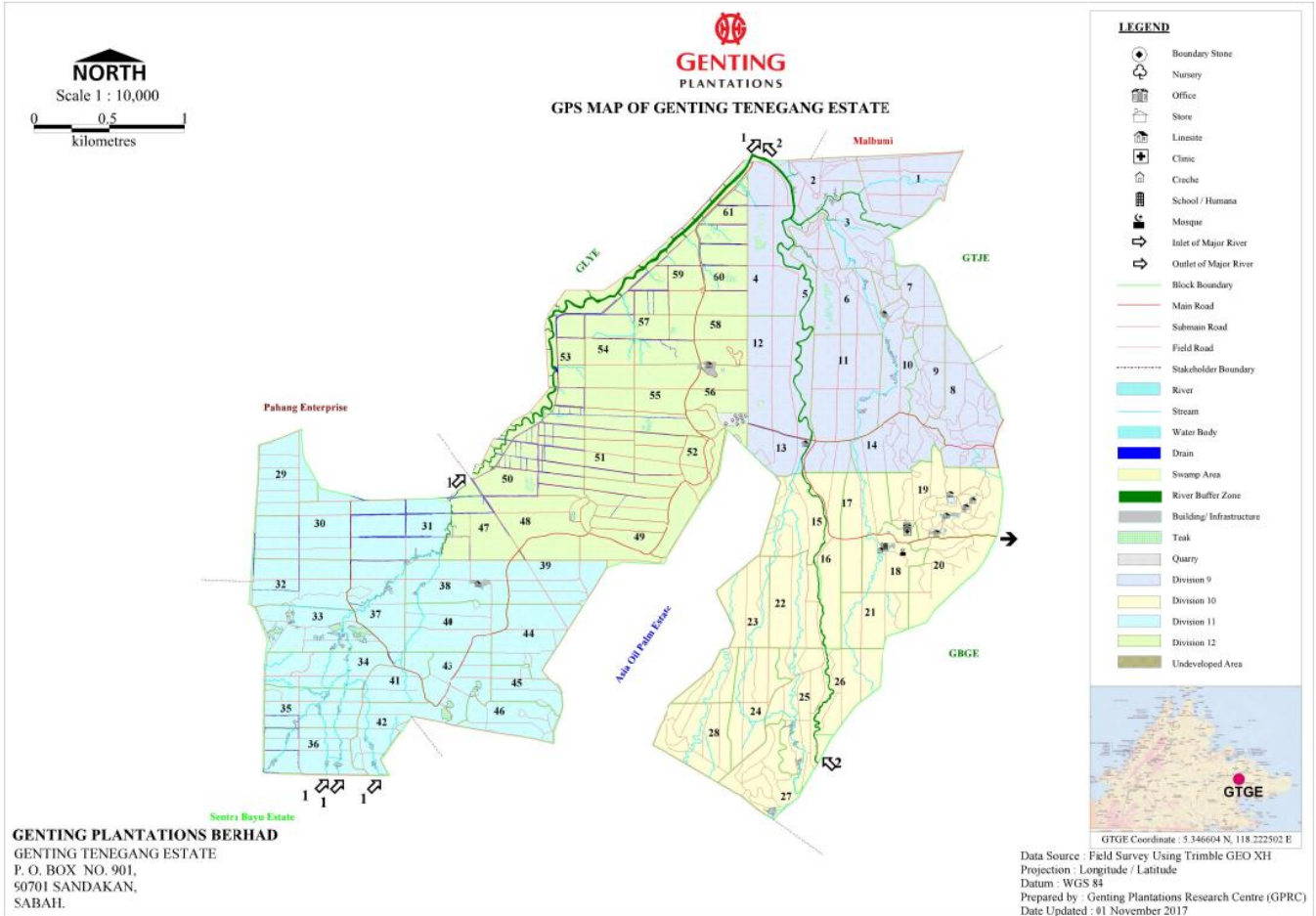
Criterion / Indicator		Assessment Findings	Compliance
4.6.4.3	The management shall accept MSPO approved auditors to verify the assessments through a physical inspection, if required. - Minor compliance -	The auditors have been able to have access to the contractors' workers, documentations such as contracts and workers' pay slips for verification during this audit.	Complied

Appendix C: Location and Field Map

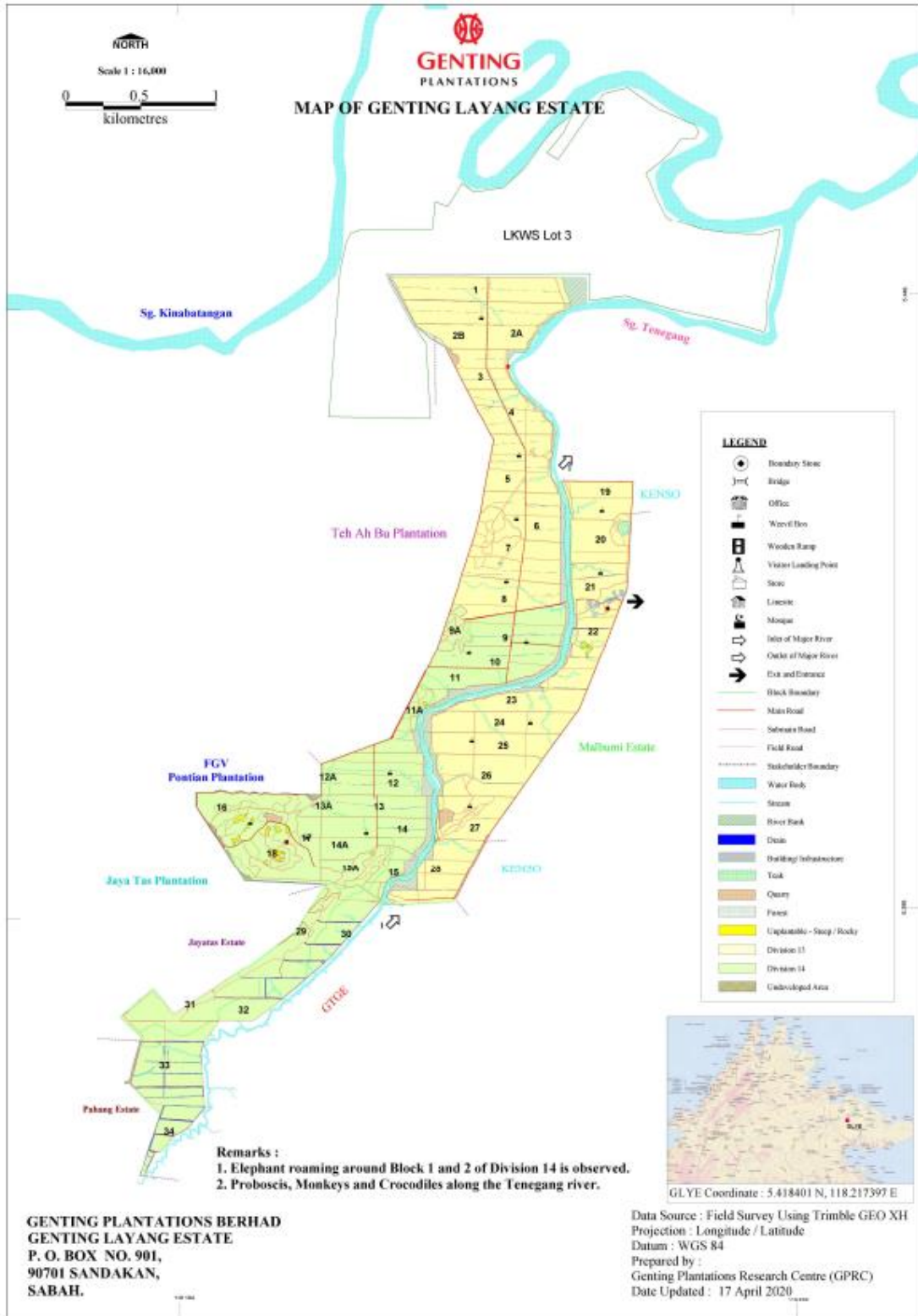
Genting Tanjung Estate



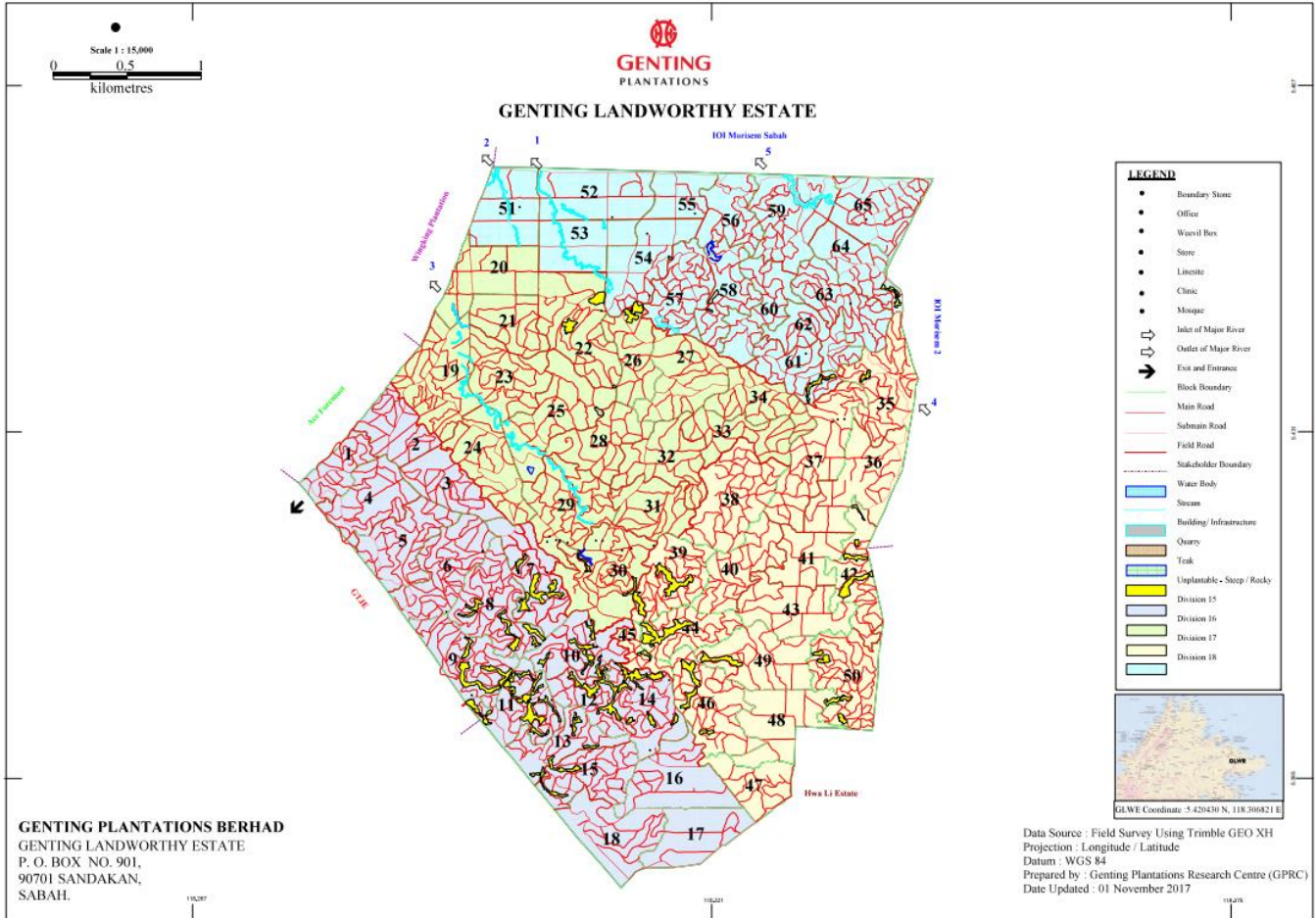
Genting Teneng Estate



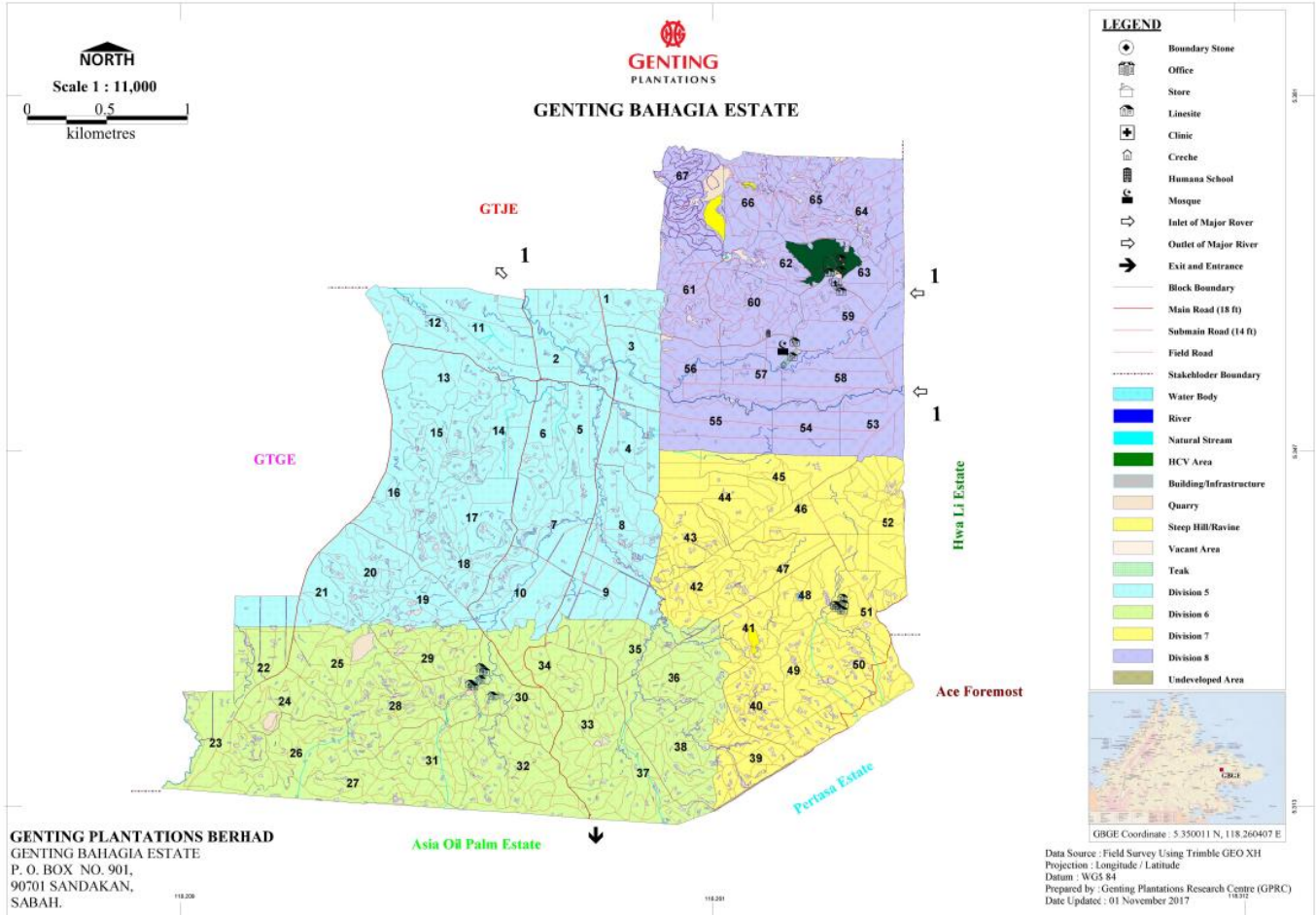
Genting Layang Estate



Genting Landworthy Estate



Genting Bahagia 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