

**RSPO PRINCIPLE AND CRITERIA  
PUBLIC SUMMARY REPORT**

- Initial Assessment
- Annual Surveillance Assessment (4)
- Recertification Assessment (Choose an item.)
- Extension of Scope

<b>Client Company Name / Parent Company:</b> <b>GENTING PLANTATIONS BERHAD</b>
Client Company / Parent Company Address: 10th Floor, Wisma Genting, Jalan Sultan Ismail, 50250 Kuala Lumpur, Malaysia.
Certification Unit: <b>Genting Oil Mills (Sabah) Sdn. Bhd. – Genting Jambongan Oil Mill</b>
Location of Certification Unit: Jambongan Island, 90100 Beluran District, Sabah, Malaysia
Date of Final Report: 06/10/2023

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### Section 1: Scope of the Assessment

1. Company Details			
<b>Parent Company</b>	Genting Plantations Berhad		
<b>RSPO Membership Number</b>	1-0086-06-000-00	<b>Membership Approval Date</b>	14/11/2006
<b>Address</b>	10th Floor, Wisma Genting, Jalan Sultan Ismail, 50250 Kuala Lumpur, Malaysia.		
<b>Palm Oil Mill / Group Manager / Estate (Certification Unit)</b>	Genting Oil Mills (Sabah) Sdn. Bhd. – Genting Jambongan Oil Mill		
<b>Location / Address</b>	Jambongan Island, 90100 Beluran District, Sabah, Malaysia		
<b>Website</b>	<a href="http://www.gentingplantations.com">http://www.gentingplantations.com</a>		
<b>Management Representative</b>	Mr. Arunan Kandasamy – Senior Vice President – Plantation (Malaysia) Mr. James Chung Khim Hon – Senior Vice President – Group Processing Ms. Erika Jesham – Sustainability Executive	<b>E-mail</b>	<a href="mailto:arunan.kandasamy@genting.com">arunan.kandasamy@genting.com</a> <a href="mailto:james.chung@genting.com">james.chung@genting.com</a> <a href="mailto:erika.jesham@genting.com">erika.jesham@genting.com</a>
<b>Telephone</b>	+603 2333 6510 (Head Office) +6089 858350 (GJOM)	<b>Facsimile</b>	+603 2333 6575

2. Certification Information			
<b>Certificate Number</b>	RSPO 709622	<b>Certificate Start Date</b>	26/08/2019
<b>Date of First Certification</b>	26/08/2019	<b>Certificate Expiry Date</b>	25/08/2024
<b>Scope of Certification</b>	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
<b>Visit Objectives</b>	<ul style="list-style-type: none"> <li>• Determination of the conformity of the client's management system, or parts of it, with audit criteria.</li> <li>• Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements.</li> </ul>		
<b>Assessment Cycle</b>	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 4) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
<b>Applicable Standards / Normative Reference</b>	RSPO Certification System for P&C and RSPO ISH 2020 <input type="checkbox"/> Choose an item.		

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	<input checked="" type="checkbox"/> Malaysia National Interpretation 2019 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
<b>Supply Chain Module</b>	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	<b>Mill Capacity</b>	20 MT/HR
<b>ISH certification Phase</b>	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
<b>Is this a remote audit or on-site audit</b>	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 709464	MS 2530-3:2013 – General Principles for Oil Palm Plantations and Organized Smallholders	BSI Services (Malaysia) Sdn Bhd	08/08/2024
MSPO 709462	MSPO MS 2530-4 – General Principles for Palm Oil Mills		08/08/2024
MSPO 715401	MSPO Supply Chain Certification Standard 2018		26/08/2024
EU-ISCC-Cert-DE119-60214826	ISCC EU	ASG Cert GmbH	30/11/2023

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Genting Jambongan Oil Mill	Jambongan Island, 90100 Beluran District, Sabah, Malaysia	6° 39' 06.00" N	117° 26' 43.08" E
Genting Jambongan Estate	Jambongan Island, 90100 Beluran District, Sabah, Malaysia	6° 38' 59.04" N	117° 27' 03.07" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes (please refer to Principle 7 for details)		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Genting Jambongan Estate	3,790.14	24.36	247.80	4,062.30	93.30
<b>Total</b>	<b>3,790.14</b>	<b>24.36</b>	<b>247.80</b>	<b>4,062.30</b>	<b>93.30</b>

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<b>6. Plantings &amp; Cycle</b>						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Genting Jambongan Estate	0	506.27	3,283.87	0	3,790.14	0
<b>Total (ha)</b>	<b>0</b>	<b>506.27</b>	<b>3,283.87</b>	<b>0</b>	<b>3,790.14</b>	<b>0</b>

<b>7. Summary of Certified Tonnage of FFB (Own Certified Scope)</b>				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Aug 2022 – July 2023)	Actual (June 2022 – May 2023)		Forecast (Aug 2023 – July 2024)
		Previous license period (June 2022 – Nov 2022)	Current license period (Dec 2022 – May 2023)	
Genting Jambongan Estate	68,100	42,655.17	40,140.53	85,700.00
<b>Total</b>	<b>68,100</b>	<b>82,795.70</b>		<b>85,700.00</b>

<b>8. Summary of Certified Tonnage of FFB (from other certified unit(s))</b>				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Aug 2022 – July 2023)	Actual (June 2022 – May 2023)		Forecast (Aug 2023 – July 2024)
		Previous license period (June 2022 – Nov 2022)	Current license period (Dec 2022 – May 2023)	
N/A		N/A	N/A	
<b>Total</b>		N/A		

<b>9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)</b>				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Aug 2022 – July 2023)	Actual (June 2022 – May 2023)		Forecast (Aug 2023 – July 2024)
		Previous license period (June 2022 – Nov 2022)	Current license period (Dec 2022 – May 2023)	
Abdul Rauf Bin Jalil	-	20.59	17.32	-
Bahagia Jaya	-	5,742.17	3,648.83	-
Joyland Sdn Bhd	-	0.00	742.19	-
Koh Shuk Kien	-	626.17	513.68	-
Mohd Najar Bin Abdul Razak	-	82.23	49.83	-

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Norlia Binti Abdul Wahid	-	1.80	0.00	-
Roziah Binti Hariri	-	19.39	8.35	-
Shamsul Bin Abang	-	19.75	11.53	-
Yazid Bin Sarip Rahman	-	10.38	8.34	-
<b>Total</b>		<b>11,522.55</b>		

<b>9A. Monthly Records of Certified and Uncertified FFB Received since the last audit</b>				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	June 2022	5,269.83	589.47	5,859.30
2	July 2022	5,658.88	895.90	6,554.78
3	Aug 2022	6,709.11	1,071.47	7,780.58
4	Sept 2022	7,881.35	1,374.60	9,255.95
5	Oct 2022	8,788.63	1,249.94	10,038.57
6	Nov 2022	8,347.37	1,341.10	9,688.47
7	Dec 2022	9,667.61	1,158.22	10,825.83
8	Jan 2023	6,373.15	836.80	7,209.95
9	Feb 2023	5,639.08	681.13	6,320.21
10	Mar 2023	6,557.09	806.98	7,364.07
11	Apr 2023	5,835.99	689.80	6,525.79
12	May 2023	6,067.61	827.14	6,894.75
<b>TOTAL</b>		<b>82,795.70</b>	<b>11,522.55</b>	<b>94,318.25</b>

<b>10. Summary of Certified Tonnage (MT) (not applicable for ISS)</b>			
Estimated last year (Aug 2022 – July 2023)	Actual (June 2022 – May 2023)		Forecast (Aug 2023 – July 2024)
	Previous license period (June 2022 – Nov 2022)	Current license period (Dec 2022 – May 2023)	
<b>FFB</b>	<b>FFB</b>		<b>FFB</b>
96,100.00 mt	42,655.17 mt	40,140.53 mt	85,700.00 mt
	<b>TOTAL</b>	82,795.70 mt	
<b>CPO (OER:20.35%)</b>	<b>CPO (OER:20.39%)</b>		<b>CPO (OER:20.48%)</b>
20,517.70 mt	8,742.47 mt	8,135.58 mt	17,550.10 mt
	<b>TOTAL</b>	16,878.05 mt	

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<b>PK (KER: 4.29%)</b>	<b>PK (KER: 4.35%)</b>		<b>PK (KER: 4.38%)</b>
4,124.00 mt	1,825.70 mt	1,775.54 mt	3,750.00 mt
	<b>TOTAL</b>	3,601.24 mt	

*\*With volume extension: FFB - 28,000 mt; CPO – 5,740 mt; PK – 1,400 mt*

<b>10A. Monthly Records of Certified CPO &amp; PK since the last audit</b>			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	June 2022	1,164.326	220.433
2	July 2022	1,121.107	224.874
3	Aug 2022	1,463.145	294.224
4	Sept 2022	1,525.622	304.500
5	Oct 2022	1,778.885	382.337
6	Nov 2022	1,689.390	399.329
7	Dec 2022	1,898.300	412.395
8	Jan 2023	1,263.152	275.908
9	Feb 2023	1,068.833	247.134
10	Mar 2023	1,435.630	296.952
11	Apr 2023	1,222.685	286.154
12	May 2023	1,246.975	256.995
<b>TOTAL</b>		<b>16,878.05</b>	<b>3,601.24</b>

<b>11. Summary of Actual Volume sold</b>					
<b>Current License period (Dec 2022 – May 2023)</b>					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
<b>CPO (MT)</b>	5,798.07	2,000	0	0	7,798.07
<b>PK (MT)</b>	1,741.00	0	0	0	1,741.00
<b>Credits</b>	-	-	-	-	-
<b>Previous License period (June 2022 – Nov 2022)</b>					
<b>CPO (MT)</b>	1,866.12	7,350.52	0	0	9,216.64
<b>PK (MT)</b>	1,510.60	0	0	0	1,510.60
<b>Credits</b>	-	-	-	-	-

*\*Carry forward volume from previous license period (June 2022 – Nov 2022): CPO – 1,066.659 mt, PK: 157.313 mt*

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11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit June 2022 – May 2023				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	A	RSPO_PO1000005763	7,664.19	-
2	B	RSPO_PO1000007211	-	3,251.60
<b>TOTAL</b>			<b>7,664.19</b>	<b>3,251.60</b>

11B. Records of certified CPO & PK Sold under other schemes since the last audit June 2022 – May 2023				
No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	A	ISCC	9,350.52	0.000
<b>TOTAL</b>			<b>9,350.52</b>	<b>0.000</b>

11C. Records of CPO & PK Sold as conventional since the last audit June 2022 – May 2023				
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)	
-	-	-	-	
-	-	-	-	
<b>TOTAL</b>		<b>-</b>	<b>-</b>	

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
1	N/A	N/A	N/A
<b>TOTAL</b>			<b>N/A</b>

12. Independent Smallholders Certified Tonnage (MT) / Volume – Not applicable (N/A)									
Phase	Estimated last year (key in period)			Actual (key in period)			Forecast (key in period)		
	Eligibility	MS A	MS B	Eligibility	MS A	MS B	Eligibility	MS A	MS B
	40%	70%	100%	40%	70%	100%	40%	70%	100%
FFB			-			-			-
IS-CSPO	-	-		-	-		-	-	
IS-CSPKO	-	-		-	-		-	-	
IS-CSPKE	-	-		-	-		-	-	



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CSPK	-	-	-	-	-	-	-
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12A. Monthly Records of Certified CPO, PK & PKE (equivalent) produced since the last audit – N/A						
No.	Month - Year	FFB (MT)	Certified CPO (MT)	Certified PK (MT)	Certified PKO (MT)	Certified PKE (MT)
-	-	-	-	-	-	-
<b>TOTAL</b>						

13. Independent Smallholders Actual Sold Tonnage / Volume Not applicable (N/A)							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPPO	CSPK	IS-CSPKO	IS-CSPKE
<b>Current License period (key in period)</b>							
Credits				-	-	-	-
Physical	--	-	-				
<b>Previous License period (key in period)</b>							
Credits				-	-	-	-
Physical	-	-	-				

13A. Records of Certified FFB, CPO, PK & PKE (including credits) sold since the last audit (N/A)							
No.	Buyers Name	PalmTrace Trading License Number	FFB Sold (MT)	Certified CPO Sold (MT/credit)	Certified PK Sold (MT/credit)	Certified PKO Sold (MT/credit)	Certified PKE Sold (MT/credit)
-	-	-	-	-	-	-	-
<b>TOTAL</b>							

## Section 2: Assessment Process

### Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)

Suite 29.01 Level 29, The Gardens North Tower,

Mid Valley City, Lingkaran Syed Putra,

59200 Kuala Lumpur, Malaysia.

Tel +60 (3) 9212 9638 Fax +60 (3) 9212 9639

Representative: Dr. Chaiyaporn Seekao ([Chaiyaporn.Seekao@bsigroup.com](mailto:Chaiyaporn.Seekao@bsigroup.com))

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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 is the UK's National Standards Body. BSI provides independent, third-party certification of management systems. BSI is ASI Accredited (ASI-ACC-067) to conduct RSPO assessment since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia.

### 2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **12/06/2023 – 15/06/2023**. The audit programme is included as Section 2.3.

The approach to the audit was to treat the mill and supply base as an RSPO Certification Unit. A range of occupational health and safety, environmental, best practice management, and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas, local communities engagement and workers welfare and safety.

The Critical NC close out offsite assessment was conducted on **8/9/2023**. The audit programs are included in Section 2.3.

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. Malaysia National Interpretation 2019 of the RSPO P&C 2018 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The minimum sample size is four estates. Sample size for certification unit with more than four (4) estates were determined based on formula  $N = (\sqrt{y}) \times (z)$  where y is the number of estates and where z is the multiplier defined by risk assessment. While, the sampling of smallholders were based on the formula  $(\sqrt{y}) \times (z)$ ; where y is total number of group member and where z is the multiplier defined by the risk assessment. The sampled smallholder listed in Appendix E.

Meetings were held with stakeholders to seek their views on the performance of the company with respect to the RSPO 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 3.4.

The non-conformities for this audit are detailed in Section 3.3 and unless it is stated in this section, all previous nonconformities including minor nonconformities are remains closed.

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This report is structured to provide a summary of assessment finding as provided in Appendix A. The assessment was conducted based on risk based approach sampling and therefore nonconformities may exist.

For Initial, Re-certification and Extension of Scope assessment, the report was externally reviewed by approved external peer reviewer prior to certification decision by BSI.

For Annual surveillance assessment, the report was internally reviewed and approved by BSI qualified certification reviewer.

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

<b>Assessment Program</b>					
<b>Name (Mill / Supply Base)</b>	<b>Year 1 (Certification)</b>	<b>Year 2 (ASA 1)</b>	<b>Year 3 (ASA 2)</b>	<b>Year 4 (ASA 3)</b>	<b>Year 5 (ASA 4)</b>
Genting Jambongan Oil Mill	✓	✓	✓	✓	✓
Genting Jambongan Estate	✓	✓	✓	✓	✓

**Tentative Date of Next Visit: June 3, 2024 - June 6, 2024**

**Total Number of Mandays: 9.5 man-days**

**2.2 BSI Assessment Team**

<b>Name</b>	<b>Role</b>	<b>Competency</b>
Mohamed Zainal (MHZ) Hidhir Abidin	Team Leader	<p><b>Education:</b> Bachelor Degree in Chemical Engineering, National University of Malaysia graduated in 2006.</p> <p><b>Work Experience:</b> 4½ years working experience in palm oil industry specifically in palm oil mill as Mill Engineer. More than 10 years of auditing experience with accredited certification body for several schemes include ISO9001, ISO14001, OHSAS18001 (now ISO45001), RSPO, MSPO and RBA Labor Ethics.</p> <p><b>Training attended:</b> He has completed ISO 9001 Lead Auditor Course, ISO 14001 Lead Auditor Course, OHSAS 18001 Lead Auditor Course, Endorsed RSPO P&amp;C Lead Auditor Course, MSPO Awareness Training, Endorsed RSPO SCCS Lead Auditor Course, HCV &amp; HCS Introductory Training, SMETA Requirements Training, Endorsed RSPO Independent Smallholder (IHS) Auditor Training and Endorsed RSPO Refresher Trainings (P&amp;C and SCCS).</p> <p><b>Language proficiency:</b> He is fluent in in both verbal/written Bahasa Malaysia and English.</p> <p><b>Aspect covered in this audit:</b></p>

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		Economic management plan, mill best practices, estate best practices, natural and biodiversity conservation, Waste management, GHG, HCV, and RSPO supply chain requirements.
Mohd Razaleigh Mohamad (MRM)	Team Member	<p><b>Education:</b> Bachelor in (Scs.) Plantation Management and Agrotechnology, Universiti Teknologi Mara (UiTM) graduated in 2012.</p> <p><b>Work Experience:</b> He gained his working exposure in the plantation sector, serving as Senior Assistant Manager with Tradewinds Plantation Berhad from 2012 until 2017 and has been doing audit for RSPO P&amp;C, MSPO, Global G.A.P and Organic since 2017 until now.</p> <p><b>Training attended:</b> He has completed ISO 9001:2015 (2020), ISO 14001:2015 (2017), ISO 45001:2018 (2021), Endorsed RSPO P&amp;C Lead Auditor Course (2018), Endorsed MSPO P&amp;C Lead Auditor Course (2017), Social Accountability SA8000 (2019), Endorsed RSPO Independent Smallholder (IHS), (2022).</p> <p><b>Language proficiency:</b> He is fluent in in both verbal/written Bahasa Malaysia and English.</p> <p><b>Aspect covered in this audit:</b> Policy and commitment, Social requirements, contract agreement, human rights, workers’ welfare, smallholder welfare, Stakeholder Consultation, Legal Requirements, land &amp; Legal issue and RSPO supply chain requirements.</p>
Ahmad Ruffi Bin Abu Talib Khan (ARK)	Team Leader	<p><b>Education:</b> Bachelor Degree In Mechanical Engineering, Universiti Teknologi MARA Shah Alam, graduated in 2015.</p> <p><b>Work Experience:</b> 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><b>Training attended:</b> 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><b>Language proficiency:</b> He is fluent in in both verbal/written Bahasa Malaysia and English.</p>

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		<p><b>Aspect covered in this audit:</b>  Occupation Health Safety requirement, HIRARC, Environment responsibility, training, environment impact assessment and management plan.</p>
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**Accompanying Persons:**

Name	Role
N/A	N/A

**2.3 Assessment Plan**

The Assessment plan was sent to the client prior to the assessment.

Date	Time	Subjects	MHZA	MRM	ARA
Sunday 11/06/2023	PM	Audit team travel Sandakan via AK5194 ETA 1950. Check in at Pavilion Hotel, Sandakan	√	√	√
Monday 12/06/2023  <b>Genting Jambangan Estate</b>	0730	Audit team travel to Paitan, Jambongan Island.	√	√	√
	1230 1330	Check in at GJOM guest house and lunch.	√	√	√
	1330	Opening Meeting: <ul style="list-style-type: none"> <li>• Opening Presentation by Audit team leader.</li> <li>• Confirmation of assessment scope and finalize Audit plan (including stakeholder’s consultation).</li> <li>• Verification on previous audit findings</li> </ul>	√	√	√
	1400 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc).			
	1630 1700	Interim Closing Briefing	√	√	√

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Date	Time	Subjects	MHZA	MRM	ARA
Tuesday 13/6/2023  <b>Genting Jambongan Estate</b>	0830	<b>Genting Jambongan Estate</b>	√	√	√
	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, Schedule waste management, worker housing, clinic, Landfill, etc			
	1000 1230	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	-	√	-
	1230 1330	Lunch	√	√	√
	1330 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc)	√	√	√
1630 1700	Interim Closing Briefing	√	√	√	
Wednesday 14/6/2023  <b>Genting Jambongan Oil Mill</b>	0830	<b>Genting Jambongan Oil Mill</b>	√	√	√
	1230	Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment, staff, workers and contractor interview, housing and facility inspection, clinic, meeting stakeholders etc. Visit to laboratory, weighbridge and palm product storage area			
	1000 1230	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	-	√	-
1230 1330	Lunch break	√	√	√	

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Date	Time	Subjects	MHZA	MRM	ARA
	1330	<b>Genting Jambongan Oil Mill</b>	√	√	√
	1630	Document Review P1 – P7: SOPs. Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation etc.			
	1630 1700	Interim Closing Briefing	√	√	√
Thursday 15/6/2023	0830	<b>Genting Jambongan Oil Mill</b>	√	√	√
	1230	Continue with unfinished element from day 3			
<b>Genting Jambongan Oil Mill</b>	1230 1330	Lunch break	√	√	√
	1330 1500	RSPO Supply chain requirements for mill - Mass Balance Module - Internal Audit - Outsourcing activities - Purchasing and Goods In - Sales and Goods Out - Outsourcing Activities - Record keeping - Extraction Rate - Processing - Registration of transaction - Claims	√	√	√
	1530 1600	Closing meeting – conclusion and recommendation	√	√	√

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**Off-site major NC close out verification**

<b>Date</b>	<b>Time</b>	<b>Subjects</b>	<b>(MHZ)</b>	<b>ICT Planned</b>
Friday, 01/09/2023	0900	Test call and communication on document preparation	√	MS team, Teleconference, Skype, Webex, Telecon, Face-time, email
Friday, 08/09/2023	0900	Description of activity for each day - opening meeting, documentation review, closing meeting, etc	√	MS team, Teleconference, Skype, Webex, Telecon, Face-time
	0930	Verification on previous Major NC. 2360338-202306-M1: Document review and affected parties' interview (using MS team)	√	MS team, Teleconference, Skype, Webex, Telecon, Face-time, email
	1100	Report preparation and conclusion	√	MS team, Teleconference, Skype, Webex, Telecon, Face-time
	1130	<b>End of meeting</b>	√	MS team, Teleconference, Skype, Webex, Telecon, Face-time, email



### Section 3: Assessment Findings

#### 3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	The time bound plan has included all the subsidiaries of Genting Plantations Berhad. The TBP includes all units in Malaysia and Indonesia. The detail of the subsidiaries and the management units is as per Approved Time Bound Plan dated 29/3/2023	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	No. As reported in the approved time bound plan dated 29/3/2023, plan to certify all the Genting Plantations Berhad management units by December 2025.	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.	No new acquisition as of June 2023. TBP deviation approval dated 29/3/2023 was obtained from RSPO.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	The maximum period has ended by June 2023. Nonetheless, Genting Plantations Berhad has obtained TBP deviation approval dated 29/3/2023 and extended until December 2025.	Complied
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	Changes to the time-bound plan incorporated in the certification plan and approved by RSPO on 29/3/2023. ACOP reporting has been verified and found to be consistent.	Complied
Have there been any isolated lapses in implementation of the plan? If yes a <b>Minor</b> non-compliance shall be raised	No isolated lapses observed.	Complied
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a <b>Major</b> non-compliance shall be raised	No fundamental failure found.	Complied
<b>Un-Certified Units or Holdings</b>		

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<p>No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&amp;C criterion 7.12.</p>	<p>NPP documents are publicly available at the RSPO website.  Registered HCSA reports Completed Peer Review Reports are published at:  <a href="https://highcarbonstock.org/registered-hcsa-and-hcv-hcsa-assessments/">https://highcarbonstock.org/registered-hcsa-and-hcv-hcsa-assessments/</a></p>	<p>Complied</p>
<p>Any new plantings since January 1<sup>st</sup> 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>Completed Peer Reviewed HCV reports:  PT Sawit Mitra Abadi:  <a href="https://www.hcvnetwork.org/reports/hcv-pt-sawit-mitra-abadi-additional-1-000-ha-ketapang-regency-west-kalimantan-province-indonesia">https://www.hcvnetwork.org/reports/hcv-pt-sawit-mitra-abadi-additional-1-000-ha-ketapang-regency-west-kalimantan-province-indonesia</a>  PT United Agro Indonesia:  <a href="https://www.hcvnetwork.org/reports/hcv-in-the-permit-area-pt-united-agro-indonesia">https://www.hcvnetwork.org/reports/hcv-in-the-permit-area-pt-united-agro-indonesia</a>  PT Agro Abadi Cemerlang:  <a href="https://www.hcvnetwork.org/reports/hcv-concession-area-of-pt-agro-abadi-cemerlang-sanggau-regency-west-kalimantan-province-indonesia">https://www.hcvnetwork.org/reports/hcv-concession-area-of-pt-agro-abadi-cemerlang-sanggau-regency-west-kalimantan-province-indonesia</a>  PT Kharisma Inti Usaha (KIU):  <a href="https://www.hcvnetwork.org/reports/high-conservation-value-identification-pt-kharisma-inti-usaha">https://www.hcvnetwork.org/reports/high-conservation-value-identification-pt-kharisma-inti-usaha</a>  PT Palma Agro Lestari Jaya:  <a href="https://www.hcvnetwork.org/reports/hcv-pt-palma-agro-lestari-jaya-sintang-regency-west-kalimantan-indonesia">https://www.hcvnetwork.org/reports/hcv-pt-palma-agro-lestari-jaya-sintang-regency-west-kalimantan-indonesia</a>  PT Sepanjang Intisurya Mulia:  <a href="https://www.hcvnetwork.org/reports/laporan-hcv-hcs-integrasi-di-areal-izin-penambahan-luasan-pt-sepanjang-intisurya-mulia-kabupaten-ketapang-provinsi-kalimantan-barat">https://www.hcvnetwork.org/reports/laporan-hcv-hcs-integrasi-di-areal-izin-penambahan-luasan-pt-sepanjang-intisurya-mulia-kabupaten-ketapang-provinsi-kalimantan-barat</a></p>	<p>Complied</p>
<p>Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&amp;C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.</p>	<p>Based on RSPO Complaints System or Dispute Settlement Facility  <a href="https://askrspo.force.com/Complaint/s/casetracker">https://askrspo.force.com/Complaint/s/casetracker</a>, there is no outstanding land conflicts. Should there be any, the following company's procedures applied:  <u>Indonesian Operating Units</u>  SOP - CPD – 02-00.00  <i>Mekanisme Penyelesaian Sengketa Lahan</i>  <u>Malaysian Operating Unit</u></p>	<p>Complied</p>

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	<p>SMP-GPB-18 Negotiation, Compensation and Handling Procedures</p> <p>Referring to the RaCP Tracker, Genting Plantations Berhad has a total of 7 submitted LUCA which all of them had been reviewed. There are 3 CN required which 1 of them has been submitted and approved. There are also 6 RP required which 2 of them have been submitted and 1 has been approved.</p>	
<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&amp;C criterion 4.2</p>	<p>Based on RSPO Complaints System or Dispute Settlement Facility</p> <p><a href="https://askrspo.force.com/Complaint/s/casetracker">https://askrspo.force.com/Complaint/s/casetracker</a>, there is no outstanding labour dispute. Should there be any, the following company's procedures applied:</p> <p><u>Indonesian Operating Unit</u>  SOP - HRD-04-00.00  <i>Penyelesaian Keluh Kesah</i></p> <p><u>Malaysian Operating Unit</u>  SMP-GPB-19 Complaints and Grievances</p>	<p>Complied</p>
<p>Any Legal non-compliance is being addressed through measures consistent with the requirements of RSPO P&amp;C criteria 2.1</p>	<p>No legal non-compliance issue raised.</p>	<p>Complied</p>
<p>Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&amp;C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.</p>	<p>Yes, GPB's Sustainability Department conducted the internal audits in several dates January 2023 for the uncertified estates. Positive Assurance Statement for 2023 was made available for verification.</p>	<p>Complied</p>
<p>Are there any Critical (Major) non-compliance raised against any of the RSPO P&amp;C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?</p>	<p>Based on the internal audit reports, there were several NC raised and one of them is related to Indicator 7.12.8. At the point of this assessment, there are on-going RaCP to be resolved. This can be viewed at <a href="https://rspo.org/as-an-organisation/tools/remediation-and-compensation/racp-trackers/">https://rspo.org/as-an-organisation/tools/remediation-and-compensation/racp-trackers/</a></p>	<p>Complied</p>
<p>Have there been any stakeholder (including NGO) consultation conducted?</p>	<p>Yes. NGOs were engaged especially in developing the HCV documentations for the uncertified units. Among the NGOs consulted were:</p> <ul style="list-style-type: none"> <li>- WWF (Sintang)</li> <li>- Rainforest Alliance (Sintang and Ketapang)</li> <li>- Tropenbos International (Ketapang)</li> <li>- YIARI (Ketapang)</li> </ul>	<p>Complied</p>

	- BOSF (Kapuas)	
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**3.2 Progress of scheme smallholders and/or outgrowers**

<b>Progress of scheme smallholders or outgrowers towards compliance with relevant standards</b>		
<b>Requirement</b>	<b>Remarks</b>	<b>Compliance</b>
<p>Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification?</p> <p>OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.</p>	No smallholder scheme. Not applicable	Not Applicable

**Approved Time Bound Plan**

No	Subsidiaries & Ownership (%)	Name of the Estate and Mills		TBP for certification	Status as of November 2022	Any unresolved non-compliances
1	Genting Plantations (WM) Sdn Bhd & Setiamas Sdn Bhd (100%) for estates Genting Oil Mill Sdn Bhd (100%) for mill	Genting Sri Gading Estate	Supply base for Genting Ayer Item Oil Mill, Johor, Malaysia	Dec, 2014	Certified	None
2		Genting Sungei Rayat Estate				
3		Genting Kulai Besar Estate				
4		Genting Tanah Merah Estate		Dec, 2015		
5		Genting Tebong Estate		July, 2015		
6	Genting Plantations (WM) Sdn Bhd (100%) for estate	Genting Selama Estate, Kedah, Malaysia		July 2019	Certified	None
7	Genting Oil Mills (Sabah) Sdn Bhd (100%) for Mill Genting Plantations Berhad (Estate)	Genting Sabapalm Estate, Sabah, Malaysia	Supply base for Genting Sabapalm Oil Mill, Sabah, Malaysia	Aug, 2015	Certified	None
8	Genting Tanjung Bahagia Sdn Bhd (100%) for estates Genting Oil Mills (Sabah) Sdn Bhd (Mill)	Genting Tanjung Estate, Sabah, Malaysia	Supply base for Genting Tanjung Oil Mill, Sabah, Malaysia	Aug, 2016	Certified	None
9		Genting Tenegang Estate, Sabah, Malaysia				
10		Genting Layang Estate, Sabah, Malaysia				
11		Genting Bahagia Estate,				
12	Landworthy Sdn Bhd (84%)	Genting Landworthy Estate, Sabah, Malaysia				

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13	Genting Tanjung Bahagia Sdn Bhd (100%) for estates	Genting Indah Estate, Sabah, Malaysia	Supply base for Genting Indah Oil Mill, Sabah, Malaysia	July, 2022	Certified on 19/09/2022	None. RSPO Remediation and Compensation Plan (RaCP)[RaCP 2076] for Genting Tanjung Bahagia Sdn. Bhd. - Genting Kencana Estate (Subsidiary of Genting Plantations Berhad), project period 1/5/2022 – 1/5/2046
14	Genting Oil Mills (Sabah) Sdn Bhd (Mill)	Genting Permai Estate, Sabah, Malaysia				
15		Genting Kencana Estate, Sabah, Malaysia				
16	Genting Oil Mills (Sabah) Sdn Bhd (100%) for estate and mill	Genting Jambongan Estate, Sabah, Malaysia	Supply base for Genting Jambongan Oil Mill, Sabah, Malaysia	Sept 2019	Certified	None
17	Genting Plantations Bhd Wawasan Land Progress Sdn Bhd (100%) Genting Oil Mills (Sabah) ( Mill)	Genting Sekong Estate, Sabah, Malaysia	Supply base for Genting Trushidup Oil Mill, Sabah, Malaysia	Sept,2017	Certified	None
18	Asiaticom Sdn Bhd ( 100%) Sawit Sukau Usahasama Sdn Bhd(56%)	Genting Suan Lamba Estate, Sabah, Malaysia				
19	PT Sepanjang Intisurya Mulia (70%)	Mulia 1 & 2 Mulia 3 & 4 Mulia 5 & 6	Supply base for Mulia Oil Mill, Kalimantan, Indonesia	Oct, 2017	Certified	None

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No	Subsidiaries & Ownership (%)	Name of the Estate and Mills		TBP for certification	Status as of November 2022	Any unresolved non-compliances
20	PT Sawit Mitra Abadi (70%)	Abadi 1 & 2 Abadi 3 & 4				
21	PT Sepanjang Intisurya Mulia (70%)	Area 199 Ha Area 1300 Ha	Supply base for Mulia Oil Mill, Kalimantan, Indonesia	Oct, 2025	Not certified	In Process of NPP In process of obtaining HGU.
22	PT Sawit Mitra Abadi (70%)	Area 1000 Ha				NPP Process In process of obtaining HGU.
23	Genting Plantations Berhad (100%) Estate Genting Oil Mills (Sabah) Sdn Bhd (Mill)	Genting Mewah Estate, Sabah, Malaysia	Supply base for Genting Mewah Oil Mill, Sabah, Malaysia	Mar, 2017	Certified	None
24	Genting Plantations (WM) Sdn Bhd (100%)	Genting Bukit Sembilan Estate, Kedah, Malaysia		July, 2017	Certified	None
25	PT Globalindo Agung Lestari (60%)	Lamunti Barat Estate Lamunti Timur Estate I & II Mengkatip Estate I & II Bakuta Estate Plasma Timur & Barat	Supply base for Globalindo Oil Mill, Kalimantan, Indonesia	Aug, 2023	Not certified	RaCP complete in October 2022.
26	PT United Agro Indonesia(60%)	PT UAI 1 & 2 UAI Plasma		Aug, 2023		

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27	PT Susantri Permai (95%)	Puroh Estate Masaha Estate Zircon Hill Estate	Supply base for Golden Hill Oil Mill, Kalimantan, Indonesia	Oct, 2025	Not certified	In the process of obtaining Forest Release and Forest Exchange prior to HGU application.
		SP Plasma		Oct, 2025		
28	PT Kapuas Maju Jaya (95%)	Waterfall Estate I & II Muhun Estate I & II Talawang Estate I & II	Supply bases for Golden Hill Oil Mill, Kalimantan Indonesia	Oct, 2025	Not certified	In the process of obtaining Forest Release and Forest Exchange prior to HGU application.
		KMJ Plasma		Oct, 2025		
29	PT Dwie Warna Karya ( 95%)	Golden Hill Estate I Golden Hill Estate II Diamond Hill Estate		Oct, 2025	Not certified	In the process of obtaining Forest Release and Forest Exchange prior to HGU application.
		DWK Plasma		Oct, 2025		
30	PT Citra Sawit Cemerlang (70%)	CSC Estates	Supply base for Mulia Oil Mill	Oct, 2025	Not certified	In process of obtaining HGU. HCSA report completed review.
31	PT Surya Agro Palma (70%)	SAP Estate 1&2 SAP Estate 3&4 SAP Estate 5&6	Supply base for Cemerlang Oil Mill, Kalimantan, Indonesia	Sept, 2025	Not certified	"n process of obtaining HGU. HCSA report completed review.
		Plasma		Sept, 2025		
32	PT Agro Abadi Cemerlang (70%)	AAC 1 & 2		Sept, 2025		In process of obtaining HGU
		AAC 3 & 4				



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No	Subsidiaries & Ownership (%)	Name of the Estate and Mills		TBP for certification	Status as of November 2022	Any unresolved non-compliances
						HCSA report completed review. Report not published yet.
		Plasma – KSK1, KMB, BSL		Sept, 2025	Not certified	RaCP Process (annex 5)
33	PT Palma Agro Lestari Jaya (70%)	PALJ Estates		Dec, 2025	Not certified	In process of obtaining HGU. HCSA report completed review.
		PALJ Plasma				
34	Knowledge One Investment Pte Ltd (85%)-PT Kharisma Inti Usaha (KIU)	KIU 1 & 2 KIU 3 & 4	Supply base for KIU Oil Mill	Dec, 2025	Not certified	NPP in progress. HCV report approved by HCVRN. HCSA report is completed and waiting for peer review.

### 3.3 Details of Nonconformities

The nonconformities are listed below. The findings summary of the assessment by criteria are listed in Appendix A. During this Assessment there were one (1) Critical; (4) Minor nonconformities and zero (0) Opportunity For Improvement raised. The Genting Jambongan Oil Mill Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. The implementation of the Corrective Actions for the Critical Nonconformity(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									
<b>NCR Ref #</b>	2360338-202306-M1	<b>Issued Date</b>	15/06/2023						
<b>Due Date</b>	14/09/2023	<b>Closure Date</b>	11/09/2023						
<b>Indicator &amp; Category (Critical / Minor)</b>	3.4.1 (Critical)								
<b>Statement of Nonconformity:</b>	Identification of social impact has not been done for new operations.								
<b>Requirement Reference:</b>	In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented.								
<b>Objective Evidence:</b>	New workers quarters constructed end of 2022 nearby of staff quarters which current around 90% of completion. However, there is no evidence that social impact has been identified by the management.								
<b>Corrections:</b>	Sustainability Department (SD) will assist estate to conduct the social impact for the new quarters involving all staff who quarters is nearby.								
<b>Root Cause Analysis:</b>	The procedure of SMPM, SMP-GPB-32 Procedure for Social Management, point 6.1 SIA and SEIA, was not fully implemented.								
<b>Corrective Actions:</b>	<p>SD will brief to estate and mill management on SMPM, SMP-GPB-32 Procedure for Social Management, point 6.1 SIA and SEIA, "SIA assessment must be conducted whenever necessary, at every estate and mill and the assessment is based on key areas such as:-"</p> <table border="1"> <thead> <tr> <th>No</th> <th>Key Areas</th> <th>Details</th> </tr> </thead> <tbody> <tr> <td>10</td> <td>New Projects</td> <td>Building new roads etc. Constructing new infrastructures</td> </tr> </tbody> </table> <p>Estate and mill team will inform to SD on any new plan for building and construction of new infrastructures so that SD will plan to assist OU for conducting social impact assessment.</p> <p>This will further verify during each follow up visit and in the next internal audit for RSPO.</p>			No	Key Areas	Details	10	New Projects	Building new roads etc. Constructing new infrastructures
No	Key Areas	Details							
10	New Projects	Building new roads etc. Constructing new infrastructures							
<b>Assessment Conclusion:</b>	<p>Off-site major NC close out Verification:</p> <p>i) The addendum SIA was carried out on 19/7/2023 by Division 2 Assistant manager of Jambongan Estate. The report was reviewed and approved by estate</p>								

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	<p>manager on 28/7/2023. The SIA has covered the construction of 1 units (1X4) concrete workers and construction of 1 unit (1x4) Auxiliary Police housing as to assess change in social conditions which subsequently have impacts on the people.</p> <p>ii) Briefing for the GJOM and estate team was carried out on 18/7/2023 by sustainability team for the ASA related findings and action plan. Re-training of the SOP, SMPM, SMP-GPB-32 Procedure for Social Management was also carried out as to ensure that if there is any new plan for building and construction of new infrastructures or operation, it shall be assessed and incorporated in the SIA.</p> <p>iii) Interview with the affected parties has confirmed that a consultation process was held with them for the said projects on 19/7/2023. Assessment components with regards to safety and health, social and environmental were covered in the questionnaire/checklist. Any issues arises from the session will be captured in the SIA together with the recommendation and related mitigation plan.</p> <p>The major NC was effectively closed on 11/9/2023 with sufficient evidence of implementation. Continuous implementation will be further verified in the next assessment.</p>
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Non-conformity			
<b>NCR Ref #</b>	2360338-202306-N1	<b>Issued Date</b>	15/06/2023
<b>Due Date</b>	Next surveillance audit	<b>Closure Date</b>	"Open"
<b>Indicator &amp; Category (Critical / Minor)</b>	3.3.3 (Minor)		
<b>Statement of Nonconformity:</b>	Records of water sampling to measure and monitor the impact of estate's water quality and related action taken was not effectively maintained.		
<b>Requirement Reference:</b>	Records of monitoring and any actions taken are maintained and available.		
<b>Objective Evidence:</b>	Based on SOP, water sampling and analysis: SMP-GPB-15, rev:2 dated 11/1/2023, river or stream water sampling shall be carried out every 6 months and currently in line with Approved Environmental Condition @ AEC sampling frequency for water analysis. Based on ECR for August 2022 – January 2023, one (1) parameter Dissolved Oxygen (DO) exceeded the limit of class III under NWQSM for 3 sampling points namely W2, W3 and W4. However, there was no follow up and investigation conducted to measure and monitor the overall impact as required under procedure, Corrective Action: SMP-GPB-04, rev:0 dated 1/8/23.		
<b>Corrections:</b>	Estate will come out with action plan for the abnormal water analysis result for Dissolved Oxygen (DO).		
<b>Root Cause Analysis:</b>	The water analysis result in the Environment Compliance Report (ECR) monitoring was not review by the estate management upon receiving the full report.		
<b>Corrective Actions:</b>	Sustainability Department will brief and guide estate in reviewing the water analysis result from the ECR and come out with action plan should it be needed. The Sustainability Coordinator will monitor this compliance when New ECR report is available and ensure action is plan and taken if an abnormal result is detected in the water analysis sampling result.		

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	Sustainability Department will monitor this compliance during each follow up visit and in the next RSPO Internal audit.
<b>Assessment Conclusion:</b>	The corrective action plan is accepted. Effectiveness of corrective action taken will be further verified in the next assessment.

Non-conformity			
<b>NCR Ref #</b>	2360338-202306-N2	<b>Issued Date</b>	15/06/2023
<b>Due Date</b>	Next surveillance audit	<b>Closure Date</b>	"Open"
<b>Indicator &amp; Category (Critical / Minor)</b>	2.1.2 (Minor)		
<b>Statement of Nonconformity:</b>	Documented system for ensuring compliance was not effectively demonstrated.		
<b>Requirement Reference:</b>	A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.		
<b>Objective Evidence:</b>	Genting Jambongan Oil Mill – List of evaluation of compliance (January – December 2023), section 5 (2) evaluated as complied and not reflected in actual current compliance status. One (1) notice raised by DOSH in September 2022 regarding the issue of not having enough steam engineer (grade 1 and 2) aggregated heating surface in common line.		
<b>Corrections:</b>	The PIC, Chief Clerk, will immediately review and updated the List of evaluation of compliance to actual current compliance status and will be verified by Sustainability Department.		
<b>Root Cause Analysis:</b>	The list was not review/updated with according to the procedure SMPM, SMP-GPB-21 Procedure/System to Track Changes to the Law and Regulations.		
<b>Corrective Actions:</b>	<p>Mill has already employed Steam Engineer Grade 1 and the second Steam Engineer Grade 2 will transfer in from other OU to GJOM in July 2023, thus GJOM will have 2 Steam Engineer Grade 1 and Grade 2. These actions will close the notice raised by DOSH.</p> <p>The PIC in updating changes of Law in the mill, CC, will be re-brief on this requirement by Sustainability Department. The List of evaluation of compliance will further verify during each follow up visit and in the next internal audit for RSPO.</p>		
<b>Assessment Conclusion:</b>	The corrective action plan is accepted. Effectiveness of corrective action taken will be further verified in the next assessment		

Non-conformity			
<b>NCR Ref #</b>	2360338-202306-N3	<b>Issued Date</b>	15/06/2023
<b>Due Date</b>	Next surveillance audit	<b>Closure Date</b>	"Open"
<b>Indicator &amp; Category (Critical / Minor)</b>	3.4.2 (Minor)		

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<b>Statement of Nonconformity:</b>	Environmental and social management plan has not been developed with participation of affected stakeholders.
<b>Requirement Reference:</b>	For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.
<b>Objective Evidence:</b>	<ul style="list-style-type: none"> <li>i. Environmental management plan dated 26/5/23 has not included POME disposal method by composting for zero discharge to land or waterways. Related action was assigned based on other method of POME disposal and not composting method for zero discharge.</li> <li>ii. As per interview with workers representative, auditor has been informed that there is no HUMANA in Genting Jambangan Estate and they has requested to the management during the workers representative meeting.</li> </ul> <p>Sighted workers representative minutes meeting documented in document "Mesyuarat Jawatankuasa wakil pekerja pertama 2022" dated 11/08/2022 and there is evidence workers representative for each division and the management responded that the request will be included in the management plan.</p> <p>As per interview with the management, the request will only proceed once there is sufficient number of kids inside the estate.</p> <p>However, there is no management plan has been established for the issues.</p>
<b>Corrections:</b>	<ul style="list-style-type: none"> <li>i) The environment Management plan for GJOM will be review and updated to include in the POME disposal method is by composting for Zero Discharge oil mill.</li> <li>ii) The management plan for the HUMANA issue will be include in the Continues Improvement Plan where the benchmark of implementation is when there is sufficient number of kids inside the estate, which is required by the HUMANA to send in teachers to Pulau Jambangan, minimum is total 120 kids between ages of 6 to 12 years old.</li> </ul>
<b>Root Cause Analysis:</b>	Trainings provided by Sustainability Department to the PIC on updating Sustainability Documentations for estate and mill was not fully affected.
<b>Corrective Actions:</b>	<p>PIC of updating sustainability documentations, which is the Sustainability Coordinator and Document Controller will be re-brief on updating documentations regarding environment and social. Environment Management Plan monitoring must be based on what is the current implementations on the estate/mill site.</p> <p>Future improvement plan regarding sustainability best practices, social, environment and legal compliance must be fully stated in the estate/mill Continues Improvement Plan for compliance benchmark and monitoring status documentation.</p> <p>This will further verify during each follow up visit and in the next internal audit for RSPO.</p>
<b>Assessment Conclusion:</b>	The corrective action plan is accepted. Effectiveness of corrective action taken will be further verified in the next assessment

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Non-conformity						
<b>NCR Ref #</b>	2360338-202306-N4		<b>Issued Date</b>		15/06/2023	
<b>Due Date</b>	Next surveillance audit		<b>Closure Date</b>		"Open"	
<b>Indicator &amp; Category (Critical / Minor)</b>	2.2.2 (Minor)					
<b>Statement of Nonconformity:</b>	There is no mechanism to monitor contractor workers salary by the management.					
<b>Requirement Reference:</b>	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.					
<b>Objective Evidence:</b>	Based on record verification for contractor workers for Syarikat C.M. workers with passport AU411XXX found not paid with minimum wages salary (rate per day RM57.69). Evidence as below:					
	Month	Working Days	Wages, RM	Rate/Day, RM	Wages as per Rate RM 57.69/day	Diff, RM
	January	26	1300.58	50.02	1499.94	-199.36
	February	25	1349.97	51.92	1442.25	-92.28
	April	27	1314.82	50.57	1557.63	-242.81
<b>Corrections:</b>	The contractor will reimburse the different amount to their worker in June 2023 salary payment.					
<b>Root Cause Analysis:</b>	No top-up being made by the contractor to ensure the worker's salary meet the current MWO requirements because there is no monitoring done by the estate management to ensure that MWO 2022 requirement is comply by the contractors.					
<b>Corrective Actions:</b>	<p>Sustainability Dept. will conduct a refresh briefing regarding MWO 2022 requirement to the estate management so that the monitoring will be done in monthly basis without any misses.</p> <p>Estate will conduct briefing on MWO 2022 requirement to all contractors. All contractors will be advised to top up their workers salary if their have full working days for the month.</p> <p>The CC will monitor this compliance in monthly basis and ensure the contractor to top up their workers salary if their have full working days for the month.</p> <p>Sustainability Dept. will monitor this compliance during each follow up visit and in the next RSPO Internal audit.</p>					
<b>Assessment Conclusion:</b>	The corrective action plan is accepted. Effectiveness of corrective action taken will be further verified in the next assessment					

Opportunity for Improvements	
OFI #	Description
OFI 1	N/A

Positive Findings	
PF #	Description
PF 1	Good cooperation given by the management unit's and sustainability department team.

**3.3.1 Status of Nonconformities Previously Identified and Observations**

Non-conformity			
<b>NCR Ref #</b>	2216487-202206-M1	<b>Issued Date</b>	24/06/2022
<b>Due Date</b>	21/09/2022	<b>Closure Date</b>	30/08/2022
<b>Indicator &amp; Category (Critical / Minor)</b>	2.1.1 (Critical)		
<b>Statement of Nonconformity:</b>	<p>Genting Jambongan POM has not established evidence on compliance to legal requirements for:</p> <ul style="list-style-type: none"> <li>a. Made Written Notification for Fume Hood in Laboratory under Regulation 5 of Environmental Quality (Clean Air) Regulations 2014.</li> <li>b. Appoint Competent Person for Scheduled Waste Management (CepSWAM) as required by License No. 005264 and Environmental Quality (Scheduled Waste) Regulations 2005.</li> <li>c. Conduct Environmental Audit 2 times a year as required by License No. 005264.</li> </ul>		
<b>Requirement Reference:</b>	The Unit of Certification complies with legal requirements.		
<b>Objective Evidence:</b>	<ul style="list-style-type: none"> <li>1. There was no Written Notification made to Department of Environment under Regulation 5 of Environmental Quality (Clean Air) Regulations 2014 for one unit of Fume Cupboard located in Laboratory of Genting Jambongan POM.</li> <li>2. Genting Jambongan POM has not appointed any Competent Person for Scheduled Waste Management (CepSWAM) as required by License No. 005264, valid from 01/07/2021-30/06/2022.</li> <li>3. Environmental Audit as required by License No. 005264 valid from 01/07/21-30/06/22 (No. 21. to be conducted 2 times a year). Currently only conducted once conducted as Environmental Audit Report dated 21/04/2022.</li> </ul>		
<b>Corrections:</b>	<ul style="list-style-type: none"> <li>1. As the submission requires professional endorsement on the design, they will proceed to obtain quotation and approval on the submission.</li> <li>2. The current Acting Mill Manager will be registered for CePSWaM course in this year 2022. Scheduled class is available in October 2022.</li> <li>3. Proceed with approval after obtaining another quotation and proceed to engage The Best Solution as third party auditor.</li> </ul>		

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<b>Root Cause Analysis:</b>	<ol style="list-style-type: none"> <li>1. The requirement for Fume Hood Notification to DOE not complied due to the requirement was not stated at the mill Legal Register. The mill PIC also not checking the requirements with DOE.</li> <li>2. Since the previous Mill Manager is transferred to other OU, there is no competent person for CePSWaM in this mill.</li> <li>3. Late in obtaining another quotation besides R &amp; K consultancy as company required minimum 2 quotations.</li> </ol>
<b>Corrective Actions:</b>	<ol style="list-style-type: none"> <li>1. To update the LRR by add in requirement for Fume Hood Notification to DOE.</li> <li>2. In future, mill will proceed to register a PIC for CePSWaM if the current active PIC is transferred to other OU or replaced.</li> <li>3. To prepare schedule for the Environmental Audit as monitoring tools together with other environmental compliance requirements.</li> </ol>
<b>Assessment Conclusion:</b>	<p><u>Critical NC Onsite Verification</u></p> <ol style="list-style-type: none"> <li>1. Based on the communication with DOE it was understood that the current fume hood the required documents to be submitted for notification such as Engineering Drawing with IR Endorsement. Hence Genting Jambongan Oil Mill have approved a tender from Dynakey Laboratories Sdn Bhd for purchase of a new unit of Fume Hood as stated in the Original Tender Analysis dated 25/07/2022. On 29/08/2022, the supplier have conducted inspection and measurements at the mill and the have planned for installation of the new fume hood on 12/09/2022. The mill have proposed to notify DOE with the required documents by 30/09/2022.  LRR has been updated on 11/08/2022 to include the requirement for Fume Hood Notification to DOE.</li> <li>2. The mill is in progress to certify its Acting Manager as A CePSWaM competent person. The mill has registered for the Acting Manager to attend the required training on 10 – 14/10/2022 as verified in the registration documents.</li> <li>3. The mill has appointed The Best Solution Management Sdn Bhd to conduct the Environmental Audit twice as per DOE Licence. The Environmental Audit is scheduled to be conducted in Oct 2022 and April 2023. The LORR has been updated on 11/08/2022 to include the requirement of conducting Environmental Audit 2 times a year as required by the DOE License.</li> </ol> <p>The progress of the mill to address the raised critical nonconformity is accepted hence the Critical Non-Conformity is successfully closed on 30/08/2022. Further verification on completion of raised issued will be verified during the next assessment.</p>
<b>Effectiveness Closure (for previous audit closed Critical NC):</b>	<p>Clean Air Regulation 2014 requirements updated in the LORR dated 11/1/2023. Fume hood installation and calibration has been completed on 6/07/2023. PE endorsed drawing no. JL/DY/GJPOM/20230519 dated 19/5/2023 submitted to DOE as part of written notification process. The mill manager has attended CePSWaM training on 15-19/5/2023 and still in the process of completing the FTR. Latest 3<sup>rd</sup> party environmental audits was carried out as per the following: 1<sup>st</sup> half of 2023 – audit date (14/5/2023), report date (14/5/2023) No NC raised. (1) one observation and (1) one area for improvement raised. Audit carried out environmental license assessor, EA 0079/CESSWI 3309 2<sup>nd</sup> half of 2022 - audit date (4/12/2022), report date (4/12/2022)</p>



	No NC raised. Only (2) two observation and (2) area for improvement raised. Audit carried out environmental license assessor, EA 0101, CESSWI 2756 No recurrence of issue found thus the previous major NC is remained closed.
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Non-conformity			
<b>NCR Ref #</b>	2216487-202206-M3	<b>Issued Date</b>	24/06/2022
<b>Due Date</b>	21/09/2022	<b>Closure Date</b>	30/08/2022
<b>Indicator &amp; Category (Critical / Minor)</b>	3.6.2 (Critical)		
<b>Statement of Nonconformity:</b>	The effectiveness of the implementation of Health & Safety Plan was ineffective.		
<b>Requirement Reference:</b>	The effectiveness of the H&S plan to address health and safety risks to people is monitored.		
<b>Objective Evidence:</b>	<p>The effectiveness of the implementation of Health &amp; Safety Plan was ineffective. Evidences were verified as below.</p> <p><u>Genting Jambongan Estate</u></p> <ol style="list-style-type: none"> <li>During the site visit it was noticed that there were Mechanical Spreader Operation being carried out in the estate. Nevertheless, there were no HIRARC established for the hazards associated with the operations.</li> <li>During the site visit to the Mechanical Spreader Operation, It was sighted that the tractor driver was wearing Wellington Boots. This was not in compliance with the Standard Operating Procedures; Langkah-Langkah Penaburan Baja – Kaedah Mekanikal &amp; Separa Mekanikal; Langkah – Langkah Keselamatan; vii. Kasut Keselamatan yang diluluskan.</li> <li>During the Site Visit to the Genset Operation, it was sighted that the genset operator was wearing wellington boots and earplugs. This was not in accordance to the HIRARC for Genset (Updated: 08.02.2018) which states: Kawalan Sedia Ada – PPE – Kasut Keselamatan &amp; Ear Muff.</li> <li>During the site visit to Chemical PreMix Area, it was noticed that the Emergency Shower was not fully functional.</li> </ol>		
<b>Corrections:</b>	<ol style="list-style-type: none"> <li>To create HIRARC regarding Mechanical Spreader Operation (VICON) immediately.</li> <li>The driver will be provided with the appropriate PPE and the estate management will do a refresh briefing regarding SOP to driver during muster.</li> <li>The genset operator will be provided with the appropriate PPE and re-briefing will be done to genset operator regarding HIRARC and possibility hazards at work place during do the job.</li> <li>Install a water pump at the tank for increase water pressure on emergency shower.</li> </ol>		
<b>Root Cause Analysis:</b>	<ol style="list-style-type: none"> <li>HIRARC for the Mechanical Spreader Operation (VICON) was not included in the previous latest overall HIRARC review, hence, it is not yet available.</li> <li>There is no appropriate safety shoe provided to the driver.</li> <li>There is no appropriate safety shoe and ear muff provided to the genset operator.</li> </ol>		

	<p>4. The premix area was not covered during OSH workplace inspection and no any report received by the Assistant Manager in-charge on the water pressure issue.</p>
<p><b>Corrective Actions:</b></p>	<ol style="list-style-type: none"> <li>1. The SHO team will make a briefing on new HIRARC for the Mechanical Spreader Operation to the drivers and estate team.</li> <li>2. The estate will conduct all SOP and HIRARC briefing according work station every 6 month and be included in the estate annual Program Training Plan.</li> <li>3. To include the chemical premix area in OSH workplace inspection so that inspection will be done every 3 months before the OSH meeting.</li> </ol>
<p><b>Assessment Conclusion:</b></p>	<p><u>Critical NC Onsite Verification</u></p> <ol style="list-style-type: none"> <li>1. The HIRARC review was conducted on 27/07/2022. The estate have established the HIRARC entitled "Manabur Baja – Manual &amp; Mechanisation dated 12/08/2022 which was available for verification. Training has been conducted for workers on the revised HIRARC on 18/08/2022.</li> <li>2. The Mechanical Spreader Driver has been provided the appropriate safety boots as per the SOP. The PPE issuance record dated 05/07/2022 was available for verification. The driver has been retrained on the 18/07/2022. Annual training program has been revised to include training of mechanical spreader drivers and the usage of PPEs.</li> <li>3. The genset Operator has been provide with the appropriate PPEs in accordance to the HIRARC. The PPE issuance records dated 01/07/2022 was available for verification. Training has been provided to the Genset Operator on the new PPEs and records dated 20/07/2022 was available for verification.</li> <li>4. Water pump have been installed at the premix area for the emergency shower. The shower was seen to be working appropriately with sufficient water pressure.</li> <li>5. Verified the "Borang Pemeriksaan Tempat Kerja Oleh Ahli Jawatankuasa Keselamatan (Perladangan), which has been updated to include "Siraman Kecemasan" in the checklist for inspection.</li> </ol> <p>The evidence sighted was deemed sufficient to address the raised critical non-conformity. Hence the Critical Nonconformity is successfully closed on 30/08/2022.</p>
<p><b>Effectiveness Closure (for previous audit closed Critical NC):</b></p>	<p>The SHO team has conducted a briefing on the new Hazard Identification, Risk Assessment, and Risk Control (HIRARC) specifically for the Mechanical Spreader Operation, ensuring all drivers and estate team members were informed and trained on updated protocols. Sighted the record of training was conducted 04/02/2023 and 07/05/2023. Verification suring site visit found that the tractor driver were wearing safety boot.</p> <p>The estate implemented regular briefings on Standard Operating Procedures (SOP) and HIRARC every six months as part of work station-specific training, demonstrating a commitment to continuous improvement and maintaining high safety standards. The latest training was conducted on 07/05/2023 together with HIRARC training.</p> <p>The chemical premix area was included in Occupational Safety and Health (OSH) workplace inspections, conducted every three months prior to OSH meetings. The management has conducted the inspection on 11/05/2023 and 09/02/2023. Site visit verified that the chemical premix area was installed with automatic water pump, testing of system found that the emergency shower system is running with pressurized water.</p> <p>No recurrence of issue found thus the previous major NC is remained closed.</p>

Non-conformity			
<b>NCR Ref #</b>	2216487-202206-M2	<b>Issued Date</b>	24/06/2022
<b>Due Date</b>	21/09/2022	<b>Closure Date</b>	30/08/2022
<b>Indicator &amp; Category (Critical / Minor)</b>	6.2.4 (Critical)		
<b>Statement of Nonconformity:</b>	Maintenance and inspection to ensure adequacy of housing, water supplies and amenities was not effectively demonstrated		
<b>Requirement Reference:</b>	The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure		
<b>Objective Evidence:</b>	<p>Based on "Rekod Pemeriksaan Mingguan Perumahan" for division 2 line site, no non-compliance reported against company's guideline "Langkah-Langkah Perlu Di Patuhi Di Kawasan Perumahan, Pusat Asuhan Kanak-Kanak dan Sekolah" rev:3 (Oct 2018). Seen during site visit at division 2 block (GJBE/BLRE/02/1212/032);</p> <ol style="list-style-type: none"> <li>1. Treated water (from mill) and rainwater harvesting connected to the same common line/pipe from storage tank.</li> <li>2. Found a few green empty chemical containers were dumped at the backyard of block GJBE/BLRE/02/1212/032</li> <li>3. Parking bay cum temporary workshop was found at the backyard of block GJBE/BLRE/02/1212/032.</li> </ol> <p>Result of inspections was found contrary with the actual condition seen at site.</p>		
<b>Corrections:</b>	<ol style="list-style-type: none"> <li>1. The water tank and pipeline will be separated.</li> <li>2. All empty container will be cleared immediately from the housing area and stored in the estate empty chemical container store.</li> <li>3. The current parking bay will be dismantled and the spillage will be cleared. The contaminated soil will be stored in the estate scheduled waste SW408.</li> </ol>		
<b>Root Cause Analysis:</b>	The weekly housing inspection is not thoroughly done as per current checklist because there was no actual on-site inspection done by the PIC.		
<b>Corrective Actions:</b>	The weekly housing inspection checklist will be review to include in the inspection of any lubricant spillage happen in the housing area. Current checklist is not covered. The PIC on conducting the inspection will be re-brief on the reviewed checklist and the inspection must be done thoroughly on site with according to the reviewed checklist.		
<b>Assessment Conclusion:</b>	<p><u>Critical NC Onsite Verification</u></p> <ol style="list-style-type: none"> <li>1. The pipelines for the water tanks at the housing compound has been modified. The rain water has been channelled directly to the tank labelled "air hujan" and the treated water has been channelled separately to the tanks labelled "air terawatt". Therefore there were no more common line for both water.</li> </ol>		

	<p>2. Chemical Containers have been collected and triple rinsed and stored in the used empty chemical containers. The inventories have been updated accordingly.</p> <p>3. The parking bay has been dismantled accordingly. The oil spillage have been cleared. Photos were available where dismantling and clearing has been done. The cleared contaminated soils have been stored in the scheduled waste store and the inventories have been updated accordingly.</p> <p>4. The "Rekod Pemeriksaan Mingguan Perumahan" has been updated to include "Sisa tumpahan minyak enjin terpakai". Briefing on reviewed linesite Inspection checklist has been conducted on 11/08/2022 with the records available for verification.</p> <p>The evidence sighted was deemed sufficient to address the raised critical non-conformity. Hence the Critical Nonconformity is successfully closed on 30/08/2022</p>
<p><b>Effectiveness Closure (for previous audit closed Critical NC):</b></p>	<p>a) As per site visit, there is evidence that pipeline for treated water supply and rainwater has been separated for each workers quarter. It also has been confirmed that there is no empty chemical container in the workers housing area. All empty chemical container has been collected and store in the appropriate place.</p> <p>b) Site visit to previously found temporary workshop confirmed that the workshops has been dismantled and there is evidence that no contamination of schedule waste on the ground</p> <p>c) Revised housing inspection checklist revision in December 2022 and include of lubricant spillage at workers housing</p> <p>d) Line site inspection has been conducted on weekly basis and sample has been taken by auditor for inspection conducted on 16/05/2023, 22/05/2023 and 29/05/2023 by Mr Mirasan bin Wagas, hospital assistant. As per verification, there is evidence that line site inspection as in line with the condition on the ground. Issues that has been highlighted during the inspection, action has been taken.</p> <p>No recurrence of issue found thus the previous major NC is remained closed.</p>

<b>Non-conformity</b>			
<b>NCR Ref #</b>	2216487-202206-M4	<b>Issued Date</b>	24/06/2022
<b>Due Date</b>	21/09/2022	<b>Closure Date</b>	30/08/2022
<b>Indicator &amp; Category (Critical / Minor)</b>	7.2.10 (Critical)		
<b>Statement of Nonconformity:</b>	Monthly Health Checks not conducted for the Sampled Sprayers.		
<b>Requirement Reference:</b>	Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.		
<b>Objective Evidence:</b>	<p>The estate, in compliance with the CHRA Report conducts monthly health checks for all sprayers by the Hospital Assistant to record any health-related illness and complains of its workers who are handling pesticides.</p> <p>Nevertheless, there were no evidence that monthly health checks were conducted for the sampled sprayers (Passport Number: C7721XXX &amp; C7722XXX) by the Hospital Assistant (Verified records for March, April &amp; May 2022). This was not in compliance with the CHRA Report which states "it is recommended for Genting Jambongan</p>		

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	Estate to continue its current health checks performed by the hospital assistant to record any health-related illness and complains of its workers who are handling these pesticides.
<b>Corrections:</b>	The sprayer will be sent to estate clinic for immediate health check-up by the HA.
<b>Root Cause Analysis:</b>	The monthly health check-up the sprayer is not done thoroughly as no follow up conducted for sprayers that missed monthly health check-up and sprayers was not informed on the date for check-up for that respective month.
<b>Corrective Actions:</b>	The HA will provide a monthly memo to the estate management for the date of monthly health check-up will be done. Respective division in-charge to ensure all sprayer attend and complete the monthly health check-up as per CHRA requirement. HA is compulsory to follow up with division in-charge to ensure all sprayers has been health checked.
<b>Assessment Conclusion:</b>	<p><u>Critical NC Onsite Verification</u></p> <ol style="list-style-type: none"> <li>Health Check-Up has been conducted for the sampled sprayers (Passport Number: C7721XXX &amp; C7722XXX) by the HA on 24/06/2022 and 19/07/2022. Records were available for verification.</li> <li>Verified the memo provide by the HA to Assistant and Staff In Charge of the division on the date and time of appointment for medical check up for their respective division sprayers. Memos for the month of July and August 2022 were verified.</li> </ol> <p>The evidence sighted was deemed sufficient to address the raised critical non-conformity. Hence the Critical Nonconformity is successfully closed on 30/08/2022.</p>
<b>Effectiveness Closure (for previous audit closed Critical NC):</b>	Verified that HA has provided a monthly memo to the estate management specifying the date for the monthly health check-up to be conducted. The respective division in-charge is responsible for ensuring that all sprayers, manurers, genset, tractor driver and mandore attend and complete the monthly health check-up in accordance with the Chemical Health Risk Assessment (CHRA) requirement. The records of implementation were sighted, HA issues the memo on the first day of the month, which stated the health checking date for each division. Sample taken of memo was sighted, dated 01/06/2023. The health checking record was verified, record dated 18/03/2023, 15/04/2023, and 27/05/2023 were available for review. Interview with workers found that every month HA conducted health checking to each workers that are handling chemicals. No recurrence of issue found thus the previous major NC is remained closed.

Non-conformity			
<b>NCR Ref #</b>	2216487-202206-N1	<b>Issued Date</b>	24/06/2022
<b>Due Date</b>	15/06/2023	<b>Closure Date</b>	15/06/2023
<b>Indicator &amp; Category (Critical / Minor)</b>	4.2.2 (Minor)		
<b>Statement of Nonconformity:</b>	Understanding of complaint procedure was not effectively demonstrated.		
<b>Requirement Reference:</b>	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.		

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<b>Objective Evidence:</b>	Site visit at division-2 line site (GJBE/BLRE/02/1212/032); Toilet and main door were found to be broken and yet to be repaired. The occupant (creche helper/ayah) had informed auditor that they have lodged complaint on housing defect to carpenter verbally. She was not aware on the complaint process which require to be reported via complaint/grievance book.
<b>Corrections:</b>	All the damaged facility will be repair.
<b>Root Cause Analysis:</b>	Latest briefing on the SMPM, SMP-GPB-19 complaint and grievances procedure was done during the morning muster. Childminder is not required to attend morning master hence they have missed out the briefing on the procedure.
<b>Corrective Actions:</b>	Re-briefing on the SMPM, SMP-GPB-19 complaint and grievances will be done to all the childminders.  The estate will include the briefing and training on complaint procedure in the Program Training Plan covering all workers and will be done twice a year.
<b>Assessment Conclusion:</b>	Corrective action plan has been reviewed and deemed to be satisfactory to address the Minor Nonconformity. Evidence of the CAP will be verified during the next assessment.
<b>Effectiveness Closure (for previous audit closed Critical NC):</b>	Communication of the procedure has been done for Jambongan POM and estate on 16/02/2023, 17/05/2023 during the morning muster call. While for stakeholders which included FFB suppliers, local communities, it has been done during the stakeholders' consultation done on 11/05/2023 for Genting Jambongan Estate while for Jambongan POM, meeting has been conducted 25/04/2023. As per interview with workers and the sample stakeholders, it has been confirmed that the procedure has been communicated to them and all of them can demonstrate their understanding on the procedure. The previous minor NC is effectively closed with sufficient evidence of implementation on 15/06/2023.

Opportunity for Improvement	
OFI#	Description
<b>OFI 1</b>	<p><b>OFI Statement:</b> <u>216487-202206-I1</u> <u>Clause : 3.4.1</u> The SOP of Environmental Aspect and Impact (EIA) (SMP-GPB-29) Rev. 01, dated 06/06/18 under Para 7.3 and format of Environmental Aspect and Impact Register (SP-MGR-02-F01-1) to be further reviewed and reference made to updated applicable legal and other requirements.</p> <p><b>Verification / Follow-up actions:</b> Environmental Aspect and Impact (EIA) (SP-MGR-02-F01-1) has been updated with applicable legal and other requirements. Refer to the latest register dated 11/4/2023.</p>

### 3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1776587-201904-M1	Major	2.1.1	16/05/2019	Closed on 10/07/2019
1776587-201904-M2	Major	6.5.2	16/05/2019	Closed on 10/07/2019
1776587-201904-N1	Minor	2.1.3	16/05/2019	Closed on 27/08/2020
1946100-202008-M1	Critical	4.1.1	27/08/2020	Closed on 30/10/2020
1946100-202008-N1	Minor	1.2.1	27/08/2020	Closed on 25/06/2021
1946100-202008-N2	Minor	2.2.2	27/08/2020	Closed on 25/06/2021
1946100-202008-N3	Minor	3.5.1	27/08/2020	Closed on 25/06/2021
1946100-202008-N4	Minor	3.5.2	27/08/2020	Closed on 25/06/2021
1946100-202008-N5	Minor	7.11.3	27/08/2020	Closed on 25/06/2021
2073507-202106-M1	Critical	2.2.2	25/06/2021	Closed on 11/09/2021
2073507-202106-M2	Critical	3.8.17	25/06/2021	Closed on 11/09/2021
2216487-202206-M1	Critical	2.1.1	24/06/2022	Closed on 30/08/2022
2216487-202206-M2	Critical	6.2.4	24/06/2022	Closed on 30/08/2022
2216487-202206-M3	Critical	3.6.2	24/06/2022	Closed on 30/08/2022
2216487-202206-M4	Critical	7.2.10	24/06/2022	Closed on 30/08/2022
2216487-202206-N1	Minor	4.2.2	24/06/2022	Closed on 15/06/2023
2360338-202306-M1	Critical	3.4.1	15/06/2023	Closed on 11/09/2023
2360338-202306-N1	Minor	3.3.3	15/06/2023	"Open"
2360338-202306-N2	Minor	2.1.2	15/06/2023	"Open"
2360338-202306-N3	Minor	3.4.2	15/06/2023	"Open"
2360338-202306-N4	Minor	2.2.2	15/06/2023	"Open"

### 3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss Genting Jambongan Oil Mill Certification Unit’s environmental and social performance, legal and any known dispute issues.

Meetings were conducted with stakeholders to seek their views on the performance of the company with respect to the RSPO 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 later was verified with the management team. Any comment which is not complying to the RSPO P&C requirements have been incorporated as an assessment finding.

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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 below.

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Workers representative	Siti Hawa Mohd Miasin, Genting Jambongan POM Ferdianus, Rostina, Genting Jambongan Estate	Face to face
Internal stakeholders	Mursidi Enterprise, Canteen operator	Face to face
Local communities	Muhammad Fekri bin Osin, head village Kampung Bahanan	Face to face
Local communities	Barjahun Hujah, head village Kampung Hujung	Face to face
Local communities	Jainol bin Mutong, head village Kampung Limau	Phone call
Government agencies	Jandah@Hassan bin Kasui, headmaster SK Malalin	Face to face
Neighbouring estate	Bahagia Jaya Plantations/ Kho Shek Kein	Face to face
Contractor	Terus Sukses Enterprise, FFB transport contractor	Face to face
FFB supplier	Jalaluddin Mizam, smallholders	Face to face
FFB supplier	Roziah Hariri, smallholders	Face to face
Gender committee	GJOM and estate	Face to face
NGO	Abbedi, HUMANA child Aid society	Phone call

Stakeholders comment	
<b>1</b>	<p><b>Feedbacks:</b> Worker’s representative, Genting Jambongan POM and Genting Jambongan Estate</p> <p>Siti Hawa Mohd Miasin has been elected as one of the workers representatives at Genting Jambongan POM. While for Genting Jambongan Estate Mr Ferdianus, Ms. Rostina, has been elected. Worker’s representative mentioned that they have been elected through election that has been conducted without interference of the management. He said all workers and staff can join the workers union if available. As per interview, all workers representatives can demonstrate their understanding on their roles and responsibilities and as part of mechanism to workers grievance.</p> <p>As interview, the workers representative mentioned that during the workers representative meeting last year, they requested for HUMANA inside the estate and has been responded by the management to include in the management plan.</p>



	<p><b>Audit Team verification and response:</b>  Sighted workers representative minutes meeting documented in document "Mesyuarat Jawatankuasa wakil pekerja pertama 2022" dated 11/08/2022 and there is evidence workers representative for each division and the management responded that the request will be included in the management plan.  As per interview with the management, the request will only proceed once there is sufficient number of kids inside the estate.  However, there is no management plan has been established for the issues. Non-conformities has been raised under indicator 3.4.2.</p>
<p><b>2</b></p>	<p><b>Feedbacks:</b> Mursidi Enterprise, Canteen operator  2 canteen operators has been interviewed during the site visit to the canteen which the canteen provide cook food to all staff and workers during the operations time. They said that they has been operating the canteen more than 10 years and tenancy agreement will be renewed annually base on the performance. All food handler has been sent for typhoid vaccine and for food handler course. There is no issues in term of communication with the management where they aware PIC to be contacted if any issues or grievances</p> <p><b>Audit Team verification and response:</b> No further verification required.</p>
<p><b>3</b></p>	<p><b>Feedbacks:</b> Local communities (Muhammad Fekri bin Osin/head village Kampung Bahanan, Barjahun Hujah/head village Kampung Hujung, Jainol bin Mutong/head village Kampung Limau Limau).</p> <p>Head of village for 3 village has been interviewed which Kampung Bahanan, Kampung Hujung and Kampung Limau-Limau. Most of the villagers works as fisherman, village works and own their own oil palms farm and with Genting Plantation Berhad. Based on the on the interview, it has been confirmed that good relationships have been between both parties. They also mentioned that there are no operation/ activities in estates and POM that give adverse effect to the local communities. Any vacancies in estate/POM will be posted at notice board and nearby coffee shops at the village area. As per interview, some villagers work in the estate and POM. There is no cases of pollution has happen and identified by the villagers. There is also no issues of land dispute/ customary right land in Genting Jambongan Estate/ POM which has been confirmed by Mr Barjahun who already reside at that area since kids. There are a lot of contribution has been made by the estate/POM to the local communities such as roads repair, supplying water.</p> <p><b>Audit Team verification and response:</b> No further verification required.</p>
<p><b>4</b></p>	<p><b>Feedbacks:</b> Jandah@Hassan bin Kasui, headmaster SK Malalin  SK Malalin is located around 10km from the Genting Jambongan POM and estate and There is no kids who parents working in the Genting Jambongan certification units. The headmaster of S.K Malalin confirm that good relationships has been maintained by both parties where estate has provided contribution in term of manpower and expenses for any school activities. Complaint procedure and consultation procedure has been communicated to them during the stakeholders meeting.</p> <p><b>Audit Team verification and response:</b> No further verification required.</p>
<p><b>5</b></p>	<p><b>Feedbacks:</b> Neighbouring estate, Bahagia Jaya Plantations/ Kho Shek Kein  Bahagia Jaya Plantations is neighbouring to Genting Jambongan Estate where all staff/workers is using Genting Jambongan Estate to access around the Jambongan island. There is clear demarcation of boundaries for Bahagia Jaya Plantations with Genting Jambongan Estate. There is no land dispute which both estates have their own legal ownership from Sabah state government. Good relationships has been maintained and issues will be discussed through meeting and phone call. He also aware method/mechanism of communication if there is any issues related to land</p> <p><b>Audit Team verification and response:</b> No further verification required.</p>

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<b>6</b>	<p><b>Feedbacks:</b> Terus Sukses Enterprise, FFB transport contractor</p> <p>Based on interview, the contractor agreed good relationship has been established between management and contractors. The contractor also mentioned that the payment paid before 15 days of invoices received as per terms and conditions. Contractor was being briefed regarding RSPO &amp; MSPO during stakeholders meeting. All workers recruited is local workers and SOCSO and EPF contribution made by the contractors itself.</p>
	<p><b>Audit Team verification and response:</b> No further verification required.</p>
<b>7</b>	<p><b>Feedbacks:</b> FFB supplier, Jalaluddin Mizam and Roziah Hariri, smallholders</p> <p>As per interview with FFB supplier, there is evidence FFB pricing has been communicate and explain to all FFB supplier and also has been posted at the weighbridge stations. Payment will be paid through bank transaction before 7<sup>th</sup> every month and there is no issues of payment raised and been paid as per weighbridge tickets. There is deduction will be made for unripe bunches and will be taken back by the FFB supplier. The management of Genting Jambongan Estate also has communicate on certification and will support if there is any technical assistance required.</p>
	<p><b>Audit Team verification and response:</b> No further verification required.</p>
<b>8</b>	<p><b>Feedbacks:</b> Gender committee</p> <p>6 gender representatives for each operating have been interviewed. Based on the interview, there is evidence that all female workers can participate in gender committee and has been invited for meeting that will be conducted every 6 months. As per interview, it has been confirmed that grievance procedure for any harassment has been communicated and all representatives can demonstrate their understanding on the procedure. Other than that, pregnancy test has not been conducted for female workers but only self-assessment on pregnant symptom such as period delay will be submitted online on monthly basis. Representative also has been asked on discrimination and has been confirmed there is no discrimination has been practiced. All female workers received same benefits, leave and others. New mother assessment has been conducted for each operating units and has been confirmed by one of representative which also new mother.</p>
	<p><b>Audit Team verification and response:</b> No further verification required.</p>
<b>9</b>	<p><b>Feedbacks:</b> Abbedi, HUMANA child Aid society</p> <p>HUMANA has been interviewed on the process of application to established HUMANA in the estate area. He mentioned that the management need to fill up form and provide information required such as facilities, location of the estate and etc. As at now, there is no application has been received from Genting Jambongan Estate.</p>
	<p><b>Audit Team verification and response:</b> Non-conformities has been raised under indicator 3.4.2 where there is request from workers representative to establish HUMANA in the estate, however, there is no management plan has been established and confirmed through HUMANA, there is no action has been taken.</p>




<b>List of land owner / user contacted</b>					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Not Applicable as Genting Jambongan Certification Unit have already undergone 2nd Cycle of Replanting.					

Previous land owner / user comment	
	<b>Feedbacks:</b>
	<b>Audit Team verification and response:</b>

### 3.5 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.

### Formal Signing-off of Assessment Conclusion and Recommendation

<p>The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Genting Jambongan Oil Mill has complied with the Malaysia National Interpretation 2019 of the RSPO P&amp;C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that Genting Jambongan Oil Mill is remain certified.</p>		
Report prepared by	Acceptance of Assessment Conclusion	Acceptance of Assessment Conclusion
<b>Name: Mohamed Hidhir Bin Zainal Abidin</b>	<b>Name: James Chung Khim Hon</b>	<b>Name: Abdul Rahim Wilson Abdullah</b>
<b>Company Name: BSI Services (M) Sdn Bhd</b>	<b>Company Name: Genting Oil Mills (Sabah) Sdn Bhd</b>	<b>Company Name: Genting Plantations Berhad</b>
<b>Title: Lead Auditor</b>	<b>Title: Senior Vice President - Group Processing</b>	<b>Title: Vice President, Plantation (Sabah)</b>
<b>Signature:</b> 	<b>Signature:</b> <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 	<b>Signature:</b> <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
<b>Date: 14/09/2023</b>	<b>Date: 25/09/2023</b>	<b>Date: 25/09/2023</b>

**Appendix A: Summary of Findings**

Criterion / Indicator	Assessment Findings	Compliance	
<b>Principle 1: Behave ethically and transparently</b>			
<b>Criterion 1.1:</b> The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	<p><b>(C)</b> Documents that are specified in the RSPO P&amp;C are made available to the public.</p> <p>- Critical (Major) compliance -</p>	<p>Genting Jambongan POM and estate has specified document that publicly available has been documented in the communication procedure where stated list of documents that publicly available and can be requested by the stakeholders and there are no changes compare to last year. As per verification, all documents that specified in the RSPO P&amp;C have been classified as publicly available and can be requested by the stakeholders could request access for any documents if necessary.</p>	Complied
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>There is evidence that information has been provided in either Bahasa Malaysia and English. It has been verified based on the document review. As per verification, all document that classified as publicly available has been documented in Bahasa Malaysia and English. As per stated in the consultation and communication procedure, explanation will be given by the person in charge if the requester is using other than Bahasa Malaysia and English.</p>	Complied
1.1.3	<p><b>(C)</b> Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	<p>There is no information request has been received for 2022 and 2023 and has been confirmed based on interview with sample stakeholders. Genting Jambongan POM and estate only received assistance/contribution request that has been maintained in the file "CSR (Corporate social responsibility) incentives etc." . Sample of assistance request received is from the local communities which requested for water supply.</p>	Complied

<p>1.1.4</p>	<p><b>(C)</b> Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.</p> <p>- Critical (Major) compliance -</p>	<p>Genting Plantations Berhad adopt the same procedure as documented in the document Sustainability Management Procedure for Consultation and Communication; SMP-GPB-17; Rev. 02; Date: 23/02/2018. There is evidence that that the procedure has been disclosed and communicate to all stakeholders during the stakeholders` consultation meeting, that has been conducted on the on 11/05/2023 were attended by various stakeholders. It also has been posted at the notice board at office and housing compound.</p> <p>Implementation of the procedure has verified based on the communication records, stakeholders consultation minutes meetings and interview with stakeholders. It has been confirmed by stakeholders confirmed that communication and consultation will be through social liaison and will be responded timely manner.</p> <p>Sample has been taken as per below:</p> <ul style="list-style-type: none"> <li>a. Request for water from Ketua Kampung Malalin on 24/08/2023.</li> <li>b. Request for water on 23/05/2023 by Klinik Desa Malalin.</li> </ul>	<p>Complied</p>
<p>1.1.5</p>	<p>There is a current list of contact and details of stakeholders and their nominated representatives.</p> <p>- Minor compliance -</p>	<p>List of stakeholders has been maintained by both Genting Jambangan Estate and POM and has been documented in the document title "Internal list of stakeholders" and "External list of stakeholders" which latest has been updated on 26/05/2023 and 08/05/2023 for Genting Jambangan Estate. For internal stakeholders, it is included, workers representative, OSH committee, gender committee, and auxiliary police. While for external, it is included village, government bodies, supplier and contractors. Information that has been included is address, emails, telephone number and representatives. For village, total 6 villages have been listed which are Kampung Malalin, Kampung Limau-</p>	<p>Complied</p>

		Limau, Kampung Hujung, Kampung Bahanan, and Kampung Tawakkal.	
<b>Criterion 1.2:</b> The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts. - Minor compliance -	Genting Plantation Berhad adopts the same policy for ethical conduct as per documented in the document "The Ethical Conduct and Integrity Policy" signed by President & COO dated 22/06/2015 and it was communicated to the stakeholders including contractors and third party.  As per stated in the policy, any Genting Plantation Berhad executive, and staff found did not comply with the policy will be investigate by the management. As per interview with the management for each operating units can demonstrate their understanding on the policy. Sample of implementation has been taken for dealing with contractors and suppliers where it has been verified that payment has been made according as per contract base on the May 2023 and January 2023 payment records. As per verification by auditor, there is no issues of incompliance of the policy.	Complied
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice. - Minor compliance -	System to monitor compliance and the implementation of the policy established through the finance internal audit RSPO conducted by internal audit department (IAD) on 12/04/2023 until 09/05/2023 which total 6 findings has been raised. There is no issues on ethical conduct has been raised. Other than that, it` s has been monitored through the whistleblowing policy that has been established which established on 01/06/2020 where any stakeholders can raised to the management if there is any incompliance of the ethical policy.	Complied
<b>Principle 2: Operate legally and respect rights</b>			
<b>Criterion 2.1:</b> There is compliance with all applicable local, national and ratified international laws and regulations.			

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<p>2.1.1</p>	<p><b>(C)</b> The Unit of Certification complies with legal requirements          - Critical (Major) compliance -</p>	<p>The unit of certification continued to comply with legal requirements. Permits and licenses verified:  <u>Genting Jambongan Oil Mill</u>          i) Mill's compliance schedule under license no. 005264, ref: ASSH(B)31/152/000/185 valid from 1/7/22 until 30/6/23. Mill processing capacity is 20 mt/hr with zero discharge method of POME disposal (composting)          ii) 3<sup>rd</sup> party environmental audits          1<sup>st</sup> half of 2023 – audit date 14/5/2023, report date (14/5/2023)          No NC raised. (1) one observation and (1) one area for improvement raised. Audit carried out environmental license assessor, EA 0079/CESSWI 3309          2<sup>nd</sup> half of 2022 - audit date (4/12/2022), report date (4/12/2022)          No NC raised. Only (2) two observation and (2) area for improvement raised. Audit carried out environmental license assessor, EA 0101, CESSWI 2756.          iii) List of competent persons</p> <table border="1" data-bbox="1137 991 1933 1391"> <thead> <tr> <th>Competency</th> <th>Certificate reference</th> <th>Validity period</th> </tr> </thead> <tbody> <tr> <td>CePPOME (Certified Professional in Palm Oil Mill Effluent)</td> <td>CePPOME/00073</td> <td>Effective from 20/2/18</td> </tr> <tr> <td>CePSWaM (Certified Professional in Scheduled</td> <td>CePSWaM/02033</td> <td>Effective from 1/11/18</td> </tr> </tbody> </table>	Competency	Certificate reference	Validity period	CePPOME (Certified Professional in Palm Oil Mill Effluent)	CePPOME/00073	Effective from 20/2/18	CePSWaM (Certified Professional in Scheduled	CePSWaM/02033	Effective from 1/11/18	<p>Complied</p>
Competency	Certificate reference	Validity period										
CePPOME (Certified Professional in Palm Oil Mill Effluent)	CePPOME/00073	Effective from 20/2/18										
CePSWaM (Certified Professional in Scheduled	CePSWaM/02033	Effective from 1/11/18										

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		Waste Management )			
		AGT (Authorized Gas Tester)	HQ/23/AGTES/01/17682	20/01/23 – 08/09/24	
		Electrical charginan, A4	PJ-T-4-B-0578-2020	Valid until 14/9/24	
		Engine driver, grade 1	SB/14/EIS/01/5	Effective from 14/5/14	
		Internal combustion engine, grade 2	SB/22/EIS/02/00339	Effective from 13/04/22	
		Engine driver, grade 2	SB/22/EIS/02/00379	Effective from 7/10/22	
		<p>iv) Energy Commission, Private electrical installation, serial no. 59951, license no. 2023/00142 for 4,840 kW and valid from 27/4/2023 to 26/04/2024</p> <p>v) MPOB license no. 620052004000 with 120,000 mt processing capacity and valid for 1 year (1/03/2023 – 29/02/2024)</p> <p>vi) Mill inspection (SB/14/01/2625), Steam boiler (SB) and Unfired Pressure Vessel (UPV) inspection was carried out on 7/6/2023 by DOSH inspector. List SB and and UPV inspected:</p>			
CF number	Type of UPV and SB				



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		<table border="1"> <tr> <td>SB PMD 2645</td> <td>Steam boiler</td> </tr> <tr> <td>SB PMT 12670</td> <td>Thermal deaerator</td> </tr> <tr> <td>SB PMT 12671</td> <td>Softener vessel</td> </tr> <tr> <td>SB PMT 12674</td> <td>Filter vessel</td> </tr> <tr> <td>SB PMT 12666</td> <td>Sterilizer no.1</td> </tr> <tr> <td>SB PMT 12667</td> <td>Sterilizer no.2</td> </tr> <tr> <td>SB PMT 12676, SB PMT 12677, SB PMT 12678, SB PMT 12679, SB PMT 12890, SB PMT 13964, SB PMT 15085, SB PMT 15111</td> <td>Air receiver</td> </tr> </table>	SB PMD 2645	Steam boiler	SB PMT 12670	Thermal deaerator	SB PMT 12671	Softener vessel	SB PMT 12674	Filter vessel	SB PMT 12666	Sterilizer no.1	SB PMT 12667	Sterilizer no.2	SB PMT 12676, SB PMT 12677, SB PMT 12678, SB PMT 12679, SB PMT 12890, SB PMT 13964, SB PMT 15085, SB PMT 15111	Air receiver		
SB PMD 2645	Steam boiler																	
SB PMT 12670	Thermal deaerator																	
SB PMT 12671	Softener vessel																	
SB PMT 12674	Filter vessel																	
SB PMT 12666	Sterilizer no.1																	
SB PMT 12667	Sterilizer no.2																	
SB PMT 12676, SB PMT 12677, SB PMT 12678, SB PMT 12679, SB PMT 12890, SB PMT 13964, SB PMT 15085, SB PMT 15111	Air receiver																	
<p>Based on DOSH comments in the logbook, all machinery inspected all in serviceable condition. No notice issued by DOE with regards to SB and UPV inspection.</p> <p>vii) Weighbridge stamping, serial no. 133750576, calibration no. SKK-ATK 101154, capacity: 60,000 kg (Avery, EN10). Stamping date: 2/12/2022.</p> <p>viii) Fire Certificate, ref. no JBPM: SB/7/168/2022, serial no. 319765 valid from 18/10/22 to 17/10/23</p> <p>ix) Permit to employ non-resident workers, license no. JTK.H.SDK.600-4/1/1/10401/0007217 for Indonesian: 9, Philippines:1, S. Malaysia:1 valid from 13/9/2022 to 12/09/2023.</p> <p>x) Permit for Overtime Restriction, Section 104(7) Labour Ordinance (Sabah Cap 67), maximum limit per month: 120 hours valid from 17/2/2023 – 16/2/2025, serial no. JTKSBH/PMT/104/2023/0008.</p>																		

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		<p>xi) Permit for Restriction Women Working at Night, Section 75, Sabah Labour Ordinance valid from 17/2/2023 – 16/2/2025, serial no. JTKSBH/PMT/75/2023/0006.</p> <p>x) Permit for Salary Deduction, Section 113(4), Sabah Labour Ordinance; <i>Bayaran Pemprosesan Dokumen Perjalanan (tidak termasuk bayaran levi, jaminan bank, bayaran perkhidmatan agensi kerajaan dan pemeriksaan kesihatan (GROWARISAN))</i> valid from 20/5/2021 – 19/5/2023, serial no. JTKSBH/PMT/113/2021/0179. Renewal of permit was done one (1) month before expiry (5/4/2023, ref. GJOM/JTK/20230405) and pending for approval from Labour Department.</p> <p><u>Genting Jambongan Estate</u></p> <p>i) MPOB license no. 509406502000, valid from 1/12/22 – 30/11/23 for 4,062.3 ha for selling and transporting FFB.</p> <p>ii) Permit to employ non-resident workers, license no. JTK.H.SDK.600-4/1/1/01261/005606 for Indonesian: 259 valid from 2/10/2022 to 1/10/2023.</p> <p>iii) Permit for Salary Deduction, Section 113(4), Sabah Labour Ordinance;</p> <ul style="list-style-type: none"> <li>- <i>Bayaran Pemprosesan Dokumen Perjalanan (tidak termasuk bayaran levi, jaminan bank, bayaran perkhidmatan agensi kerajaan dan pemeriksaan kesihatan (GROWARISAN))</i></li> <li>- <i>Bayaran kos perubatan (orang tanggungan pekerja)</i></li> </ul> <p>valid from 27/12/21 – 26/12/23, serial no. JTKSBH/PMT/113/2021/0401.</p>	
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		<p>iv) Diesel permit, serial no. S003513, ref: PPDNKK.SDK.09/2005(SK), storage capacity: 50,000 litre valid from 9/06/21 – 08/06/24</p> <p>v) Petrol permit, serial no. S006646, ref: KPDNHEP.SDK.68/2021(PK), storage capacity: 200 litre/day valid from 21/09/22 – 20/09/23</p> <p>vi) Energy Commission, Private electrical installation, serial no. 61377, license no. 2023/61378 for 80 kW and valid from 26/7/2023 to 25/07/2024.</p> <p>vii) Air receiver license, SB PMT 13039 and SB PMT15087 valid until 6/9/2024</p> <p>viii) Proposal for Mitigation Measure (PMM) for Proposed Oil Palm Plantation on 496.56 ha at Jambongan Island, Beluran District Sabah. Report reference: CK/EV406-4022/14 dated September 2015. Approved Environmental Condition (AEC), ref: JPAS/PP/02/600-1/11/1/229 dated 13<sup>th</sup> January 2016 was verified. Environmental compliance reporting (ECR) carried out on 6 monthly basis by Environmental Protection Department @ EPD approved assessor.</p>	
2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.</p> <p>- Minor compliance -</p>	<p>The system to track changes in law is implemented through the head office Sustainability Team. They are responsible for tracking and ensuring that all legal requirements applicable to Operating Units have been identified and for evaluating their potential impact on the company's operations. They are guided by the Legal Requirement Register; Document Number: SMP-GPB-22; Revision: 11; Issue Date: January 2023.</p> <p>Means of tracking and identifying include the respective authority website visits and direct communication with those agencies.</p>	Non-compliance

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		<p>Among the laws covered in the list were EQA, Employment Act, OSHA, FMA to name a few. The amendment/update of the list is done by Sustainability Department on 11/1/23.</p> <p>Genting Jambongan Oil Mill – List of evaluation of compliance (January – December 2023), section 5 (2) evaluated as complied and not reflected in actual current compliance status. One (1) notice raised by DOSH in September 2022 regarding the issue of not having enough steam engineer (grade 1 and 2) aggregated heating surface in common line. Thus, a minor NC was raised.</p>	
2.1.3	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p> <p>- Minor compliance -</p>	<p>Genting Jambongan Estate (Division 1-4) has successfully implemented and upheld a Boundary Stone Map, with an effective date of 24/05/2022, which was meticulously prepared by Genting Plantation Research Centre (GPRC). During a recent site visit, we observed and verified the presence of the boundary stones at the following locations:</p> <ol style="list-style-type: none"> <li>1. Division 4 Block 45</li> <li>2. Division 3 Block 19</li> </ol> <p>These boundary stones are well-maintained and clearly visible, ensuring accurate demarcation of the designated areas.</p>	Complied
<b>Criterion 2.2:</b> All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>List of contracted parties has been maintained in the stakeholders list. For Genting Jambongan POM, there is 2 contracted parties which Hai Heng Enterprise for CPO and PK transport which contracted under Genting Oil Mills (Sabah) Sdn Bhd and canteen, Mursidi Enterprise.</p> <p>While for Genting Jambongan Estate, there is one sundry shops under Kedai Runcit Tabanar Trading and 4 FFB transport contractors</p>	Complied

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		<p>which are Pengangkutan Yee Kiun, Syarikat CM, Syarikat Abadi Maju and Terus Sukses.</p>													
<p>2.2.2</p>	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.</p> <p>Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.</p> <p>- Minor compliance -</p>	<p>Sample of agreement contract between Genting Oil Mills (Sabah) Sdn Bhd and Hai Heng Enterprise Sdn Bhd.</p> <p><u>Genting Jambongan Estate</u></p> <ul style="list-style-type: none"> <li>a) Pengangkutan Yee Kiun- GJBE/MOA/23/01/03</li> <li>b) Syarikat CM- GJBE/COMPOST/23/01/01</li> </ul> <p>The requirements to comply with applicable laws are stipulated in the contract agreements under Clause 2 and 3. Among the applicable laws mentioned are OSHA, EQA, FMA to name a few. Engagement of contract works, and purchasing is guided by procedures namely:</p> <ul style="list-style-type: none"> <li>a) Procedural Instructions: Tender Procedures PLA 02, dated 15/1/2013.</li> <li>b) Procedural Instructions: Contract Works PLA 04, dated 15/1/2013 The procedures outlined the process of awarding contracts and the establishment of system of various contracts and set guidelines for control on the execution, processing and payment of contract works.</li> </ul> <p>While for Mursidi Enterprise, contract agreement sighted in the tenancy agreement dated 01/01/2023 that has been signed by both parties in clause 12 compliance to legal requirement and 3 (k) for disallowing child, forced and trafficked labour</p> <p>Based on record verification for contractor workers for Syarikat C.M. workers with passport AU411XXX found not paid with minimum wages salary (rate per day RM57.69). Evidence as below:</p> <table border="1" data-bbox="1137 1310 1926 1399"> <thead> <tr> <th>Month</th> <th>Working days</th> <th>Wages, RM</th> <th>Rate/Day, RM</th> <th>Wages as per Rate</th> <th>Diff, RM</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Month	Working days	Wages, RM	Rate/Day, RM	Wages as per Rate	Diff, RM							<p>Non-compliance</p>
Month	Working days	Wages, RM	Rate/Day, RM	Wages as per Rate	Diff, RM										

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					RM 57.69/day			
	January	26	1300.58	50.02	1499.94	- 199.36		
	February	25	1349.97	51.92	1442.25	-92.28		
	April	27	1314.82	50.57	1557.63	- 242.81		
	Thus, a minor NC was raised.							
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <p>- Minor compliance -</p>		<p>Sample of agreement contract between Genting Oil Mills (Sabah) Sdn Bhd and Hai Heng Enterprise Sdn Bhd.</p> <p><u>Genting Jambongan Estate</u></p> <ul style="list-style-type: none"> <li>c) Pengangkutan Yee Kiun- GJBE/MOA/23/01/03</li> <li>d) Syarikat CM- GJBE/COMPOST/23/01/01</li> </ul> <p>The requirements to comply with applicable laws are stipulated in the contract agreements under Clause 2 and 3. Among the applicable laws mentioned are OSHA, EQA, FMA to name a few. Engagement of contract works, and purchasing is guided by procedures namely:</p> <ul style="list-style-type: none"> <li>c) Procedural Instructions: Tender Procedures PLA 02, dated 15/1/2013.</li> <li>d) Procedural Instructions: Contract Works PLA 04, dated 15/1/2013 The procedures outlined the process of awarding contracts and the establishment of system of various contracts and set guidelines for control on the execution, processing and payment of contract works.</li> </ul>					Complied

<b>Criterion 2.3:</b> All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	<p><b>(C)</b> For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> <li>Information on geo-location of FFB origins</li> <li>Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder</li> <li>One or more supporting documents for claims</li> <li>Valid MPOB license</li> </ul> <p>- Critical (Major) compliance -</p>	<p>A list of all directly sourced FFB is available for verification in the The list for all directly source updated under Genting Jambongan Oil Mill FFB supplier list. It has the information about names of the suppliers, MPOB License number, geo-location and the status of the third party FFB suppliers land ownership.</p> <p>Genting Jambongan receives RSPO certified FFB from its own estates which is Genting Jambongan Estate. The mill also receives FFB from 2 outgrower and 7 smallholders registered from outside the certification scope. The information related to the third party FFB suppliers were available and sampled as below:</p> <ol style="list-style-type: none"> <li>Outgrower Name: Bahagia Jaya Plantations Sdn Bhd; Land Area: 241.51 Ha; MPOB License: 616684002000; License Validity Period: 01/08/2022 – 31/07/2023. Evidence of right/claim to the land: 69 native titles as referred to MPOB license</li> <li>Outgrowers Name: Joyland Sdn Bhd; Land Area: 79.41 Ha; MPOB License: 618233002000; License Validity Period: 01/05/2023 – 30/04/2024 Evidence of right/claim to the land: 18 native titles as referred to MPOB license</li> <li>Smallholder Name: Yazid Bin Sarif Rahman; Land Area: 12.13 Ha; MPOB License: 619514001014; License Validity Period: 04/10/2018 – 30/09/2023. Evidence of right/claim to the land: Official receipt for land application registration fees from State Government of Sabah dated 18/08/2011. Ref. no. 20-11081915.</li> </ol>	<p>Complied</p>

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		<p>4. Smallholder Name: Roziah Binti Hariri; Land Area: 6.0690 Ha; MPOB License: 822935001014; License Validity Period: 15/09/2020 – 31/08/2025.  Evidence of right/claim to the land: Official receipt for land application registration fees from State Government of Sabah dated 18/08/2011. Ref. no. 20-11081901.</p> <p>5. Smallholder Name: Koh Shuk Kien; Land Area: 35.69 Ha; MPOB License Number: 781071001014; License Validity Period: 23/08/2019 – 31/07/2024.  Evidence of right/claim to the land:  5 Native titles (NT083229903, NT083229912, NT083229921, NT083229930, NT083229949, NT083229958, NT083229967)</p> <p>6. Smallholder Name: Abdul Rauf Bin Jalil; Land Area: 1.214 Ha; MPOB License Number: 872484001014; License Validity Period: 28/02/2022 – 31/07/2027.  Evidence of right/claim to the land: Official receipt for land application registration fees from State Government of Sabah dated 24/4/2014. Ref. no. 20-14081489.</p> <p>7. Smallholder Name: Mohd Najar Bin Abdul Razak; Land Area: 3.642 Ha; MPOB License Number: 866606001014; License Validity Period: 9/12/2021 – 30/11/2026.  Evidence of right/claim to the land: Official receipt for land application registration fees from State Government of Sabah dated 24/4/2014. Ref. no. 20-14081483.</p> <p>8. Smallholder Name: Shamsul bin Abang; Land Area: 12.14 Ha; MPOB License Number: 864377001014; License Validity Period: 7/11/2021 – 31/10/2026.</p>	
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		Evidence of right/claim to the land: Official receipt for land application registration fees from State Government of Sabah dated 18/08/2011. Ref. no. 20-11081903.	
2.3.2	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator2.3.1. - Minor compliance -	No indirectly sourced FFB received at Genting Jambongan Oil Mill. Thus, this indicator is not applicable.	Not Applicable
<b>Principle 3: Optimise productivity, efficiency, positive impacts and resilience</b>			
<b>Criterion 3.1:</b> There is an implemented management plan that aims to achieve long-term economic and financial viability.			
3.1.1	<b>(C)</b> A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders. - Critical (Major) compliance -	<p><u>Genting Jambongan Oil Mill</u> Genting Jambongan Oil Mill have established a management plan with 5-year projection plan (2023 to 2027). The palm oil mill budget includes the projected FFB processed, CPO and PK production, OER and KER, production cost, training, insurance, environment conservation.</p> <p><u>Genting Jambongan Estate</u> Estate have the management plan for FY23/24 with 5-year projection plan for (2023 to 2027) which includes on, Plant machinery, Road &amp; Bridges, Operation Expenditure and Capital Expenditures amongst others.</p>	Complied
3.1.2	An annual replanting programme projected for a minimum of five years with yearly review, is available. - Minor compliance -	The estate has yet to go for replanting plan for the next 5 years, as the oldest planted palm tree was planted in 2004.	Complied
3.1.3	The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake. - Minor compliance -	In response to the internal audit findings and other relevant matters, a comprehensive management review was carried out for both the mill and estate. The minutes of the management review	Complied

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		<p>meeting were made available for verification. Additionally, the RSPO P&amp;C Management Meeting took place at each operating unit. Specifically, the management meeting for Genting Jambongan Oil Mill occurred on 29/05/2023, while the meeting for Genting Jambongan Estate was held on 10/02/2023. These meetings provided an opportunity to discuss and address various aspects related to the operations and compliance of both entities.</p>	
<p><b>Criterion 3.2:</b> The unit of Certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable Continuous improvement in key operations.</p>			
<p>3.2.1</p>	<p><b>(C)</b> The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification. - Critical (Major) compliance -</p>	<p>Genting Jambongan Oil Mill and estate have established improvement plans to guide and ensure environmental impacts are continuously minimised. The mill and estates have established Waste Management Plan, IPM Management Plans, Water Management Plans, Pollution Prevention Plans and HCV &amp; Biodiversity Management Plans among others. The implementation of the management plans was monitored and verified during the assessment. Sampled the implementations as below:</p> <ol style="list-style-type: none"> <li>1. Increase of barn owl box ratio according to Oil Palm Manual.</li> <li>2. Increase of planting area for beneficial plant</li> <li>3. Disposal of Waste Materials in accordance with SW Regulation 2005.</li> <li>4. Water Quality Monitoring for Incoming and Outgoing River Water.</li> <li>5. Monitoring of HCV and Biodiversity Areas.</li> <li>6. Mill monitoring of Smoke Emission.</li> <li>7. Routine and non-routine house maintenance</li> </ol> <p>Among CAPEX allocation for 2023:</p> <ul style="list-style-type: none"> <li>- Backhus rotor drum rehabilitation (composting plant)</li> </ul>	<p>Complied</p>

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		<ul style="list-style-type: none"> <li>- 400 kW generator set</li> <li>- Conveyor (FFB &amp; CBC) standby unit (bare gearbox)</li> </ul>	
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the [RSPO metrics template].</p> <p><b>PROCEDURAL NOTE:</b> The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed.</p> <p>Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>	<p>RSPO metric template version 2.1 is used for the reporting of Genting Jambongan Certification Unit’s metrics (economic, social and environment). Data reporting period is January to December 2022 for (social and environment metrics) and economic metrics from June 2022 to May 2023 (counting back from audit month). Based on verification with input data, no discrepancies of data reported for the said period for all metrics</p>	Complied
<b>Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.</b>			
3.3.1	<p><b>(C)</b> Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>Genting Jambongan Oil Mill and the estate are guided by a number of SOPs that have been established for standardization as well as to ensure implementations and operations are in accordance with the legal requirements and best practises. The following manuals were available for verification.</p> <p><u>Genting Jambongan Oil Mill</u></p> <ol style="list-style-type: none"> <li>1. Genting Plantations Berhad; Control of Document; Doc Number: SMP-GPB-01; Issue Date: August 2013 Revision: 00.</li> <li>2. Genting Plantations Berhad; Complaints and Grievances; Doc Number: SMP-GPB-19; Issue Date: March 2020; Revision: 04.</li> <li>3. Genting Plantations Berhad; Sustainability Internal Audit; Doc Number: SMP-GPM-03; Issue Date August 2021; Revision: 06.</li> </ol>	Complied

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		<p>4. Genting Plantations Berhad; Supply Chain and Traceability (Palm Oil Mill); Doc Number: SMP-GPM-23; Issue Date: February 2022; Revision: 13.</p> <p><u>Genting Jambongan Estates</u></p> <p>1. Standard Operating Procedures (SOP); Genting Sabah Estates; Revision 3; Dated: 11/10/2013 has been established. Among the subcategorises available were:</p> <ul style="list-style-type: none"> <li>a) Chemical, Lubricant and Fertilizer Handling and Management</li> <li>b) Trunk Injection – Bagworm</li> <li>c) Rat Bait Application</li> <li>d) Manuring</li> <li>e) Harvesting</li> <li>f) Vehicle and Heavy Machineries</li> <li>g) Workshop</li> <li>h) Water Treatment</li> <li>i) General</li> </ul> <p>Manual Keselamatan &amp; Kesehatan Pekerjaan (OSH Manual/OM); Effective: 01/01/2016.</p>	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor Compliance -</p>	<p>Internal audits were conducted by Genting Sustainability Department to confirm consistent implementation of SOPs. During mill and estates visit it was noted that that operating parameters were consistently recorded by the operators. Internal Audit records were available for verification as below:</p> <p><u>Genting Jambongan Oil Mill</u></p>	Complied

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		<p>1. Internal Audit (RSPO P&amp;C 2019) was conducted on 09-10/03/2023 by the Sustainability Manager. During the internal audit, 4 Observations were raised on the RSPO P&amp;C Standard.</p> <p>2. Internal Audit (RSPO SCCS) was conducted on 09-10/03/2023 by the Sustainability Executive. During the internal audit, no findings were raised.</p> <p><u>Genting Jambongan Estate</u></p> <p>RSPO Internal Audit was conducted to check consistent implementation of RSPO related procedures in the estate. The Internal Audit was conducted on 07-08/03/2023 by the Sustainability Executive and Safety Officer.</p>	
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor Compliance -</p>	<p>The monitoring of the SOP implementation was implemented through all levels of the supervisory personnel with records maintained and verified. Among others the records are:</p> <ul style="list-style-type: none"> <li>a) Daily production/work records for the core activities at the estates and mill</li> <li>b) Field Costing Books</li> <li>c) Monthly Chemical Consumption Record</li> <li>d) Mature/immature field work program</li> <li>e) Fertilizer application Records</li> <li>f) Herbicide Work Program</li> <li>g) Rat Baiting Census Records</li> <li>h) Harvesting Standard Checklist</li> <li>i) Worksite Inspection Form</li> </ul> <p>Records of water sampling to measure and monitor the impact of estate's water quality and related action taken was not effectively maintained. Based on SOP, water sampling and analysis: SMP-</p>	<p>Non-compliance</p>

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		<p>GPB-15, rev:2 dated 11/1/2023, river or stream water sampling shall be carried out every 6 months and currently in line with Approved Environmental Condition @ AEC sampling frequency for water analysis. Based on ECR for August 2022 – January 2023, one (1) parameter Dissolved Oxygen (DO) exceeded the limit of class III under NWQSM for 3 sampling points namely W2, W3 and W4. However, there was no follow up and investigation conducted to measure and monitor the overall impact as required under procedure, Corrective Action: SMP-GPB-04, rev:0 dated 1/8/23. Hence, a minor NC was raised.</p>	
<p><b>Criterion 3.4:</b> A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.</p>			
<p>3.4.1</p>	<p><b>(C)</b> In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented.          - Critical (Major) compliance -</p>	<p>Environmental Aspect and Impact Register (SP-MGR-02-F01-1) Rev.01 dated 03/05/2023 covering operational activities, product and support services for mill activities was made available for verification. Genting Jambongan Estate has conducted Environmental Aspect and Impact Assessment for estate operation dated 11/06/22. Prepared and reviewed by Assistant Manager GJBE and approved by Estate Manager. Available guidance on EIA-Score, ranking and etc which consistently applied in the assessment.</p> <p>The management adopt the same social impact assessment, documented in the document Social Impact Assessment (SIA) &amp; Human Rights Impact Assessment (HRIM) Report was reviewed on April 2021 for both Genting Jambongan POM and Genting Jambongan Estate by Sustainability Department. The assessment has involved relevant stakeholders such as schools’ representatives, local authorities, and workers. No negative impact was identified during the assessment through interviewed. As per interview with the management, new assessment will be</p>	<p>Non-compliance</p>

		<p>conducted in 2023. However, it has been identified that there are workers housing construction has been done in the estate area which has not been assessed by the management. Nonconformities has been raised and details as per below.</p> <p><b>Major Non-conformities</b></p> <p>New workers quarters constructed end of 2022 nearby of staff quarters which current around 90% of completion. However, there is no evidence that social impact has been identified by the management.</p>	
<p>3.4.2</p>	<p>For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.</p> <p>- Minor Compliance -</p>	<p>Management plan has established for social impact assessment has been documented in the document "social management and monitoring plan of Genting Jambongan Oil Mill (GJOM) dated 26/05/2023. Management established as per below.</p> <ul style="list-style-type: none"> <li>a. List of stakeholders will be update annually.</li> <li>b. Stakeholders' consultation will be conducted on annually.</li> <li>c. Workers committee comprising of all nationality, races, genders, work category and will be chosen by workers through election.</li> </ul> <p>Environmental and social management plan has not been developed with participation of affected stakeholders.</p> <p>i) Environmental management plan dated 26/5/23 has not included POME disposal method by composting for zero discharge to land or waterways. Related action was assigned based on other method of POME disposal and not composting method for zero discharge.</p> <p>ii) As per interview with workers representative, auditor has been informed that there is no HUMANA in Genting Jambongan Estate and they has requested to the management during the workers</p>	<p>Non-compliance</p>

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		<p>representative meeting.</p> <p>Sighted workers representative minutes meeting documented in document "Mesyuarat Jawatankuasa wakil pekerja pertama 2022" dated 11/08/2022 and there is evidence workers representative for each division and the management responded that the request will be included in the management plan. As per interview with the management, the request will only proceed once there is sufficient number of kids inside the estate. However, there is no management plan has been established for the issues and a minor NC was raised.</p>	
3.4.3	<p><b>(C)</b> The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.          - Critical (Major) compliance -</p>	<p>Management and monitoring plan has been reviewed on annual basis with participation of relevant stakeholders and workers. Details of implementation of social management plan as per below</p> <ul style="list-style-type: none"> <li>a. List of stakeholders will be update annually - List stakeholders has been updated on 26/05/2023 for Genting Jambongan POM and on 08/05/2023 for Genting Jambongan Estate</li> <li>b. Stakeholders' consultation will be conducted on annually- the stakeholder's consultation meeting that has been conducted on 11/05/2023 for Genting Jambongan Estate while for Jambongan POM, meeting has been conducted 25/04/2023 which some issues has been highlighted and discussed. issues that has been discussed is to improve landfill area, proposal to established children playground and proposal to conduct workers housing competition. Meeting has been attended by workers representative that has been elected on 15/06/2022. Management plan for the issues highlighted has been documented in the document</li> </ul>	Complied



		<p><i>"Pelan Tindakan isu berbangkit semasa mesyuarat ahli jawatan kuasa kebajikan Genting Jambongan Oil Mill".</i></p> <p>Workers committee comprising of all nationality, races, genders, work category and will be chosen by workers through election.- There is evidence that there is no interference for selection of workers representative base on the election that has been documented in the document " Pemilihan wakil pekerja AJK Komiti Kebajikan Sesi 2022" Total 6 workers representative has been elected for Genting Jambongan POM which consist male/female, local/foreigner workers during the election conducted on 15/06/2022. It has been confirmed during the interview with one of the workers representatives. While for Genting Jambongan Estate, election has been done based on division 01, 02, 03 and 04.</p> <p>Environmental Improvement and Management Plan (EIMP) has been developed to mitigate and control as significant Environmental Aspect and Impact. Document dated 26/5/2023 was verified. Among established EIMP;</p> <ul style="list-style-type: none"> <li>i) Air pollution (air particulate pollution, open burning)</li> <li>ii) Water pollution (mill operations)</li> <li>iii) Water pollution (line site, landfill area etc)</li> <li>iv) Noise pollution</li> <li>v) Soil pollution</li> <li>vi) Waste Management</li> <li>vii) Water Usage</li> </ul>	
<p><b>Criterion 3.5:</b> A system for managing human resources is in place.</p>			

3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.</p> <p>- Minor Compliance -</p>	<p>Documented in the document "Foreign workers ethical &amp; responsible recruitment procedures" document number GEN-13 dated 17/05/2023 for recruitment, selection, retirement and terminations. It has been classified as publicly available and available at both estate and POM.</p>	Complied
3.5.2	<p>Employment procedures are implemented, and records are maintained.</p> <p>- Minor Compliance -</p>	<p>Verifications has been made for local and foreign workers in term of implementation of procedure. There is evidence that procedure has been properly implemented. Document verified as per below:</p> <ul style="list-style-type: none"> <li>a) Job application forms</li> <li>b) Interview records</li> <li>c) Approval records</li> <li>d) Employment contract/ Contract of services.</li> </ul> <p>Sample has been taken for 6 workers in both operating units that has been recruited in year 2023 which is both from Indonesia and Malaysia. It has been further verified through interview with the workers itself which confirmed that recruitment procedure has been implemented accordingly.</p> <p>There is no termination has been made by the management for both operating units.</p>	Complied
<p><b>Criterion 3.6:</b> An occupational health and safety (H&amp;S) plan is documented, effectively communicated and implemented.</p>			
3.6.1	<p><b>(C)</b> All operations are risk assessed to identify H&amp;S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p><u>Genting Jambangan Oil Mill</u></p> <p>Genting Jambangan Oil Mill have implemented a Safety &amp; Health Management Plan for the year 2023 and available for verification. Among the objectives are to provide and maintain a working environment that is safe without risk to health and adequate as regard to welfare at work. Risk assessments were identified and assessed in the mill for all operations and as legal compliances. Verification were done as below:</p>	Complied

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		<ol style="list-style-type: none"> <li>1. Hazard Identification, Risk Assessment and Risk Control (HIRARC) was established to assess all hazards and risk related to operations in the mill. Among the HIRARC verified were Sterilizer, Excavator Driver, Water Treatment Plant, Workshop and Engine Room. The HIRARC was updated on 02/05/2023</li> <li>2. Chemical Health Risk Assessment (CHRA) was conducted in compliance with OSHA Act 1994 and USECHH, 2000 for Genting Jambongan Oil Mill by Rehpro Scientific Sdn Bhd on 10/12/2019. The CHRA Report (Report Reference Number: RSSB/CHRA/2019-156) was available for verification.</li> <li>3. Annual Medical Surveillance was conducted in accordance with recommendations stated in the CHRA for workers exposed to chemicals listed under USECHH 200 Regulations such as Welding Fumes, Hexane and Diesel. A total of 10 workers were deemed to be exposed and results indicated that there were no occupational caused abnormal results.</li> <li>4. Noise Risk Assessment (NRA) was conducted as part of the OSH (Noise Exposure) Regulations 2019 for Genting Jambongan Oil Mill by Sherman Services &amp; Supply on 19-20/04/2021. The NRA Report (Report Reference Number: SSS/NOISE-301/21) was available for verification.</li> <li>5. Audiometric Test was conducted in compliance with the recommendations in the NRA by Dab OH Sdn Bhd on 15/03/2023. A total of 30 workers were tested with the results stating that 28 workers were having normal audiogram and 2 workers with abnormal audiogram. The worker with abnormal audiogram will be sent to OHD for further checking by OHD in the month of June 2023. The management has contacted DAB OH Sdn Bhd for reserving the slot for checking, however due to unavailability of OHD, the checking will be conducted by end</li> </ol>	
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		<p>of June 2023. Refer memo from DAB OH Sdn Bhd dated 06/06/2023 (DG/GEN/ND/062023-005-DA)</p> <p><u>Genting Jambongan Estate</u></p> <p>Genting Jambongan Estate have implemented a Safety &amp; Health Management Plan for the year 2023 and available for verification. Among the objectives are to provide and maintain a working environment that is safe without risk to health and adequate as regard to welfare at work. Risk assessments were identified and assessed in the mill for all operations and as legal compliances. Verification were done as below:</p> <ol style="list-style-type: none"> <li>1. Hazard Identification, Risk Assessment and Risk Control (HIRARC) was established to assess all hazards and risk related to operations in the mill. Among the HIRARC verified were harvesting, spraying and manuring activities. The HIRARC was updated on 01/01/2023.</li> <li>2. The Chemical Health Risk Assessment Report (Report Number: JKPP HQ/07/ASS/00/236-2019/157) conducted by QMSPRO Sdn Bhd in October 2019 was available for verification. A supplementary CHRA Report was available dated February 2021 for changes in chemical used in the estate (Report number: JKPP HQ/03/ASS/00/154-2021/034).</li> <li>3. Medical Surveillance was not necessary as the estate does not use organophosphate in its operations. Nevertheless, the estate conducted regular health Check-up for its chemical handlers. Sighted the record of health monitoring for the month of May 2023. During the check up, it was found that the one worker were unfit for working as chemical handlers due to pregnancy.</li> </ol>	
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		<p>4. The Initial Noise Risk Assessment was conducted on 19 – 24/06/2021 by Chemclass Sdn Bhd. The assessment report (Ref. No: CC/0621/061) was available for verification.</p> <p>5. Audiometric Test was conducted on 14/03/2023 for total 32 workers by DAB OH Sdn Bhd and the Audiometric Report was available for verification. The report stated that there were 29 workers with normal hearing, 2 workers with abnormal results, to be examined by OHD and 1 worker with STS, to be conducted retest within 3 months. The retest was conducted on 05/04/2023.</p>	
3.6.2	<p><b>(C)</b> The effectiveness of the H&amp;S plan to address health and safety risks to people is monitored. - Critical (Major) compliance -</p>	<p>Available at Genting Jambongan Estate, Safety and Health Management Plan 2023. Included Training planned, Accident and incident statistics action plan, HIRARC include new operation of water treatment plant.</p> <p>Available OSH Action Plan and Strategies covering:</p> <ul style="list-style-type: none"> <li>a) Agrochemicals on plantation</li> <li>b) Oil palm harvesting operation</li> <li>c) Machine operators (farm tractor)</li> <li>d) FFB Lorry driver</li> <li>e) Vehicle driving/machine handling</li> <li>f) Workshop operation</li> <li>g) Usage of PPE</li> <li>h) Thorn prick</li> </ul> <p>The effectiveness of the Safety &amp; Health Management Plan is monitored and ensured through checklist, worksite inspections and trainings that were conducted by Genting Jambongan Oil Mill and Genting Jambongan Estate in each of the operations. Site visits around the mill and estate indicated the control measures as per</p>	Complied

		HIRARC were followed and ensured by the respective management units.	
<b>Criterion 3.7:</b> All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.			
3.7.1	<p><b>(C)</b> A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out-growers, taking into account gender-specific needs, and which covers applicable aspects of the RSPOP&amp;C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>As sampled in Jambongan Oil Mill, the Training Needs Analysis for year 2023 and training plan was available for each section and verified as Training Scheduled FY 2023.</p> <ol style="list-style-type: none"> <li>1. QESH Policy, Sustainability Policy</li> <li>2. Procedure of Handling New workers, contractor and visitor</li> <li>3. ESH Committee and Environmental Committee</li> <li>4. Chemical Management &amp; Emergency Action, Emergency Response Plan, Fire Fighting and Evacuation, First Aid</li> <li>5. PPE Training</li> <li>6. Recycling Awareness</li> <li>7. Zero burning</li> </ol> <p>This training plan included safety, environment, supply chain, social and work specialist needed. Sighted Sustainability Annual Programme Year 2023. As planned included:</p> <ol style="list-style-type: none"> <li>1. Internal stakeholder meeting</li> <li>2. External stakeholder meeting</li> <li>3. Workers committee meeting</li> <li>4. Water Sampling, Scheduled waste disposal.</li> <li>5. OSH Committee training</li> <li>6. Environment committee meeting.</li> </ol> <p>Sighted in Genting Jambongan Estate a Workers Training Programme 2023. The programme contained information on training to be conducted, the targeted participant among various</p>	Complied

		<p>level of employees, date to be held (Jan-Dec). Among others included:</p> <ol style="list-style-type: none"> <li>1. Safe driving of vehicles (lorry, excavator, tractor, lorry)</li> <li>2. Spraying Training</li> <li>3. Manuring Training</li> <li>4. Harvesting Training</li> <li>8. Safety and Health</li> </ol>																			
<p>3.7.2</p>	<p>Records of training are maintained.          - Minor Compliance -</p>	<p>The training record was available in record, sampling the record of training as per below:-</p> <p><u>Genting Jambongan Estate</u></p> <table border="1" data-bbox="1151 799 1919 1385"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Traceability Training</td> <td>06/06/2023</td> </tr> <tr> <td>Buffer Zone (Sprayers) Training</td> <td>09/05/2023</td> </tr> <tr> <td>Buffer Zone (Manurers) Training</td> <td>24/05/2023</td> </tr> <tr> <td>Scheduled Waste Training</td> <td>13/05/2023</td> </tr> <tr> <td>Store Management Training</td> <td>09/05/2023</td> </tr> <tr> <td>IPM Training</td> <td>11/04/2023</td> </tr> <tr> <td>Harvesting Training</td> <td>09/02/2023</td> </tr> <tr> <td>Compost Application Training</td> <td>04/02/2023</td> </tr> </tbody> </table>	Training	Date	Traceability Training	06/06/2023	Buffer Zone (Sprayers) Training	09/05/2023	Buffer Zone (Manurers) Training	24/05/2023	Scheduled Waste Training	13/05/2023	Store Management Training	09/05/2023	IPM Training	11/04/2023	Harvesting Training	09/02/2023	Compost Application Training	04/02/2023	<p>Complied</p>
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3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	<p>Supply Chain &amp; Traceability Refresher Training was conducted on 1/6/2023 for the critical control point personnel such as weighbridge operators and Document Controller who are responsible for traceability.</p>	Complied																				



<b>Criterion 3.8:</b> Supply chain requirement for mills (note: All supply chain requirements are considered as <b>Critical (C)</b> . However, it will not contribute to suspension if there is more than 5 non-compliance within a principle)			
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&amp;C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	<p>Genting Jambangan Oil Mill receives certified and non-certified FFB from own supply base and third-party sources. Thus, the mill has opted for the Mass Balance Module. Therefore, this indicator is not applicable.</p>	Not Applicable
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>Genting Jambangan Oil Mill received and processed certified and non-certified FFB (92% own estate and 8% outsider). Therefore, the mill opted for the Mass Balance Module.</p> <p>During the assessment, volumes and sources of certified and non-certified FFB entering the mill, the implementation of processing controls and volume sales of RSPO Certified Products was verified</p>	Complied
3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&amp;C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in Table 10 of this public summary report.</p>	Complied

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3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	The registration of PalmTrace will be carried out by the Marketing Palm Products Department (MPP), HQ. All transaction will be registered in the PalmTrace. The mill registered license available in PalmTrace as following: - Member ID: RSPO_PO1000003777 - Member category: Oil Mill - RSPO Membership No.: 1-0086-06-000-00	Complied
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> <li>a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements.</li> <li>b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records).</li> <li>c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill’s procedures for the implementation of this standard.</li> <li>d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBS including ensuring no contamination in the IP mill.</li> </ul>	<p>Genting Plantations Berhad have developed Supply Chain and Traceability (Palm Oil Mill) Procedure (Doc. No.: SMP-GPB-23, Rev.14 dated 13/5/2022) to ensure that handling of incoming FFB and outgoing CPO &amp; PK are carried out in a proper manger to meet the sustainability requirements for traceability and mass balance. Other supporting documents were developed as below:</p> <ol style="list-style-type: none"> <li>1. Handling, Storage, Preservation and Delivery Procedure (Doc. No.: PM-LAB-03, Rev. 0 dated 02/01/2018)</li> <li>2. Product Identification &amp; Traceability Procedure (Doc. No.: PM- PRD-01, Rev. 0 dated 02/01/2018)</li> <li>3. Control of Nonconforming/ Noncertified Product Procedure (Doc. No.: PM-PRD-05, Rev. 01 dated 12/12/2019)</li> </ol> <p>Supply Chain &amp; Traceability Refresher Training was conducted on 1/6/2023 for the critical control point personnel such as weighbridge operators and Document Controller who are responsible for traceability.</p> <p>Sustainability Management Team (ISCC/RSPO/MSPO) for Genting Jambongan Oil Mill.</p> <p>Management representative responsible for RSPO/ISCC is the acting manager, Mr Yee Chee Fui dated 3/1/2022.</p>	Complied

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		<p>Account clerk, appointment letter dated 3/1/2022 - PIC for Supply Chain, Traceability and Mass Balance requirement of RSPO, ISCC and MSPO Sustainability Standards.</p> <p>Appointment letter for person-in-charge of Supply Chain, Traceability and Mass Balance requirements of RSPO, ISCC and MSPO Sustainability Standard dated 03/01/2022 was sighted. Account Clerk has been appointed as the person-in-charge by the Mill Acting Manager. Interviewed with the weighbridge operator confirmed that she is aware and understands the supply chain traceability.</p>	
3.8.6	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill:</p> <p>a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b. Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>Genting Plantations Berhad have developed Sustainability Internal Audit procedure with Doc. No.: SMP-GPB-03, Rev. 07 dated 13/5/2022 to plan and implement internal audits to determine conformance to the applicable sustainability standards' requirements such as RSPO, MSPO and ISCC. The frequency of the audit is not less than once a year.</p> <p>The last internal audit was carried out on 09-10/03/2023. No NC raised with regards to RSPO SCCS component</p>	Complied
3.8.7	<p>Purchasing and Goods In</p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p>	<p>The accompanying documents of incoming FFB from own estate are estate's weighbridge tickets which has the info about name of estate, RSPO certificate number, weighbridge ticket number, date of delivery, field number, number of bunches. Upon arrival at the mill, the mill issues its weighbridge ticket as confirmation of receipt. The estate's ticket number is recorded in the mill's ticket</p>	Complied

	<p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>number. There has been no projected overproduction. Nonetheless, based on interview with the staff, the facility is aware of this requirement. The mechanism for handling non-conforming oil palm products and/or documents is addressed under Control of Non-conforming Product [PM-PRD-05, rev. 0, dated 02/01/2018] which describes the non-certified material or product shall be kept segregated from the certified ones</p>	
<p>3.8.8</p>	<p><b>Sales and Goods Out</b>  The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ul style="list-style-type: none"> <li>a) The name and address of the buyer;</li> <li>b) The name and address of the seller;</li> <li>c) The loading or shipment / delivery date;</li> <li>d) The date on which the documents were issued;</li> <li>e) RSPO certificate number;</li> <li>f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations);</li> <li>g) The quantity of the products delivered;</li> <li>h) Any related transport documentation;</li> <li>i) A unique identification number.</li> </ul>	<p>All the information required by the standard was available in various shipping documents such as transporter’s delivery order, mill’s weighbridge, buyer’s receiving notes, to name a few. The following documents were verified:</p> <p><u>Sales of RSPO Certified CPO MB</u>  Contract Number: SGOMS/CPO/2212/J01(B), SGOMS/CPO/2301/J01(P)</p> <ol style="list-style-type: none"> <li>1. Buyer: XXX</li> <li>2. Seller: Genting Oil Mills (Sabah) Sdn Bhd - Genting Jambongan</li> <li>3. Delivery Date: 31/1/23 – 1/2/2023 (dispatch by barge)</li> <li>4. Doc Issue Date: 2/2/2023 (discharge survey report)</li> <li>5. RSPO Cert Number: RSPO 709622</li> <li>6. Product: CPO/MB</li> <li>7. Quantity: 1,977.502 MT</li> <li>8. Related Doc: Discharge survey report (Hai Heng no. 79)</li> <li>9. Ticket Number: MPOBL3 028005884</li> <li>10. Unique identification: TR-dea7f8f1-7e83</li> </ol> <p><u>Sales of RSPO Certified PK MB</u>  Contract Number: SGOMS/PK/2301/J01</p>	<p>Complied</p>

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		<ol style="list-style-type: none"> <li>1. Buyer: XXX</li> <li>2. Seller: Genting Oil Mills (Sabah) Sdn Bhd – Genting Jambongan</li> <li>3. Delivery Date: 17/01/2023</li> <li>4. Doc Issue Date: 17/01/2023</li> <li>5. RSPO Cert Number: RSPO 709622</li> <li>6. Product: PK RSPO MB</li> <li>7. Quantity: 13.09 mt</li> <li>8. Related Doc: Delivery/Goods Received Advice, Authorization Form, PK Despatch Checklist, Receiving Note &amp; Delivery Advice.</li> <li>9. Ticket Number: PKMB23000015</li> <li>10. Unique identification: TR-c92cb1a4-40b3</li> </ol>	
3.8.9	<p>Outsourcing Activities</p> <ul style="list-style-type: none"> <li>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification</li> <li>ii) The mill shall ensure the following: <ul style="list-style-type: none"> <li>a) The mill has legal ownership of all input material to be included in outsourced processes</li> <li>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</li> </ul> </li> </ul>	<p>There is no any outsourcing activity related to processing and storage except for transporter of CPO and PK. Seen the agreement for the CPO &amp; PK transporter (Hai Heng Enterprise Sdn Bhd) dated 01/05/2022 which valid until 30/04/2025. Requirements of RSPO, ISCC, MSPO and OSHA was stated under Clause 38. The contractor shall ensure to provide cooperation and relevant access to the appointed Certification Bodies into their respective operations, systems and any and all information when this is announced in advance.</p>	Complied

	<p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>		
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	The mill has recorded the details of the contractors engaged by the mill in the stakeholder list.	Complied
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	There were no new contractors used for the physical handling of RSPO certified products by the mill.	Complied
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p> <p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p> <p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p>	<p>Genting Jambongan Oil Mill has maintained the accurate, complete, up-to-date and accessible records and reports covering all aspects of these RSPO Supply Chain Certification requirements.</p> <p>Retention period of all supply chain documented information retained for more than two years as per sample sighted in indicator 3.8.7 - 3.8.9 above.</p> <p>All the inventory records are maintained and updated on daily basis and monthly. Daily records are prepared at the entry point at the weighbridge.</p>	Complied

	<p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</p>		
3.8.13	<p><b>Extraction Rate</b></p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	Conversion factor of CPO and PK production is depending on the actual OER and KER. The previous actual OER & KER can be seen in Table 10 of this report.	Complied
3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	Conversion factor of CPO and PK production is depending on the actual OER and KER. The previous actual OER & KER can be seen in Table 10 of this report.	Complied
3.8.15	<p><b>Processing</b></p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	Not applicable. The facility opted for mass balance model.	Not Applicable
3.8.16	<p><b>Registration of Transactions</b></p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p>	<p>The actor is a palm oil mill and its products are CPO and PK which are covered under Figure 2 and 3, Annex 1 of the RSPO SCCS Standard. Based on the downloaded transactions register from the certification unit's PalmTrace, the company was able to demonstrate that it has been registering its transactions in the PalmTrace accordingly.</p> <p>RSPO Certified Volume sold under different scheme or conventional was not able to be determined its shipping</p>	Complied

	ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.	announcement by the buyer. The client has the system in place to remove the stocks at their respective time interval which was not at this particular audit.	
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	RSPO trademark was not use. Nonetheless, the facility is aware with the requirements of the RSPO Rules on Market Communications and Claims.	Complied
<b>General corporate communications</b>			
4.1	A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.	GPB has stated their RSPO membership in the company's website ( <a href="https://www.gentingplantations.com/">https://www.gentingplantations.com/</a> ) and in their annual Sustainability report. There was no use of RSPO corporate logo or trademark observed.	Complied
4.2	<p>In corporate communications a member is allowed to:</p> <ul style="list-style-type: none"> <li>a. Display its RSPO membership status</li> <li>b. Display the RSPO web address (www.rspo.org)</li> <li>c. State that the member supports the work of the RSPO</li> <li>d. State the member's history with regard to the RSPO.</li> <li>e. Use the RSPO trademark to promote its membership of the RSPO.</li> </ul> <p>Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text 'Check our progress at www.rspo.org' where the link must lead to the member's profile page.</p>	GPB has stated their RSPO membership in the company's website ( <a href="https://www.gentingplantations.com/">https://www.gentingplantations.com/</a> ) and in their annual Sustainability report. There was no use of RSPO corporate logo or trademark observed.	Complied
4.3	In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	There was no evidence that the company has made any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	Complied
4.4	Members must ensure that all communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member's own products.	Not applicable as no off-product claim made by the mill to-date.	Complied



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4.5	Members are not allowed to use the RSPO corporate logo as shown in the RSPO Rules on Market Communications & Claims document. This is for the sole use of the RSPO secretariat.	Through verification of documents such as business card, shipping documentation, etc. and site review (notice board, billboard, entrance signage), there was no evidence of RSPO corporate logo used by the mill.	Complied
<b>Business to business communications</b>			
5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	Business to business communication was demonstrated via shipping documentation and invoices to the next supply chain actor or buyer.	Complied
5.2	When confirming the sale of certified oil palm products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	When the certified CPO/PK delivered to the buyers, the supply chain model and certificate number were mainly stated in the shipping document, i.e., weighbridge ticket. Copies of this document were well kept by the mill and made available for verification.	Complied
5.3	<p>Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options:</p> <p>a. If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer’s SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation.</p> <p>b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.</p>	The mill is not under distributor or wholesaler category. Thus, this requirement is not applicable.	Not Applicable
<b>MODULE B – MASS BALANCE SPECIFIC RULES</b>			

<b>Minimum Mass Balance content</b>			
	95% or above of the oil palm content must be RSPO MB-certified.	Genting Jambongan Oil Mill produces RSPO MB CPO and RSPO MB PK. 100% of the oil palm content in both products are RSPO MB Certified.	Complied
	Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.	Genting Jambongan Oil Mill produces RSPO MB CPO and RSPO MB PK. 100% of the oil palm content in both products are RSPO MB Certified. No Non-Certified content within the product.	Complied
<b>Labelling and trademark (MB)</b>			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> <li>• Surrounded by the text: 'Certified sustainable palm oil'.</li> <li>• The RSPO label MUST contain the tag 'MIXED'. The tag MIXED designates oil palm products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag 'MIXED' on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim.</li> <li>• The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'.</li> <li>• Wherever the RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4 pt (1.4 mm or 0.06 inch).</li> <li>• In on-pack communications, the RSPO trademark can be printed anywhere on the pack. Further guidance on use of the trademark is</li> </ul>	Genting Jambongan Oil Mill is producing crude palm product and does not involved in any labelling of end product.	Complied

	provided in the RSPO Trademark License Terms and Conditions and in Annex 1 of the Rules on Market Communications & Claims document.		
<b>Messaging (MB)</b>			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> <li>• [Oil palm products]/[palm oil]/[palm kernel oil] from RSPO-certified mills and plantations were mixed with non-certified oil palm products in the supply chain.</li> <li>• The volume of [oil palm products][palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations.</li> </ul> <p>In off-product communications, reference to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown in company records is allowed.</p> <p>Messaging NOT ALLOWED in storytelling in product-related communications:</p> <ul style="list-style-type: none"> <li>• Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product.</li> </ul>	<p>Genting Jambongan Oil Mill is producing crude palm product and does not involved in any labelling of end product.</p>	<p>Complied</p>
<b>Principle 4: Respect community and human rights and deliver benefits</b>			
<b>Criterion 4.1:</b> The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p><b>(C)</b> A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented in the document "social policy signed by Mr Yong Chee Kong, president and chief operating officer dated 22/06/2015. Communication of the policy has been done for Jambongan POM and estate on 16/02/2023 during the morning muster call. While for stakeholders which included FFB suppliers, local communities, it has been done during the stakeholders consultation done on 11/05/2023 for</p>	<p>Complied</p>

		Genting Jambangan Estate while for Jambangan POM, meeting has been conducted 25/04/2023. As per interview with workers and the sample stakeholders, it has been confirmed that the policy has been communicated to them and all of them can demonstrate their understanding on the policy.	
4.1.2	The unit of certification does not instigate violence or use any form of harassment in their operations. - Minor compliance -	Genting Plantation Berhad prohibits any form of harassment in their operation as per policy that has been established which detailed on up in indicator 4.1.1. Interviewed with the workers and stakeholders confirmed that they are aware prohibition for any harassment by the management and action will be taken for any cases of harassment happen. As for the day of audit, there is no harassment cases happen in both Genting Jambangan POM and estate that been confirmed through interview with both workers and stakeholders	Complied
<b>Criterion 4.2:</b> There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties			
4.2.1	<b>(C)</b> The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistle-blowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD. - Critical (Major) compliance -	Mechanism for lodge any complaint has been raised in the document number SMP-GPB-19 revision 05 issuance date June 2022 title "Sustainability management Procedure manual", 3.0, complaints and grievances handling procedure. Stated in the procedure that the time timeframe for the action taken depend on the seriousness of the complaint or grievance. It also mentioned that accepted time frame to acknowledge and respond to the complaint (s) is within 1 months period. For complaint channel, stated in that written complaint can be delivered to management through email, post of short messaging systems. Other than that complaint can be extended via careline to VP-HRAD at head office. Other than that, for female workers, there is specific procedure has been established in the document title Procedure on prevention and eradication of sexual harassment at the workplace document number SMP-GPB-20 dated January 2023. Stated in the procedure, any complaint related to female can be lodge through gender	Complied

		<p>committee, immediate supervisor, head of department or Human resources and administration department (HRAD).</p> <p>Stated in the procedure will be given option of access to independent legal and technical advice, to choose individuals or groups to support them and act as observer as well as the option of third-party mediator.</p>	
4.2.2	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p>Communication of the procedure has been done for Jambongan POM and estate on 16/02/2023, 17/05/2023 during the morning muster call. While for stakeholders which included FFB suppliers, local communities, it has been done during the stakeholders' consultation done on 11/05/2023 for Genting Jambongan Estate while for Jambongan POM, meeting has been conducted 25/04/2023. As per interview with workers and the sample stakeholders, it has been confirmed that the procedure has been communicated to them and all of them can demonstrate their understanding on the procedure. There is no illiterate parties has been identified.</p>	Complied
4.2.3	<p>The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>Both operating units has implemented Complaints/ Grievances Record Book to record any complaint or grievance received. Most of the complaints were of road conditions by the local communities and maintenance of housing facilities. Based on verification of the complaints/grievance records, all the issues were resolved in appropriate manner and responded to the complainer within the timeline. Sample of complaint record as below:</p> <p>a) Complainant: Rostina, Date: 12/03/2023, Issue: Fan was faulty, Issue has been solved on 14/03/2023 and initialed by the complainant.</p>	Complied

		b) Complainant: Rosmiati, Date: 11/08/2022, Issue: Request for window glass replacement, Issue has been solved on 11/08/2023 and initialed by the complainant.	
4.2.4	The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator. - Minor compliance -	Mechanism for lodge any complaint has been raised in the document number SMP-GPB-19 revision 05 issuance date June 2022 title "Sustainability management Procedure manual", 3.0, complaints and grievances handling procedure. Stated in the procedure will be given option of access to independent legal and technical advice, to choose individuals or groups to support them and act as observer as well as the option of third-party mediator	Complied
<b>Criterion 4.3:</b> The unit of Certification contributes to local sustainable development as agreed by local communities.			
4.3.1	Contributions to community development that are based on the results of consultation with local communities are demonstrated. - Minor compliance -	Management unit was in an island and surrounded by several villages. The company and the local community, including schools, have established good relationship between them ever since the setup of the estate in the island. Among the contributions provided by the company are road maintenance, distribution of clean water to local communities, and monetary donations to the schools. The existence of the company has also provided a good job opportunity to the locals and many of them are currently working for the company. There is evidence CSR that has been made is based on the consultation with the stakeholders during the stakeholders meeting or upon request by the stakeholders through communication/consultation procedure. Latest sample of CSR was:  a) Water supply to village (Kampung Tanjung Batu) dated 08/03/2023.  b) Backhoe assist to Kampung Bahanan dated 22/05/2023.  c) Road repair at SK Jambongan dated 07/06/2023.	Complied

<b>Criterion 4.4:</b> Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1	<p><b>(C)</b> Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>Genting Jambongan certification units has been leased for 99 years from the Sabah state government and it has been verified total of 597 land titles under country lease (CL) with total of 4,062.3 ha. Sample of land titles checked.</p> <ul style="list-style-type: none"> <li>a) CL 085335459 on 10/12/2001, leased for 98 years, cultivation of agricultural economics, 5.34Ha</li> <li>b) CL085332574 on 14/05/1970 leased 98 years, cultivation of oil palms, 4.765Ha</li> <li>c) CL085335799 on 01/12/2001 leased on 98 years, agricultural value</li> <li>d) NT 083074318, sublease from Koming Bin Layangan dated 09/10/1979, for agriculture through Sabah land Department</li> <li>e) NT08307 dated 01/01/1986 sublease from Raidin bin Balantas 01/01/1986, 5.59Ha through Sabah land Department</li> </ul>	Complied
4.4.2	<p>Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:</p>	<p>There is no evidence of any use local community land that requires negotiations or agreements detailing FPIC processes. Details of the land ownership are as per Indicator 4.4.1 above. All palms that have been planted has entered 2<sup>nd</sup> cycle of planting. Therefore, this indicator is not applicable.</p>	Not Applicable
4.4.2a	<p>Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making.</p> <p>- Minor compliance -</p>	<p>There is no evidence of any local community land that requires discussions or with affected community groups. Details of the land historical ownership are as per Indicator 4.4.1 above. Therefore, this indicator is not applicable.</p>	Not Applicable

4.4.2b	Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken. - Minor compliance -	There is no evidence of any local community land that requires discussions or with affected community groups. Details of the land historical ownership are as per Indicator 4.4.1 above. Therefore, this indicator is not applicable.	Not Applicable
4.4.2c	Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land. - Minor compliance -	There is no evidence of any local community land that requires discussions or with affected community groups. Details of the land historical ownership are as per Indicator 4.4.1 above. Therefore, this indicator is not applicable.	Not Applicable
4.4.3	<b>(C)</b> Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities). - Critical (Major) compliance -	There is no evidence of any local community land that requires maps of appropriate scale showing the extent of recognized legal, customary or user rights affected local communities. Therefore, this indicator is not applicable.	Not Applicable
4.4.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. - Minor compliance -	All available relevant documents are as per details in Indicator 4.4.1 which show legal ownerships of each operating units above. There is no land conflict involved and no proposed benefit sharing nor legal arrangements. All palms that have been planted has entered 2 <sup>nd</sup> cycle of planting. Therefore, this indicator is not applicable.	Not Applicable
4.4.5	<b>(C)</b> Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose. - Critical (Major) compliance -	There is no evidence of any local community land involved and so this indicator is not applicable.	Not Applicable
4.4.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties. - Minor compliance -	There is no evidence of any local community land involved and so this indicator is not applicable.	Not Applicable



<b>Criterion 4.5:</b> No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.			
4.5.1	<p><b>(C)</b> Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p> <p>- Critical (Major) compliance -</p>	<p>Genting Jambongan certification units has been leased for 99 years from the Sabah state government and it has been verified total of 597 land titles under country lease (CL) with total of 4,062.3 ha. Sample of land titles checked.</p> <ul style="list-style-type: none"> <li>a) CL 085335459 on 10/12/2001, leased for 98 years, cultivation of agricultural economics, 5.34Ha</li> <li>b) CL085332574 on 14/05/1970 leased 98 years, cultivation of oil palms, 4.765Ha</li> <li>c) CL085335799 on 01/12/2001 leased on 98 years, agricultural value</li> <li>d) NT 083074318, sublease from Koming Bin Layangan dated 09/10/1979, for agriculture through Sabah land Department.</li> <li>e) NT08307 dated 01/01/1986 sublease from Raidin bin Balantas 01/01/1986, 5.59Ha through Sabah land Department</li> </ul>	Complied
4.5.2	<p><b>(C)</b> FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting for both operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.</p>	Complied
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement</p>	<p>There is no new planting for both operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.</p>	Complied

	with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations. - Minor compliance -		
4.5.4	To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process. - Minor compliance -	There is no new planting for both operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Complied
4.5.5	Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands. - Minor compliance -	There is no new planting for both operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Complied
4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator. - Minor compliance -	There is no new planting for both operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Complied
4.5.7	New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations. - Minor compliance -	There is no new planting for both operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Complied
4.5.8	<b>(C)</b> New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	There is no new planting for both operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Complied

<b>Criterion 4.6:</b> Any negotiations Concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	<p><b>(C)</b> A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	<p>The management of Genting Plantations Berhad adopt the same procedure title "Negotiation, compensations and handling procedure document number SMP-GPB-18 issuance date 05/09/2014. Stated in the clause 2.0 land/boundary disputes where has outline the process of handling any issues related land dispute and identification of legal, customary and user rights. Identification of persons entitle to compensation also stated in the same procedure</p>	Complied
4.6.2	<p><b>(C)</b> A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>The management of Genting Plantations Berhad adopt the same internal procedure title "Negotiation, compensations and handling procedure document number SMP-GPB-18 issuance date 05/09/2014. The objective of the procedure is to ensure implementation of a fair compensation for any issue/ disputes related land power to claim rights, ownership and access to land between parties involved in considering differences in ethic groups' gender differences etc. It is also to ensure any negotiation concerning compensation are dealt with through a documented system that enables indigenous people, local communities and other stakeholders are treated fairly and to have mutual benefit of the company and the parties involved. Based on documentation review and interviews conducted with local communities, there is no evidence of any land dispute.</p>	Complied
4.6.3	<p>Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings.</p> <p>- Minor compliance -</p>	<p>There is no scheme smallholder involved in the certification unit.</p>	Complied

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4.6.4	<p>The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them.</p> <p>- Minor compliance -</p>	<p>SOP refer to Indicator 4.6.1. There was no land dispute reported since last. This has verified through interview with the stakeholders.</p>	Complied
<p><b>Criterion 4.7:</b> Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.</p>			
4.7.1	<p><b>(C)</b> A mutually agreed procedure for identifying people entitled to compensation is in place.</p> <p>- Critical (Major) compliance -</p>	<p>The management of Genting Plantations Berhad adopt the same internal procedure title "Negotiation, compensations and handling procedure document number SMP-GPB-18; Rev. 03; Date: 29/12/2017. The objective of the procedure is to ensure implementation of a fair compensation for any issue/ disputes related land power to claim rights, ownership and access to land between parties involved in considering differences in ethic groups' gender differences etc. It is also to ensure any negotiation concerning compensation are dealt with through a documented system that enables indigenous people, local communities and other stakeholders are treated fairly and to have mutual benefit of the company and the parties involved. Based on documentation review and interviews conducted with local communities, there is no evidence of any land dispute.</p>	Complied
4.7.2	<p><b>(C)</b> A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>The management of Genting Plantations Berhad adopt the same internal procedure title "Negotiation, compensations and handling procedure document number Doc no: SMP-GPB-18; Rev. 03; Date: 29/12/2017. The objective of the procedure is to ensure implementation of a fair compensation for any issue/ disputes related land power to claim rights, ownership and access to land between parties involved in considering differences in ethic groups' gender differences etc. It is also to ensure any negotiation concerning compensation are dealt with through a documented system that enables indigenous people, local communities and other</p>	Complied

		stakeholders are treated fairly and to have mutual benefit of the company and the parties involved. Based on documentation review and interviews conducted with local communities, there is no evidence of any land dispute.	
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development. - Minor compliance -	Not applicable since there is no issues of land has been identified.	Not Applicable
<b>Criterion 4.8:</b> The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	There are no customary right lands both operating units under Genting Jambongan Certification Units. It has been confirmed through interview with local communities and neighbouring estate. Genting Jambongan has been leased for 99 years from the Sabah state government.	Complied
4.8.2	<b>(C)</b> Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms. - Critical (Major) compliance -	There are no customary right lands both operating units under Genting Jambongan Certification Units. It has been confirmed through interview with local communities and neighbouring estate. Genting Jambongan has been leased for 99 years from the Sabah state government.	Complied
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4)	There are no customary right lands both operating units under Genting Jambongan Certification Units. It has been confirmed through interview with local communities and neighbouring estate. Genting Jambongan has been leased for 99 years from the Sabah state government.	Complied

	- Minor compliance -		
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). - Minor compliance -	There are no customary right lands both operating units under Genting Jambongan Certification Units. It has been confirmed through interview with local communities and neighbouring estate. Genting Jambongan has been leased for 99 years from the Sabah state government.	Complied
<b>Principle 5: Support smallholder inclusion</b>			
<b>Criterion 5.1:</b> The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders. - Minor compliance -	Current and previous period prices paid for FFB has been posted at the weighbridge station and also calculation of FFB pricing has been classified as publicly available. As per interview with FFB supplier, it has been confirmed that information of FFB price is accessible by the smallholders.	Complied
5.1.2	<b>(C)</b> Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request). - Critical (Major) compliance -	Briefing of FFB pricing to smallholders conducted individually and sighted base on the training records and attendance of the smallholders. It has been further confirmed through interview with smallholders where they can demonstrate their understanding on the FFB pricing.	Complied
5.1.3	<b>(C)</b> Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented. - Critical (Major) compliance -	Fair pricing has been calculated and sighted in the document FFB pricing formula which the average price provided by MPOB with less of ocean freight/Sabah discount, MPOB cess, Sabah sales tax and CPO transport.	Complied
5.1.4	<b>(C)</b> Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable.	There is evidence that women has been given chance in decision making for smallholders that supplying FFB to Genting Sabapalm POM. It has been confirmed through interview with the FFB supplier itself.	Complied

	- Critical (Major) compliance -		
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe. - Minor compliance -	There is evidence that contracts are fair, legal and transparent for all sample smallholders. As per stated in the contracts, payment for FFB will be done before 15 <sup>th</sup> next months. Sample has been taken for 3 smallholders. a) Roziah binti Hariri b) Samsul bin Abang c) Abdul Rauf bin Jalil	Complied
5.1.6	<b>(C)</b> Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given. - Critical (Major) compliance -	Sample has been taken for 3 smallholders a) Roziah binti Hariri b) Samsul bin Abang c) Abdul Rauf bin Jalil- March 2023, t12/04/2023 There is evidence that payment has been made before 15 <sup>th</sup> after the closing month which has been confirmed by the smallholders itself. Verification that has been done confirmed that payment is tally as per weighbridge tickets.	Complied
5.1.7	Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government). - Minor compliance -	Calibration has been done on annual basis with Malaysia metrology Corporation Sdn Bhd and evidence as per below a. Equipment serial number 13375-576 dated 02/12/2022 b. Equipment serial number 193830143 dated 02/12/2022	Complied
5.1.8	The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material. - Minor compliance -	Genting Jambangan POM is the group manager for smallholder in Pulau Jambangan smallholders for RSPO certification. Initial audit for RSPO Independent Smallholders done by BSI (M) Services Sdn Bhd for total 3 smallholders. As per interview and records of register, total another 4 smallholders will be included in the certification scope. Consultation has been done 15/08/2022 done by Mr Chia Choon How.	Complied

5.1.9	<p><b>(C)</b> The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	<p>Mechanism for smallholders is using the same grievance mechanism for other stakeholders which has been documented in the document Sustainability Management Procedure Manual for Complaints &amp; Grievances, Doc No: SMP-GPB-19, Rev: 03, Dated 21/03/2018. There is no complaint/grievances has been received by the management as at day of audit.</p>	Complied
<p><b>Criterion 5.2:</b> The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.</p>			
5.2.1	<p>The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>	<p>Genting Jambangan POM is the group manager for smallholder in Pulau Jambangan smallholders for RSPO certification. Initial audit for RSPO Independent Smallholders done by BSI (M) Services Sdn Bhd for total 3 smallholders. As per interview and records of register, total another 4 smallholders will be included in the certification scope. Consultation has been done 15/08/2022 done by Mr Chia Choon How.</p>	Complied
5.2.2	<p>The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS).</p> <p>- Minor compliance -</p>	<p>Genting Jambangan certification units established support programme in term of consultation and recommendation to smallholder by the agronomist. Other than, field visit also has been done by estate representative as part of continuous improvement.</p>	Complied
5.2.3	<p>Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.</p> <p>- Minor compliance -</p>	<p>Not applicable, all smallholder supplied to Genting Jambangan POM need to have MPOB licences. Sample has been taken for 3 smallholders confirmed that all the smallholders has valid MPOB licences.</p>	Not Applicable
5.2.4	<p><b>(C)</b> Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.</p> <p>- Critical (Major) compliance -</p>	<p>Not applicable since there is no scheme smallholders supplying to Genting Jambangan POM.</p>	Not Applicable



5.2.5	<p>The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme.</p> <p>- Minor compliance -</p>	<p>Smallholder support program has been reviewed during the management review meeting that has been conducted on yearly basis. The RSPO P&amp;C Management Meeting was conducted simultaneously for the whole certification unit at the mill on 14/04/23 chaired by the Sr. Estate Management.</p>	Complied
<p><b>Principle 6: Respect workers’ rights and conditions</b></p>			
<p><b>Criterion 6.1: Any form of discrimination is prohibited.</b></p>			
6.1.1	<p><b>(C)</b> A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.</p> <p>- Critical (Major) compliance -</p>	<p>The company still adopt the same policy that has been document in the document Social Policy dated 14/09/2020 and People Policy dated 03/08/2009. Besides, Procedures for Social Management (Doc. No.: SMP-GPB-32, Rev. 01 dated April 2021) was developed and implemented where the migrant workers are provided with safe living condition, post-arrival orientation on the employment condition, safety &amp; health, sustainability and law &amp; regulations. No discrimination, no recruitment fee and no contract substitution was implemented in the company.</p>	Complied
6.1.2	<p><b>(C)</b> Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers.</p> <p>- Critical (Major) compliance -</p>	<p>Based on interviews with workers at both sites, documents sighted, and observations made, there is no evidence that there has been any form of discrimination against any local or foreign employees. Review of pay checks and employment contracts also confirm that all workers irrespective of nationalities, gender, religion, etc. are accorded the same employment terms and receive the same wages for the same scope of work.</p> <p>All foreign workers sampled confirmed that they enjoy the same benefits and amenities such as sick leave, annual leave.</p> <p>There is also no evidence of recruitment fee has been imposed on any of the workers sampled. As per verification, the system that has been established since last year is effective to ensure that there is no discrimination in both operating units</p>	Complied

6.1.3	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>Genting Jambangan certification units able to demonstrate that there is no discrimination in term of recruitment and hiring. Sample has been taken for 6 workers in both operating units that has been recruited in year 2023 which is both from Indonesia and Malaysia. In term of training, all workers has attended training base on their nature of workers such as spraying, harvesting and fertilizer application. General training such as complain procedure has been done during the morning muster call. Promotion are based on skills, capabilities, qualities for the job/task available.</p>	Complied
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p> <p>- Minor compliance -</p>	<p>There is no pregnancy test has been conducted for all the workers. For female workers that handling chemical, monthly check-up will be done and will be asked if there is any delay of their menstruation.</p>	Complied
6.1.5	<p><b>(C)</b> A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>- Critical (Major) compliance -</p>	<p>Gender committee was established under Jawatankuasa Persatuan Wanita dan Kanak-kanak where the objective is as part of communication for female workers, to improve the ability of the female workers and parts to improve relationship between female workers. Latest meeting has been conducted on 20/01/2023 with attendance for most of the female workers. During the meeting, the activities for year 2023 has been discussed, communication of the internal procedure and any issues related. Sighted activities that have been conducted for year 2023 which health check-up and cooking class.</p> <p>While for Genting Jambangan Estate, latest meeting conducted seen the last meeting was conducted on 18/02/2023.</p> <p>As per interview with female workers, gender committee is functioning in order to address any female workers issues such as sexual harassment issues, reproductive rights, any issues of discrimination and increase of knowledge related such as maternity,</p>	Complied

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		breastfeeding. There is several activities conducted such as spot, sewing class and cooking class.	
6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	As per sample of workers that was taken from different category but same work scope, it has been identified that all workers has been paid equally. Verification has been done through interview with the workers and review of pay slips. For daily rate workers, all workers were paid at RM57.69/day and piece rate work was documented in the document "revised rate for piece rated work as per latest minimum wages"	Complied
<b>Criterion 6.2:</b> Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	<b>(C)</b> Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand. - Critical (Major) compliance -	There is no collective agreement for both Genting Jambongan POM and Genting Jambongan Estate since there is no union has been established or existed in both operating units. Pays and conditions based on Sabah Labor Ordinance, employment contract, and others permit that applicable  While piece rate works, it has been documented approved by the management and will be revised on annual basis if there is any requirement. As per interview, the rate has been done base on the motion study conducted and average earning per workers and productivity.  Communication of the employment contract has been done to all workers. Revision of employment contract has been done on 13/04/2022 related to sick leave and minimum wages on 29/04/2022. Other than that, it has been communicated during the induction period for the newly recruited workers. As per interview with the workers, they are able to demonstrate their understanding content of the employment contract.	Complied

<p>6.2.2</p>	<p><b>(C)</b> Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.</p> <p>- Critical (Major) compliance -</p>	<p>Employment contract is available during the audit and has been documented in the document "Perjanjian Pekerjaan Sabah OUs". Sample of workers has been taken base on different work categories, gender, races as per below</p> <p><u>Jambongan POM</u></p> <ul style="list-style-type: none"> <li>a) AT819xxx joined on 20/05/2019</li> <li>b) 9107xx-xx-61xx joined on 16/02/2015</li> <li>c) 0012xx-xx-03xx joined on 22/04/2019</li> <li>d) 0209xx-xx-12xx joined on 19/05/2023</li> <li>e) 0012xx-xx-03xx joined on 10/03/2023</li> <li>f) C762xxx transferred on 02/05/2023</li> </ul> <p><u>Jambongan estate</u></p> <ul style="list-style-type: none"> <li>a) C9606xxx dated join 01/01/2023</li> <li>b) AR 4141xxx dated joined 29/03/2017</li> <li>c) C8355xxx dated joined 01/01/2023</li> <li>d) C8355xx dated joined 01/01/2023</li> <li>e) AT705xxx date joined 16/05/2017</li> <li>f) AT 706xxx date joined 16/05/2017</li> </ul> <p>Details that has been included in the employment contract is as per stated in Sabah Labour Ordinance Clause 67. This included salary, working hours (normal, overtime), leave (rest day, sick leave, public holiday), maternity leave, dismissal, accommodation provided, medical benefits.</p>	<p>Complied</p>
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		<p>For Jambongan POM, pay roll document has been monitored through punch cards and will be key in into the system by the account clerk. Sample has been taken for month March`23, Sept`22 and November`22.</p> <p>There is female workers that working at night as payslips that has been verified for month November`22 and March`23 and as per "Permit Wanita bekerja pada waktu malam" that they entitle for RM5/night working days. There is evidence that the allowances has been paid accordingly.</p>	
6.2.3	<p><b>(C)</b> There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>As per stated in the Sabah Labour Ordinance and employment contract, workers are not allow to workers more than 8 hours a day and if exceeds 8 hours, overtime with minimum rate of 1.5 need to be paid by the management.</p> <p>Working hours at Jambongan POM is from 0800 to 1600 (8 hours). The management also permitted for overtime until 120 hours Sample has been taken for month March`23, Sept`22 and November`22. There is no overtime has exceeded the limit permitted and there is evidence compliance of working hours.</p> <p>For sick leave, all workers entitled for once verified by medical officer as per below</p> <ul style="list-style-type: none"> <li>a) Below than 2 years – 14 days</li> <li>b) 2-5 years- 18 days</li> <li>c) Above 5 years – 22 days</li> </ul> <p>Workers also entitled for 60 days of maternity leave. Sample has been taken for 1 worker and 1 staff and as per interview for both personnel, they has been granted 60 days of maternity leave as per stated in the employment contract.</p>	Complied

<p>6.2.4</p>	<p><b>(C)</b> The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers’ Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>For Jambongan POM, there is 24 blocks of housing has been constructed which has been divided into married housing block and bachelor quarters.</p> <p>Line site inspection has been conducted on weekly basis and sample has been taken by auditor for inspection conducted on 16/05/2023, 22/05/2023 and 29/05/2023 by Mr Mirasan bin Wagas, hospital assistant. As per verification, there is evidence that line site inspection as in line with the condition on the ground. Issues that has been highlighted during the inspection, action has been taken.</p> <p>Water extracted from water catchment area and electricity generated by Jambongan POM using turbine and has been supplied 24 hours daily.</p> <p>Drinking water analysis has been conducted on quarterly basis which latest of analysis on 25/04/2023 (W23025/01) sent to Dynakey Laboratories Sdn. Bhd and results shows compliance for all parameters.</p> <p>For Genting Jambongan Estate, workers quarters has been divided into 4 division with total of 15 blocks consist of married and bachelor quarters.</p> <p>Line site inspection has been conducted on weekly basis done hospital assistant, Mr Mirasan bin Wagas and latest has been conducted on 08/06/2023-09/06/2023 and issues that has been highlighted responded in timely manner.</p> <p>Electricity for division 02 supplied by Genting Jambongan POM for 24hours while for division 01, 03 and 04, it has been generated using genset.</p>	<p>Complied</p>
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		<p>Drinking water for division 02 has been treated and provided by Genting Jambongan POM while for division 01, 03 and 04, it has been treated by Genting Jambongan Estate. Water analysis has been conducted latest on 16/03/2023 sent to Dynakey Laboratories Sdn Bhd reference number GJBE/DYK/23/03/020.</p> <p>There is government school available in Pulau Jambongan which is SK Jambongan, SK Limau-Limau and SK Malalin. While for secondary school, SMK Jambongan K9.</p> <p>Religion facilities that available is mosque and church. The management also provided football field, takraw, volleyball for recreational activities.</p>	
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>Genting Jambongan POM and Genting Jambongan Estate is located 45 minutes from the Paitan town through water route. The management provided free boat for the workers that want to purchase grocery in Paitan town. Other than that, 2 sundry shops has established and the management has taken initiative to provide free transport using barge to sundry shops operator with conditions that the grocery price will maintained at reasonable price. Other alternative for workers is to purchase at surrounding village which located at 10km perimeter of POM and estate.</p>	Complied
6.2.6	<p>A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p><b>PROCEDURAL NOTE:</b> STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and</p>	<p>There is no changes compare to last year where Genting Plantations Berhad adopted the same prevailing wage calculation last updated on 27/5/2022 to include all the in-kind benefits provided to the workers in Genting Jambongan Estate and Genting Jambongan Oil Mill. In-kind benefit calculated is RM 991.78 and average take home salary is around RM1700. The prevailing wages is more than the Minimum Wage Order 2022.</p>	Complied

<p>for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p> <p><i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i></p> <p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation with relevant stakeholders such as palm oil industry members, workers’ union, authorities and/or relevant organisations.</p> <p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage (RSPO Guidance for Implementing a Decent Living Wage). The RSPO will also develop further guidance and tools to calculate DLW in line with the RSPO endorsed methodology which may include independent studies by local experts in their respective region or country).</i></p> <p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> <li>• Updated assessment on prevailing wages and in-kind benefits</li> <li>• There is annual progress on the implementation of living wages</li> <li>• Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment</li> </ul>		
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	<ul style="list-style-type: none"> <li>The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation.</li> </ul> <p>- Minor compliance -</p>		
6.2.7	<p>Permanent, full-time employment including contractors' workers and contracted workers is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal</p> <p>- Minor compliance -</p>	<p>There is evidence that permanent, full-time employment is used for all core work in all operating units. It has been verified base on the workers master list, employment contract, site visit and interview with sample workers. Contractor only been appointed for FFB transport for field to POM using bin system.</p>	Complied
<p><b>Criterion 6.3:</b> The unit of Certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p><b>(C)</b> A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>Genting Plantations Berhad adopted the same policy as per previous audit in the documented in the Social Policy dated 14/09/2020 and People Policy dated 03/08/2009 which state that that the management of Genting Plantations Berhad is committed will respect the rights of our workers to join or form legal trade unions of their own choosing and to bargain collectively.</p> <p>There is evidence that the policy has been explained to all workers on 16/02/2023 for Genting Jambongan POM and on 09/05/2023 for Genting Jambongan Estate. As per interview, the workers can demonstrate their understanding on the policy and their right for association.</p> <p>There is no union for both operating units but the management has taken initiatives to established workers representatives as one of the methods for communication/consultation between workers and the management and as part of grievance channel.</p>	Complied

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<p>6.3.2</p>	<p>Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.</p> <p>- Minor compliance -</p>	<p>Minutes meeting for workers representatives sighted for both operating units in Bahasa Malaysia. For Jambongan POM, meeting has been conducted 25/04/2023 which some issues has been highlighted and discussed. issues that has been discussed is to improve landfill area, proposal to established children playground and proposal to conduct workers housing competition. Meeting has been attended by workers representative that has been elected on 15/06/2022.</p> <p>Genting Jambongan Estate, minutes meetings sighted latest conducted on 13/02/2023 and sighted in the documented in Minit Mesyuarat Ahli Jawatankuasa kebajikan Genting Jambongan Estate” in Bahasa Malaysia.</p>	<p>Complied</p>
<p>6.3.3</p>	<p>Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p>There is evidence that there is no interference for selection of workers representative base on the election that has been documented in the document “ Pemilihan wakil pekerja AJK Komiti Kebajikan Sesi 2022” Total 6 workers representative has been elected for Genting Jambongan POM which consist male/female, local/foreigner workers during the election conducted on 15/06/2022. It has been confirmed during the interview with one of the workers representatives. While for Genting Jambongan Estate, election has been done base on division 01, 02, 03 and 04.</p> <p>As per interview with chairman, secretary and sample workers, it has been confirmed that there were no interferences from the management. Management of Genting Jambongan POM and Genting Jambongan Estate did not participate in the meeting and in the election process.</p>	<p>Complied</p>
<p><b>Criterion 6.4:</b> Children are not employed or exploited.</p>			

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6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>Genting Plantations Berhad adopt the same policy for protection of children including prohibition of child labour in the document title Social Policy dated 14/09/2020 and People Policy dated 03/08/2009 where the company shall not use any child labour. Children’s right is respected. There was specific clause under 2.6 of the agreement with contractors mentioned the contractor shall ensure no minor (Below 18 years old) are employed.</p>	Complied
6.4.2	<p><b>(C)</b> There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	<p>The management of each operating units follows requirement as per stated in local regulations which is “Akta Kanak-kanak dan orang muda (pekerjaan) (Pindaan)” 2019 where persons under 16 and below has been classified as children and young workers has been classified between 16-18 years. As per sampled personal file for both operating units, there are evidence that all workers recruited were above 18 years. Age screening verification procedure has been documented in the recruitment procedure title “procedural instruction foreign workers ethical &amp; responsible recruitment procedure document number GEN-12 dated 17/05/2022.</p> <p>Based on interviews, documentation review and observations in the field, evidence is available that minimum age requirements of 18 years old are met throughout Genting Jambongan POM and estate. Personnel files contain copies of the workers’ NRIC (for Malaysians) and passports (for non-Malaysians). These documents were used to screen age of the workers when they applied for the job. Visit to the linesite and field also did not reveal any persons under 18 years old are working.</p>	Complied
6.4.3	<p><b>(C)</b> Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>Review from the master list of workers for both estate and POM and interview with the workers, confirmed that there are no young workers has been recruited.</p>	Complied

6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	<p>Communication of the policy has been conducted to all the workers during the morning muster call. For</p> <ul style="list-style-type: none"> <li>Genting Jambongan POM: 16/02/2023</li> <li>Genting Jambongan estate: 09/05/2023</li> </ul> <p>While for stakeholders, it has been done during the stakeholder's consultation meeting that has been conducted on 11/05/2023 with attendance of FFB supplier and local communities. As per interview with the local communities, stakeholders can demonstrate their understanding on the policy and it has been confirmed that there is no child labour has been recruited for both operating units.</p>	Complied
<b>Criterion 6.5:</b> There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	<p><b>(C)</b> A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>Genting Plantations Berhad adopt the same policy as previous audit and documented in the document sexual Harassment Policy dated 03/08/2009 was developed to ensure harassment-free environment and avoid behavior that may create an atmosphere of hostility and intimidation of any kind at the workplace.</p> <p>Other than that, it has been stated in the social policy dated 14/09/2023 which clearly stated that physical abuse or discipline the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidations shall be prohibited.</p> <p>Communication of the policy has been conducted to all the workers during the morning muster call. For</p> <p>Genting Jambongan POM: 16/02/2023</p> <p>Genting Jambongan estate: 09/05/2023</p>	Complied
6.5.2	<p><b>(C)</b> A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>Genting Plantations Berhad has implemented a Social Policy (Incorporating the Labour and Human Rights requirements) dated 22/6/2015. In the policy statement, it mentioned that reproductive rights are protected.</p>	Complied

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		<p>Communication of the policy has been conducted to all the workers during the morning muster call. For Genting Jambangan POM: 16/02/2023 Genting Jambangan estate: 09/05/2023</p>	
6.5.3	<p>Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified.</p> <p>- Minor compliance -</p>	<p>For Genting Jambangan POM, new mother assessment has been conducted by gender committee on 18/05/2023. There 2 new mothers has been identified and there is no special request or needs has been received. For Genting Jambangan Estate, sighted new mother assessment that has been documented in "Konsultasi Pertemuan Perbincangan terhadap ibu subur". Total 6 new mother has been interviewed and there is no special request received.</p>	Complied
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>Grievance procedure which respect anonymity and protect complainant has been outline in 2 procedure which are "procedure on prevention and eradication of sexual harassment at the workplace" document number SMP-GPB-20 dated January 2023 and Sustainability management Procedure manual", 3.0, complaints and grievances handling procedure document SMP-GPB-19 revision 05 issuance date June 2022. Stated in the procedure that complainants will be protected, and investigation will be done confidentially. There is no complaint related to harassment and abuse has been received by the management for both Genting Jambangan POM and estate.</p>	Complied
<b>Criterion 6.6:</b> No forms of forced or trafficked labour are used.			
6.6.1	<p><b>(C)</b> All workers have entered into employment voluntarily and the following are prohibited:</p> <ul style="list-style-type: none"> <li>Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes)</li> </ul>	<p>Based on interviews with the workers, and observations made, the following were found:</p> <p>Retention of documents: All workers are free to keep their own passports. There is no retention of identity documents or passports unless these are needed for passport/work permit renewal. Some</p>	Complied

	<ul style="list-style-type: none"> <li>• Charging the workers for recruitment fees.</li> <li>• Contract substitution</li> <li>• Involuntary overtime</li> <li>• Lack of freedom of workers to resign</li> <li>• Penalty for termination of employment</li> <li>• Debt bondage</li> <li>• Withholding of wages</li> </ul> <p>- Critical (Major) compliance -</p>	<p>Indonesian workers has been interviewed and confirmed that passport has been kept by the workers itself. It has been confirmed during site visit to line site where verification passport has been kept at their house.</p> <p>Charging of recruitment fee: Workers are not charged any recruitment fees. Interviews conducted with workers also confirmed that they have not been charged any recruitment fees.</p> <p>Involuntary overtime: Based on interviews conducted with the workers, all overtime work were carried out on a voluntary basis. Workers are free decline any offers for overtime work. Sighted were written consent from workers to work overtime for both Genting Jambangan POM and Genting Jambangan Estate.</p> <p>Lack of freedom to resign: Workers are free to resign as per stated in their employment contracts. This was confirmed during interviews with workers.</p> <p>Debt bondage: There is no evidence of any incidence of debt bondage. It has been verified based on sample of pay slips where there is no deduction of salary for debt. Further verification has been done through interview where there is no debt has been given to the workers. The is also no recruitment fee has been charged to the workers hence confirmed that there is debt bondage implement.</p> <p>Withholding of wages: There is no evidence of withholding of wages. Workers' wages have been paid by cash and sighted evidence of payment that has been signed by the workers. There is evidence that there no workers` wages has been withhold. It has been further confirmed through interview.</p>	
6.6.2	<p><b>(C)</b> Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>The company adopt the same policy document in the document title Social Policy dated 14/09/2020 and People Policy dated 03/08/2009. Besides, Procedures for Social Management (Doc. No.: SMP-GPB-32, Rev. 01 dated April 2021) was developed and implemented</p>	Complied

		<p>where the migrant workers are provided with safe living condition, post-arrival orientation on the employment condition, safety &amp; health, sustainability and law &amp; regulations. No discrimination, no recruitment fee and no contract substitution was implemented in the company.</p>	
<p><b>Criterion 6.7:</b> The unit of certification ensures that the working environment under its control is safe and without undue risk to health.</p>			
<p>6.7.1</p>	<p><b>(C)</b> The responsible person(s) for H&amp;S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.          - Critical (Major) compliance -</p>	<p>Both operating units have formed an OSH Committee in the respective mill and estate to address all issues associated to Health and Safety in the operating units. The OSH Organisation Charts were available and displayed at the workstations.</p> <p>The Mill Acting Manager was appointed to be the Chairman of OSH Committee at the mill as stated in the appointment letter dated 08/12/2021 undersigned by the Senior Manager – Processing (Sabah).</p> <p>OSH Committee of the respective operating units conducts regular OSH Meetings to address all issues related to OSH in the operating units. Workplace Inspections are conducted prior to the OSH Meeting.</p> <p>1. <u>Genting Jambongan Oil Mill</u></p> <p>The management conducted regular OSH committee meetings on quarterly basis and when necessary due to accidents that occur. The meeting discussed issues on employees’ safety, health and welfare such as operational risks and health achievement report, estate security, safety compliance by contractors, workplace inspection, legal compliance, safety and health training.</p>	<p>Complied</p>

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		<p>Sighted the OSH Meeting Minutes dated 28/04/2023 (02/2023), 24/01/2023 (01/2023), 25/10/2022 (04/2022) and 23/07/2022 (03/2022).</p> <p>2. <u>Genting Jambongan Estate</u></p> <p>The management conducted regular OSH committee meetings on quarterly basis and when necessary due to accidents that occur. The meeting discussed issues on employees' safety, health and welfare such as operational risks and health achievement report, estate security, safety compliance by contractors, workplace inspection, legal compliance, safety and health training.</p> <p>Sighted the OSH Meeting Minutes dated 12/05/2023 (02/2023), 10/02/2023 (01/2023), 12/08/2022 (03/2022) and 11/11/2022 (04/2022).</p> <p>Sampled information discussed found attached with evidence of workplace inspection summary, accident statistics, other OSH matters.</p>	
6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p><u>Genting Jambongan POM</u></p> <p>1. Emergency Response Procedures was available in the document Genting Jambongan POM; Emergency Response Procedures; Doc Number: SP-MGR-04; Doc Date: 01.08.2017. The ERP includes plans and procedures for emergency incidences such as fire outbreak, oil/chemical spillage, effluent overflow and accident. An emergency response team have been created in the mill to combat the incidences mentioned above. Regular trainings and drills are conducted for the team to handle emergencies. Fire Drill was conducted in the mill on 11/03/2023.</p>	Complied



		<p>2. First aid kit inventory was available for verification. It was acknowledged that all required items were stated in the inventory and does not contain consumable medicines. The first aid holder's summary list was also available to include all important operations and worksites. The mill personals have attended Basic Life Support &amp; First Aid Training on 22/05/2023.</p> <p>3. SOP for Handling and Reporting Accidents were available in the document System Procedure: NADOPOD; Doc Number: SP-MGR-06; Doc Date: 01.08.2017. The mill recorded all accidents reports and reported to HQ using the GJOM – Accident Statistic Report Monthly update form. The accident occurred was reviewed on quarterly basis during OSH committee meeting. There were 1 accident (2 Days LTA) case for the year 2022 reported in the estate. The JKPP 8 form has been submitted to DOSH for the year ending 2022 on 12/01/2023 and documents available for verification. For the year 2023 there were no accident cases reported as of to date.</p> <p><u>Genting Jambongan Estate</u></p> <p>1. Emergency Response Procedures was available in the document Genting Jambongan Estate; Emergency Response Procedures; Doc Number: SP-MGR-04; Doc Date: 01.08.2017. The ERP includes plans and procedures for emergency incidences such as fire outbreak, oil/chemical spillage, effluent overflow and accident. An emergency response team have been created in the mill to combat the incidences mentioned above. Regular trainings and drills are conducted for the team to handle emergencies. Fire Drill was conducted in the estate on 08/03/2023.</p>	
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		<p>2. First aid kit inventory was available for verification. It was acknowledged that all required items were stated in the inventory and does not contain consumable medicines. The first aid holder’s summary list was also available to include all important operations and worksites. The estate personals have attended Basic Life Support &amp; First Aid Training on 95/05/2023.</p> <p>3. The estate recorded all accidents reports and reported to HQ using the GJBE – Accident Statistic Report Monthly update form. The accident occurred was reviewed on quarterly basis during OSH committee meeting. There were 2 accident (4 Days LTA) case for the year 2022 reported in the estate. The JKPP 8 form has been submitted to DOSH for the year ending 2022 on 06/01/2023 and documents available for verification. For the year 2023 there were no accident cases reported as of to date.</p>	
6.7.3	<p><b>(C)</b> Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>All workers have been provided with appropriate personal protective equipment (PPE), which is provided by the management free of charge. During the field visit to the Spraying Gang and Manuring Gang and visit to the stores of the respective estates and mill, it was sighted that all required and appropriate PPEs were worn by the personals.</p> <p>The estates have well maintained facilities for the workers to sanitise themselves prior to returning home from work. The showers rooms were all in good working condition. Interview with workers indicated that they were all well aware that they have to sanitise themselves before returning home due to the hazard that the chemical residues could cause them.</p> <p>The estate has provided appropriate PPE to all workers according to the job type and requirements. All PPE were provided in accordance with the risk assessment and recommendations as per legal</p>	Complied

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		documents such as CHRA, NRA and SDS. All PPEs are provided free of charge by the management to the workers. Sighted the PPE issuance records documented in 'PPE Issuance Record' logbook. The PPE issued recorded by workers and job designation.	
6.7.4	All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law. - Minor compliance -	Medical care is provided to all the employees. Local workers and foreign workers were covered under SOCSO scheme. Sighted the contribution form (8A) for February – Apr 2023 for both Genting Jambongan Oil Mill and Genting Jambongan Estate.	Complied
6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics. - Minor compliance -	<p><u>Genting Jambongan Estate</u></p> <p>The estate recorded all accidents reports and reported to HQ using the GBJE – Accident Statistic Report Monthly update form. The accident occurred was reviewed on quarterly basis during OSH committee meeting.</p> <p>There were 2 accident (4 Days LTA) case for the year 2022 reported in the estate. The JKPP 8 form has been submitted to DOSH for the year ending 2022 on 06/01/2023 and documents available for verification. For the year 2023 there were no accident cases reported as of to date.</p> <p><u>Genting Jambongan Oil Mill</u></p> <p>The mill recorded all accidents reports and reported to HQ using the GJOM – Accident Statistic Report Monthly update form. The accident occurred was reviewed on quarterly basis during OSH committee meeting. There were 1 accident (2 Days LTA) case for the year 2022 reported in the estate. The JKPP 8 form has been submitted to DOSH for the year ending 2022 on 12/01/2023 and documents available for verification. For the year 2023 there were no accident cases reported as of to date.</p>	Complied

Principle 7: Protect, conserve and enhance ecosystems and the environment		
Criterion 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.		
7.1.1	<p><b>(C)</b> IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>Genting Jambongan Estate has been diligently implementing biological control measures to effectively manage oil palm pests within the plantation, including leaf-eating pests and rats, among others. Their Integrated Pest Management (IPM) techniques involve closely monitoring pest populations and employing specific triggers to initiate control measures.</p> <p>To combat rat infestations, the estate has introduced Barn owls (<i>Tyto Alba</i>) for biological control, with strategically placed owl boxes at a rate of 1 box per 20 hectares. This has proven effective in curbing rat populations. Moreover, census records indicate that there have been minimal outbreaks of leaf-eating pests, attesting to the success of their pest management strategies.</p> <p>To further enhance natural pest control, Genting Jambongan Estate has taken the initiative to establish beneficial plants along roadsides, promoting the attraction of natural predators and consequently reducing the occurrence of outbreaks. Notable among the planted beneficial plants are <i>Cassia cobanensis</i>, <i>Turnera subulate</i>, and <i>Antigonon leptopus</i>.</p> <p>Looking ahead, the estate has prepared specific plans for the year 2023, designed to strengthen their IPM approach:</p> <ol style="list-style-type: none"> <li>1. Biological Trap: The installation of pheromone traps to reduce the reliance on pesticides, ensuring a more environmentally friendly pest control approach.</li> <li>2. Beneficial Plant: An expansion of the planting area for beneficial plants, further encouraging the presence of natural pest predators.</li> </ol>
		Complied

		<p>3. Grass Cutting/Rotor Slasher: Regular grass cutting and the use of rotor slashers to manage vegetation, supporting the overall pest control efforts.</p> <p>4. Cow Cattle Grazing - Mature Area: Utilizing cow cattle grazing in mature areas, contributing to pest control by managing vegetation and promoting biodiversity.</p>	
7.1.2	<p>Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented.</p> <p>- Minor compliance -</p>	<p>Species referenced in the Global Invasive Species Database and CABI.org were not used in Genting Jambongan Estate.</p>	Complied
7.1.3	<p>There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities.</p> <p>- Minor compliance -</p>	<p>There is no use of fire for pest control in Genting Jambongan Estate. This was verified via documents and interview with the workers.</p>	Complied
<p><b>Criterion 7.2:</b> Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.</p>			
7.2.1	<p><b>(C)</b> Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p> <p>- Critical (Major) compliance -</p>	<p>All pesticides used were those officially registered under the Pesticide Act 1974. All estates use only class II, class III &amp; class IV pesticides as verified via the chemical register and the chemicals available in the chemical store of the respective estates.</p> <p>a. No illegal agrochemicals (stated by local and international laws) such as paraquat was used in their estates.</p> <p>b. The usage of the agrochemicals was based on the Sustainability Management Procedure; Doc No: SMP-GPB-28; Titled: Justification of Pesticides Used; Revised on: 17/03/2015. SOP and in the Pictorial Safety Standard Book where written justifications had been provided for various fields operations.</p> <p>The Manual has included chemical register list which indicates the use of selective products that are specific to the targeted pest, weed</p>	Complied

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		or disease. The procedures also covered the use of PPE when handling the chemicals. The estates continued to use pesticides as per the SOPs.													
7.2.2	<p><b>(C)</b> Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>Records of pesticides use (including active ingredients used and their LD 50, area treated, amount of a.i. applied per ha and number of applications) had been maintained by the estate in the Pesticide Usage Monitoring Record from year 2019 to 2023 and submitted to the Head Quarters monthly. Verified the records as below:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>Year</td> <td>2019</td> <td>2020</td> <td>2021</td> <td>2022</td> <td>2023</td> </tr> <tr> <td>a.i/Ha</td> <td>0.742</td> <td>1.021</td> <td>0.980</td> <td>0.963</td> <td>0.522</td> </tr> </table>	Year	2019	2020	2021	2022	2023	a.i/Ha	0.742	1.021	0.980	0.963	0.522	Complied
Year	2019	2020	2021	2022	2023										
a.i/Ha	0.742	1.021	0.980	0.963	0.522										
7.2.3	<p><b>(C)</b> Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	The estate has implemented a Continuous Improvement Plan where they have stated the intention to reduce the usage of chemical through implementation of Integrated Pest Management Plan. Sighted during the site visit at the estate, the establishment of beneficial plants along the estate roads and immature areas as well as barn owl boxes placed at strategic areas. Paraquat was eliminated. In its place, alternatives such as Glyphosate is used instead. Monocrotophos was eliminated and in its place Acephate is used.	Complied												
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p> <p>- Minor compliance -</p>	There is no evidence of prophylactic use of pesticides in Genting Jambongan Estate.	Complied												
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p>	Genting Jambongan Estate does not use chemical that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions or Paraquat in their daily operations. This was established during the verification	Complied												

	<p>The due diligence refers to:</p> <ul style="list-style-type: none"> <li>a) Judgment of the threat and verify why this is a major threat</li> <li>b) Why there is no other alternative which can be used</li> <li>c) Which process was applied to verify why there is no other less hazardous alternative</li> <li>d) What is the process to limit the negative impacts of the application</li> <li>e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.</li> </ul> <p>- Minor compliance -</p>	<p>of the chemical register and interview with the management representative.</p> <p>This can also be evident in the estates Continual Improvement Plans which the estate has committed to:</p> <ol style="list-style-type: none"> <li>1. Use of alternative pesticides that are safe and less toxic. Change from Paraquat to other alternative chemicals i.e. Glyphosate, Glufosinate and, Monosodium.</li> <li>2. Briefing to staffs and executives on minimizing pesticides and continue monitoring, avoid wastage and leakage, etc.</li> <li>3. Planting cover crops at immature fields. Strive to establish covers before planting.</li> <li>4. Increase Beneficial Plant areas.</li> <li>5. Implement Cattle Grazing at suitable areas for reducing pesticides use which in changing spraying technique from circle and path spraying to circle spraying only.</li> <li>6. Commence manual uprooting/slashing for selective weed control.</li> </ol>									
7.2.6	<p><b>(C)</b> Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticide operators are given training on the safe handling and application of the pesticides. Suitable personal protective equipment's and application equipment provided to the operators. Sampled the training conducted for pesticide handlers as below: -</p> <table border="1" data-bbox="1137 1129 1921 1390"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Chemical Sprayers Training</td> <td>31/03/2023</td> </tr> <tr> <td>PPE, Chemical Calibration, Premix Area and Triple Rinsing Training</td> <td>06/04/2023</td> </tr> <tr> <td>Nursery – PPE Weeding and P&amp;D Spraying &amp; Manuring Training</td> <td>11/03/2023</td> </tr> </tbody> </table>	Training	Date	Chemical Sprayers Training	31/03/2023	PPE, Chemical Calibration, Premix Area and Triple Rinsing Training	06/04/2023	Nursery – PPE Weeding and P&D Spraying & Manuring Training	11/03/2023	Complied
Training	Date										
Chemical Sprayers Training	31/03/2023										
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Nursery – PPE Weeding and P&D Spraying & Manuring Training	11/03/2023										

		Chemical Sprayers (Immature) Training	08/04/2023	
7.2.7	<p><b>(C)</b> Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticides were found stored in the mill and estate’s Chemical Store in accordance with the Occupational Safety and Health Act 1994 (Act 514) and Pesticides Act 1974 (Act 149) and their Regulations. The stores were at all times locked and at the time of visit the store clerk was seen to unlock the padlock to open entrance door for auditor to inspect the store. At the entrance door, signage requiring donning of PPE were visibly posted. The Chemical Store signage with required Hazard Symbols were available at the entrance. The facility ventilation fan was found working with adequate ventilation available, up-to-date chemical register, trade and generic names, and their Safety data Sheet were available.</p>		Complied
7.2.8	<p>All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes.</p> <p>- Minor compliance -</p>	<p>Used chemical container triple rinsed, pierced, and no longer categorized as schedule waste. Based on exemption letter from DOE, ref. no. AS(BB)91/110/619/001 Jld 22 dated 26/3/2013.</p> <p>Disposal arrangement of empty chemical container is based on national recycling programme for HDPE container. Letter from Department of Agriculture @ DOA, reference letter: JP/KRP 207/12/47/VI Dated 16/1/14 and JP KRP(SBH)207/12/467/2020(1) dated 16/12/20 are referred to. G-Planter is DOA’s the appointed contractor for empty chemical container collection in Sabah based on the said letter. Latest disposal made by G-Planter on 9/5/2023, lorry no. SYC7008 for the following waste:</p> <p><u>Plastic pesticide container</u></p> <p>4 litre – 70 pcs            20 litre – 170 pcs            10 kg – 500 pcs            Ally bottle 500g – 100 pcs</p>		Complied



7.2.9	<p><b>(C)</b> Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	The management representative has concluded that there is no aerial spraying conducted in the estates.	Complied
7.2.10	<p><b>(C)</b> Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	Genting Jambongan Estate health check-up was conducted to monitor the level of exposure on the workers towards the chemicals and fumes. Verified the latest health check-up for the month of May conducted for all exposed workers. Results indicated all but 1 worker were fit to work. The one worker was declared unfit due to being pregnant and has been transferred to non-chemical related works. Records were available for verification	Complied
7.2.11	<p><b>(C)</b> No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p> <p>- Critical (Major) compliance -</p>	Upon verification with sprayers during site visits in interview session found no persons under the age of 18, pregnant or breastfeeding women work with pesticides. All of them understood on the requirement and able to explain the reason behind it.	Complied
<p><b>Criterion 7.3:</b> Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.</p>			
7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>GJOM and GJBE has established waste management plan which include reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics. Document dated 19/5/2023 has identified main source of waste for both estate and mill operation.</p> <ul style="list-style-type: none"> <li>- Scheduled Waste (including clinical waste)</li> <li>- Domestic waste</li> <li>- Recyclable waste</li> </ul>	Complied
7.3.2	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p>	Disposal of waste for GJOM and GJBE summarized:	Complied

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- Minor compliance -	Waste category	Quantity	Remarks	Estate
	SW 102 (lead acid battery)	0.351 mt Consignment no. 2023052411S QV2IU	Collected and disposed by Lagenda Bumimas on 24/5/23	GJBE
	SW 305 (spent lubricating oil)	0.55 mt, Consignment no. 2023052411F2 UQSB	Collected and disposed by Lagenda Bumimas on 24/5/23	
	SW 404 (clinical waste)	0.043 mt, Consignment no. 2023052009R QYU2T	Collected and disposed by Sedafiat Sdn Bhd on 20/5/2023	
	SW 410 (contaminated rags)	0.043 mt, Consignment no. 2023052009R QYU2T	Collected and disposed by Lagenda Bumimas on 24/5/23	
	SW110 (used battery)	0.049 mt, Consignment no. 20230612168 MLOZP	Collected and disposed by Lagenda Bumimas on 12/6/23	GJOM

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		SW 305 (spent lubricating oil)	0.9 mt, Consignment no. 2023061216H7 G6L4	Collected and disposed by Legenda Bumimas on 12/06/2023	<p>Used chemical container triple rinsed, pierced, and no longer categorized as schedule waste. Based on exemption letter from DOE, ref. no. AS(BB)91/110/619/001 Jld 22 dated 26/3/2013.</p> <p>Disposal arrangement of empty chemical container is based on national recycling programme for HDPE container. Letter from Department of Agriculture @ DOA, reference letter: JP/KRP 207/12/47/VI Dated 16/1/14 and JP KRP(SBH)207/12/467/2020(1) dated 16/12/20 are referred to. G-Planter is DOA's the appointed contractor for empty chemical container collection in Sabah based on the said letter. Latest disposal made by G-Planter on 9/5/2023, lorry no. SYC7008 for the following waste:</p> <p><u>Plastic pesticide container</u></p> <p>4 litre – 70 pcs 20 litre – 170 pcs 10 kg – 500 pcs Ally bottle 500g – 100 pcs</p>	
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	As sampled during site visit at fields, in Genting Jambongan POM and Genting Jambongan Estate found no evident of use of fire for waste disposal in mill operation area and surrounding area. Domestic and household wastes were sent to landfill and based on site visit to the landfill, it was observed as not burnt.			Complied	
<b>Criterion 7.4:</b> Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.						

7.4.1	<p>Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts.</p> <p>- Minor compliance -</p>	<p>The estates are guided by the following Manuals and SOPs to ensure Good Agricultural practices throughout the operation:</p> <ol style="list-style-type: none"> <li>1. Genting Plantations Oil Palm Manual (OPM) issued on 09.11.1999.</li> <li>2. Sustainability Management Procedure Manual 01.08.2013 revised in 07.02.2019.</li> <li>3. Environmental Control Procedure – 01.09.2018</li> <li>4. Standard Operating Procedure (West Malaysia Estates) 01.01.2011.</li> <li>5. Best Management Practices (BMP) for cultivation of Oil Palm on marginal Soils, by Genting Plantations Research Centre, Sabah.</li> </ol> <p>The soil fertility and yield enhancement are described in detail in the Oil Palm Manual under the following sections:</p> <ol style="list-style-type: none"> <li>1. Oil Palm Manual - No 7; Manuring of Oil Palm</li> <li>2. Oil Palm Manual - No 13; Managing Difficult Soils</li> </ol>	Complied
7.4.2	<p>Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health.</p> <p>- Minor compliance -</p>	<p>Plant Test Report (Tissue Sampling) was done for Genting Jambongan Estate by Genting Plantations Research Centre on 28/07/2022 (Test Report Number: PR26/2023. The report was issued to the estate on 06/09/2022 and was available for verification.</p> <p>The Soil Survey was done for the Genting Jambongan Estate by Genting Plantations Research Centre on 21/12/2022. The Soil Test Report was issued on 13/02/2023 and available for verification.</p>	Complied
7.4.3	<p>A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p> <p>- Minor compliance -</p>	<p>EFB was received from the Genting Jambongan Oil Mill and supplied to Genting Jambongan Estate for mulching purpose at the replanting areas. Records of application were maintained by the estates and were applied in accordance with the SOP at 20 – 40 mt/ha.</p>	Complied

7.4.4	Records of fertiliser inputs are maintained. - Minor compliance -	Records of fertilisers input is maintained in Genting Plantations Research Centre - 2022 Fertiliser Program for Genting Jambongan Estate, which have the information about type of fertiliser, quantity (bags and kg), dates of application and field number. Verification of records confirmed that the applied fertilisers were tally with the agronomist recommendation. The application of the fertilizers is recorded in the program upon completion of each field.	Complied																																	
<b>Criterion 7.5:</b> Practices minimise and control erosion and degradation of soils.																																				
7.5.1	<b>(C)</b> Maps identifying marginal and fragile soils, including steep terrain, are available. - Critical (Major) compliance -	<p>The management has established the soil map and slope map dated 24/05/2022, the maps was prepared by Genting Plantation Research Center (GPRC). Details as following:</p> <table border="1" data-bbox="1137 767 1928 1118"> <thead> <tr> <th>Soil series</th> <th>Area (Ha)</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Brantian</td> <td>853.26</td> <td>21.32</td> </tr> <tr> <td>Dalit</td> <td>998.18</td> <td>29.94</td> </tr> <tr> <td>Kepayan</td> <td>46.41</td> <td>0.91</td> </tr> <tr> <td>Maliau</td> <td>1678.92</td> <td>41.94</td> </tr> <tr> <td>Sook</td> <td>299.92</td> <td>7.48</td> </tr> <tr> <td>Weston</td> <td>126.83</td> <td>3.42</td> </tr> </tbody> </table> <table border="1" data-bbox="1137 1166 1928 1359"> <thead> <tr> <th>Terrain Class</th> <th>Areas (ha)</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Flat (0-2)</td> <td>1532.77</td> <td>38.29</td> </tr> <tr> <td>Undulating (2-6)</td> <td>1837.44</td> <td>45.90</td> </tr> <tr> <td>Rolling (6-12)</td> <td>554.41</td> <td>13.86</td> </tr> </tbody> </table>	Soil series	Area (Ha)	Percentage	Brantian	853.26	21.32	Dalit	998.18	29.94	Kepayan	46.41	0.91	Maliau	1678.92	41.94	Sook	299.92	7.48	Weston	126.83	3.42	Terrain Class	Areas (ha)	Percentage	Flat (0-2)	1532.77	38.29	Undulating (2-6)	1837.44	45.90	Rolling (6-12)	554.41	13.86	Complied
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		Hilly (12-20)	78.09	1.95	
		Steep (20-25)	0.18	0.01	
		Very Steep (>25)	0.00	0.00	
7.5.2	No replanting on steep slopes (above 25 degrees) unless approved by state governments. In case of replanting is permitted, no replanting in contiguous area of steep terrain (greater than 25 degrees) larger than 25 Ha within the Unit of Certification. - Minor compliance -	Based on the Slope Map dated 24/05/2022, it was observed that Genting Jambongan Estate does not have any planted areas with slopes exceeding 25 degrees.			Complied
7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	No new planting of oil palm in Jambongan estate. As per record, the highest terrain only 12 degrees as per Slope map (analysis based on SRTM90) dated 10 Oct 2018 by GPRCS (Genting Plantation Research Centre Sabah). Detail can be referred indicator 7.5.2.			Complied
<b>Criterion 7.6:</b> Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.					
7.6.1	<b>(C)</b> To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations. - Critical (Major) compliance -	Genting Jambongan Estate has exemplified the long-term suitability of their land for plantation by employing essential tools such as Soil Series and Slope Maps. Through a thorough analysis conducted by the Genting Plant Research Centre, it was determined that none of the visited estates possess fragile soil, as indicated in the official soil map.  Furthermore, the Genting Plantation Research Centre has performed comprehensive assessments, providing the estates with valuable topography maps. These assessments contribute significantly to informed decision-making and efficient land management practices on the estate, ensuring sustainable and productive plantation operations.			Complied

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7.6.2	Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices. - Minor compliance -	No extensive planting on marginal and fragile soils as observed during site visit at Division 2 and 3 in Genting Jambongan Estate.	Complied
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	Genting Jambongan Estate has been utilizing Soil Maps and topographic information as essential guides in the strategic planning of drainage and irrigation systems, roads, and other critical infrastructure projects. These valuable resources play a pivotal role in ensuring well-informed decision-making and the successful implementation of efficient and effective systems within the estate.	Complied
<b>Criterion 7.7:</b> No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	<b>(C)</b> There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -	Not applicable as there is no peat soil in Genting Jambongan Estate	Not Applicable
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. <b>PROCEDURAL NOTE:</b> Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below). - Minor compliance -	Not applicable as there is no peat soil in Genting Jambongan Estate	Not Applicable
7.7.3	<b>(C)</b> Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	Not applicable as there is no peat soil in Genting Jambongan Estate	Not Applicable
7.7.4	<b>(C)</b> A documented water and ground cover management programme is in place. - Critical (Major) compliance -	Not applicable as there is no peat soil in Genting Jambongan Estate	Not Applicable

7.7.5	<p><b>(C)</b> For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.</p> <p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p> <p>- Critical (Major) compliance -</p>	Not applicable as there is no peat soil in Genting Jambongan Estate	Not Applicable
7.7.6	<p><b>(C)</b> All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	Not applicable as there is no peat soil in Genting Jambongan Estate	Not Applicable
7.7.7	<p><b>(C)</b> All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	Not applicable as there is no peat soil in Genting Jambongan Estate	Not Applicable
<p><b>Criterion 7.8:</b> Practices maintain the quality and availability of surface and groundwater.</p>			



<p>7.8.1</p>	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <ul style="list-style-type: none"> <li>a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</li> <li>b) Workers have adequate access to clean water.</li> </ul> <p>- Minor compliance -</p>	<p>Available in Jambongan POM a Water Management Plan for Raw Water and Drinking Water dated 15/2/2023, Rev.00. reviewed and approved by Acting Manager dated 15/2/2023. Treated water is supply 24hrs for housing. Drinking water for executive, GM, labor and staff operating 24 hours. Adequate access to clean water provided to workers. Water analysis report carried out on quarterly basis based on established plan and procedure, SMP-GPB-15: Water Sampling and Analysisrev:2 dated January 2023. This to ensure domestic water provide to workers is safe for human consumption and comply with Drinking Water Quality Standard (DWQS). The latest quarter of domestic water analysis at (Division 1, 3 &amp; 4) checked and comply with Drinking Water Quality Standard (DWQS).</p> <p>Reference:</p> <p>1<sup>st</sup> quarter 2023 (date of sampling: 16/3/23, date of report: 6/4/23)</p> <ul style="list-style-type: none"> <li>- Certificate of analysis (CoA), W230316-06-0 dated 6/4/23 (Division 4)</li> <li>- Certificate of analysis (CoA), W230316-05-0 dated 6/4/23 (Division 3)</li> <li>- Certificate of analysis (CoA), W230316-04-0 dated 6/4/23 (Division 3)</li> </ul> <p>Parameter tested (pH, turbidity, suspended solid, BOD, COD, Ammonical Nitrogen, Chloride, Oil and Grease, Phosphorus, Feecal Coliform, Total Coliform, Escherichia coli)</p> <p>4<sup>th</sup> quarter 2022 (date of sampling: 15/12/22, date of report: 30/12/22) has shown abnormal result of analysis.</p> <ul style="list-style-type: none"> <li>- Certificate of analysis (CoA), W221215-10-0 dated 15/12/22 (Division 1)</li> </ul>	<p>Complied</p>
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		<p>- Certificate of analysis (CoA), W221215-11-0 dated 15/12/22 (Division 3)</p> <p>Unbudgeted chlorine pump for 3 water treatment has been approved by General Manager on 29/5/23 as to install a proper chemical pump to treat microbiological content. Only one (1) division comply with DWQS based on certificate of analysis (CoA), W221215-12-0 dated 15/12/22 (Division 4)</p>	
7.8.2	<p><b>(C)</b> Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental deterioration having occurred during the previous cycle.</p> <p>- Critical (Major) compliance -</p>	<p>Total of 3 riparian buffer zone identified within Genting Jambongan Estate. Sg Limau-Limau, Sg Ginday and Sg Guntur categorized under HCV 4 with total of 24.36 ha. As part of riparian buffer monitoring programme and Approved Environmental Condition (AEC), 4 water sampling points were selected for 6 monthly surface water analysis report. Results of surface water analysis incorporated in the Environmental Compliance Report (ECR) and comply with Interim National Water Quality Standard (INWQS) class III except for one parameter, DO @ dissolved oxygen.</p> <p>Genting Jambongan Estate found clearly identified the requirements of riparian protection. The clear demarcation, signage sighted. No evidence of application of chemicals/pesticides in buffer area and red paint marking on trees clearly seen at area of Sungai Seguntur in Division 2.</p>	Complied
7.8.3	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.</p> <p>- Minor compliance -</p>	<p>Based on DOE License No. 005264 valid from 01/07/22-30/06/23 mentioned no effluent discharge (Compost). However, under clause No. 15, GJOM required to conduct water quality sampling at upstream and downstream if by land application. Exemption was obtained from DOE on 19/8/2022 as the mill has no longer required to conduct water monitoring as previously stated under clause 15.</p>	Complied

7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.          - Minor compliance -</p>	<p>Records of Water Usage for Jan 2017 – Jan 2023 was available for verification in the mill. The records of water usage (m<sup>3</sup>) were sampled for 2022 as below:</p> <table border="1" data-bbox="1137 475 1930 1121"> <thead> <tr> <th>Month</th> <th>Water (m<sup>3</sup>)</th> <th>Water/FFB (m<sup>3</sup>/mt)</th> </tr> </thead> <tbody> <tr><td>Jan 22</td><td>7,830</td><td>1.13</td></tr> <tr><td>Feb 22</td><td>6,665</td><td>1.22</td></tr> <tr><td>Mar 22</td><td>7,888</td><td>1.30</td></tr> <tr><td>Apr 22</td><td>8,377</td><td>1.47</td></tr> <tr><td>May 22</td><td>7,283</td><td>1.35</td></tr> <tr><td>Jun 22</td><td>8,350</td><td>1.40</td></tr> <tr><td>Jul 22</td><td>7,695</td><td>1.23</td></tr> <tr><td>Aug 22</td><td>8,231</td><td>0.99</td></tr> <tr><td>Sept 22</td><td>8,963</td><td>0.98</td></tr> <tr><td>Oct 22</td><td>7,243</td><td>0.73</td></tr> <tr><td>Nov 22</td><td>4,929</td><td>0.50</td></tr> <tr><td>Dec 22</td><td>4,679</td><td>0.43</td></tr> </tbody> </table>	Month	Water (m <sup>3</sup> )	Water/FFB (m <sup>3</sup> /mt)	Jan 22	7,830	1.13	Feb 22	6,665	1.22	Mar 22	7,888	1.30	Apr 22	8,377	1.47	May 22	7,283	1.35	Jun 22	8,350	1.40	Jul 22	7,695	1.23	Aug 22	8,231	0.99	Sept 22	8,963	0.98	Oct 22	7,243	0.73	Nov 22	4,929	0.50	Dec 22	4,679	0.43	Complied
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<b>Criterion 7.9:</b> Efficiency of fossil fuel use and the use of renewable energy is optimised																																										
7.9.1	<p>A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented.          - Minor compliance -</p>	<p>Management Plan to Improve Efficiency of Diesel Usage established and documented by Genting Jambangan POM dated 20/05/22. To improve efficiency of diesel usage. Among specific concern:</p> <ol style="list-style-type: none"> <li>1. Running Shovels, tractors and back hoe.</li> <li>2. Fuel consumption by genset.</li> </ol>	Complied																																							

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		Genting Jambongan POM has established and recorded a Fossil fuels (Diesel) Consumption Monitoring and documented. A yearly comparison (2018-2023) also available.	
<b>Criterion 7.10:</b> Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.			
7.10.1	<p><b>(C)</b> GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>Identification of greenhouse gas (GHG) emissions has been done through the environmental aspect &amp; impact assessment. Among the source of GHG emissions were effluent treatment plant, diesel consumption and fertiliser consumption to name a few. The plan to reduce or minimise the GHG emission has been established and implemented.</p> <p>RSPO GHG Calculator version 4 is used. The consumption of fertilisers and diesel were verified through Estate: Lintramax Store Report Bin card store requisition &amp; issuance note Mill: Stock Issue Summary (Lintramax) Diesel Store Record store requisition &amp; issuance note Effluent Treatment Plant Log sheet Based on the verification of the above records, all the sampled issuance was traceable.</p>	Complied
7.10.2	<p><b>(C)</b> Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	Not applicable since no new development by the certification unit after 15/11/2018. The last new land development was completed in 2016 and has undergone the NPP.	Not Applicable
7.10.3	<p><b>(C)</b> Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	The Genting Jambongan POM has not discharged any effluent and diverted to Compost Plant. Other significant pollutant identified is the smoke emission from boiler operation. The mill currently is using multi-stage dust cyclone to minimise the pollutant. Monitoring of quality is done through regular stack sampling.	Complied

<b>Criterion 7.11:</b> Fire is not used for preparing land and is prevented in the managed area			
7.11.1	<p><b>(C)</b> Land for new planting or replanting is not prepared by burning.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting or replanting in Genting Jambongan Estate. The first generation and the oldest palms were planted in 2004. There is no evidence that open burning is being practiced and this is also monitored through the Environmental Monitoring &amp; Compliance Report.</p>	Complied
7.11.2	<p>The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	<p>The Genting Sustainability Department established and documented a Fire Prevention and Control Measures (SOP-PD-12) Rev.00, dated Oct 2020. The document approved by SVP-Plantation (Malaysia) on 05/10/2020. Fire hotspot notification based on fire incident occurrence in Sabah. No fire incident detected within estate boundary based on Fire Information for Resource Management System (FIRMS) Rapid Alert.</p>	Complied
7.11.3	<p>The unit of certification engages with adjacent stakeholders on fire prevention and control measures.</p> <p>- Minor compliance -</p>	<p>Genting Jambongan Estate has engaged with adjacent communities during annual stakeholder consultation. Related Fire Prevention and Control Measures and emergency contact number and plan presented during that session.</p>	Complied
<b>Criterion 7.12:</b> Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.			
7.12.1	<p><b>(C)</b> Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests.</p> <p>A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.</p> <p>- Critical (Major) compliance -</p>	<p>No new planting within Genting Jambongan Management unit.</p> <p>A comprehensive and independent High Conservation Value (HCV) Assessment for on-site assessment done from 4-8 August 2014 which included participation internal and external stakeholders were completed by an assessment team from S.K. Yap Forestry and Landscape Advisory Services, led by Dr. Yap Son Kheong. The report was finalized on October 2014. There was only one HCV area identified in the proposed new planting area, i.e. HCV 4.1 which is a stream utilized by the villagers at Kg Limau Limau which flows from Block E and Sg Ginday in Block D. Based on the report, it was</p>	Complied

		confirmed that no primary forest or peat present in any of these land parcels.	
7.12.2	<p><b>(C)</b> HCVs, HCS forests and other conservation areas are identified as follows:</p> <p>a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.</p> <p>b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p> <p><b>PROCEDURAL NOTE:</b>  Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019).  - Critical (Major) compliance -</p>	The last new land development was completed in 2016 and has undergone the NPP. There is no new land clearing after 15/11/2018 at Jambongan certification unit. Nonetheless, HCV assessment had been done as described in Indicator 7.12.1	Complied
7.12.3	<i>Indicator is not applicable in Malaysia context</i>		Not Applicable
7.12.4	<p><b>(C)</b> Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).  - Critical (Major) compliance -</p>	The last new land development was completed in 2016 and has undergone the NPP. Not applicable as there is no new land clearing after 15/11/2018. Nonetheless, there is an HCV management plan established based on the result of the assessment mentioned in Indicator 7.12.1. Verification on-site confirmed that the plan was satisfactorily implemented.	Not Applicable

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7.12.5	<p>Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	<p>The last new land development was completed in 2016 and has undergone the NPP. Not applicable as there is no new land clearing after 15/11/2018.</p>	Complied
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<p>Based on the HCV assessment report mentioned in Indicator 7.12.1, there was no RTE species presence in the plantation area (Clause 8.4.1 of the report). Nonetheless, signage about the restriction to capture RTE and the information about disciplinary measures were planted at many strategic places in the estate to educate the employees.</p>	Complied
7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>The last new land development was completed in 2016 and has undergone the NPP. There is no new land clearing after 15/11/2018. Nonetheless, monitoring of HCV was done once in two months by utilising a checklist. Among the criteria outlined in the checklist were cleanliness, safety, signage, intrusion, restricted activities and others.</p>	Complied
7.12.8	<p><b>(C)</b> Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>Genting Jambangan Estate has established its remediation plan with an objective to restore the areas with environmental impact as identified in the land use change analysis. According to the Land Use Change Analysis Verification Result, prepared by RSPO's Independent Reviewer (Aksenta) in February 2016, the areas that required remediation is the buffer zones of Sungai Segempa (a.k.a Sg. Guntur) The total area required for remediation action amounts to 15.98 Ha. The restoration has been completed and ongoing monitoring is being carried out. Water analysis was also done at a</p>	Complied

		selected point of Sg Guntur twice a year incorporated with the Environmental Monitoring & Compliance Audit.	
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**Appendix B: GHG Reporting Executive Summary**

The GHG emissions that were produced in **2022** for **Jambongan POM** and supply base was calculated using the PalmGHG Calculator version 3.0.1. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

- i. Estates area planted data
- ii. Fuel consumed
- iii. Mill datas include CPO produced, PKO Produced and FFB Processed
- iv. Fertilizer consumed data for both estates and smallholders.

The summary of the Net GHG emitted in **2022** for **Jambongan POM** and supply base are as following:

Emission per product	tCO <sub>2</sub> e/tProduct
CPO	0.06
PKO	0

Extraction	%
OER	21.96
KER	4.15

Production	t/yr
FFB Process	79,086.66
CPO Produced	17,367.55
PKO Produced	3,285.65

Land Use	Ha
OP Planted Area	3,790.14
OP Planted on peat	0
Conservation (forested)	24.36
Conservation (non-forested)	0
<b>Total</b>	<b>3,814.5</b>

**Summary of Field Emission and Sink**

	Own Crop*		Group		3 <sup>rd</sup> Party		Total	
	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB
<b>Emission</b>								
Land Conversion	26,977.21	0.38	0.00	0.00	0.00	0.00	26,977.21	0.38
CO <sub>2</sub> Emission from fertilizer	1,867.57	0.03	0.00	0.00	0.00	0.00	1,867.57	0.03
NO <sub>2</sub> Emission	1,703.78	0.02	0.00	0.00	0.00	0.00	1,703.78	0.02
Fuel Consumption	918.06	0.01	0.00	0.00	0.00	0.00	918.06	0.01
Peat Oxidation	0	0	0.00	0.00	0.00	0.00	0	0
<b>Sink</b>								
Crop Sequestration	-35,482.28	-0.51	0.00	0.00	0.00	0.00	-35,482.28	-0.51
Conservation Sequestration	-223.38	-0.00	0.00	0.00	0.00	0.00	-223.38	-0.00
<b>Total</b>	<b>-4,239.06</b>	<b>-0.06</b>	0.00	0.00	<b>531.30</b>	0.00	<b>-3,707.76</b>	<b>-0.06</b>

*\*Note: Includes both estates and smallholders*

**Summary of Mill Emission and Credit**

	tCO <sub>2</sub> e	tCO <sub>2</sub> e/tFFB
<b>Emission</b>		
POME	4,132.60	0.05
Fuel Consumption	897.88	0.01
Grid Electricity Utilization	0	0
<b>Credit</b>		
Export of Grid Electricity	0	0
Sales of PKS	0	0
Sales of EFB	0	0
<b>Total</b>	<b>5,030.47</b>	<b>0.06</b>

**Summary of Kernel Crusher Emission and Credit (if applicable)**

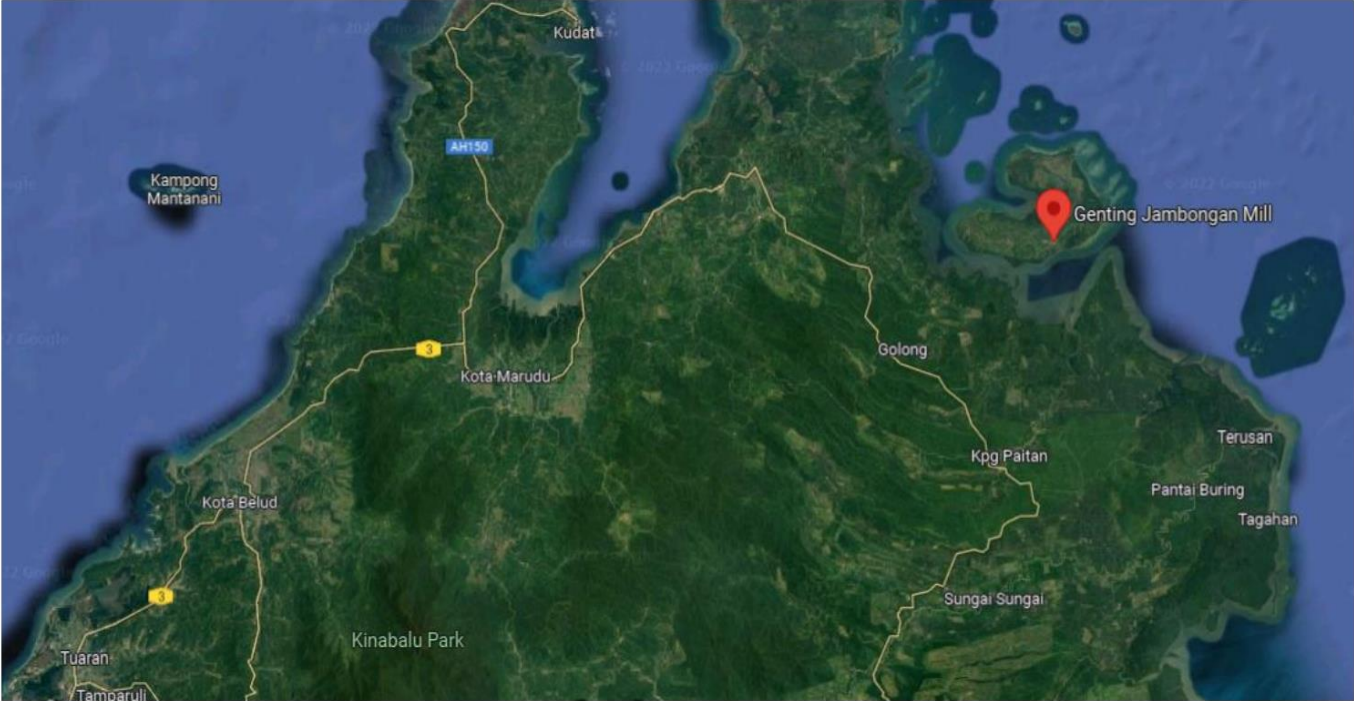
Emissions	tCO <sub>2</sub> e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
<b>Total Crusher emissions</b>	<b>0.00</b>

\*This mill has no kernel crusher operation.

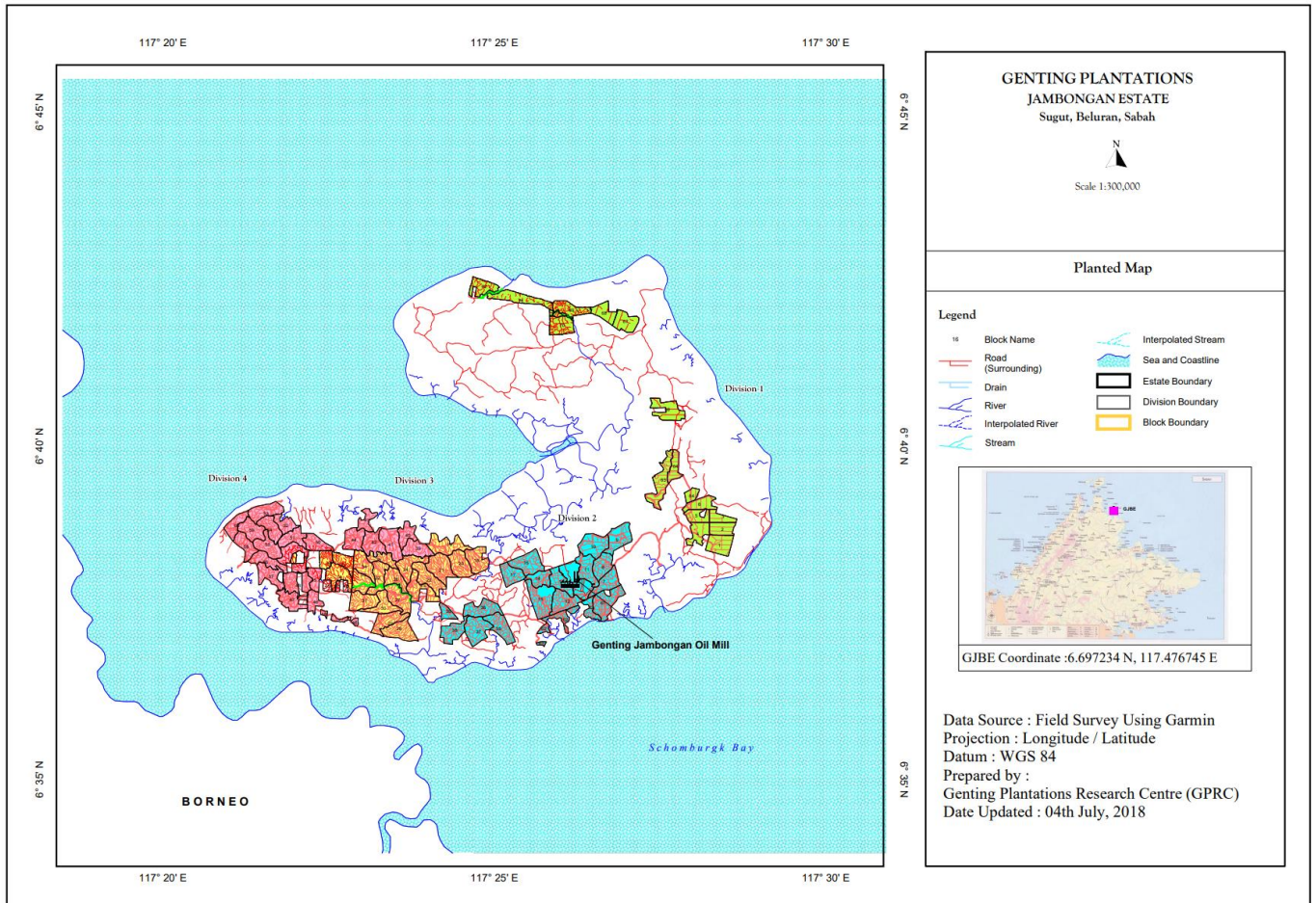
<b>Palm Oil Mill Effluent (POME) Treatment:</b>	
Divert to Compost (%)	100
Divert to anaerobic diversion (%)	0

<b>POME Diverted to Anaerobic Digestion:</b>	
Divert to anaerobic pond (%)	100
Divert to methane captured (flaring) (%)	0
Divert to methane captured (energy generation) (%)	0

**Appendix C: Location Map of Certification Unit and Supply bases**



**Appendix D: Estate Field Map**



**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

**Appendix E: List of Smallholder Registered and/or sampled**

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total Certified Area	Planted Area			
Not Applicable									
<b>Total</b>									

## Appendix F: List of Abbreviations

a.i	Active Ingredient
BOD	Biochemical Oxygen Demand
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
CSPO	Certified Sustainable Palm Oil
CSPKO	Certified Sustainable Palm Kernel 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
GJBE	Genting Jambongan Estate
GJOM	Genting Jambongan Oil Mill
GMP	Good Manufacturing Practice
GPS	Global Positioning System
HCV	High Conservation Value
IPM	Integrated Pest Management
IP	Identity Preserved
IS - CSPO	Independent Smallholder Certified Sustainable Palm Oil
IS – CSPKO	Independent Smallholder Certified Sustainable Palm Kernel Oil
IS – CSPKE	Independent Smallholder Certified Sustainable Palm Kernel Expeller
ISCC	International Sustainable Carbon Certification
ISS	Independent Smallholder Standard
LD50	Lethal Dose for 50 sample
MB	Mass Balance
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
RSPO	Roundtable on Sustainable Palm Oil
P&C	Principles & Criteria
RTE	Rare, Threatened or Endangered species
SCCS	Supply Chain Certification Standard
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure