

**MALAYSIAN SUSTAINABLE PALM OIL  
2<sup>nd</sup> ANNUAL SURVEILLANCE ASSESSMENT (ASA2)  
Public Summary Report**

<b>GENTING OIL MILLS (SABAH) SDN BHD</b>
Client Company Address: Genting Plantations Berhad 10th Floor, Wisma Genting, Jalan Sultan Ismail 50250 Kuala Lumpur, Malaysia
Certification Unit: Genting Jambongan Oil Mill & Genting Jambongan Estate
Date Final Report: 15/11/2021

**Report prepared by:**  
**Valence Shem** (Lead Auditor)

**Report Number: SMO 3293250**

**Assessment Conducted by:**  
BSI Services Malaysia,  
(DSM Accreditation Number: MSPO 09112018 CB 12)  
Suite 29.01 Level 29 The Gardens North Tower,  
Mid Valley City Lingkaran Syed Putra,  
59200 Kuala Lumpur, Malaysia  
Tel +60392129638 Fax +60392129639  
www.bsigroup.com

<b>TABLE of CONTENTS</b>	<b>Page No</b>
Section 1: Executive Summary .....	3
1.1 Organizational Information and Contact Person .....	3
1.2 Certification Information .....	3
1.3 Location of Certification Unit .....	4
1.4 Certified Area .....	4
1.5 Plantings & Cycle .....	4
1.6 Certified Tonnage of FFB .....	4
1.7 Uncertified Tonnage of FFB.....	5
1.8 Certified Tonnage .....	5
1.9 Actual CPO Sold Volume (mt).....	5
1.10 Actual PK Sold Volume (mt) .....	5
Section 2: Assessment Process .....	6
2.1 BSI Assessment Team.....	7
2.2 Accompanying Persons.....	8
2.3 Assessment Plan .....	8
Section 3: Assessment Findings .....	10
3.1 Details of audit results .....	10
3.2 Details of Nonconformities and Opportunity for improvement.....	10
3.3 Status of Nonconformities Previously Identified and OFI .....	14
3.4 Summary of the Nonconformities and Status.....	16
3.5 Issues Raised by Stakeholders .....	16
Section 4: Assessment Conclusion and Recommendation .....	18
Appendix A: Summary of the findings by Principles and Criteria.....	19
Appendix B: List of Stakeholders Contacted .....	80
Appendix C: Smallholder Member Details.....	81
Appendix D: Location and Field Map .....	82
Appendix E: List of Abbreviations.....	85

## Section 1: Executive Summary

<b>1.1 Organizational Information and Contact Person</b>			
Company Name	Genting Oil Mills (Sabah) Sdn Bhd		
Mill/Estate	MPOB License No.	Expiry Date	
	Genting Jambongan Oil Mill: 620052004000	28/02/2022	
	Genting Jambongan Estate: 509406502000	30/11/2021	
Address	10th Floor, Wisma Genting, Jalan Sultan Ismail, 50250 Kuala Lumpur, Malaysia		
Certification Unit	Genting Jambongan Oil Mill and Genting Jambongan Estate		
Contact Person Name	1) Mr. Arunan Kandasamy - Senior Vice President - Plantation (Malaysia) 2) Mr. Choo Huan Boon - Senior Vice President - Processing (Malaysia) & Downstream Manufacturing		
Website	http://www.gentingplantations.com	E-mail	1) arunan.kandasamy@genting.com 2) huanboon.choo@genting.com
Telephone	03 2333 6575	Facsimile	-

<b>1.2 Certification Information</b>			
Certificate Number	Mill: MSPO 709462 Estate: MSPO 709464		
Issue Date	09/08/2019	Expiry date	08/08/2024
Scope of Certification	Mill: Production of Sustainable Palm Oil and Palm Oil Products Estate: Production of Sustainable Oil Palm Fruits		
Standard	Mill: MS 2530-4:2013 General Principles for Palm Oil Mills Estate: MS 2530-3:2013 General Principles for Oil Palm Plantations and Organized Smallholders		
Stage 1 Date	13 - 14/05/2019		
Stage 2 / Initial Assessment Visit Date (IAV)	15 - 16/05/2019		
Continuous Assessment Visit Date (CAV) 1	27 - 28/08/2020		
Continuous Assessment Visit Date (CAV) 2	Remote Audit: 22 - 23/06/2021		
Continuous Assessment Visit Date (CAV) 3	-		
Continuous Assessment Visit Date (CAV) 4	-		
<b>Other Certifications</b>			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
EU-ISCC-Cert-DE119-60194826	ISCC EU	ASG Cert	05/12/2021

RSPO 709622	RSPO Principles & Criteria of Sustainable Palm Oil Production: 2018; Malaysian National Interpretation: 2019	BSI Services Malaysia Sdn. Bhd.	25/08/2024
MSPO 715401	MSPO Supply Chain Certification Standard (MSPO SCCS) 1/10/2018	BSI Services Malaysia Sdn. Bhd.	26/08/2024

### 1.3 Location of Certification Unit

Name of the Certification Unit (Palm Oil Mill/ Estate/ Smallholder/ Independent Smallholder)	Site Address	GPS Reference of the site office	
		Latitude	Longitude
Genting Jambongan Oil Mill	Jambongan Island, 90100 Beluran District, Sabah, Malaysia	6.652336	117.446725
Genting Jambongan Estate	Jambongan Island, 90100 Beluran District, Sabah, Malaysia	6.64980	117.45091

### 1.4 Certified Area

Estate	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 (ha)</b>	<b>3,790.14</b>	<b>24.36</b>	<b>247.80</b>	<b>4,062.30</b>	<b>93.30</b>

### 1.5 Plantings & Cycle

Estate	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
Genting Jambongan Estate	97.15	409.12	3,283.87	-	-	3,692.99	97.15
<b>Total (ha)</b>	<b>97.15</b>	<b>409.12</b>	<b>3,283.87</b>	<b>-</b>	<b>-</b>	<b>3,692.99</b>	<b>97.15</b>

### 1.6 Certified Tonnage of FFB

Estate	Tonnage / year		
	Estimated (Jul 2020 - Jun 2021)	Actual (Aug 2020 - May 2021)	Forecast (Jun 2021 - Jul 2022)
Genting Jambongan Estate	71,609.00	51,286.43	76,000.00
<b>Total (ha)</b>	<b>71,609.00</b>	<b>51,286.43</b>	<b>76,000.00</b>

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

<b>1.7 Uncertified Tonnage of FFB</b>			
Estate	Tonnage / year		
	Estimated (Jul 2020 - Jun 2021)	Actual (Aug 2020 - May 2021)	Forecast (Jun 2021 - Jul 2022)
Bahagia Jaya	-	3,909.34	-
Roziah Hariri	-	2.13	-
Yazid Sarip Rahman	-	0.63	-
<b>Total</b>	-	<b>3,912.10</b>	-

<b>1.8 Certified Tonnage</b>			
	Estimated (Jul 2020 - Jun 2021)	Actual (Aug 2020 - May 2021)	Forecast (Jun 2021 - Jul 2022)
	<b>Mill Capacity: 20 MT/hr</b>  <b>SCC Model: MB</b>	<b>FFB</b>	<b>FFB</b>
71,609.00		51,286.43	76,000.00
<b>CPO (OER: 24.24%)</b>		<b>CPO (OER: 23.43%)</b>	<b>CPO (OER: 22.70%)</b>
17,358.02		12,014.54	17,250.00
<b>PK (KER: 4.34%)</b>		<b>PK (KER: 4.60%)</b>	<b>PK (KER: 3.61%)</b>
3,107.83		2,358.29	2,535.00

<b>1.9 Actual CPO Sold Volume (mt)</b>					
CPO (mt)	MSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
12,014.54	-	9,481.11	800.00	1,404.53	11,685.64

<b>1.10 Actual PK Sold Volume (mt)</b>					
PK (mt)	MSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
2,358.29	-	-	1,567.80	873.64	12,441.44
Note: <sup>1</sup> Variance of 83.15 mt due to carried forward balance from previous month (Jul 2020)					

## Section 2: Assessment Process

BSI is a leading global provider of management systems assessment and certification, with more than 80,000 certified locations and clients in over 180 countries. BSI Standards is the UK's National Standards Body. BSI provides independent, third-party certification of management systems.

### Assessment Methodology, Programme, Site Visits

This assessment was remotely conducted from 22-23/06/2021 due to the Movement Control Order (MCO) imposed by the Malaysian Government during Pandemic COVID-19. Among the ICT plan used were MS Teams, WhatsApp, Share-drive and email. The audit programme is included in Section 2.3. The approach to the audit was to treat the Genting Jambongan Oil Mill and Genting Jambongan Estate as an MSPO Certification Unit. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HBVs, declared conservation areas and local communities. The planned audit objectives have been achieved, there were no connectivity issues which adversely affected the audit.

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

The estates or smallholders sample were determined based on formula  $S = r\sqrt{n}$  where  $n$  is the number of estates while when applicable, the smallholders sample were determined following the MSPO Certification Requirement. The sampling of smallholders was based on the formula  $(r\sqrt{n})$ ; where  $r$  is the risk factor (may defers 1, 1.5 and 2 depending on risk), where  $n$  is total number of group members. The sampled smallholder listed in Appendix C.

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

Structured worker interviews with male and female workers and staff were held privately using ICT. Separate interviews were made to external stakeholders such as contractors/suppliers and villages via phone calls. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Appendix B.

All the previous nonconformities are remains closed. The assessment findings are detailed in Section 3.2.

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

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

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

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

Assessment Program					
Name (Mill / Plantation / Group smallholders)	Year 1 (Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
Genting Jambongan Oil Mill	✓	✓	✓	✓	✓
Genting Jambongan Estate	✓	✓	✓	✓	✓

**Tentative Date of Next Visit: June 20, 2022 - June 21, 2022**

**Total No. of Mandays: 7.0**

**2.1 BSI Assessment Team**

Team Member Name	Role <i>(Team Leader or Team member)</i>	Qualifications <i>(Short description of the team members)</i>
Valence Shem (VSH)	Team Leader	He holds Bachelor Degree in Industrial Technology, graduated from University of Science Malaysia in 1998 and has 9 years working experience in oil palm plantation industry. He has been in the management system auditing line since 2009 for various standards such as ISO 14001, RSPO P&C, RSPO SCCS and SMETA. He completed the ISO 14001 Lead Auditor Course in 2008, ISO 9001 Lead Auditor Course in 2013, Endorsed RSPO P&C Lead Auditor Course in 2011, Endorsed RSPO SCCS Lead Assessor Course in 2012 and MSPO Awareness Training in 2014. He had been involved in RSPO auditing since 2009 in various companies in Malaysia. Able to communicate in Bahasa Malaysia and English.
Hu Ning Shing (HNS)	Team Member	She holds Bachelor's Degree in Science majoring in Applied Chemistry, graduated from University of Malaya in 2011. She has 5 years working experience in rubber and palm oil industry. She also has the experiences as auditor for several standards including ISO 9001, MSPO and RSPO in her previous certification body. She completed the ISO 9001 Lead Auditor Course on 2016, Endorsed RSPO P&C Lead Auditor Course in 2012 and Endorsed RSPO SCCS Lead Auditor Course in 2015. She had been involved in RSPO auditing since November 2015 in more than various companies in Malaysia. During this assessment, she covers the aspects on legal, social and stakeholder engagement. Able to communicate in Bahasa Malaysia and English.

## 2.2 Accompanying Persons

No.	Name	Role
1	Mohamed Hidhir Zainal Abidin	Observer

## 2.3 Assessment Plan

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

Date	Time	Subjects	VSH	HNS	ICT Planned
Tuesday, 22/06/2021  Genting Jambongan Oil Mill	0900-0930	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</li> </ul>	✓	✓	Microsoft Team, WhatsApp, email, etc.
	0930-1030	Assessment and documentation review on mill best practice, legal requirements, OHS, environment and continual improvement	✓	✓	
		Assessment and documentation review on social aspects, legal requirements, employees' welfare and stakeholder management	✓	✓	
	1030-1040	10-minute break			
	1040-1230	Continue with assessment and documentation review	✓	✓	
	1230-1330	Lunch break			
	1330-1450	Continue with assessment and documentation review	✓	✓	
	1450-1500	10-minute break			
	1500-1630	Continue with assessment and documentation review	✓	✓	
	1630-1700	Interim closing briefing	✓	✓	
Wednesday, 23/06/2021  Genting Jambongan Estate	0900-1030	Assessment and documentation review on good agricultural practices, legal requirements, OHS, environment, biodiversity and continual improvement	✓	✓	Microsoft Team, WhatsApp, email, etc.
		Assessment and documentation review on social aspects, legal requirements, employees' welfare and stakeholder management	✓	✓	
	1030-1040	10-minute break			
	1040-1230	Continue with assessment and documentation review	✓	✓	
	1230-1330	Lunch break			
	1330-1500	Continue with assessment and documentation review	✓	✓	
	1500-1510	10-minute break			
	1510-1600	Continue with assessment and documentation review	✓	✓	



**MSPO Public Summary Report  
Revision 1 (Feb 2020)**

<b>Date</b>	<b>Time</b>	<b>Subjects</b>	<b>VSH</b>	<b>HNS</b>	<b>ICT Planned</b>
	1600-1630	Assessment team discussion and preparation of closing meeting	✓	✓	
	1630-1700	Closing meeting	✓	✓	

### Section 3: Assessment Findings

#### 3.1 Details of audit results

This assessment has been assessed using the following MSPO normative requirements. The assessment details are provided in Appendix A.

- MSPO MS 2530-2:2013 – General Principles for Independent Smallholders
- MSPO MS 2530-3:2013 – General Principles for Oil Palm Plantations and Organized Smallholders
- MSPO MS 2530-4:2013 – General Principles for Palm Oil Mills

#### 3.2 Details of Nonconformities and Opportunity for improvement

The nonconformity is listed below.

During the Annual Surveillance Assessment 2 (ASA2) there were two (2) Major, zero (0) Minor nonconformities and two (2) Opportunity for Improvement (OFI) raised. The Genting Jambangan Oil Mill and Genting Jambangan Estate Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

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

Major Nonconformities:		
<b>Ref:</b> 2071425-202106-M1	<b>Area/Process:</b> Genting Jambangan Oil Mill	<b>Clause:</b> MS 2530:2013 Part-4, 4.4.4.1
	<b>Issue Date:</b> 23/06/2021	<b>Due Date:</b> 21/09/2021
<b>Requirements:</b>	An occupational safety and health policy and plan which is in line with Occupational Safety and Health Act 1994 and Factories and Machinery Act 1967 (Act 139) shall be documented, effectively communicated and implemented.	
<b>Statement of Nonconformity:</b>	Lack of evidence in addressing the CHRA recommendation.	
<b>Objective Evidence:</b>	<p>The mill has its CHRA report dated 10/12/2019 [report ref. no.: RSSB/CHRA/2019-156]. Based on the report, the assessor had recommended to carry out the following in page 35 of the report:</p> <ul style="list-style-type: none"> <li>To continue the existing medical surveillance programme conducted by DOSH registered OHD for work unit Laboratory Attendant for n-hexane, Potassium Dichromate and Chromic Acid and work unit Mechanical Fitters for Welding Fumes at intervals of not more than 12 months.</li> <li>To conduct additional medical surveillance programme conducted by DOSH registered OHD for work unit Mechanical Fitters, Engine Drivers and General Worker for Mineral Oil at intervals of not more than 12 months.</li> </ul> <p>However, there was no evidence to show that the above recommendations have been addressed.</p>	

<p>Corrections:</p>	<p>Mill to refer back to the appointed OHD to reconfirmed the medical surveillance program. Once conformed, mill will send all the workers to the OHD clinic for medical surveillance instead of waiting for the OHD to visit the island.</p> <p>If otherwise, Mill will get other OHD’s company quotation for medical surveillance. Once obtained and approved, mill will send all the workers to the OHD clinic for medical surveillance instead of waiting for the OHD to visit the island.</p>
<p>Root cause analysis:</p>	<p>There is no CHRA action plan and monitoring done by the mill management to ensure that this recommendation is comply.</p>
<p>Corrective Actions:</p>	<p>SHO will conduct a refresh briefing regarding the CHRA recommendation to the mill management so that the CHRA action plan will be produce and monitoring on the action plan will be done.</p> <p>Medical surveillance program for mill will be conducted as per CHRA requirement.</p> <p>SHO will follow up on the progress of the CHRA action plan in monthly visit and in the next Internal Audit for MSPO in the mill.</p>
<p>Assessment Conclusion:</p>	<p>Evidence verified:</p> <ol style="list-style-type: none"> <li>1) Medical Surveillance report dated 03/08/2021 by an OHD [Reg. no.: HQ/12/DOC/00/259] that shows four employees i.e. Laboratory Assistant, Workshop Apprentice, Engine Driver and Store Attendant, who are exposed to either chromium, n-Hexane, manganese, or mineral oil at their workstations, have undergone medical check-up on 28/07/2021. The results showed that they were all fit to work.</li> <li>2) Medical Surveillance report dated 26/08/2021 by an OHD [Reg. no.: HQ/16/DOC/00/557] that shows four employees, who are exposed to either diesel, kerosene, hydraulic &amp; engine oil, or chemicals used in mill laboratory, at their workstations, have undergone medical check-up on 04/08/2021. The results showed that they were all fit to work.</li> <li>3) Briefing record to show that a refresher briefing regarding the CHRA recommendation to the mill management so that the CHRA action plan will be produced and monitoring on the action plan will be done. The briefing was conducted on 26/08/2021 by the SHO and attended by 26 participants from various departments such as the management, workshop, electrical, administration, store, and laboratory to name a few.</li> <li>4) Revised CHRA action plan dated 23/09/2021 where medical surveillance for the relevant employees has been included.</li> <li>5) Medical surveillance programme dated 23/09/2021 as per CHRA requirement that shows the annual programme of medical surveillance to be conducted for the relevant employees.</li> <li>6) Record dated 26/08/2021 that shows the SHO had followed-up the progress of the CHRA action plan during monthly visit.</li> </ol> <p>The evidence of correction and corrective actions were found to be adequate and therefore, the non-conformity is closed on 21/09/2021. Continuous effective implementation of the corrective action shall be verified in the next assessment visit.</p>

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

<b>Major Nonconformities:</b>		
<b>Ref:</b> 2071425-202106-M2	<b>Area/Process:</b> Genting Jambongan Estate	<b>Clause:</b> MS 2530:2013 Part-3, 4.4.5.4
	<b>Issue Date:</b> 23/06/2021 (escalated from previous minor NCR #1945766-202002-N1)	<b>Due Date:</b> 21/09/2021
<b>Requirements:</b>	Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.	
<b>Statement of Nonconformity:</b>	The employment contract was incomplete/ not available and no evidence to show that the EPF & SOCSO contribution was made as per legal requirement.	
<b>Objective Evidence:</b>	<p>Sampled of workers for FFB transporters as below:</p> <p>a) Contractor: Pengangkutan Yee Kiun Worker: Jolius Gilbert</p> <p>i) Interviewed with the contractor confirmed that he did not make any SOCSO contribution for the worker above.</p> <p>ii) Besides, no employment contract was given to the worker as informed by the contractor.</p> <p>iii) No detail of number of working days mentioned in the pay slip.</p> <p>b) Contractor: Syarikat Raihan Worker: Misran</p> <p>i) No detail of number of working days mentioned in the pay slip.</p> <p>ii) Employment contract was incomplete where terms &amp; conditions were not clearly stated such as annual leave entitlement, public holiday entitlement, period of notice, medical leave entitlement, rest day and etc.</p> <p>iii) No evidence to show that EPF and SOCSO contribution has been made for the worker.</p> <p>This non-conformity raised as Major due to escalate of Minor NC# 1945766-202002-N1.</p>	
<b>Corrections:</b>	<p>For Pengangkutan Yee Kiun</p> <p>a. The said worker will registered in SOCSO, and the contribution will be started after registration succeeded.</p> <p>b. Estate will assist to prepare the sample format of complete workers agreement and format of complete payslip for the contractor. Once finalize and agreed, the contractor will use this agreement and the payslip for all their workers.</p> <p>For Raihan Jaya</p> <p>a. Estate will assist to prepare the sample format of complete workers agreement and format of complete payslip for the contractor. Once finalize and agreed, the contractor will use this agreement and the payslip for all their workers.</p> <p>b. The said worker will registered with SOCSO and KWSP, and the contribution will be started after registration succeeded.</p>	
<b>Root cause analysis:</b>	There is no monitoring done by the estate management to ensure that this condition is comply by the contractors.	

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

<p>Corrective Actions:</p>	<p>Sustainability Dept. will conduct a refresh briefing regarding this requirement to the estate management so that the monitoring will be done in monthly basis without any misses.</p> <p>Estate management will conduct briefing on these requirement as per stated in the contractor’s agreement, to all the contractors that currently working with the estate. These requirements also will be brief thoroughly when new contractor signing with the estate, if any.</p> <p>Sustainability Department will monitor this compliance in monthly basis and in the next RSPO Internal audit.</p>
<p>Assessment Conclusion:</p>	<p>Evidence verified:</p> <p>The contractor of Pengangkutan Yee Kiun submitted the application of SOCSO account and received by PERKESO Kota Marudu on 07/09/2021. The payment will be made right after the approval letter for registration issued by PERKESO. Seen the <i>Akuan Terima dan Notis Makluman</i>. Payment vouchers dated 06/08/2021 where the contractor has made underpaid wages to the sampled worker from September 2020 to May 2021 were sighted. A total of RM 1,805.48 was paid to the worker. The worker has acknowledged on the received payment. The worker has signed on the employment contract with terms and conditions of the employment were clearly stated. A copy of the employment contract was reviewed. In additional, reviewed the payslips for June 2021 to August 2021 found that information such as number of normal working day, number of work on rest day, number of work on public holiday, absent and medical leave was outlined in the payslip of the worker.</p> <p>For Syarikat Raihan Jaya, the contractor has made payment for the underpaid wages from September 2020 to May 2021 to the sampled worker on 06/07/2021. A total of RM 637.33 was paid to the worker with acknowledgement of recipient. The sampled worker has tendered resignation on 29/06/2021 and seen the resignation letter from the worker due to personal reason. Currently, the contractor himself work as driver to transport the FFB. Seen the FFB Despatch Ticket # FFB21003071W dated 02/07/2021 and verified the Trading License confirmed that the work was carried out by the contractor.</p> <p>A briefing with the contractors was conducted on 06/07/2021 to brief on the non-conformance and action to be taken by the contractors. Seen the attendance list and photo evident of the briefing conducted. The estate’s management has carried out monitoring of Contractor’s Due Diligence on monthly basis. Seen the Contractor’s Due Diligence Monthly Monitoring Form for July 2021 and August 2021 where the details of monitoring such as workers’ persona details, workers agreement, workers insurance policy and payslips are submitted to the management by contractors on monthly basis. The monitoring report will be verified by Senior Assistant Manager and approved by Estate Manager.</p> <p>The evidence of correction and corrective actions were found to be adequate and therefore, the non-conformity is closed on 21/09/2021. Continuous effective implementation of the corrective action shall be verified in the next assessment visit.</p>

<p><b>Opportunity For Improvement</b></p>		
<p><b>Ref:</b> 2071425-202106-I1</p>	<p><b>Area/Process:</b> Genting Jambongan Estate</p>	<p><b>Clause:</b> MS 2530:2013 Part-3, 4.2.1.1</p>
<p><u>Details:</u>                      The retrieval of detailed action plans for issues raised during stakeholder meeting and workers’ committee meeting can be further improved.</p>		

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

<b>Opportunity For Improvement</b>		
<b>Ref:</b> 2071425-202106-I2	<b>Area/Process:</b> Genting Jambongan Estate	<b>Clause:</b> MS 2530:2013 Part-3, 4.4.4.2
<u>Details:</u>		
The following issues can be further improved:		
<ol style="list-style-type: none"> <li>1) The provision of specific PPE in accordance to CHRA report e.g. R95 respiratory for welder</li> <li>2) Reviewing the scoring of HIRARC based on new information obtained from accident especially on severity level</li> <li>3) Providing recorded evidence of implementation of corrective or preventive measures identified in the accident investigation report</li> </ol>		

<b>Noteworthy Positive Comments</b>	
1	Good relationship being maintained with surrounding communities.
2	Mill continues to maximize the use of renewable energy by using fibre and shell which produced through internal process for boiler biofuel.
3	Good cooperation from the management team in facilitating the assessment.

### 3.3 Status of Nonconformities Previously Identified and OFI

<b>Minor Nonconformities:</b>	
<b>Ref:</b> 1945766-202002- N1	<b>Area/Process:</b> Genting Jambongan Estate
	<b>Clause:</b> MS 2530:2013 Part-3, 4.4.5.4
	<b>Issue Date:</b> 28/08/2020
	<b>Due Date:</b> Escalated to Major
<b>Requirements:</b>	Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.
<b>Statement of Nonconformity:</b>	Lack of evidence to demonstrate that the management has ensured that the employee of contractor has the correct work permit.
<b>Objective Evidence:</b>	The evidence to demonstrate that the management has ensured the followings were adhered by the contractor was not adequate: <ol style="list-style-type: none"> <li>1) Whether or not the contractor employee has the correct work permit; which Bakri bin Landu worked under Pengangkutan Yee Kiun has the work permit under Genting SDC Sdn Bhd (Genting Jambongan Estate) expire on 26/11/2020.</li> </ol>
<b>Corrections:</b>	The mentioned workers will be brief regarding his work permit will not be renewed under Genting Plantation once expired, and will be the responsible of his employer, Pengangkutan Yee Kiun.
<b>Root cause analysis:</b>	Direct instruction from the plantation GM already received by Genting Jambongan Estate to stop renewing contractor's worker work permit who is under Genting Plantations Berhad permit. Instruction received through email from GM on 01/10/2019. However, for this mentioned contractor worker, the renewal is sent out to the HQ away before the date of instruction from GM is received, renewal sent on 16/08/2019 to HQ. Hence, the work permit is renewed and expired on 26/11/2020.

Corrective Actions:	As instructed by plantation GM, Genting Jambongan Estate will stop to renew any contractor's worker work permit under Genting Plantations Berhad permit. This will be further verified during the next MSPO internal audit.
Assessment Conclusion:	Audit team have reviewed and accept the Corrective Action Plan (CAP) submitted and the minor NC CAP implementation will be further verified in the next assessment visit.
Verification Statement:	ASA2: A briefing of permit issue to the worker conducted on 16/09/2020. Seen the briefing record. Genting Plantations Berhad had stopped all the renewal of permit for contractor's worker under Genting Plantations Berhad. Reviewed the list of contractors' workers found that all of them are Malaysian.  However, there was non-conformance found under contractor's management during this assessment and thus, the minor non-conformance was escalated to major non-conformance. Details refer to Indicator 4.4.5.4 - Part 3.

Minor Nonconformities:		
Ref: 1945766-202002- N2	Area/Process: Genting Jambongan Oil Mill	Clause:MS 2530:2013 Part-4, 4.4.5.4
	Issue Date: 28/08/2020	Due Date: Closed on 23/06/2021
Requirements:	Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.	
Statement of Nonconformity:	Lack of evidence to demonstrate that the management has ensured that the employee of contractor has the correct work permit.	
Objective Evidence:	However, the evidence to demonstrate that the management has ensured the followings were adhered by the contractor was not adequate: 1) Whether or not the contractor employee has the work permit; which Faisal Hasan worked under Magtron Electrical Engineering Sdn Bhd has the social visit pass expire on 06/08/2021.	
Corrections:	Mill Manager will conduct a briefing session with Chief Clerk on this requirement stated in the SP-MGR-12.  A memo to Magtron Electrical Engineering Sdn Bhd will be issue for the mentioned worker to immediately stop work on the site. The contactor must get the proper work permit for the workers before continue working in Genting Jambongan Oil Mill site. Genting Jambongan Oil Mill Chief Clerk will reverified the work permit before the worker resume to work.	
Root cause analysis:	Mill already have the procedure to ensure all the contractor workers have valid work permit as mentioned in System procedure SP-MGR-12 clause 7.3 (7.3.1). However, no monitoring done by the Person In-Charge (Chief Clerk) due to not aware on this requirement.	
Corrective Actions:	CC will do the monitoring and verify all the contractor's workers document and permit before starting any work in Genting Jambongan Oil Mill site as mentioned in SP-MGR-12 clause 7.3 (7.3.1). This matter will be monitor in the next MSPO internal audit.	
Assessment Conclusion:	Audit team have reviewed and accept the Corrective Action Plan (CAP) submitted and the minor NC CAP implementation will be further verified in the next assessment visit.	

**MSP0 Public Summary Report**  
**Revision 1 (Feb 2020)**

Verification Statement:	<p>ASA2:</p> <p>Briefing on the SMPM and Mill System Procedure was conducted on 24/09/2020 to ensure the person in charge is understand the employment procedures such as monitoring and verify the contractor's workers document prior to work at the mill. Seen the training records such as attendance list and photo. Besides, the company has sent a reminder letter to Magtron Electrical Engineering Sdn Bhd on 30/09/2020 to inform that the mill had banned the worker with no valid work permit to work in the mill. Verification during ASA2 found that this above contractor has been terminated and no longer provide services in the mill.</p> <p>Thus, the minor non-conformance was closed on 23/06/2020.</p>
-------------------------	---

**3.4 Summary of the Nonconformities and Status**

CAR Ref.	CLASS	ISSUED	STATUS
1777443-201904-N1	Minor	16/05/2019	Closed on 28/08/2020
1777443-201904-N2	Minor	16/05/2019	Closed on 28/08/2020
1777443-201904-N3	Minor	16/05/2019	Closed on 28/08/2020
1777443-201904-N4	Minor	16/05/2019	Closed on 28/08/2020
1945766-202002-N1	Minor	28/08/2020	Escalated to Major
1945766-202002-N2	Minor	28/08/2020	Closed on 23/06/2021
2071425-202106-M1	Major	23/06/2021	Closed on 21/09/2021
2071425-202106-M2	Major	23/06/2021	Closed on 21/09/2021




**3.5 Issues Raised by Stakeholders**

IS #	Description
1	<p><b>Issues:</b></p> <p>FFB transporters – They informed that they have been briefed and signed on the agreement prior to provide services in the estate. Payment was made promptly as per agreed. They are aware of the complaint procedure and there was no issue during the time of audit.</p>
	<p><b>Management Responses:</b></p> <p>The management will continue to ensure payment will make promptly.</p>
	<p><b>Audit Team Findings:</b></p> <p>No other issue.</p>
2	<p><b>Issues:</b></p> <p>Local Community Representative – He informed that no encroachment of land by the company and no land dispute reported. There were job opportunities provided to the local communities. He has been invited to attend stakeholder meeting. He has good relationship with the management.</p>
	<p><b>Management Responses:</b></p>



	<p>Management noted and will continue to maintain good relationship.</p> <p><b>Audit Team Findings:</b> No further issue.</p>
<b>3</b>	<p><b>Issues:</b> FFB Suppliers – They have good relationship with the management. They had signed on the policy and briefed on the pricing mechanism prior to send the FFB to the mill. They are aware of the complaint procedure and they informed that payment was made promptly.</p> <p><b>Management Responses:</b> Noted on this and will continue to maintain good relationship with the suppliers.</p> <p><b>Audit Team Findings:</b> No other issue.</p>
<b>4</b>	<p><b>Issues:</b> Workers’ Committee Representatives &amp; Gender Committee Representatives - They informed that no workers’ welfare issue was reported. All the workers were treated equally without any discrimination of nationalities and genders. They informed that no sexual harassment and violence case reported. All the workers were paid according to Minimum Wage Order 2020.</p> <p><b>Management Responses:</b> The management will continue to monitor if there is any complaints by the workers.</p> <p><b>Audit Team Findings:</b> No further issue.</p>
<b>5</b>	<p><b>Issues:</b> Worker – He has informed that his wages were paid according to Minimum Wage Order 2020. No discrimination from the management. Overtime was on voluntarily basis and was paid according to Sabah Ordinance. Rest time was given to them throughout the normal working hours.</p> <p><b>Management Responses:</b> The management will ensure the workers were paid as per legal requirements.</p> <p><b>Audit Team Findings:</b> No other issue.</p>

**Section 4: Assessment Conclusion and Recommendation**

<b>Acknowledgement of Internal Responsibility and Formal Sign-off of Assessment Findings</b>		
Based on the findings during the assessment Genting Oil Mills (Sabah) Sdn Bhd Genting Jambongan Oil Mill and Genting Plantations Berhad Genting Jambongan Estate Certification Unit complies with the MS 2530-3:2013 and MS 2530-4:2013. It is recommended that the certification of Genting Oil Mills (Sabah) Sdn Bhd Genting Jambongan Oil Mill and Genting Plantations Berhad Genting Jambongan Estate Certification Unit Certification Unit is approved and/or continued.		
<b>Acknowledgement of Assessment Findings</b>		<b>Report Prepared by</b>
<b>Name:</b> Arunan Kandasamy	<b>Name:</b> Choo Huan Boon	<b>Name:</b> Valence Shem
<b>Company name:</b> Genting Plantations Berhad	<b>Company name:</b> Genting Oil Mills (Sabah) Sdn Bhd	<b>Company name:</b> BSI Services Malaysia Sdn Bhd
<b>Title:</b> SVP - Plantation (Malaysia)	<b>Title:</b> SVP – Processing (Malaysia) & Downstream Manufacturing	<b>Title:</b> Lead Auditor
<b>Signature:</b> 	<b>Signature:</b> 	<b>Signature:</b> 
<b>Date:</b> 27/10/2021	<b>Date:</b> 27/10/2021	<b>Date:</b> 20/10/2021

**Appendix A: Summary of the findings by Principles and Criteria**

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

Criterion / Indicator		Assessment Findings	Compliance
<b>4.1 Principle 1: Management commitment &amp; responsibility</b>			
<b>Criterion 4.1.1 – Malaysian Sustainable Palm Oil (MSPO) Policy</b>			
<b>4.1.1.1</b>	A policy for the implementation of MSPO shall be established. <b>- Major compliance -</b>	Genting Plantations Berhad has developed Malaysian Sustainable Palm Oil (MSPO) Policy, version dated 18/03/2014 signed by President & Chief Operating Officer, Mr. Yong Chee Kong. The company ensure compliance with MSPO and the MPOB Code of Practice requirements.  Briefing of the policy was conducted on 30/01/2020 to the workers during morning muster. Seen the training attendance list.	Complied
<b>4.1.1.2</b>	The policy shall also emphasize commitment to continual improvement. <b>- Major compliance -</b>	In the policy above, the company also committed to continue to assess and develop new and innovative techniques, approaches and practices with the objective of continuous improvement in the journey towards achieving sustainable palm oil.	Complied
<b>Criterion 4.1.2 – Internal Audit</b>			
<b>4.1.2.1</b>	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement. <b>- Major compliance -</b>	Internal audit plan was established to carry internal audit for MSPO Part 3 and RSPO P&C in the estate. The date of audit was planned on 09-12/06/2021 conducted by Mr. Ronlie and Mr. Sharul. Seen the RSPO & MSPO Internal Audit Report where total 9 observations were raised. Action plan, person-in-charge, timeline and status of the observation was developed and updated.	Complied
<b>4.1.2.2</b>	The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of	Genting Plantations Berhad has developed Sustainability Internal Audit procedure with Doc. No.: SMP-GPB-03, Rev. 02 dated 27/03/2018 to	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
	strengths and root causes of nonconformities, in order to implement the necessary corrective action. <b>- Major compliance -</b>	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.  The last internal audit was carried out on 12/06/2021 with total 9 observations were raised and recorded in the internal audit report. No non-conformity was raised during the audit.	
<b>4.1.2.3</b>	Report shall be made available to the management for their review. <b>- Major compliance -</b>	Estate Manager, Mr. Sharif Nasir has reviewed the Internal Audit Report and acknowledged on the report.	Complied
<b>Criterion 4.1.3 – Management Review</b>			
<b>4.1.3.1</b>	The management shall periodically review the continuous suitability, adequacy and effectiveness of the requirements for effective implementation of MSPO and decide on any changes, improvement and modification. <b>- Major compliance -</b>	RSPO & MSPO Management Review meeting was conducted on 18/06/2021 for both Genting Jambongan Oil Mill and Genting Jambongan Estate. The meeting was chaired by Mill Manager and attended by relevant personnel from both mill and estate. Meeting minutes was available.	Complied
<b>Criterion 4.1.4 – Continual Improvement</b>			
<b>4.1.4.1</b>	The action plan for continual improvement shall be based on consideration of the main social and environmental impact and opportunities of the company. <b>- Major compliance -</b>	The action plan for continual improvement with regards to social and environment impacts, and opportunities were available in the estate in various forms such as social action plan, environmental management plan, and water management plan to name a few. The plans have the information about the possible issues, action to be taken, person in charge, time frame and status of action.	Complied
<b>4.1.4.2</b>	The company shall establish a system to improve practices in line with new information and techniques or new industry	The estate continuously ensures there are improvement practices in line with new information and techniques introduced in the workforce. Since	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
	standards and technology (where applicable) that are available and feasible for adoption. <b>- Major compliance -</b>	the last assessment, there was no opportunity for the estate to adopt new technology in its operation.	
<b>4.1.4.3</b>	An action plan to provide the necessary resources including training, to implement the new techniques or new industry standard or technology (where applicable) shall be established. <b>- Major compliance -</b>	The new information and techniques to improve practices are obtained mainly through information from suppliers and being members of associations related to palm oil industry (e.g. ISP). Since the last assessment, there was no new technology adopted.	Complied
<b>4.2 Principle 2: Transparency</b>			
Criterion 4.2.1 – Transparency of information and documents relevant to MSPO requirements			
<b>4.2.1.1</b>	The management shall communicate the information requested by the relevant stakeholders in the appropriate languages and forms, except those limited by commercial confidentiality or disclosure that could result in negative environmental or social outcomes. <b>- Major compliance -</b>	Genting Plantations Berhad has developed Procedures for Consultation and Communication with Doc. No.: SMP-GPB-17, Rev. 02 dated 23/02/2018 for the effective internal and external communication of sustainability requirements and responding to communications from local communities and other affected or interested parties. Meeting shall be carried out at least six monthly and annually for internal and external stakeholders. The topics to be discussed such as complaint & grievances, environmental and biodiversity concerns, social issue and suggestions for improvement. The procedure has been briefed to the internal and external stakeholders. Briefing to the external stakeholders was conducted during the stakeholder meeting conducted on 06/04/2021.  The retrieval of detailed action plans for issues raised during stakeholder meeting and workers’ committee meeting can be further improved. Thus, an OFI was raised.	OFI

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator	Assessment Findings	Compliance
<p><b>4.2.1.2</b> Management documents shall be publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.</p> <p><b>- Major compliance -</b></p>	<p>Genting Plantations Berhad has developed Procedures on Requests and Responses with Doc. No.: SMP-GPB-25, Rev. 0 dated 14/08/2014 to define the responsibilities to respond constructively and promptly to the information requested by stakeholders. As per the procedure, the list of documents which are publicly available as below:</p> <ul style="list-style-type: none"> <li>• Company annual report</li> <li>• Group policies</li> <li>• Reports related to environment such as EIA, EAI</li> <li>• RSPO external audit reports</li> <li>• Pollution prevention plan</li> <li>• Continuous improvement plan</li> <li>• Complaints and grievances book and its procedure</li> <li>• Negotiation and compensation procedure</li> <li>• Sexual harassment procedure</li> </ul> <p>Genting Jambangan Estate has issued the list of documents that could be requested by the stakeholders to all the relevant stakeholders of the mill. The stakeholders are required to register in Enquiry Register Book prior to access to the documents. The list of documents not limited to:</p> <ul style="list-style-type: none"> <li>• Land title</li> <li>• Policies</li> <li>• Reports – EAI, SIA, HCV and audit reports</li> <li>• Management plans</li> <li>• Procedures</li> </ul> <p>The stakeholders were briefed on the request and response during the stakeholder meeting conducted on 06/04/2021.</p>	<p>Complied</p>

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
<b>Criterion 4.2.2 – Transparent method of communication and consultation</b>			
<b>4.2.2.1</b>	Procedures shall be established for consultation and communication with the relevant stakeholders. <b>- Major compliance -</b>	Genting Plantations Berhad has developed Procedures for Consultation and Communication with Doc. No.: SMP-GPB-17, Rev. 02 dated 23/02/2018 for the effective internal and external communication of sustainability requirements and responding to communications from local communities and other affected or interested parties. Meeting shall be carried out at least six monthly and annually for internal and external stakeholders. The topics to be discussed such as complaint & grievances, environmental and biodiversity concerns, social issue and suggestions for improvement.	Complied
<b>4.2.2.2</b>	A management official should be nominated to be responsible for issues related to Indicator 1 at each operating unit. <b>- Minor compliance -</b>	Manager of the Estate has been appointed by Senior Manager Operations to be the representative for ISCC, RSPO and MSPO related matters. Appointment letter dated 17/09/2019 was sighted.	Complied
<b>4.2.2.3</b>	List of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders should be properly maintained. <b>- Major compliance -</b>	Stakeholder list for Genting Jambongan Estate was sighted. The stakeholders such as contractors, suppliers, local communities and government authorities were included into the list.  A combine stakeholder meeting was conducted on 06/04/2021 in Genting Jambongan Estate. Stakeholders such as local communities, local authorities, contractors and suppliers were invited and attended the meeting. Seen the meeting minutes and requests from the stakeholders were recorded in the minutes.	Complied
<b>Criterion 4.2.3 – Traceability</b>			
<b>4.2.3.1</b>	The management shall establish, implement and maintain a standard operating procedure to comply with the requirements for traceability of the relevant product(s).	The traceability implementation is addressed in a procedure [Sustainability Management Procedure Manual (SMPM)], Traceability (Estate) [SMP-GPB-09, rev. 05, Oct 2020].	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
	- <b>Major compliance</b> -		
4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system. - <b>Major compliance</b> -	Inspection on compliance with the traceability procedure is regularly checked through supply chain internal audit. The internal audit report, which was written together with other schemes audit such as RSPO and ISCC, was available for verification (see Criterion 4.1.2 for details).	Complied
4.2.3.3	The management should identify and assign suitable employees to implement and maintain the traceability system. - <b>Minor compliance</b> -	Genting Plantations Berhad has defined the roles and responsibilities for the implementation and maintenance of its traceability system in the Traceability (Estate) procedure. Among the positions identified are: <ul style="list-style-type: none"> <li>• Harvesters &amp; loaders</li> <li>• Lorry/tractor driver</li> <li>• Weighbridge operator (if any)</li> <li>• Dispatch staff or dispatch clerk</li> <li>• Assistant Manager/Estate Manager</li> <li>• Sustainability Dept.</li> </ul>	Complied
4.2.3.4	Records of sales, delivery or transportation of FFB shall be maintained. - <b>Major compliance</b> -	Records of storage, sales, delivery or transportation of crude palm oil and palm kernel are maintained in various forms such as: <ul style="list-style-type: none"> <li>• Estate’s FFB dispatch advice</li> <li>• Weighbridge ticket</li> </ul> Based on the estate’s crop production records, the following information was obtained: Period: Aug 2020 – May 2021 MSPO/RSPO certified FFB sent to Genting Jambongan Oil Mill = 51,286.43 mt	Complied

**4.3 Principle 3: Compliance to legal requirements**



Criterion / Indicator	Assessment Findings	Compliance	
<b>Criterion 4.3.1 – Regulatory requirements</b>			
<b>4.3.1.1</b>	<p>All operations are in compliance with the applicable local, state, national and ratified international laws and regulations.</p> <p><b>- Major compliance -</b></p>	<p>Genting Jambangan Estate monitored compliance with applicable local, state, national and ratified international laws and regulations through evaluation of compliance. Among the evidence of legal compliance verified were as follows:</p> <ol style="list-style-type: none"> <li>1) MPOB License no. 509406502000, valid until 30/11/2021</li> <li>2) Private Installation license, no.:               <ol style="list-style-type: none"> <li>a. 2020/01343 valid until 7/7/2021</li> <li>b. 2020/01344 valid until 25/7/2021</li> <li>c. 2020/01346 valid until 25/7/2021</li> <li>d. 2020/01800 valid until 13/8/2021</li> <li>e. 2020/01345 valid until 25/7/2021</li> </ol> </li> <li>3) Certificate of fitness (CF) no. for air receiver:               <ol style="list-style-type: none"> <li>a. SB PMT 13039 valid until 4/11/2021</li> <li>b. SB PMT 15087 valid until 4/11/2021</li> </ol> </li> <li>4) Diesel permit no. S002459 valid until 8/6/2021 – in the process of renewal, delayed due to MCO</li> <li>5) Petrol permit no. S003410 valid until 13/12/2020 – in the process of renewal, delayed due to MCO</li> <li>6) Permit to land / load goods at a place other than a valid landing place, permit no. KE.SB(05)381/02-237Kit.2(10) valid until 31/12/2021</li> <li>7) S/N: 600-1/2/8/346 (11/SDK/2020-0033) for deduction of wages for travel document and medical cost which valid until 30/12/2021.</li> </ol>	<p>Complied</p>

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
4.3.1.2	The management shall list all laws applicable to their operations in a legal requirements register. <b>- Major compliance -</b>	All related legal requirements had been documented in "Master List of Legal Requirements & Best Practices Applicable to Plantation Operations in Malaysia". It was last updated on 08/09/2020.	Complied
4.3.1.3	The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force. <b>- Major compliance -</b>	Addressed in Legal Requirement Register [Ref.: doc no. SMP-GPB-22 rev. 08 dated March 2020]. The process of law changes as follows: i) Notification of changes from various source of information i.e. Lawnet, government gazette and sustainability team based in the Sandakan HQ. ii) Monitoring for changes in the Law iii) Clarification and review on the changes iv) Updating of the Legal register administered internally v) Notification to the operating units and/or the relevant person in charge  The established legal register has incorporated the latest changes of law.	Complied
4.3.1.4	The management should assign a person responsible to monitor compliance and to track and update the changes in regulatory requirements. <b>- Minor compliance -</b>	Mdm Roseyati Onwin had been assigned as the PIC for monitoring compliance and updating changes in law [ref.: appointment letter dated 03/03/2021]. Checking of status compliance was regularly done through the utilisation of form no. SMP-GPB-22.	Complied
<b>Criterion 4.3.2 – Lands use rights</b>			
4.3.2.1	The management shall ensure that their oil palm cultivation activities do not diminish the land use rights of other users. <b>- Major compliance -</b>	The was no evidence to show that oil palm cultivation activities Genting Jambongan Estate had diminished the land use rights of others. Verified documents to show legal ownership of its land by Genting Plantations Berhad.	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
4.3.2.2	The management shall provide documents showing legal ownership or lease, history of land tenure and the actual use of the land. <b>- Major compliance -</b>	Verified the sampled land titles shown that the legal ownership of the company. Sample of land title as below: i. Country Lease No.: CL085332270 ii. Country Lease No.: CL085311986 iii. Country Lease No.: CL085310505	Complied
4.3.2.3	Legal perimeter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable. <b>- Major compliance -</b>	The legal boundary for estate audited was clearly demarcated with legal boundary stone. Seen the photo evident of the legal boundary stone demarcate the boundary. Boundary stone map w.e.f 04/11/2018 was available during the audit.	Complied
4.3.2.4	Where there are, or have been, disputes, documented proof of legal acquisition of land title and fair compensation that have been or are being made to previous owners and occupants; shall be made available and that these should have been accepted with free prior informed consent (FPIC). <b>- Minor compliance -</b>	There is no land dispute in the Genting Jambongan Estate at the time of audit. The land belongs to Genting Plantations Berhad and land ownership documents verified. This has been verified through phone interviewed with the local community.	Complied
<b>Criterion 4.3.3 – Customary rights</b>			
4.3.3.1	Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced. <b>- Major compliance -</b>	There is no customary land or negotiated agreements within the Genting Jambongan Estate’s land area.	NA
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights land, if any, should made available. <b>- Minor compliance -</b>	The right to use the land is not disputed and there was no customary land within the Genting Jambongan Estate.	NA

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
<b>4.3.3.3</b>	Negotiation and FPIC shall be recorded and copies of negotiated agreements should be made available. <b>- Major compliance -</b>	There is no land dispute or customary rights issues in the estate.	NA
<b>4.4 Principle 4: Social responsibility, health, safety and employment condition</b>			
<b>Criterion 4.4.1: Social Impact Assessment (SIA)</b>			
<b>4.4.1.1</b>	Social impact should be identified and plans are implemented to mitigate the negative impacts and promote the positive ones. <b>- Minor compliance -</b>	Social Impact Assessment (SIA) & Human Rights Impact Assessment (HRIM) Report was reviewed on April 2021 for both Genting Jambongan Oil Mill 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. Social Management and Monitoring Plan of Genting Jambongan Estate was reviewed and last updated on 02/06/2021.	Complied
<b>Criterion 4.4.2: Complaints and grievances</b>			
<b>4.4.2.1</b>	A system for dealing with complaints and grievances shall be established and documented. <b>- Major compliance -</b>	Genting Plantations Berhad has established Complaints and Grievances procedure with Doc. No.: SMP-GPB-19, Rev. 04 dated March 2020 to provide guidelines on handling complaints & grievances involved internal and external stakeholders. All the written confidential complaints shall be dealt by Manager. The timeframe for the action to be taken depends on seriousness of the complaints or grievance. The accepted timeframe to acknowledge and respond to the complaint or grievances is within 1 month upon receipt.	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
4.4.2.2	The system shall be able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties. <b>- Major compliance -</b>	The estate has implemented Complaints/ Grievances Record Book to record any complaint or grievance received. Sampled of the records of complaint as below: 1. Ref No.: 024 dated 27/05/2021 Issue: 5 units of ceiling fan were malfunction. Action: The management has repaired the ceiling fan on 01/06/2021. Status: Seen the photo evidence of repair work completed and the complainant has acknowledged after the action has been taken on 06/01/2021.	Complied
4.4.2.3	A complaint form should be made available at the premises, where employees and affected stakeholders can make a complaint. <b>- Minor compliance -</b>	The complaint form was available in the office. Interviewed with the workers and stakeholders confirmed that they are aware of the complaint box.	Complied
4.4.2.4	Employees and the surrounding communities should be made aware that complaints or suggestions can be made any time. <b>- Minor compliance -</b>	Briefing to the external communities was conducted on 06/04/2021 during the stakeholder meeting. Interviewed with the external stakeholders confirmed that they are aware of the complaint procedure.	Complied
4.4.2.5	Complaints and resolutions for the last 24 months shall be documented and made available to affected stakeholders upon request. <b>- Major compliance -</b>	Records of complaint or grievance for February 2019 was available for review during the time of audit.	Complied
<b>Criterion 4.4.3: Commitment to contribute to local sustainable development</b>			
4.4.3.1	Growers should contribute to local development in consultation with the local communities. <b>- Minor compliance -</b>	Genting Jambongan Estate has carried out corporate social responsibilities to the local communities such as repair road and distribution of water to clinic and school. Besides, the estate also	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
		contributed free beef and mandarin orange to the workers during festival season. Seen the photo evident of the contribution made.	
<b>Criterion 4.4.4: Employees safety and health</b>			
<b>4.4.4.1</b>	An occupational safety and health policy and plan shall be documented, effectively communicated and implemented. <b>- Major compliance -</b>	The Occupational Safety and Health Policy had been established, signed by President & Chief Operating Officer on 1/7/2018. The policy was communicated to the employees through various methods such as training, morning muster, and display on notice boards to name a few.	Complied
<b>4.4.4.2</b>	The occupational safety and health plan shall cover the following: a) A safety and health policy, which is communicated and implemented. b) The risks of all operations shall be assessed and documented. c) An awareness and training programme which includes the following requirements for employees exposed to pesticides: i. all employees involved shall be adequately trained on safe working practices ii. all precautions attached to products shall be properly observed and applied d) The management shall provide the appropriate PPE at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC). e) The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labelling) Regulation 1997 and	a) The Occupational Safety and Health Policy had been established, signed by President & Chief Operating Officer on 1/7/2018. The policy was communicated to the employees through various methods such as training, morning muster, and display on notice boards to name a few. b) SOP for HIRARC (SP-MGR-01) was made available. The technique was described accordingly in the SOP. The HIRARC was reviewed on 25/01/2019. The last CHRA was conducted in February 2021. The report [#JKKP HQ/03/ASS/00/154-2021/034] was available for verification. Reviewing the scoring of HIRARC based on new information obtained from accident especially on severity level can be further improved (OFI) c) Training matrix and training programme were established by the management. Evidence of adequate and appropriate training on safe working practices provided to workers was sighted, for example: SOP Training-Sprayer (27/01, 16&23/02/2021), Calibration pump and spray (25/05/2021), PPE training (09/03/2021)	OFI

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator	Assessment Findings	Compliance
<p>Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000.</p> <p>f) The management shall appoint responsible person(s) for workers' safety and health. The appointed person(s) of trust must have knowledge and access to latest national regulations and collective agreements.</p> <p>g) The management shall conduct regular two-way communication with their employees where issues affecting their business such as employee's health, safety and welfare are discussed openly. Records from such meeting are kept and the concerns of the employees and any remedial actions taken are recorded.</p> <p>h) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees.</p> <p>i) Employees trained in First Aid should be present at all field operations. A First Aid Kit equipped with approved contents should be available at each worksite.</p> <p>j) Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.</p> <p><b>- Major compliance -</b></p>	<p>d) Issuance of PPE to employees is recorded in a standard form which has the information about name of employee, type of PPE, workstation, date of issuance and acknowledgment of receipt. The provision of specific PPE in accordance to CHRA report e.g. R95 respiratory for welder can be further improved (OFI).</p> <p>e) SOP for handling chemical management was addressed in a few procedures such as SOP for spraying and Highly Toxic Pesticides procedure. The procedure outlines the handling of chemicals in accordance to the regulation.</p> <p>f) SHC Organization – Chairman: Estate Manager, SHC secretary: Assistant Manager. Organization chart of OSH committee was available</p> <p>g) Records were available confirming that quarterly OSH meetings had been held at the Genting Jambongan Estate meeting room. Ref.: OHS meeting minutes (GJBE) – #11/05/2021, 12/02/2021, 13/11/2020, 13/08/2020</p> <p>h) The handling of accident and emergency are addressed in "Pemberitahuan dan Penyiasatan Kemalangan di Tempat Kerja" procedure.</p> <p>i) Numbers of first aid kit provided at various workstations at the estate such as workshop, harvesting gangs, maintenance gangs and office.</p> <p>j) All accidents are to be investigated and reported to Head Office. Since the last assessment, there has been two accident case that involved more than 4 lost day. The management has taken necessary action in term of reporting to the authority and compensation claim. Nonetheless, the accident investigation report</p>	

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
		by providing recorded evidence of implementation of corrective or preventive measures identified (OFI).	
<b>Criterion 4.4.5:</b> Employment conditions			
<b>4.4.5.1</b>	The management shall establish policy on good social practices regarding human rights in respect of industrial harmony. The policy shall be signed by the top management and effectively communicated to the employees. <b>- Major compliance -</b>	Genting Plantations Berhad has established Social Policy dated 14/09/2020 signed by President & Chief Operating Officer. The company respect human rights and support international human rights law. Briefing of the policy was conducted on 24/09/2020 to the workers during morning muster. Seen the training attendance list.	Complied
<b>4.4.5.2</b>	The management shall not engage in or support discriminatory practices and shall provide equal opportunity and treatment regardless of race, colour, sex, religion, political opinion, nationality, social origin or any other distinguishing characteristics. <b>- Major compliance -</b>	Genting Plantations Berhad has established Social Policy dated 14/09/2020 signed by President & Chief Operating Officer. The company shall not discriminate in terms of hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, union membership or political affiliation.	Complied
<b>4.4.5.3</b>	Management shall ensure that employees' pay and conditions meet legal or industry minimum standards and as per agreed Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage. <b>- Major compliance -</b>	There were employment contracts for staffs and workers. Pay and conditions are documented and achieved the Minimum Wage Order 2020. Sampled of employment contracts confirmed that terms and conditions are clearly outlined as per collective agreement and Sabah Ordinance which have been signed by the worker. Sampled of total 11 payslips for September 2020, March 2021 and May 2021 found that all the workers were paid accordingly.	Complied
<b>4.4.5.4</b>	Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.	Sampled of workers for FFB transporters as below: a. Contractor: Pengangkutan Yee Kiun Worker: Jolius Gilbert	Major Non-Conformity



**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
	- <b>Minor compliance</b> -	<ul style="list-style-type: none"> <li>i. Interviewed with the contractor confirmed that he did not make any SOCSO contribution for the worker above.</li> <li>ii. Besides, no employment contract was given to the worker as informed by the contractor.</li> <li>iii. No detail of number of working days mentioned in the payslip.</li> </ul> <p>b. Contractor: Syarikat Raihan Worker: Misran</p> <ul style="list-style-type: none"> <li>i. No detail of number of working days mentioned in the payslip.</li> <li>ii. Employment contract was incomplete where terms &amp; conditions were not clearly stated such as annual leave entitlement, public holiday entitlement, period of notice, medical leave entitlement, rest day and etc.</li> <li>iii. No evidence to show that EPF and SOCSO contribution has been made for the worker.</li> </ul> <p>This non-conformity raised as Major due to escalate of Minor NC# 1945766-202002-N1.</p>	
<b>4.4.5.5</b>	<p>The management shall establish records that provide an accurate account of all employees (including seasonal workers and subcontracted workers on the premises). The records should contain full names, gender, date of birth, date of entry, a job description, wage and the period of employment.</p> <p>- <b>Major compliance</b> -</p>	<p>The estate has key in the personal biodata into Lintramax Plantation Director system to record of full name, employee no., date joined, gender, date of birth and type of work were clearly stated in the list.</p>	Complied
<b>4.4.5.6</b>	<p>All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract is available for each and every employee indicated in the</p>	<p>All the workers are employed under direct employment. 11 employment contracts were sampled and found that terms and conditions of the</p>	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
	employment records. <b>- Major compliance -</b>	employment were clearly stated in the contract and signed by the workers.	
<b>4.4.5.7</b>	The management shall establish a time recording system that makes working hours and overtime transparent for both employees and employer. <b>- Major compliance -</b>	The estate management monitor the attendance and working time through checkroll book. Overtimes will be recorded in Overtime Form which is transparent to workers and the number of overtimes will be shown in the payslips.	Complied
<b>4.4.5.8</b>	The working hours and breaks of each individual employee as indicated in the time records shall comply with legal regulations and collective agreements. Overtime shall be mutually agreed and shall always be compensated at the rate applicable and shall meet the applicable legal requirement. <b>- Major compliance -</b>	Interviewed with the workers confirmed that they have rest time in between of the working hours. Overtimes were paid according to the rate stated in the agreement and regulatory requirements. The overtime offered upon mutually agreement. Overtimes will be recorded in Overtime Form.	Complied
<b>4.4.5.9</b>	Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements. <b>- Major compliance -</b>	Wages and overtime were paid according to Sabah Ordinance and Overtime Form of the workers. Total hours of overtime and daily attendance has recorded in the LPD system and the payslips. Refer to indicator 4.4.5.3.	Complied
<b>4.4.5.10</b>	Other forms of social benefits should be offered by the employer to employees, their families or the community such as incentives for good work performance, bonus payment, professional development, medical care and health provisions. <b>- Minor compliance -</b>	All the workers are provided with free medical facilities. Free housing facilities were provided to all the workers and their families. Free transport to send the children of the workers to school. Place of worship was available for all the workers and their family members.	Complied
<b>4.4.5.11</b>	In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities in compliance with the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446) or any other applicable legislation.	The estate management has provided free housing facilities to all the workers. Basic amenities such as water and electricity were provided to the workers. Linesite inspection was carried out weekly basis by Estate Hospital Assistant. Reviewed the inspection report from March 2021 to	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
	- <b>Major compliance</b> -	May 2021. Issues were recorded in the checklist and action has taken accordingly.	
<b>4.4.5.12</b>	<p>The management shall establish a policy and provide guidelines to prevent all forms of sexual harassment and violence at the workplace.</p> <p>- <b>Major compliance</b> -</p>	<p>Genting Plantations Berhad has established Social Policy dated 14/09/2020 and People Policy dated 03/08/2009 where physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation is prohibited. Reproductive rights are protected. Briefing of the policy was conducted on 24/09/2020 to the workers during morning muster. Seen the training attendance list.</p> <p>Procedure on Prevention and Eradication of Sexual Harassment at the Workplace was established with Doc. No.: SMP-GPB-20, Rev. 0 dated 11/10/2013. Process of handling sexual harassment complaint was outlined in the procedure.</p> <p>Gender Committee was established in the estate and seen the last meeting was conducted on 15/06/2021. There was no case of sexual harassment and violence reported.</p>	Complied
<b>4.4.5.13</b>	<p>The management shall respect the right of all employees to form or join trade union and allow workers own representative(s) to facilitate collective bargaining in accordance with applicable laws and regulations. Employees shall be given the freedom to join a trade union relevant to the industry or to organize themselves for collective bargaining. Employees shall have the right to organize and negotiate their work conditions. Employees exercising this right should not be discriminated against or suffer repercussions.</p> <p>- <b>Major compliance</b> -</p>	<p>Genting Plantations Berhad has established Social Policy dated 14/09/2020 and People Policy dated 03/08/2009 where the company respect the rights of the workers to join or form legal trade unions of their own choosing and to bargain collectively. Briefing of the policy was conducted on 24/09/2020 to the workers during morning muster. Seen the training attendance list.</p> <p>Workers' Committee was established in the estate. The last meeting was conducted on 15/06/2021 with the representatives of workers from different division and the management. Meeting minutes was sighted.</p>	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance																								
<b>4.4.5.14</b>	<p>Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation. Work by children is acceptable on family farms, under adult supervision, and when not interfering with their education programmes. Children shall not expose to hazardous working conditions.</p> <p><b>- Major compliance -</b></p>	<p>Genting Plantations Berhad has established Social Policy dated 14/09/2020 and People Policy dated 03/08/2009 where the company shall not use any child labour. Children’s right are respected.</p>	Complied																								
<b>Criterion 4.4.6: Training and competency</b>																											
<b>4.4.6.1</b>	<p>All employees, contractors and relevant smallholders are appropriately trained. A training programme (appropriate to the scale of the organization) that includes regular assessment of training needs and documentation, including records of training shall be kept.</p> <p><b>- Major compliance -</b></p>	<p>Training matrix and training programme had been established by the management and documented in the Training Needs, Analysis and Plan for Year 2021. Among the trainings given by the estate are generally covering the aspects of OSH, environment, and best practices. E.g. of training records verified are as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Trainings</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Harvesting/pruning</td> <td>09,17,26/02/2021</td> </tr> <tr> <td>Manuring</td> <td>09,11/03/2021</td> </tr> <tr> <td>Spraying</td> <td>16,23/02/2021</td> </tr> <tr> <td>Tractor driver</td> <td>17/02/2021</td> </tr> <tr> <td>Rat baiting</td> <td>02,06/02/2021</td> </tr> <tr> <td>Calibration pump and spray</td> <td>25/05/2021</td> </tr> <tr> <td>First aid</td> <td>19/03/2021</td> </tr> <tr> <td>PPE training</td> <td>09/03/2021</td> </tr> <tr> <td>Triple rinse</td> <td>25/03/2021</td> </tr> <tr> <td>Company’s policies</td> <td>12/03/2021</td> </tr> <tr> <td>Preparation for pregnant women</td> <td>28/05/2021</td> </tr> </tbody> </table>	Trainings	Date	Harvesting/pruning	09,17,26/02/2021	Manuring	09,11/03/2021	Spraying	16,23/02/2021	Tractor driver	17/02/2021	Rat baiting	02,06/02/2021	Calibration pump and spray	25/05/2021	First aid	19/03/2021	PPE training	09/03/2021	Triple rinse	25/03/2021	Company’s policies	12/03/2021	Preparation for pregnant women	28/05/2021	Complied
Trainings	Date																										
Harvesting/pruning	09,17,26/02/2021																										
Manuring	09,11/03/2021																										
Spraying	16,23/02/2021																										
Tractor driver	17/02/2021																										
Rat baiting	02,06/02/2021																										
Calibration pump and spray	25/05/2021																										
First aid	19/03/2021																										
PPE training	09/03/2021																										
Triple rinse	25/03/2021																										
Company’s policies	12/03/2021																										
Preparation for pregnant women	28/05/2021																										

Criterion / Indicator		Assessment Findings	Compliance
<b>4.4.6.2</b>	Training needs of individual employees shall be identified prior to the planning and implementation of the training programmes in order to provide the specific skill and competency required to all employees based on their job description. <b>- Major compliance -</b>	Training needs and training programme for 2021 was available for verification. It has the information about types of training and targeted audience.	Complied
<b>4.4.6.3</b>	A continuous training programme should be planned and implemented to ensure that all employees are well trained in their job function and responsibility, in accordance to the documented training procedure. <b>- Minor compliance -</b>	This is also addressed in the training needs and training programme for 2021 as mentioned in Indicator 4.4.6.2.	Complied
<b>4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services</b>			
<b>Criterion 4.5.1: Environmental Management Plan</b>			
<b>4.5.1.1</b>	An environmental policy and management plan in compliance with the relevant country and state environmental laws shall be developed, effectively communicated and implemented. <b>- Major compliance -</b>	Environmental Policy had been established, signed by the Chief Operating Officer on 05/10/2009. The policy was communicated to the employees through various methods such as training, morning muster, and display on notice boards to name a few.  The environmental management plan dated 18/02/2021 was available for verification. Among the information available in the plan is source of pollution, type of impact, mitigation measures, data required, monitoring plan, and responsible persons.	Complied
<b>4.5.1.2</b>	The environmental management plan shall cover the following: a) An environmental policy and objectives; b) The aspects and impacts analysis of all operations. <b>- Major compliance -</b>	Environmental Policy had been established, signed by the Chief Operating Officer on 05/10/2009. The policy was communicated to the employees through various methods such as training, morning muster, and display on notice boards to name a few.	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
		<p>Environmental improvement and management plan had been established by the estate (dated 18/02/2021) which includes the air pollution, water pollution from estate operations, water pollution from line-site and landfill area, soil erosion, greenhouse gas emissions. All the mitigation measures were established to mitigate the identified pollutions. For example, construction of terrace, planting of cover crop, establishment of riparian buffer zone, adhere the zero-burning policy, proper landfill site.</p> <p>Environmental aspect and impact evaluation register had been established which includes all the estate’s activities such as FFB harvesting &amp; evacuation, workshop, field maintenance, nursery, replanting, line-site, and administration. The register was last reviewed in Feb 2021.</p>	
<b>4.5.1.3</b>	<p>An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, effectively implemented and monitored.</p> <p><b>- Major compliance -</b></p>	<p>Environmental improvement and management plan had been established by the estate (dated 18/02/2021) which includes the air pollution, water pollution from estate operations, water pollution from line-site and landfill area, soil erosion, greenhouse gas emissions. All the mitigation measures were established to mitigate the identified pollutions. For example, construction of terrace, planting of cover crop, establishment of riparian buffer zone, adhere the zero-burning policy, proper landfill site.</p> <p>Environmental aspect and impact evaluation register had been established which includes all the estate’s activities such as FFB harvesting &amp; evacuation, workshop, field maintenance, nursery, replanting, line-site, and administration. The register was last reviewed in Feb 2021.</p>	Complied
<b>4.5.1.4</b>	<p>A programme to promote the positive impacts should be included in the continual improvement plan.</p>	<p>Environmental improvement and management plan had been established by the estate (dated 18/02/2021) which includes the air</p>	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
	- <b>Minor compliance</b> -	<p>pollution, water pollution from estate operations, water pollution from line-site and landfill area, soil erosion, greenhouse gas emissions. All the mitigation measures were established to mitigate the identified pollutions. For example, construction of terrace, planting of cover crop, establishment of riparian buffer zone, adhere the zero-burning policy, proper landfill site.</p> <p>Environmental aspect and impact evaluation register had been established which includes all the estate's activities such as FFB harvesting &amp; evacuation, workshop, field maintenance, nursery, replanting, line-site, and administration. The register was last reviewed in Feb 2021.</p>	
<b>4.5.1.5</b>	<p>An awareness and training programme shall be established and implemented to ensure that all employees understand the policy and objectives of the environmental management and improvement plans and are working towards achieving the objectives.</p> <p>- <b>Major compliance</b> -</p>	<p>Environmental Policy had been established and signed by the Chief Operating Officer on 05/10/2009. The policy was communicated to the employees through various methods such as training, morning muster, and display on notice boards to name a few.</p>	Complied
<b>4.5.1.6</b>	<p>Management shall organize regular meetings with employees where their concerns about environmental quality are discussed.</p> <p>- <b>Major compliance</b> -</p>	<p>This is addressed in a few platforms such as morning muster and during OHS committee meeting. Minutes of meeting were available for verification.</p>	Complied
<b>Criterion 4.5.2: Efficiency of energy use and use of renewable energy</b>			
<b>4.5.2.1</b>	<p>Consumption of non-renewable energy shall be optimized and closely monitored by establishing baseline values and trends shall be observed within an appropriate timeframe. There should be a plan to assess the usage of non-renewable energy including fossil fuel, electricity and energy efficiency in the operations over the</p>	<p>Monthly records on energy consumption for non-renewable sources were kept and documented. Based on the records, the diesel consumption is as follows:</p> <ul style="list-style-type: none"> <li>• 2021 – 1.71 lt/mt FFB as at May</li> <li>• 2020 – 1.23 lt/mt FFB</li> </ul>	Complied

Criterion / Indicator		Assessment Findings	Compliance
	base period. - <b>Major compliance</b> -		
4.5.2.2	The oil palm premises shall estimate the direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations. This shall include fuel use by contractors, including all transport and machinery operations. - <b>Major compliance</b> -	The estimate for the direct usage of non-renewable energy for their operations, including fossil fuel to determine energy efficiency of their operations (machineries and vehicle), was available in the estate annual budget.	Complied
4.5.2.3	The use of renewable energy should be applied where possible. - <b>Minor compliance</b> -	There was no renewable energy applied by the estate.	NA
<b>Criterion 4.5.3: Waste management and disposal</b>			
4.5.3.1	All waste products and sources of pollution shall be identified and documented. - <b>Major compliance</b> -	Identification of waste products and sources of pollution is documented in Waste Management Plan (For Estate and Mill). The wastes were categorised to scheduled wastes, domestic wastes and recyclable wastes. The wastes management plan has the information about method of disposal, monitoring & action plan, data required, responsible person and status of implementation.	Complied
4.5.3.2	A waste management plan to avoid or reduce pollution shall be developed and implemented. The waste management plan should include measures for: a) Identifying and monitoring sources of waste and pollution b) Improving the efficiency of resource utilization and recycling of potential wastes as nutrients or converting them into value-added by-products - <b>Major compliance</b> -	Waste management plan was established by the estate to include pollution source, management plan and monitoring plan. For example, source of waste and mitigation plan for scheduled waste, domestic wastes and recyclable waste. The action plan sighted as follows: 1. Disposal as scheduled waste by DOE approved contractor 2. Disposal of domestic wastes at designated landfill area 3. Segregation of waste and store at designated recyclable waste area.	Complied



**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
<b>4.5.3.3</b>	The management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environment Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal. <b>- Major compliance -</b>	Addressed in the Scheduled Waste Management procedure [SMP-GPB-11, rev. 02, dated 09/2020. Scheduled wastes were disposed through licensed vendor and consignment notes as follows were verified: #2021020508Q1ZDFV, dated 03/02/2021 for SW305 #2021020508G3H4SZ, dated 03/02/2021 for SW409	Complied
<b>4.5.3.4</b>	Empty pesticide containers shall be punctured and disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health. The disposal instructions on manufacturer’s labels should be adhered to. Reference should be made to the national programme on recycling of used HDPE pesticide containers. <b>- Major compliance -</b>	Empty pesticides containers were disposed through authorised collector after the process of triple rinsing has been undergone. Receipts of collection dated 23/06/2021 were available for verification.	Complied
<b>4.5.3.5</b>	Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourses. <b>- Minor compliance -</b>	Disposal of domestic wastes is guided by the Landfill and Domestic Waste Management procedure [SMP-GPB-12, rev. 01, dated 01/12/2014]. The procedure outlines the criteria to be considered in selecting a landfill area and the method to construct wastes pit.	Complied
<b>Criterion 4.5.4: Reduction of pollution and emission</b>			
<b>4.5.4.1</b>	An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, scheduled wastes, solid wastes and effluent. <b>- Major compliance -</b>	All polluting activities were identified through the environmental aspect and impact evaluation register which includes all the estate’s activities such as FFB harvesting & evacuation, workshop, field maintenance, nursery, replanting, line-site, and administration. The register was last reviewed in Jun 2021.	Complied
<b>4.5.4.2</b>	An action plan to reduce identified significant pollutants and emissions shall be established and implemented.	Environmental improvement and management plan had been established by the estate (dated 10/06/2021). Environmental aspect and impact evaluation register had been established which includes all the	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -	estate’s activities such as FFB harvesting & evacuation, workshop, field maintenance, nursery, replanting, line-site, and administration. The register was last reviewed on 10/06/2021. All the mitigation measures were established to mitigate the identified pollutions which includes the air pollution, water pollution from estate operations, water pollution from line-site and landfill area, soil erosion, greenhouse gas emissions. Examples of mitigation measures are construction of terrace, planting of cover crop, establishment of riparian buffer zone, adhere the zero-burning policy, proper landfill site.	
<b>Criterion 4.5.5: Natural water resources</b>			
<b>4.5.5.1</b>	<p>The management shall establish a water management plan to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include:</p> <ul style="list-style-type: none"> <li>a. Assessment of water usage and sources of supply.</li> <li>b. Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the estate’s current activities.</li> <li>c. Ways to optimize water and nutrient usage to reduce wastage (e.g. having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.).</li> <li>d. Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones at or before planting or replanting, along all natural waterways within the estate.</li> </ul>	<p>Genting Jambongan Estate has established its water management plan dated 10/05/2021. The objective of the plan is to conserve the potable water. Apart from that, in order to maintain the availability of surface and ground water, pollution prevention through establishment of riparian zones was also in place.</p> <p>Workers are provided with treated water which sourced from rainwater catchment pond. The operating units continue to monitor the treated water once a year by assigning a third-party laboratory to analyse the water quality against the parameters defined in the National Drinking Water Quality Standards (NDWQS).</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
	<p>e. Where natural vegetation in riparian areas has been removed, a plan with a timetable for restoration shall be established and implemented.</p> <p>f. Where bore well is being use for water supply, the level of the ground water table should be measured at least annually.</p> <p><b>- Major compliance -</b></p>		
<b>4.5.5.2</b>	<p>No construction of bunds, weirs and dams across main rivers or waterways passing through an estate.</p> <p><b>- Minor compliance -</b></p>	There is no construction of bunds, weirs and dams across main rivers or waterways passing through an estate.	Complied
<b>4.5.5.3</b>	<p>Water harvesting practices should be implemented (e.g. water from road-side drains can be directed and stored in conservation terraces and various natural receptacles).</p> <p><b>- Minor compliance -</b></p>	Among the water harvesting methods implemented by the management to conserve water are terracing, water conservation pit and roadside pit.	Complied
<b>Criterion 4.5.6: Status of rare, threatened, or endangered species and high biodiversity value</b>			
<b>4.5.6.1</b>	<p>Information shall be collated that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors). This information should cover:</p> <p>a) Identification of high biodiversity value habitats, such as rare and threatened ecosystems, that could be significantly affected by the grower(s) activities.</p> <p>b) Conservation status (<i>e.g.</i> The International Union on Conservation of Nature and Natural Resources (IUCN) status on legal protection, population status and habitat requirements of rare, threatened, or endangered species), that could be significantly affected by the grower(s) activities.</p>	<p>The estate has conducted HCV assessment conducted by Dr. Yap Son Kheong, S.K Yap Forestry and Landscape Advisory Services and documented in report named Inventory on HCV Sites within Genting Plantations Berhad Group of Estates – Sabah Region, July 2010. HCV sighted in the Genting Jambongan Estate as per report:</p> <p>i) HCV 1.2 Threatened and Endangered Species – Proboscis Monkey and False Gharial</p> <p>ii) HCV 4.2 Erosion Control – portion of Blocks 51, 55 and 56 were too steep for planting</p> <p>iii) HCV 5 Basic Needs to Local Communities.</p>	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
	<b>- Major compliance -</b>		
<b>4.5.6.2</b>	<p>If rare, threatened or endangered species or high biodiversity value, are present, appropriate measures for management planning and operations should include:</p> <p>a) Ensuring that any legal requirements relating to the protection of the species are met.</p> <p>b) Discouraging any illegal or inappropriate hunting, fishing or collecting activities; and developing responsible measures to resolve human-wildlife conflicts.</p> <p style="text-align: center;"><b>- Major compliance -</b></p>	<p>The estate has established management plan and documented Management and Monitoring Plan for HCV areas within Genting Jambongan Estate. The plan was last reviewed on 18/05/2021 and annually reviewed. Among the management action established are:</p> <ol style="list-style-type: none"> <li>1) Place signage on no illegal hunting and collecting, no unauthorized entry</li> <li>2) Patrol the boundary area</li> <li>3) Socialize the HCV assessment which consist of identification, management and monitoring to all employee</li> <li>4) Inform all stakeholders on the HCV assessment and monitoring during stakeholder’s consultation meeting.</li> </ol> <p>Patrolling reports by the auxiliary police were available for verification.</p>	Complied
<b>4.5.6.3</b>	<p>A management plan to comply with Indicator 1 shall be established and effectively implemented, if required.</p> <p style="text-align: center;"><b>- Major compliance -</b></p>	<p>The management and monitoring plan for HCV areas has been established which was last reviewed on 18/05/2021. The plan is reviewed on annual basis.</p>	Complied
<b>Criterion 4.5.7: Zero burning practices</b>			
<b>4.5.7.1</b>	<p>Use of fire for waste disposal and for preparing land for oil palm cultivation or replanting shall be avoided except in specific situations, as identified in regional best practice.</p> <p style="text-align: center;"><b>- Major compliance -</b></p>	<p>There was no use of fire for land preparation for replanting. Domestic wastes were disposed at designated landfill.</p>	Complied
<b>4.5.7.2</b>	<p>A special approval from the relevant authorities shall be sought in areas where the previous crop is highly diseased and where</p>	<p>No special approval granted from DOE as to date since there was no risk of disease at Genting Jambongan Estate.</p>	NA

Criterion / Indicator		Assessment Findings	Compliance
	there is a significant risk of disease spread or continuation into the next crop. <b>- Major compliance -</b>		
<b>4.5.7.3</b>	Where controlled burning is allowed, it shall be carried out as prescribed by the Environmental Quality (Declared Activities) (Open Burning) Order 2003 or other applicable laws. <b>- Major compliance -</b>	No application of controlled burning.	NA
<b>4.5.7.4</b>	Previous crops should be felled or mowed down, chipped and shredded, windrowed or pulverized or ploughed and mulched. <b>- Minor compliance -</b>	No replanting activity. The oldest palms were planted in 2004.	NA
<b>4.6 Principle 6: Best Practices</b>			
<b>Criterion 4.6.1: Site Management</b>			
<b>4.6.1.1</b>	Standard operating procedures shall be appropriately documented and consistently implemented and monitored. <b>- Major compliance -</b>	Addressed in the Sustainability Management Procedure Manual, Standard Operating Procedures (SOP) and The Oil Palm Manual. The manual covering the activity for replanting, oil palm nursery practices, planting techniques, soil conservation and terracing, pest and diseases, weed management, manuring of oil palm, immaturity, harvesting, crop forecasting and managing difficult soils. All of the activities have been described comprehensively in the Standard operating procedure (SOP) and pictorial SOP. The estate implemented the SOPs through its daily operations.	Complied
<b>4.6.1.2</b>	Where oil palm is grown within permitted levels on sloping land, appropriate soil conservation measures shall be implemented to prevent both soil erosion as well as siltation of drains and	Generally, the soil conservation measures implemented at the sloping land are construction of terrace, establishment of cover crop and	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
	waterways. Measures shall be put in place to prevent contamination of surface and groundwater through runoff of either soil, nutrients or chemicals. <b>- Major compliance -</b>	construction of roadside drain. This is guided by the following procedures: <ul style="list-style-type: none"> <li>• OPM 4: Soil conservation and terracing (rev 2013)</li> <li>• Steep land Management SMP –GPB-10</li> </ul>	
<b>4.6.1.3</b>	A visual identification or reference system shall be established for each field. <b>- Major compliance -</b>	Estate’s maps where the following details were available for reference: <ol style="list-style-type: none"> <li>a) Soil Map</li> <li>b) Slope class map</li> <li>c) Blocking map</li> <li>d) Riparian buffer zone map</li> </ol>	Complied
<b>Criterion 4.6.2: Economic and financial viability plan</b>			
<b>4.6.2.1</b>	A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning. <b>- Major compliance -</b>	Annual business plan is addressed in the form of annual budget and the projection for 5 years (2022-2026). It has the information about projected FFB production, finance allocations for operations such as harvesting and field upkeep, administration and capital expenditure.	Complied
<b>4.6.2.2</b>	Where applicable, an annual replanting programme shall be established. Long term replanting programme should be established and review annually, where applicable every 3-5 years. <b>- Major compliance -</b>	No replanting program has been established for the next 5 years as the oldest palm is only 16 years old planted in 2004.	Complied
<b>4.6.2.3</b>	The business or management plan may contain: <ol style="list-style-type: none"> <li>a) Attention to quality of planting materials and FFB</li> <li>b) Crop projection: site yield potential, age profile, FFB yield trends</li> <li>c) Cost of production: cost per tonne of FFB</li> </ol>	Verification of the 2021 budget showed that the information such as crop projection, cost of production and return of investment was available.	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
	d) Price forecast e) Financial indicators: cost benefit, discounted cash flow, return on investment <b>- Major compliance -</b>		
<b>4.6.2.4</b>	The management plan shall be effectively implemented and the achievement of the goals and objectives shall be regularly monitored, periodically reviewed and documented. <b>- Major compliance -</b>	Monitoring of actual expenses against the allocated budget for the field operation is reported monthly and justification of underspent or overspent can be seen in the monthly expenditure and progress report.	Complied
<b>Criterion 4.6.3: Transparent and fair price dealing</b>			
<b>4.6.3.1</b>	Pricing mechanisms for the products and other services shall be documented and effectively implemented. <b>- Major compliance -</b>	The estate has engaged FFB transporter to transport FFB from estate to mill. Sampled of the agreement as below: <ul style="list-style-type: none"> <li>i. Agreement No.: GJBE/FFB/20/01/02 which valid until 31/12/2022</li> <li>ii. Agreement No.: GJBE/FFB/20/01/04 which valid until 31/12/2022</li> <li>iii. Agreement No.: GJBE/FFB/21/01/01 which valid until 31/12/2021</li> </ul> The payment shall be made within 30 days from the date of Loading and Transportation Works is carried out as per the rate outlined in Schedule 2.	Complied
<b>4.6.3.2</b>	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. <b>- Major compliance -</b>	Payment terms were clearly stated in the Schedule 2 of the agreement. Verified the payment advices as below: <ul style="list-style-type: none"> <li>i. Transaction Ref.: 523185000100019 dated 12/05/2021</li> <li>ii. Transaction Ref.: 522468540100033 dated 16/03/2021</li> <li>iii. Transaction Ref.: 522817730100028 dated 14/04/2021</li> </ul> Besides, interviewed with contractors also confirmed that payment was made promptly.	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
<b>Criterion 4.6.4: Contractor</b>			
<b>4.6.4.1</b>	Where contractors are engaged, they shall understand the MSPO requirements and shall provide the required documentation and information. <b>- Major compliance -</b>	The contractors engaged by the estate management has signed agreement prior to provide services. There were clauses where the contractors shall ensure compliance with the requirements of RSPO, ISCC, MSPO and OSHA 1994. Phone interviewed with the contractor confirmed that MSPO requirements were briefed by the management and he understood.	Complied
<b>4.6.4.2</b>	The management shall provide evidence of agreed contracts with the contractor. <b>- Major compliance -</b>	The estate has engaged FFB transporter to transport FFB from estate to mill. Sampled of the agreement as below: i. Agreement No.: GJBE/FFB/20/01/02 which valid until 31/12/2022 ii. Agreement No.: GJBE/FFB/20/01/04 which valid until 31/12/2022 iii. Agreement No.: GJBE/FFB/21/01/01 which valid until 31/12/2021	Complied
<b>4.6.4.3</b>	The management shall accept MSPO approved auditors to verify assessments through a physical inspection if required. <b>- Minor compliance -</b>	The contractors have signed on the addendum dated 13/07/2020 to provide cooperation and relevant access to appointed CB into their respective operations, systems and any and all information when this is announced in advance.	Complied
<b>4.6.4.4</b>	The management shall be responsible for the observance of the control points applicable to the tasks performed by the contractor, by checking and signing the assessment of the contractor for each task and season contracted. <b>- Major compliance -</b>	Control points applicable being observed by estate management as per sighted sample agreements. Evidence of agreed contracts are available.	Complied
<b>4.7 Principle 7: Development of new planting</b>			
<b>Criterion 4.7.1: High biodiversity value</b>			



**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
<b>4.7.1.1</b>	Oil palm shall not be planted on land with high biodiversity value unless it is carried out in compliance with the National and/or State Biodiversity Legislation. <b>- Major compliance -</b>	NA as no new development for oil palm plantation at the estate.	NA
<b>4.7.1.2</b>	No conversion of Environmentally Sensitive Areas (ESAs) to oil palm as required under Peninsular Malaysia's National Physical Plan (NPP) and the Sabah Forest Management Unit under the Sabah Forest Management License Agreement. For Sabah and Sarawak, new planting or replanting of an area 500ha or more requires an EIA. For areas below 500ha but above 100ha, a Proposal for Mitigation Measures (PMM) is required. <b>- Major compliance -</b>	NA as no new development for oil palm plantation at the estate.	NA
<b>Criterion 4.7.2: Peat Land</b>			
<b>4.7.2.1</b>	New planting and replanting may be developed and implemented on peat land as per MPOB guidelines on peat land development or industry best practice. <b>- Major compliance -</b>	NA as no new development for oil palm plantation at the estate.	NA
<b>Criterion 4.7.3: Social and Environmental Impact Assessment (SEIA)</b>			
<b>4.7.3.1</b>	A comprehensive and participatory social and environmental impact assessment shall be conducted prior to establishing new plantings or operations. <b>- Major compliance -</b>	NA as no new development for oil palm plantation at the estate.	NA
<b>4.7.3.2</b>	SEIAs shall include previous land use or history and involve independent consultation as per national and state regulations, via	NA as no new development for oil palm plantation at the estate.	NA

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
	participatory methodology which includes external stakeholders. <b>- Major compliance -</b>		
<b>4.7.3.3</b>	The results of the SEIA shall be incorporated into an appropriate management plan and operational procedures developed, implemented, monitored and reviewed. <b>- Major compliance -</b>	NA as no new development for oil palm plantation at the estate.	NA
<b>4.7.3.4</b>	Where the development includes smallholder schemes of above 500ha in total or small estates, the impacts and implications of how each scheme or small estate is to be managed should be documented and a plan to manage the impacts developed, implemented, monitored and reviewed. <b>- Minor compliance -</b>	NA as no new development for oil palm plantation at the estate.	NA
<b>Criterion 4.7.4:</b> Soil and topographic information			
<b>4.7.4.1</b>	Information on soil types shall be adequate to establish the long-term suitability of the land for oil palm cultivation. <b>- Major compliance -</b>	NA as no new development for oil palm plantation at the estate.	NA
<b>4.7.4.2</b>	Topographic information shall be adequate to guide the planning of planting programmes, drainage and irrigation systems, roads and other infrastructure. <b>- Major compliance -</b>	NA as no new development for oil palm plantation at the estate.	NA
<b>Criterion 4.7.5:</b> Planting on steep terrain, marginal and fragile soils			
<b>4.7.5.1</b>	Extensive planting on steep terrain, marginal and fragile soils shall be avoided unless permitted by local, state and national laws.	NA as no new development for oil palm plantation at the estate.	NA

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
4.7.5.2	Where planting on fragile and marginal soils is proposed, plans shall be developed and implemented to protect them and to minimize adverse impacts (e.g. hydrological) or significantly increased risks (e.g. fire risk) in areas outside the plantation. - Major compliance -	NA as no new development for oil palm plantation at the estate.	NA
4.7.5.3	Marginal and fragile soils, including excessive gradients and peat soils, shall be identified prior to conversion. - Major compliance -	NA as no new development for oil palm plantation at the estate.	NA
<b>Criterion 4.7.6: Customary land</b>			
4.7.6.1	No new plantings are established on recognised customary land without the owners' free, prior and informed consent, dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions. - Major compliance -	NA as no new development for oil palm plantation at the estate.	NA
4.7.6.2	Where new plantings on recognised customary lands are acceptable, management plans and operations should maintain sacred sites. - Minor compliance -	NA as no new development for oil palm plantation at the estate.	NA
4.7.6.3	Where recognized customary or legally owned lands have been taken-over, the documentary proof of the transfer of rights and of payment or provision of agreed compensation shall be made available.	NA as no new development for oil palm plantation at the estate.	NA

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
4.7.6.4	The owner of recognised customary land shall be compensated for any agreed land acquisitions and relinquishment of rights, subject to their free prior informed consent and negotiated agreement. - Major compliance -	NA as no new development for oil palm plantation at the estate.	NA
4.7.6.5	Identification and assessment of legal and recognised customary rights shall be documented. - Major compliance -	NA as no new development for oil palm plantation at the estate.	NA
4.7.6.6	A system for identifying people entitled to compensation and for calculating and distributing fair compensation shall be established and implemented. - Major compliance -	NA as no new development for oil palm plantation at the estate.	NA
4.7.6.7	The process and outcome of any compensation claims shall be documented and made publicly available. - Major compliance -	NA as no new development for oil palm plantation at the estate.	NA
4.7.6.8	Communities that have lost access and rights to land for plantation expansion should be given opportunities to benefit from the plantation development. - Minor compliance -	NA as no new development for oil palm plantation at the estate.	NA

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

Criterion / Indicator		Assessment Findings	Compliance
<b>4.1 Principle 1: Management commitment &amp; responsibility</b>			
<b>Criterion 4.1.1 – Malaysian Sustainable Palm Oil (MSPO) Policy</b>			
<b>4.1.1.1</b>	Policy for the implementation of MSPO shall be established. <b>- Major compliance -</b>	Genting Plantations Berhad has developed Malaysian Sustainable Palm Oil (MSPO) Policy, version dated 18/03/2014 signed by President & Chief Operating Officer, Mr. Yong Chee Kong. The company ensure compliance with MSPO and the MPOB Code of Practice requirements.  Briefing of the policy was conducted on 02/02/2021 to the workers. Seen the training attendance list.	Complied
<b>4.1.1.2</b>	The policy shall also emphasize on the commitment to continual improvement with the objective of improving the milling operation. <b>- Major compliance -</b>	In the policy above, the company also committed to continue to assess and develop new and innovative techniques, approaches and practices with the objective of continuous improvement in the journey towards achieving sustainable palm oil.	Complied
<b>Criterion 4.1.2 – Internal Audit</b>			
<b>4.1.2.1</b>	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement. <b>- Major compliance -</b>	Internal audit plan was established to carry internal audit for MSPO Part 4 and RSPO P&C in Genting Jambongan Oil Mill. The date of audit was planned on 10-12/06/2021 conducted by Mr. Pawatang and Mr. Madung. Seen the MSPO MS2530:4 – 2014 Part 4 & MSPO SCCS Internal Audit Report where total 7 observations were raised under MS250:4 – 2014. Action plan, person-in-charge, timeline and status of the observation was developed and updated.	Complied
<b>4.1.2.2</b>	The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root	Genting Plantations Berhad has developed Sustainability Internal Audit procedure with Doc. No.: SMP-GPB-03, Rev. 05 dated September 2020	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
	causes of nonconformities, in order to implement the necessary corrective action. <b>- Major compliance -</b>	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. The last internal audit was carried out on 12/06/2021 with total 7 observations were raised and recorded in the internal audit report. No non-conformity was raised during the audit.	
<b>4.1.2.3</b>	Reports shall be made available to the management for their review. <b>- Major compliance -</b>	The Mill Manager, Mr. Elbert Tay Kuang Te has reviewed the Internal Audit Report Summary and acknowledged on 12/06/2021.	Complied
<b>Criterion 4.1.3 – Management Review</b>			
<b>4.1.3.1</b>	The management shall periodically review the continuous suitability, adequacy and effectiveness of the requirements for effective implementation of MSPO and decide on any changes, improvement and modification. <b>- Major compliance -</b>	RSPO & MSPO Management Review meeting was conducted on 18/06/2021 for both Genting Jambongan Oil Mill and Genting Jambongan Estate. The meeting was chaired by Mill Manager and attended by relevant personnel from both mill and estate. Meeting minutes was available.	Complied
<b>Criterion 4.1.4 – Continual Improvement</b>			
<b>4.1.4.1</b>	The action plan for continual improvement shall be based on a consideration of the main social and environmental impact and opportunities for the company. <b>- Major compliance -</b>	The action plan for continual improvement with regards to social and environment impacts, and opportunities were available and last updated on 26/05/2021. The plan clearly states the possible issues, action to be taken, person in charge, time frame and status of action. Among the improvement plans established are: <ul style="list-style-type: none"> <li>- To improve on environmental aspect and impact risk assessment and risk control</li> <li>- Act upon any environmental complaints received through internal and external communication</li> </ul>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> <li>- Maximising recycling of waste</li> <li>- Continue to make full use of biomass wastes</li> <li>- Improve conditions of tractors e.g. leakage to prevent pollution and improve safety as well as productivity</li> <li>- To maintain and improve interior and exterior of workers quarters</li> <li>- To instil good health &amp; safety culture in the community</li> </ul>	
<b>4.1.4.2</b>	<p>The company should establish a system to improve practices in line with new information and techniques; and for disseminating this information throughout the workforce.</p> <p><b>- Major compliance -</b></p>	<p>The new information and techniques to improve practices are obtained mainly through information from suppliers and being members of associations related to palm oil industry (e.g. ISP). The mill continuously ensures there are improvement practices in line with new information and techniques introduced in the workforce. Since the last assessment, there was no new technology adopted.</p>	Complied
<b>4.2 Principle 2: Transparency</b>			
Criterion 4.2.1 – Transparency of information and documents relevant to MSPO requirements			
<b>4.2.1.1</b>	<p>The management shall communicate adequate information to other stakeholder on environmental, social and legal issues relevant to sustainable practices in the relevant languages and forms.</p> <p><b>- Major compliance -</b></p>	<p>Genting Plantations Berhad has developed Procedures for Consultation and Communication with Doc. No.: SMP-GPB-17, Rev. 02 dated 23/02/2018 for the effective internal and external communication of sustainability requirements and responding to communications from local communities and other affected or interested parties. Meeting shall be carried out at least six monthly and annually for internal and external stakeholders. The topics to be discussed such as complaint &amp; grievances, environmental and biodiversity concerns, social issue and suggestions for improvement. The procedure has been briefed to the internal and external stakeholders. Briefing to the external stakeholders</p>	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
		<p>was conducted during the stakeholder meeting conducted on 06/04/2021.</p>	
<b>4.2.1.2</b>	<p>The management documents shall be publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.</p> <p><b>- Major compliance -</b></p>	<p>Genting Plantations Berhad has developed Procedures on Requests and Responses with Doc. No.: SMP-GPB-25, Rev. 0 dated 14/08/2014 to define the responsibilities to respond constructively and promptly to the information requested by stakeholders. As per the procedure, the list of documents which are publicly available as below:</p> <ul style="list-style-type: none"> <li>• Company annual report</li> <li>• Group policies</li> <li>• Reports related to environment such as EIA, EAI</li> <li>• RSPO external audit reports</li> <li>• Pollution prevention plan</li> <li>• Continuous improvement plan</li> <li>• Complaints and grievances book and its procedure</li> <li>• Negotiation and compensation procedure</li> <li>• Sexual harassment procedure</li> </ul> <p>Genting Jambongan Oil Mill has issued the list of documents that could be requested by the stakeholders to all the relevant stakeholders of the mill. The stakeholders are required to register in Enquiry Register Book prior to access to the documents. The list of documents not limited to:</p> <ul style="list-style-type: none"> <li>• Land title</li> <li>• Policies</li> <li>• Reports – EAI, SIA, HCV and audit reports</li> <li>• Management plans</li> <li>• Procedures</li> </ul>	Complied



**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
		The stakeholders were briefed on the request and response during the stakeholder meeting conducted on 06/04/2021.	
<b>Criterion 4.2.2 – Transparent method of communication and consultation</b>			
<b>4.2.2.1</b>	Procedures shall be established for consultation and communication with the relevant stakeholders. <b>- Major compliance -</b>	Genting Plantations Berhad has developed Procedures for Consultation and Communication with Doc. No.: SMP-GPB-17, Rev. 02 dated 23/02/2018 for the effective internal and external communication of sustainability requirements and responding to communications from local communities and other affected or interested parties. Meeting shall be carried out at least six monthly and annually for internal and external stakeholders. The topics to be discussed such as complaint & grievances, environmental and biodiversity concerns, social issue and suggestions for improvement.	Complied
<b>4.2.2.2</b>	The management shall nominate management officials at the operating unit responsible for issues related to <i>indicator 1</i> . <b>- Minor compliance -</b>	Manager of the Mill, Mr. Elbert Tay Kuang Te has been appointed by Senior Manager Operations to be the representative for ISCC, MPOB Co-Gap, Social, ISO, QESH, RSPO and MSPO Appointment letter dated 02/01/2021 was sighted.	Complied
<b>4.2.2.3</b>	A list of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders shall be properly maintained. <b>- Major compliance -</b>	Stakeholder list for Genting Jambongan Oil Mill last reviewed on 29/05/2021 was sighted. The stakeholders such as FFB suppliers, contractors, suppliers, local communities and government authorities were included into the list.  A combine stakeholder meeting was conducted on 06/04/2021 in Genting Jambongan Estate. Stakeholders such as local communities, local authorities, contractors and suppliers were invited and attended the meeting. Seen the meeting minutes and requests from the stakeholders were recorded in the minutes. There was no request or complaint received by the stakeholders of mill.	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator	Assessment Findings	Compliance	
<b>Criterion 4.2.3 – Traceability</b>			
<b>4.2.3.1</b>	The management shall commit itself to implement and maintain the requirements for the traceability and shall establish a standard operation procedure for traceability. <b>- Major compliance -</b>	The traceability implementation is addressed in a procedure [Sustainability Management Procedure Manual (SMPM)], Supply Chain and Traceability (Mill) [SMP-GPB-23, rev. 12, Nov 2020].	Complied
<b>4.2.3.2</b>	The management shall conduct regular inspections on compliance with the established traceability system. <b>- Major compliance -</b>	Inspection on compliance with the traceability procedure is regularly checked through supply chain internal audit. The internal audit report, which was written together with other schemes audit such as RSPO and ISCC, was available for verification (see Criterion 4.1.2 for details).	Complied
<b>4.2.3.3</b>	The management shall identified and assign suitable employees to implement and maintain traceability system. <b>- Minor compliance -</b>	Genting Plantations Berhad has defined the roles and responsibilities for the implementation and maintenance of its traceability system in the Supply Chain and Traceability (Mill) procedure. Among the positions identified are: <ul style="list-style-type: none"> <li>• Weighbridge Operator</li> <li>• Chief Clerk</li> <li>• Mill Manager</li> <li>• Marketing Palm Products Dept. (MPP)</li> <li>• Sustainability Dept.</li> </ul>	Complied
<b>4.2.3.4</b>	Records of storage, sales, delivery or transportation of crude palm oil and palm kernel shall be maintained. <b>- Major compliance -</b>	Records of storage, sales, delivery or transportation of crude palm oil and palm kernel are maintained in various forms such as: <ul style="list-style-type: none"> <li>• Mass Balance Worksheet – monthly input</li> <li>• Local Sales Delivery Advice (LSDA)</li> <li>• Incoming FFB Records</li> <li>• Outgoing CPO Records</li> </ul>	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> <li>Outgoing PK Records</li> </ul> <p>Based on the mass balance accounting, the following information was obtained:            Period: Aug 2020 – May 2021            MSPO certified FFB received = 51,286.43 mt            MSPO certified FB processed = 51,286.43 mt            MSPO certified CPO produced = 12,014.54 mt            MSPO certified CPO sold = 0            MSPO certified PK produced = 2,358.29 mt            MSPO certified PK sold = 0</p>	
<b>4.3 Principle 3: Compliance to legal requirements</b>			
<b>Criterion 4.3.1 – Regulatory requirements</b>			
<b>4.3.1.1</b>	<p>All operations shall be in compliance with applicable local, state, national and ratified international laws and regulations.</p> <p><b>- Major compliance -</b></p>	<p>Genting Jambongan Oil Mill monitored compliance with applicable local, state, national and ratified international laws and regulations through evaluation of compliance. Among the evidence of legal compliance verified were as follows:</p> <ol style="list-style-type: none"> <li>DOE License no. 004843 with Compliance schedule no. ASSH(B)31/152/000/185 valid until 30/6/2021</li> <li>DOE Contradiction License no. 005162 Compliance schedule no. ASSH(B)31/152/000/185 valid until 30/8/2021</li> <li>Mill's MPOB license no. 620052004000 valid until 28/02/2022</li> <li>Diesel permit no. S00226 valid till 2/8/2021</li> </ol>	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
		5. Petrol permit no. S00226 valid till 2/8/2021 6. Private Installation license, no. 2020/01131 valid until 20/5/2021 – in the process of renewal, delayed due to MCO 7. S/N: 600-1/2/13/9 Jld.6 (08/SDK/2020-0285) for maximum overtime per month is 120 hours which valid until 26/08/2022. 8. S/N: 600-1/2/13/9 Jld.6 (05/SDK/2020-0284) for female workers to work from 10pm to 5am which valid until 25/08/2022.	
4.3.1.2	The management shall list all relevant laws related to their operations in a legal requirements register. <b>- Major compliance -</b>	All related legal requirements had been documented in “Master List of Legal Requirements & Best Practices Applicable to Plantation Operations in Malaysia”. It was last updated on 08/09/2020.	Complied
4.3.1.3	The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force. <b>- Major compliance -</b>	Addressed in Legal Requirement Register [Ref.: doc no. SMP-GPB-22 rev. 08 dated March 2020]. The process of law changes as follows: i) Notification of changes from various source of information i.e. Lawnet, government gazette and sustainability team based in the Sandakan HQ. ii) Monitoring for changes in the Law iii) Clarification and review on the changes iv) Updating of the Legal register administered internally v) Notification to the operating units and/or the relevant person in charge  The established legal register has incorporated the latest changes of law.	Complied
4.3.1.4	The management should assign a person responsible to monitor compliance and to track update the changes in regulatory requirements.	The Chief Clerk (Mdm. Zetty Rahiza Hamzaril) had been assigned as the PIC for monitoring compliance and updating changes in law [ref.: appointment letter dated 01/01/2018]. Checking of status compliance	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
	- <b>Minor compliance</b> -	was regularly done through the utilisation of form no. SP-MGR-03-F03-0, rev. 13.	
<b>Criterion 4.3.2 – Lands use rights</b>			
<b>4.3.2.1</b>	The management shall ensure that their oil palm milling activities do not diminish the land use rights of other users. - <b>Major compliance</b> -	Genting Jambongan Oil Mill is located inside of the land of Genting Jambongan Estate, Title No. Country Lease 085325622. The land is belonging to Genting Plantations Berhad. Sighted the copy of the land title. There is no issue on land use claims evidence during the audit. Interviewed with the local communities confirmed that no land encroachment or land dispute reported.	Complied
<b>4.3.2.2</b>	The management shall provide documents showing legal ownership or lease, history of land tenure and the actual legal use of the land. - <b>Major compliance</b> -	Genting Jambongan Oil Mill is located inside of the land of Genting Jambongan Estate, Title No. Country Lease 085325622. The land is belonging to Genting Plantations Berhad. Sighted the copy of the land title. There is no issue on land use claims evidence during the audit. Interviewed with the local communities confirmed that no land encroachment or land dispute reported.	Complied
<b>4.3.2.3</b>	Legal parameter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable. - <b>Major compliance</b> -	The mill land title was under Genting Jambongan Estate. The mill located in Title No. Country Lease 085325622.	Complied
<b>4.3.2.4</b>	Where there are, or haven been disputes, documented proof of legal acquisition of land and fair compensation that have been or are being made to previous owners and occupants; shall made available and that these should have been accepted with free prior informed consent (FPIC). - <b>Minor compliance</b> -	There is no land dispute in the Genting Jambongan Oil Mill at the time of audit. The land belongs to Genting Plantations Berhad and land ownership documents verified. Interviewed with the local communities confirmed that no land encroachment or land dispute reported.	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
<b>Criterion 4.3.3 – Customary rights</b>			
<b>4.3.3.1</b>	Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced. <b>- Major compliance -</b>	There is no customary land or negotiated agreements within the Genting Jambongan Oil Mill’s land area.	NA
<b>4.3.3.2</b>	Maps of an appropriate scale showing extent of recognized customary rights shall be made available. <b>- Minor compliance -</b>	The right to use the land is not disputed and there was no customary land within the Genting Jambongan Oil Mill.	NA
<b>4.3.3.3</b>	Negotiation and FPIC shall be recorded and copies of the relevant agreements should be made available. <b>- Major compliance -</b>	There is no land dispute or customary rights issues in the mill.	NA
<b>4.4 Principle 4: Social responsibility, health, safety and employment condition</b>			
<b>Criterion 4.4.1: Social Impact Assessment (SIA)</b>			
<b>4.4.1.1</b>	Social impacts should be identified and plans should be implemented to mitigate the negative impacts and promote the positive ones. <b>- Minor compliance -</b>	Social Impact Assessment (SIA) & Human Rights Impact Assessment (HRIM) Report was reviewed on April 2021 for both Genting Jambongan Oil Mill 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. Social Management and Monitoring Plan of Genting Jambongan Oil Mill was reviewed and last updated on 15/06/2021.	Complied
<b>Criterion 4.4.2: Complaints and grievances</b>			

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
4.4.2.1	A system for dealing with complaints and grievances shall be established and documented. <b>- Major compliance -</b>	Genting Plantations Berhad has established Complaints and Grievances procedure with Doc. No.: SMP-GPB-19, Rev. 04 dated March 2020 to provide guidelines on handling complaints & grievances involved internal and external stakeholders. All the written confidential complaints shall be dealt by Manager. The timeframe for the action to be taken depends on seriousness of the complaints or grievance. The accepted timeframe to acknowledge and respond to the complaint or grievances is within 1 month upon receipt.	Complied
4.4.2.2	The system shall be able to resolve dispute in an effective, timely and appropriate manner, which is accepted by all parties. <b>- Major compliance -</b>	The mill has implemented Complaints/ Grievances Record Book to record any complaint or grievance received. Sampled of the record of complaint as below:  i. Ref. No.: 040 dated 25/04/2021 Issue: Fan and lamp was malfunction at House No.: LQA2. Action taken: The management has sent the apprentice to repair the fan and lamp on 28/04/2021. Seen the Stock Issue dated 27/04/2021 for the required materials. The complainant has acknowledged after action taken.	Complied
4.4.2.3	A complaint form should be made available at the premises, where employees and affected stakeholders can make complaints. <b>- Minor compliance -</b>	There was a complaint box for worker/ stakeholders available in the office. Seen the photo evident and interviewed with the workers confirmed that the complaint box is available.	Complied
4.4.2.4	Employees and surrounding communities should be made aware of its existence and that complaints or suggestions may be made at any time. <b>- Minor compliance -</b>	Briefing to the external communities was conducted on 06/04/2021 during the stakeholder meeting. Interviewed with the external stakeholders confirmed that they are aware of the complaint procedure.	Complied
4.4.2.5	Complaints and solutions within the past 24 months shall be documented and be made available to affected stakeholders upon	Records of complaint or grievance for December 2019 was available for review during the time of audit.	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
	request. <b>- Major compliance -</b>		
<b>Criterion 4.4.3:</b> Commitment to contribute to local sustainable development			
<b>4.4.3.1</b>	Palm oil miller should contribute to local development in consultation with the local communities. Where the mill is an integral part of plantation, such contribution to local community development may be regarded as a joint effort by the mill and the plantation. <b>- Minor compliance -</b>	The mill management has provided job opportunities to the local communities and this confirmed through phone interviewed with the representative of nearby village. Besides, the mill has provided free transportation to send the children to school and provided water to villagers.	Complied
<b>Criterion 4.4.4:</b> Employees safety and health			
<b>4.4.4.1</b>	An occupational safety and health policy and plan which is in line with Occupational Safety and Health Act 1994 and Factories and Machinery Act 1967 (Act 139) shall be documented, effectively communicated and implemented. <b>- Major compliance -</b>	The Occupational Safety and Health Policy had been established, signed by President & Chief Operating Officer on 1/7/2018. The policy was communicated to the employees through various methods such as training, morning muster, and display on notice boards to name a few. Nonetheless, there is lack of evidence in addressing the CHRA recommendation. The mill has its CHRA report dated 10/12/2019 [report ref. no.: RSSB/CHRA/2019-156]. Based on the report, the assessor had recommended to carry out the following in page 35 of the report: <ul style="list-style-type: none"> <li>To continue the existing medical surveillance programme conducted by DOSH registered OHD for work unit Laboratory Attendant for n-hexane, Potassium Dichromate and Chromic Acid and work unit Mechanical Fitters for Welding Fumes at intervals of not more than 12 months.</li> <li>To conduct additional medical surveillance programme conducted by DOSH registered OHD for work unit Mechanical Fitters, Engine</li> </ul>	Major non-conformity



**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
		<p>Drivers and General Worker for Mineral Oil at intervals of not more than 12 months.</p> <p>However, there was no evidence to show that the above recommendations have been addressed. Thus, a major non-conformity report was assigned due to this lapse.</p>	
<b>4.4.4.2</b>	<p>The occupational safety and health plan should cover the following:</p> <ul style="list-style-type: none"> <li>a) A safety and health policy, which is communicated and implemented.</li> <li>b) The risk of all operations shall be assessed and documented.</li> <li>c) An awareness and training programme which includes the following requirements for employees exposed to chemicals used at the palm oil mill:               <ul style="list-style-type: none"> <li>i. All employees involved are adequately trained on safe working practices;</li> <li>ii. All precautions attached to products should be properly observed and applied;</li> </ul> </li> <li>d) The management shall provide the appropriate PPE at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC).</li> <li>e) The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000.</li> </ul>	<p>OSH Plan was established.</p> <ul style="list-style-type: none"> <li>a) The Occupational Safety and Health Policy had been established, signed by President &amp; Chief Operating Officer on 1/7/2018. The policy was communicated to the employees through various methods such as training, morning muster, and display on notice boards to name a few.</li> <li>b) SOP for HIRARC (SP-MGR-01) was made available. The technique was described accordingly in the SOP. The HIRARC was last reviewed on 03/01/2021 to include all the activities in the mill, for example, the HIRARC for laboratory, sterilizer station, workshop, water treatment plant, boiler station and clarification station. The last CHRA was conducted on 10/12/2019 by Rehpro Scientific Sdn Bhd. The report [#RSSB/CHRA/2019-156] was available for verification.</li> <li>c) Training matrix and training programme were established by the management. Evidence of adequate and appropriate training on safe working practices provided to workers was sighted, for example training for laboratory operators on 16/11/2020</li> <li>d) Issuance of PPE to employees is recorded in a standard form which has the information about name of employee, type of PPE, workstation, date of issuance and acknowledgment of receipt.</li> <li>e) SOP for handling chemical management was addressed in Chemical Management procedure (SP-MGR-08), Rev 01, dated 01/08/2017.</li> </ul>	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator	Assessment Findings	Compliance
<p>f) The management shall appoint responsible person(s) for workers' safety and health. The appointed person(s) of trust shall have knowledge and access to latest national regulations and collective agreements.</p> <p>g) The management shall conduct regular two-way communication with their employees where issues that affect their business such as those related to employees' safety, health and welfare are discussed openly. Records from such meeting shall be kept and the concerns of employees and any remedial actions taken shall be recorded.</p> <p>h) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees.</p> <p>i) Employees trained in First Aid shall be present at all mill operations. First Aid equipment should be available at each worksite.</p> <p>j) Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.</p> <p><b>- Major compliance -</b></p>	<p>The procedure outlines the handling of chemicals in accordance to the regulation.</p> <p>f) SHC Organization – Chairman: Mill Manager, SHC secretary: Weighbridge Clerk. Organization chart of OSH committee dated 20/01/2021 was available</p> <p>g) Records were available confirming that quarterly OSH meetings had been held at the Genting Jambongan Oil Mill. Ref.: OHS meeting minutes (GJOM)– #16/07/2020, 30/10/2020, 25/01/2021</p> <p>h) The mill has site specific Plans in the System Procedure, Emergency Response Procedure (SP-MGR-04), Rev:01, dated 01/08/2017) including ERP for oil spillage, fire in the mill, effluent overflow, accident and chemical spillage. Maps showing assembly areas and up-to-date lists of emergency contacts were also established. The last fire drill training was conducted on 11/08/2020.</p> <p>i) There are 4 first trained aiders in the mill and there are 4 units of first aid kit provided at various workstations at the mill such as supervisor room, office, engine room, compost plant.</p> <p>j) All accidents are to be investigated and reported to Head Office. Since the last assessment, there was one accident in Dec 2020 which has caused 18 lost days.</p>	
<b>Criterion 4.4.5: Employment conditions</b>		
<p><b>4.4.5.1</b> The management shall establish a policy on good social practice regarding human rights in respect of industrial harmony. The policy shall be signed by the top management and communicated to the employees.</p> <p><b>- Major compliance -</b></p>	<p>Genting Plantations Berhad has established Social Policy dated 14/09/2020 signed by President &amp; Chief Operating Officer. The company respect human rights and support international human rights law. Briefing of the policy was conducted on 02/02/2021. Seen the record of training.</p>	<p>Complied</p>

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
4.4.5.2	The management shall not engage in or support discriminatory practices and shall provide equal opportunity and treatment regardless of race, colour, sex, religion, political opinion, nationality, social origin or any other distinguishing characteristics. <b>- Major compliance -</b>	Genting Plantations Berhad has established Social Policy dated 14/09/2020 signed by President & Chief Operating Officer. The company shall not discriminate in terms of hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, union membership or political affiliation.	Complied
4.4.5.3	Management shall ensure that employees' pay and conditions meet legal or industry minimum standards as per Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage. <b>- Major compliance -</b>	Sampled 7 payslips from September 2020, March 2021 and May 2021 found that the workers were paid according to Minimum Wage Order 2020. Any work on rest day and public holiday was paid as per Sabah Ordinance.	Complied
4.4.5.4	Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee. <b>- Minor compliance -</b>	The mill did not engage any permanent contractor to work in the mill. Only based on project basis and there was no permanent workers engaged by the contractor.	Complied
4.4.5.5	The management shall establish records that provide an accurate overview of all employees (including seasonal workers and subcontracted workers on the premises). The records should contain full names, gender, date of birth, date of entry, a job description, wage and the period of employment. <b>- Major compliance -</b>	The mill has registered all the workers into the system Lintramix where record of full name, employee no., date joined, gender, date of birth, wages and type of work were clearly stated in the list.	Complied
4.4.5.6	All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract shall be made available for each and every employee indicated in the employment records.	All the workers are employed under direct employment. 7 employment contracts were sampled and found that terms and conditions of the employment were clearly stated in the contract and signed by the workers.	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
4.4.5.7	The management shall establish a time recording system that makes working hours and overtime transparent for both the employees and employers. - Major compliance -	The mill management has implemented punch card system to monitor the working hours and overtime of the workers. All the records were transparent to the workers. The workers were paid as per Sabah Ordinance for the overtime carried out. This has confirmed through phone interviewed with the workers.	Complied
4.4.5.8	The working hours and breaks of the individual worker indicated in the time records shall comply with legal regulations and collective agreements. Overtime shall be mutually agreed upon and shall meet the legal requirements applicable. - Major compliance -	Interviewed with the workers confirmed that they have rest time in between of the working hours. Overtimes were paid according to the rate stated in the agreement and regulatory requirements. The overtime offered upon mutually agreement.	Complied
4.4.5.9	Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements. - Major compliance -	Wages and overtime were paid according to Sabah Ordinance and punch card of the workers. Total hours of overtime and daily attendance has recorded in the Lintramix System and the payslips. Refer to indicator 4.4.5.3.	Complied
4.4.5.10	Other forms of social benefits should be offered by the employer to employees, their families or community such as incentives for good work performance, bonus payment, support of professional development, medical care provisions and improvement of social surroundings. - Minor compliance -	All the workers are provided with free medical facilities. Free housing facilities were provided to all the workers and their families. Free transport to send the children of the workers to school. Place of worship was available in the compound of estate for all the workers and their family members.	Complied
4.4.5.11	In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities. - Major compliance -	The mill management has provided free housing facilities to all the workers. Basic amenities such as water and electricity were provided to the workers. Linesite inspection was carried out weekly basis by Estate Hospital Assistant. Seen the records of inspection from March 2021 to	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
		May 2021. Issues were recorded in the Weekly Inspection Checklist report by HA.	
<b>4.4.5.12</b>	The management shall establish a policy to prevent all forms of sexual harassment and violence at the workplace. <b>- Major compliance -</b>	<p>Genting Plantations Berhad has established Social Policy dated 14/09/2020 and People Policy dated 03/08/2009 where physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation is prohibited. Reproductive rights are protected. Briefing of the policy was conducted on 02/02/2021. Seen the record of training.</p> <p>Procedure on Prevention and Eradication of Sexual Harassment at the Workplace was established with Doc. No.: SMP-GPB-20, Rev. 0 dated 11/10/2013. Process of handling sexual harassment complaint was outlined in the procedure.</p> <p>Gender Committee was established in the mill and seen the last meeting was conducted on 23/01/2021. Function of the committee and the rights of women were briefed during the meeting. There was no case of sexual harassment and violence reported.</p>	Complied
<b>4.4.5.13</b>	The management shall respect the right of all employees to form and join trade union and allow workers' own representative(s) to facilitate collective bargain in accordance with applicable laws and regulations. Employees shall be given freedom to join trade unions relevant to the industry or organize themselves for collective bargaining. Employees shall have the right to organize and negotiate their work conditions. Employees exercising this right should not be discriminated against or suffer repercussions. <b>- Major compliance -</b>	<p>Genting Plantations Berhad has established Social Policy dated 14/09/2020 and People Policy dated 03/08/2009 where physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation is prohibited. Reproductive rights are protected. Briefing of the policy was conducted on 02/02/2021. Seen the record of training.</p> <p>Workers' Welfare Committee was established in the mill. Meeting was conducted quarterly and the last meeting was conducted on 29/03/2021 with the workers' representatives and the management. Issue raised during the meeting were recorded in the meeting minutes with proposed</p>	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance														
		action and person in charge. Seen the photo evident that the issue raised was resolved.															
<b>4.4.5.14</b>	Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation. <b>- Major compliance -</b>	Genting Plantations Berhad has established Social Policy dated 14/09/2020 and People Policy dated 03/08/2009 where the company shall not use any child labour. Children’s right are respected.	Complied														
<b>Criterion 4.4.6: Training and competency</b>																	
<b>4.4.6.1</b>	All employees and contractors shall be appropriately trained. A training programme shall include regular assessment of training needs and documentation, including records of training. <b>- Major compliance -</b>	<p>Training matrix and training programme had been established by the management. Among the trainings given by the mill are generally covering the aspects of OSH, environment, and best practices. E.g. of training records verified are as follows:</p> <table border="1" style="width: 100%;"> <thead> <tr> <th>Trainings</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Weighbridge procedure (WB operation, quality monitoring &amp; recording)</td> <td>09/03/2021</td> </tr> <tr> <td>Customer complaint</td> <td>07/04/2021</td> </tr> <tr> <td>CPO/PK losses &amp; CPO/PK quality</td> <td>04/05/2021</td> </tr> <tr> <td>Compost plant operation</td> <td>22/05/2021</td> </tr> <tr> <td>CPO/PK sales procedure</td> <td>09/06/2021</td> </tr> <tr> <td>SOM-Mill laboratory</td> <td>07/11/2021</td> </tr> </tbody> </table>	Trainings	Date	Weighbridge procedure (WB operation, quality monitoring & recording)	09/03/2021	Customer complaint	07/04/2021	CPO/PK losses & CPO/PK quality	04/05/2021	Compost plant operation	22/05/2021	CPO/PK sales procedure	09/06/2021	SOM-Mill laboratory	07/11/2021	Complied
Trainings	Date																
Weighbridge procedure (WB operation, quality monitoring & recording)	09/03/2021																
Customer complaint	07/04/2021																
CPO/PK losses & CPO/PK quality	04/05/2021																
Compost plant operation	22/05/2021																
CPO/PK sales procedure	09/06/2021																
SOM-Mill laboratory	07/11/2021																
<b>4.4.6.2</b>	Training needs of individual employees shall be identified prior to the planning and implementation of the training programmes in order to provide the specific skill and competency required to all employees based on their job description. <b>- Major compliance -</b>	Training needs and training programme was established by the management, which was prepared by the mill manager on 24/12/2021. It has the information about types of training and targeted audience.	Complied														
<b>4.4.6.3</b>	A continuous training programme shall be planned and implemented to ensure that all employees are well trained in their job function	This is also addressed in the training needs and training programme for 2021 as mentioned in Indicator 4.4.6.2.	Complied														

Criterion / Indicator		Assessment Findings	Compliance
	and responsibility in accordance to the documented training procedure. <b>- Minor compliance -</b>		
<b>4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services</b>			
<b>Criterion 4.5.1: Environmental Management Plan</b>			
<b>4.5.1.1</b>	An environmental policy and management plan shall be in line with the relevant country and state environmental laws shall be established, effectively communicated and implemented. <b>- Major compliance -</b>	Environmental Policy had been established, signed by the Chief Operating Officer on 05/10/2009. The policy was communicated to the employees through various methods such as training, morning muster, and display on notice boards to name a few.  The environmental management plan was addressed in various plans such as wastes management plan, water management plan and pollution prevention plan to name a few. Among the information available in the plan is source of pollution, type of impact, mitigation measures, timeframe of completion, monitoring plan, responsible persons, and status of progress.	Complied
<b>4.5.1.2</b>	The environmental management plan shall cover the following: a) An environmental policy and objectives; b) The aspects and impacts analysis of all operations <b>- Major compliance -</b>	Environmental Policy had been established, signed by the Chief Operating Officer on 05/10/2009. The policy was communicated to the employees through various methods such as training, morning muster, and display on notice boards to name a few.  The environmental management plan was addressed in various plans such as wastes management plan, water management plan and pollution prevention plan to name a few. Among the information available in the plan is source of pollution, type of impact, mitigation measures, timeframe of completion, monitoring plan, responsible persons, and status of progress.	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
		Environmental aspect and impact register had been established to include all the mill's activities such as FFB reception, sterilizer, threshing, pressing, clarification, laboratory, workshop and effluent treatment plant. The register was last reviewed on 03/01/2021.	
<b>4.5.1.3</b>	An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, implemented and monitored. <b>- Major compliance -</b>	The environmental management plan was addressed in various plans such as wastes management plan, water management plan and pollution prevention plan to name a few. Among the information available in the plan is source of pollution, type of impact, mitigation measures, timeframe of completion, monitoring plan, responsible persons, and status of progress. Environmental aspect and impact register had been established to include all the mill's activities such as FFB reception, sterilizer, threshing, pressing, clarification, laboratory, workshop and effluent treatment plant. The register was last reviewed on 03/01/2021.	Complied
<b>4.5.1.4</b>	A programme to promote the positive impacts should be included in the continual improvement plan. <b>- Minor compliance -</b>	The environmental management plan was addressed in various plans such as wastes management plan, water management plan and pollution prevention plan to name a few. Among the information available in the plan is source of pollution, type of impact, mitigation measures, timeframe of completion, monitoring plan, responsible persons, and status of progress. Environmental aspect and impact register had been established to include all the mill's activities such as FFB reception, sterilizer, threshing, pressing, clarification, laboratory, workshop and effluent treatment plant. The register was last reviewed on 03/01/2021.	Complied
<b>4.5.1.5</b>	An awareness and training programme shall be established and implemented to ensure that employees understand the policy, objectives and management plans and are working towards	Environmental Policy had been established and signed by the Chief Operating Officer on 05/10/2009. The policy was communicated to the	Complied



**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
	achieving objectives. <b>- Major compliance -</b>	employees through various methods such as training, morning muster, and display on notice boards to name a few.	
<b>4.5.1.6</b>	The management shall organize regular meetings with workers where concerns of workers about the environmental quality are discussed. <b>- Major compliance -</b>	This is addressed by Environmental Performance Monitoring Committee (EPMC) meeting. The last meeting was last conducted on 25/01/2021 and minutes of meeting was available for verification.	Complied
<b>Criterion 4.5.2: Efficiency of energy use and use of renewable energy</b>			
<b>4.5.2.1</b>	Consumption of non-renewable energy shall be optimized and closely monitored by establishing baseline values and trends shall be observed within appropriate timeframe. There should be a plan to assess the usage of non-renewable energy including fossil fuel, electricity in the operations over the base period <b>- Major compliance -</b>	Monthly records on energy consumption for both renewable and non-renewable sources were kept and documented. It is monitored to optimize use of renewable energy. Data is being compiled for comparison and control for future improvement. Based on the records, the diesel consumption is as follows: <ul style="list-style-type: none"> <li>• 2021 – 6.54 lt/mt FFB as at May</li> <li>• 2020 – 4.47 lt/mt FFB</li> </ul>	Complied
<b>4.5.2.2</b>	The oil palm premises shall estimate the direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations. This shall include fuel use by contractors, including all transport and machinery operations. <b>- Major compliance -</b>	The estimate for the direct usage of non-renewable energy for their operations, including fossil fuel to determine energy efficiency of their operations (machineries and vehicle), was available in the mill yearly budgets.	Complied
<b>4.5.2.3</b>	The use of renewable energy should be applied where possible. <b>- Minor compliance -</b>	The biomass by-products (fibre and shell) were 100% used as biofuel at the boiler operation.	Complied
<b>Criterion 4.5.3: Waste management and disposal</b>			

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
<b>4.5.3.1</b>	All waste products and sources of pollution shall be identified and documented. <b>- Major compliance -</b>	Identification, segregation and storage of waste was established to include source of wastes at various location such as processing stations, workshop, line-site, office, diesel tank, chemical store, empty container store, petrol/lubricant store, scheduled waste store, general store, washing bay, scrap iron yard, clinic, shops, landfill area, recyclable waste store and vehicle garage.	Complied
<b>4.5.3.2</b>	A waste management plan shall be developed and implemented, to avoid or reduce pollution. The waste management plan should include measure for: a) Identifying and monitoring sources of waste and pollution. b) Improving the efficiency and recycling potential of mill by-products by converting them into value-added products. <b>- Major compliance -</b>	Waste management plan was established by the mill to include pollution source, management plan and monitoring plan. For example, source of waste and mitigation plan for scheduled waste, domestic wastes and recyclable waste. The action plan sighted as follows: 1. Disposal as scheduled waste by DOE approved contractor 2. Disposal of domestic wastes at designated landfill area 3. Segregation of waste and store at designated recyclable waste area.	Complied
<b>4.5.3.3</b>	The palm oil mill management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environmental Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal. Scheduled waste shall be disposed as per Environmental Quality Act 1974 (Scheduled Waste) Regulations, 2005 <b>- Major compliance -</b>	Addressed in the Scheduled Waste procedure [SP-MGR-09, rev. 01, dated 01/08/2017. Scheduled wastes were disposed through licensed vendor and consignment notes as follows were verified: #2021020508Q1ZDFV, dated 03/02/2021 for SW305 #2021020508G3H4SZ, dated 03/02/2021 for SW409	Complied
<b>4.5.3.4</b>	Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourse. <b>- Minor compliance -</b>	Domestic wastes were disposed as per SOP (Landfill and domestic waste management, SMP-GPB-12, Rev:01, Dated 1/12/2014) at landfill area, Genting Jambongan Estate.	Complied
<b>Criterion 4.5.4:</b> Reduction of pollution and emission			

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
<b>4.5.4.1</b>	An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, particulate and soot emissions, scheduled wastes, solid wastes and effluent. <b>- Major compliance -</b>	All polluting activities were identified through the environmental aspect and impact evaluation which include all the mill's activities such as FFB reception, sterilizer, threshing, pressing, clarification, boiler, laboratory, workshop, effluent treatment plant and compost plant. The register was last reviewed on 03/01/2021.	Complied
<b>4.5.4.2</b>	An action plan to reduce identified significant pollutants and emissions shall be established and implemented. <b>- Major compliance -</b>	Addressed in the Significant Pollutants and Greenhouse Gas (GHG) Emission – Reduction/Minimization Plan, dated 20/04/2021 which includes the air pollution, water pollution from mill operations, water pollution from line-site and landfill area, noise pollution, soil pollution, greenhouse gas emissions, waste management and water usage. All the mitigation plans (objective) were established to mitigate the identified pollutions.  All the mitigation plans (objective) were established to mitigate the identified pollutions. For example, optimize usage and reduce wastage of water, scheduled waste management, continue desilting/desludging on existing land application areas, reduce air particulate emissions and regular maintenance of septic tank.	Complied
<b>4.5.4.3</b>	Palm oil mill effluent (POME) shall be treated to ensure compliance with standards as stipulated in the relevant Environmental Quality (Prescribed Premises) (Crude Palm Oil) Regulations 1977. POME discharge limits and method should be in accordance with the respective state and national policies and regulations. <b>- Major compliance -</b>	BOD of effluent is not regulated for Genting Jambongan Oil Mill. The mill is practicing zero discharge with conditions stipulated in its DOE license. Mill effluent is processed with EFB in a plant to produce compost where eventually applied in the field as fertiliser.	Complied
<b>Criterion 4.5.5: Natural water resources</b>			
<b>4.5.5.1</b>	The management shall establish water management plans to maintain the quality and availability of natural water resources	Water management plan 2021, dated 10/04/2021 had been established with the main objective to maintain the quality and availability of natural	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
	<p>(surface and ground water). The water management plan may include:</p> <ul style="list-style-type: none"> <li>a) Assessment of water usage and sources.</li> <li>b) Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the mill's current activities.</li> <li>c) Ways to optimize water and nutrient usage and reduce wastage (<i>e.g.</i> having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.).</li> </ul> <p><b>- Major compliance -</b></p>	<p>water resources (surface and ground water). Raw water for mill processing and drinking water supply is sourced from rainwater catchment pond which is located nearby the mill. The consumption is closely monitored to avoid overuse.</p>	
<b>4.5.5.2</b>	<p>Where open discharge of POME into water course is practiced, mills should undertake to gradually phase it out in accordance to the applicable state or national regulations.</p> <p><b>- Major compliance -</b></p>	<p>NA as the mill does not discharge its POME into water course.</p>	<p>NA</p>
<b>4.6 Principle 6: Best Practices</b>			
<b>Criterion 4.6.1: Mill Management</b>			
<b>4.6.1.1</b>	<p>Standard operating procedures shall be appropriately documented and consistently implemented and monitored.</p> <p><b>- Major compliance -</b></p>	<p>Genting Jambongan Oil Mill has established Standard Operating Manual for monitoring and control of best practice implementation at the mill. Procedures of best practices were verified as below:</p> <ol style="list-style-type: none"> <li>1. SOM-MGR-02: Reception</li> <li>2. SOM-PRD-03: Fruit handling</li> <li>3. SOM-PRD-04: Sterilizer</li> <li>4. SOM-PRD-06: Press</li> <li>5. SOM-PRD-08: Kernel Plant</li> </ol>	<p>Complied</p>

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
		6. SOM-LAB-11: Laboratory 7. SOM-LAB-15: Effluent	
<b>4.6.1.2</b>	All palm oil mills shall implement best practices. <b>- Major compliance -</b>	The monitoring of the mill best practices is done through supervision headed by An Engineer/Executives. All process parameters are documented and summarized in a daily report. Periodically, monitoring conducted by SVP and the mill management team is also practiced.	Complied
<b>Criterion 4.6.2: Economic and financial viability plan</b>			
<b>4.6.2.1</b>	A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning. <b>- Major compliance -</b>	Annual business plan is addressed in the form of annual budget and the projection for 5 years (2022-2026). It has the information about projected FFB received, CPO & PK production, finance allocations for processing, administration, maintenance and capital expenditure.	Complied
<b>Criterion 4.6.3: Transparent and fair price dealing</b>			
<b>4.6.3.1</b>	Pricing mechanisms for the products and other services shall be documented and effectively implemented. <b>- Major compliance -</b>	Genting Jambongan Oil Mill has received and processed FFB from owned supplying estates and external FFB suppliers.  Seen the External Fresh Fruit Bunch (FFB) Procurement Policy Agreement signed by Senior Vice President, Marketing Palm Products dated 31/03/2021. Pricing mechanism was clearly outlined in Clause 3.0.  Sample agreement sign by FFB supplier below: i. Bahagia Jaya Plantation Sdn Bhd ii. Roziah Binti Hariri iii. Yazid bin Sarif  Interviewed with the supplier confirmed that he was briefed and understood the pricing mechanism.	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance
<b>4.6.3.2</b>	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. <b>- Major compliance -</b>	Payment terms were clearly stated in the External Fresh Fruit Bunch (FFB) Procurement Policy Agreement where the suppliers will receive a final payment in the following month by the 15 <sup>th</sup> day, for the FFB supplied in the preceding month based on the month-end price computed. Verified the payment advices as below: i. Transaction Ref.: 523521590100041 dated 11/06/2021 ii. Transaction Ref.: 523143820100036 dated 10/05/2021 iii. Transaction Ref.: 523521590100043 dated 11/06/2021 Besides, interviewed with FFB supplier also confirmed that payment was made promptly.	Complied
<b>Criterion 4.6.4: Contractor</b>			
<b>4.6.4.1</b>	In case of the engagement of contractors, they shall be made to understand the MSPO requirements and shall provide the required documentation and information. <b>- Major compliance -</b>	The contractors engaged by the mill management has signed agreement prior to provide services. There were clauses where the contractors shall ensure compliance with the requirements of RSPO, ISCC, MSPO and OSHA 1994. The contractors have been briefed on RSPO/ MSPO management policies on 16/06/2021 and seen the training record.	Complied
<b>4.6.4.2</b>	The management shall provide evidence of agreed contracts with the contractor. <b>- Major compliance -</b>	Sampled the contract agreement/ letter of award for services provider and external FFB suppliers as below: Contractor: Hai Heng Enterprise Sdn Bhd for CPO & PK transport which valid until 30/04/2022.	Complied
<b>4.6.4.3</b>	The management shall accept MSPO approved auditors to verify the assessments through a physical inspection, if required. <b>- Minor compliance -</b>	Clause 38 (e) of the agreement above has clearly mentioned that the transporter shall ensure to provide cooperation and relevant access to the appointed CB into their respective operations, systems and any all	Complied

**MSPO Public Summary Report**  
**Revision 1 (Feb 2020)**

Criterion / Indicator	Assessment Findings	Compliance
	information, when this is announced in advance. The contractor has acknowledged on the addendum.	

**Appendix B: List of Stakeholders Contacted**

<p><b>Government Officer:</b> Nil</p>	<p><b>Community/neighbouring village:</b> Local community representative FFB suppliers</p>
<p><b>Suppliers/Contractors/Vendors:</b> FFB transporters</p>	<p><b>Worker’s Representative/Gender Committee:</b> Workers’ committee representatives Gender committee representatives Estate’s &amp; mill’s workers</p>



**Appendix C: Smallholder Member Details**

Not applicable.

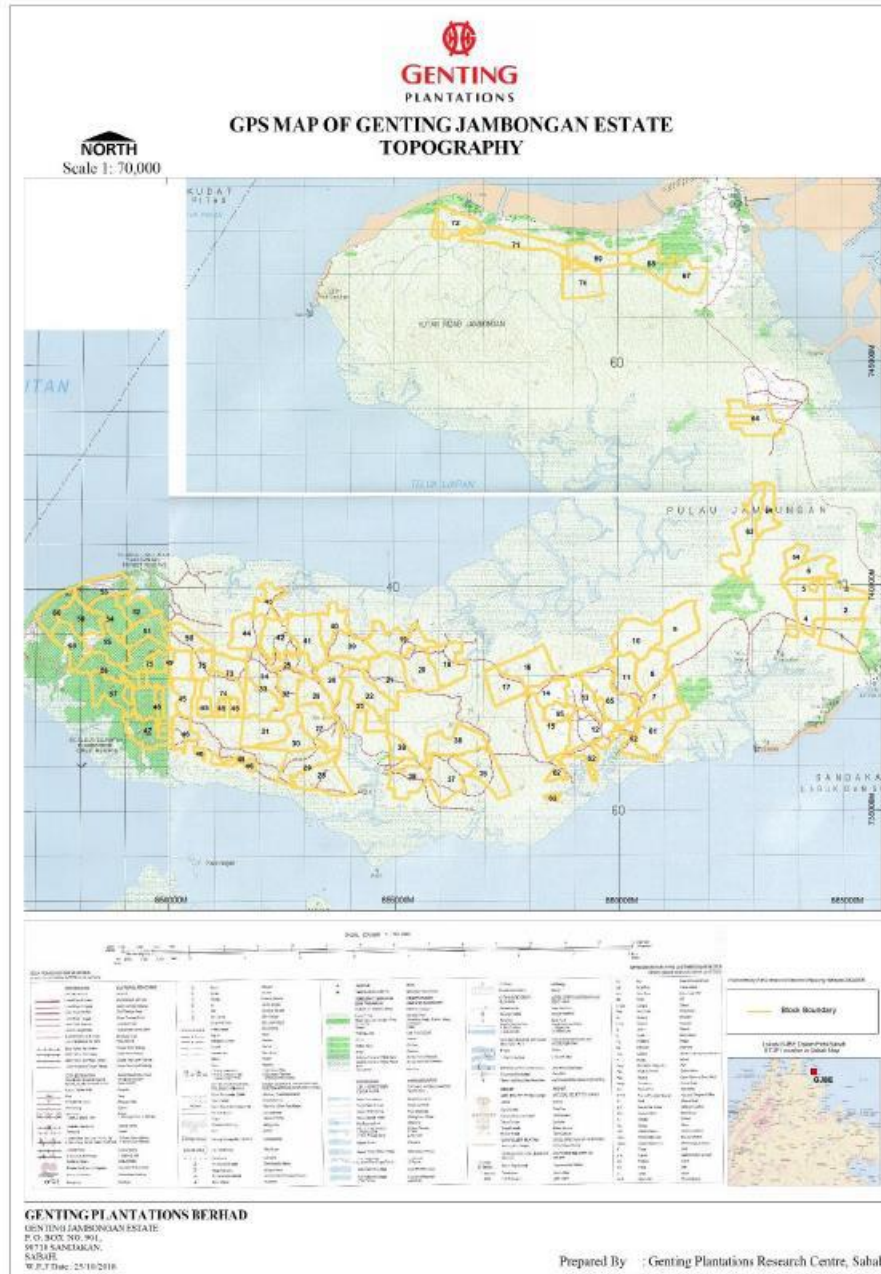
No.	Smallholder		Location of Planted Area (District)	GPS Coordinates	Certified Area (ha)	Planted Area (ha)
	Name	MPOB License Number				
	NA					

**Appendix D: Location and Field Map**

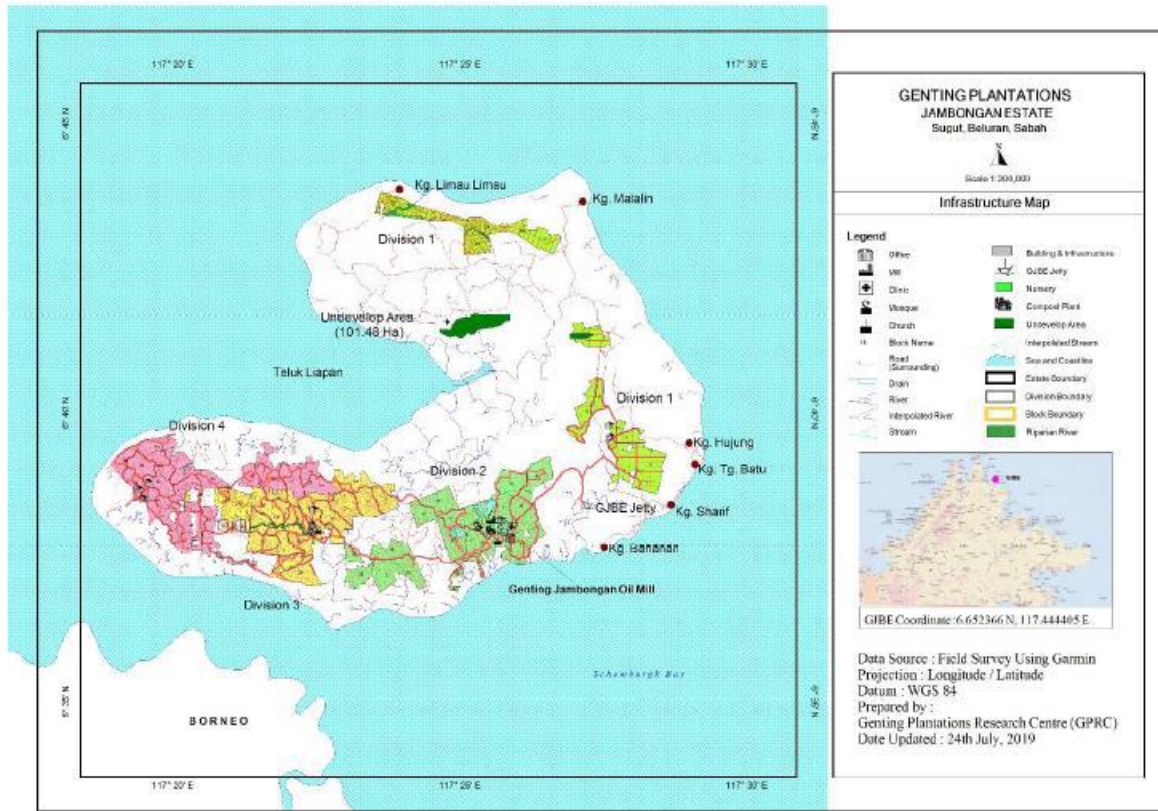
**Genting Jambongan Oil Mill and Genting Jambongan Estate**



**Genting Jambongan Estate**



**Genting Jambongan Estate**



**Appendix E: List of Abbreviations**

BOD	Biochemical Oxygen Demand
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
EFB	Empty Fruit Bunch
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMS	Environmental Management System
FFB	Fresh Fruit Bunch
FPIC	Free, Prior, Informed and Consent
GAP	Good Agricultural Practice
GHG	Greenhouse Gas
GMP	Good Manufacturing Practice
GPS	Global Positioning System
HCV	High Conservation Value
IPM	Integrated Pest Management
ISCC	International Sustainable Carbon Certification
LD50	Lethal Dose for 50 sample
MSPO	Malaysian Sustainable Palm Oil
MSDS	Material Safety Data Sheet
MT	Metric Tonnes
OER	Oil Extraction Rate
OSH	Occupational Safety and Health
PK	Palm Kernel
PKO	Palm Kernel Oil
POM	Palm Oil Mill
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RTE	Rare, Threatened or Endangered species
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure