

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

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

GENTING OIL MILLS (SABAH) SDN BHD
Client Company (HQ) Address: 10 th Floor, Wisma Genting, Jalan Sultan Ismail 50250 Kuala Lumpur, Malaysia
Certification Unit: Genting Sabapalm Oil Mill & Genting Sabapalm Estate
Date of Final Report: 5/9/2022

Report prepared by:
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Report Number: 3511544

Assessment Conducted by:
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Section 1: Executive Summary

1.1 Organizational Information and Contact Person			
Company Name	Genting Oil Mills (Sabah) Sdn Bhd		
Mill/Estate	Certification Unit	MPOB License No.	Expiry Date
	Genting Sabapalm Oil Mill	620051004000	28/02/2023
	Genting Sabapalm Estate	523495002000	30/09/2022
Address	Headquarters 10 th Floor, Wisma Genting, Jalan Sultan Ismail, 50250 Kuala Lumpur, Malaysia		
Management Representative	Arunan a/l Kandasamy		
Website	https://www.gentingplantations.com	E-mail	Arunan.kandasmy@genting.com James.chung@genting.com veronica.lee@genting.com
Telephone	+603 - 2333 6510 +603 - 7631 922	Facsimile	+603 - 2333 6575

1.2 Certification Information			
Certificate Number	Mill: MSPO 689067 Plantations: MSPO 689068	Certificate Start Date	04/07/2019
Date of First Certification	04/07/2014	Certificate Expiry Date	03/07/2024
Scope of Certification	<input checked="" type="checkbox"/> Mill: Production of Sustainable Palm Oil and Palm Oil Products <input checked="" type="checkbox"/> Estate: Production of Sustainable Oil Palm Fruits		
Visit Objectives	Determination of the conformity of the client's management system, or parts of it, with audit criteria and evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements.		
Standard	<input type="checkbox"/> MSPO MS 2530-2:2013 – General Principles for Independent Smallholders <input checked="" type="checkbox"/> MSPO MS 2530-3:2013 – General Principles for Oil Palm Plantations and Organized Smallholders <input checked="" type="checkbox"/> MSPO MS 2530-4:2013 – General Principles for Palm Oil Mills		
Stage 1 Date	N/A (The certification unit is RSPO certified)		
Stage 2 / Initial Assessment Visit Date (IAV)	13 - 15/03/2019		
Continuous Assessment Visit Date (CAV) 1	09 - 10/07/2020		
Continuous Assessment Visit Date (CAV) 2	03 - 04/06/2021		
Continuous Assessment Visit Date (CAV) 3	11 - 14/04/2022		
Continuous Assessment Visit Date (CAV) 4	-		

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1.3 Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
RSPO 653477	RSPO P&C 2018 for the Production of Sustainable Palm Oil; Malaysia National Interpretation 2019	BSI Services Malaysia Sdn Bhd	08/06/2021
MSPO 716641	MSPO Supply Chain Certification Standard	BSI Services Malaysia Sdn Bhd	07/10/2024
EU-ISCC-Cert-DE119-60213799	International Sustainability and Carbon Certification (EU)	ASG Cert GmbH	12/01/2022

1.4 Location of Certification Unit			
Name of the Certification Unit (Palm Oil Mill/ Estate/ Smallholder/ Independent Smallholder)	Site Address	GPS Reference of the site office	
		Latitude	Longitude
Genting Sabapalm Oil Mill	KM 25, Down Sg. Labuk, Mukim Tagas-Tagas, 90000 Beluran, Sandakan, Sabah, Malaysia	5° 57' 54.29" N	117° 22' 26.98" E
Genting Sabapalm Estate	KM 25, Down Sg. Labuk, Mukim Tagas-Tagas, 90000 Beluran, Sandakan, Sabah, Malaysia	5° 57' 54.29" N	117° 22' 26.98" E

1.5 Certified Area					
Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Genting Sabapalm Estate	3,947.20	8.91	402.47	4,358.58	90.56%
Total (ha)	3,947.20	8.91	402.47	4,358.58	

Note:

7.03 ha declared as plantable reserve

1.6 Plantings & Cycle							
Estate	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
Genting Sabapalm Estate	634.29	629.44	1,770.10	753.00	160.37	3,351.09	596.11
Total (ha)	634.29	629.44	1,770.10	753.00	160.37	3,351.09	596.11

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1.7 Certified Tonnage of FFB			
Estate	Tonnage / year		
	Estimated (Aug 21 - Jul 22)	Actual (Jun 21 - Mar 22)	Forecast (Aug 22 - Jul 23)
Genting Sabapalm Estate	115,471.00	79,887.92	104,527.00
Total (mt)	115,471.00	79,887.92	104,527.00

1.8 Uncertified Tonnage of FFB			
Estate	Tonnage / year		
	Estimated (Aug 21 - Jul 22)	Actual (Jun 21 - Mar 22)	Forecast (Aug 22 - Jul 23)
Smallholders	18,915.00	21,431.01	23,000.00
Total (mt)	18,915.00	21,431.01	23,000.00

1.9 Certified Tonnage			
Mill Capacity: 20 MT/hr SCC Model: MB	Estimated (Aug 21 - Jul 22)	Actual (Jun 21 - Mar 22)	Forecast (Aug 22 - Jul 23)
	FFB	FFB	FFB
	115,471.00	79,887.92	104,527.00
	CPO (OER: 21.71%)	CPO (OER: 25.20%)	CPO (OER: 21.00 %)
	25,072.00	20,132.38	21,950.00
	PK (KER: 4.19%)	PK (KER: 5.60 %)	PK (KER: 4.10 %)
	4,844.00	4,478.72	4,285.00

1.10 Actual Sold Volume (CPO)					
CPO (mt)	MSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
20,132.38	0.00	1,151.60	13,474.96	1,988.99	16,615.55

1.11 Actual Sold Volume (PK)					
PK (mt)	MSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
4,478.72	0.00	0.00	2,824.40	380.00	3,204.40

Section 2: Assessment Process

BSI is a leading global provider of management systems assessment and certification, with more than 92,000 certified locations and clients in over 193 countries. BSI Standards is the UK's National Standards Body. BSI provides independent, third-party certification of management systems.

Assessment Methodology, Programme, Site Visits

This on-site assessment was conducted from 11 - 14/04/2022. The audit programme is included as Section 2.4. The approach to the audit was to treat the Genting Sabapalm Oil Mill and Sabapalm Estate as a MSPO Certification Unit. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HBVs, declared conservation areas and local communities.

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

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

The estates or smallholders sample were determined based on formula $S = \sqrt{n}$ where n is the number of estates while when applicable, the smallholders sample were determined following the MSPO Certification Requirement.

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

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.6.

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

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

The Major NC close out was conducted online on 16/06/2022 as the evidence was submitted by the client.

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

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

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

Tentative Date of Next Visit: April 3, 2023 - April 6, 2023

Total No. of Mandays: 7 Mandays

2.1 BSI Assessment Team

Team Member Name	Role <i>(Team Leader or Team member)</i>	Qualifications <i>(Short description of the team members)</i>
Muhammad Fadzli Masran (MFM)	Team Leader	<p>Education: He holds Degree in Forestry Science, graduated from University Putra Malaysia</p> <p>Work Experience: He started his career as Assistant Manager at Kulim Plantations Sdn. Bhd. managing the day to day plantation operations. In his career at Kulim Plantation, Fadzli had accumulated more than 10 years of sustainability implementation experience including workers’ welfare, workers’ occupational, health & safety, environment conservation and protection at buffer areas and continuous improvement management plans. Fadzli had accumulated auditing experience when he was the internal auditor for ISO 9001 and ISO 14001 at Kulim Plantations.</p> <p>Training attended: He has completed ISO IMS 9001, 14001, 45001 (OHS 18001) Lead Auditor Course in April 2018, endorsed RSPO Lead Auditor Course in July 2018, MSPO Lead Auditor Course in October 2018, endorsed RSPO Supply Chain Certification training course in January 2019, MSPO Supply Chain Certification System (SCCS) Auditor training Course (MPOCC Endorsed), CQI and IRCA Certified ISO 9001:2015 Lead Auditor Training Course in April 2019, HCV and GIS Training in November 2019 and SMETA Requirements Training in April 2021.</p> <p>Aspect covered in this audit: During this assessment, he assessed the policy and commitment, social requirements, contract agreement, human rights, workers’ welfare, stakeholder consultation, legal requirements, land & legal issue.</p>

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		<p>Language proficiency: Fluent in Bahasa Malaysia and English.</p>
Ismadi Ismail (II)	Team Member	<p>Education: He holds Diploma in Planting Industry Management from MARA Institute of Technology, Kuantan Pahang.</p> <p>Work Experience: 24 years of working experiences with various plantation companies and skills in Best Agriculture Practices (GAP) for plantation.</p> <p>Training attended: Fully trained in CoP, MSPO and OSHAS. Qualified as Lead Auditor/Auditor for MSPO and CoP. Involved in MSPO assessment since 2017. Completed and certified MSPO Auditor course in 2017 held by SGS (M) Sdn Bhd and ISO 9001:2015 lead auditor course by TOMC.</p> <p>Aspect covered in this audit: During this assessment, he assessed the aspects of legal requirements, occupational health safety requirement, HIRARC, training, environment impact assessment, natural and biodiversity conservation, waste management, economic management plan, mill best practices, estate best practices and management plan.</p> <p>Language proficiency: Fluent in Bahasa Malaysia and English.</p>

2.2 Impartiality and conflict of interest

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

2.3 Accompanying Persons

No.	Name	Role
1.	Mohamed Hidhir Zainal Abidin	Observer (QR for Ismadi)

2.4 Assessment Plan

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

Date	Time	Subjects	MFM	II
Sunday, 10/04/2022	PM	Audit Team Travelling	√	√
Monday, 11/04/2022	08.30 - 09.00	Opening Meeting: <ul style="list-style-type: none"> Opening Presentation by Audit team leader. 	√	√

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Date	Time	Subjects	MFM	II
Genting Sabapalm Estate	09.00 - 13.00	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	√	√
	09.00 - 11.30	Stakeholder interviews	-	√
	13.00 - 14.00	Lunch /Rest	√	√
	14.00 - 16.30	Continue with document review Document review P1 – P6 (MSPO part 3), P1: Management commitment and responsibility P2: Transparency P3: Compliance to legal requirement P4: Social responsibility, health safety and employment condition P5: Environment, natural resources, biodiversity and ecosystem services and P6: Best practices, P7: Development of New Planting (if any)	√	√
	16.30 - 17.00	Interim Closing briefing.	√	√
Tuesday, 12/04/2022 Genting Sabapalm Estate	08.30 - 13.00	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	√	√
	09.00 - 11.30	Stakeholder interviews	-	√
	13.00 - 14.00	Lunch /Rest	√	√
	14.00 - 16.30	Continue with document review Document review P1 – P6 (MSPO part 3), P1: Management commitment and responsibility P2: Transparency P3: Compliance to legal requirement P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity and ecosystem services and P6: Best practices, P7: Development of New Planting (if any)	√	√
	16.30 - 17.00	Interim Closing briefing.	√	√

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Date	Time	Subjects	MFM	II
Wednesday, 13/04/2022 Genting Sabapalm Oil Mill	08.30 - 13.00	Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment. Laboratory, weighbridge and palm product storage area, staff, workers and contractor interview, housing and facility inspection, clinic, etc.	√	√
	09.00 - 11.30	Stakeholder interviews	-	√
	13.00 - 14.00	Lunch/Rest	√	√
	14.00 - 16.30	Continue with document review (MSPO part 4) P1: Management commitment and responsibility P2: Transparency P3: Compliance to legal requirement P4: Social responsibility, health safety and employment condition P5: Environment, natural resources, biodiversity and ecosystem services P6: Best practices	√	√
	16.30 - 17.00	Interim Closing briefing.	√	√
Thursday, 14/04/2022 Genting Sabapalm Oil Mill	08.30 - 11.30	Continue with document review (MSPO part 4) P1: Management commitment and responsibility P2: Transparency P3: Compliance to legal requirement P4: Social responsibility, health safety and employment condition P5: Environment, natural resources, biodiversity and ecosystem services P6: Best practices	√	√
	11.30 - 12.00	Preparation of audit report	√	√
	12.00 - 13.00	Closing Meeting	√	√
Saturday, 16/04/2022	PM	Auditors travel	√	√

Section 3: Assessment Findings

3.1 Details of audit results

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

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

3.2 Details of Nonconformities and Opportunity for improvement

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

During the assessment there were five (5) Major & two (2) Minor nonconformities and two OFI (2) raised. The Genting Sabapalm Oil Mill and Genting Sabapalm Estate Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

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

Non-Conformity Report			
NCR Ref #:	2188014-202204-M1	Issue Date:	14/04/2022
Due Date:	13/07/2022	Date of Closure:	16/06/2022
Area/Process:	Genting Sabapalm Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.4.4.2 Major
Requirements:	The occupational safety and health plan shall cover the following: b. The risks of all operations shall be assessed and documented.		
Statement of Nonconformity:	Safety Work Procedure established was not effectively implemented.		
Objective Evidence:	During site verification at Bengkawat Complex, the air compressor store was unlocked and without any safety procedures and measures. This aspect has not been identified and evaluated in the HIRARC dated 25/01/2022 for the necessary action and mitigation plan.		
Corrections:	To allocate the current store as dedicated air compressor store with proper safety measure such as locked all time, display SOP and the person in-charge train regarding the air compressor operation SOP. This site will be included into workplace inspection area prior to OSH committee meeting.		

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Root cause analysis:	The estate management was not conducting Safety and Health inspection during the workplace inspection at this site resulting lack of awareness and competency to the appointed person.
Corrective Actions:	Estate to ensure training programme for the air compressor usage & maintenance included into the estate annual training programme.
Assessment Conclusion:	<p>Verified on the evidence submitted as below:</p> <ol style="list-style-type: none"> 1. Training on Air Compressor was conducted on 28/5/2022 at Bengkawat Division, Parking Bay attended by 40 personnel comprising Executives, Staffs, Drivers and Workshop apprentice. Seen the training attendance and photo evident. 2. Sighted in 2022 Workers Training Programme that Air Compressor Training is one of the topics in the listing. 3. Standard Operation Procedure on handling of Air Compressor has been established, documented and display at the store. Seen, the SOP as evidence. 4. The new air compressor was seen locked, display with safety signages and Standard Operating Procedure. <p>All the corrective action and evidence of implementation were found to be adequate. The Major NC closed on 16/06/2022.</p>

Non-Conformity Report																		
NCR Ref #:	2188014-202204-M2	Issue Date:	14/04/2022															
Due Date:	13/07/2022	Date of Closure:	16/06/2022															
Area/Process:	Genting Sabapalm Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.4.5.8 Major															
Requirements:	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.																	
Statement of Nonconformity:	The working hours for woman workers were not as per Section 75, Sabah Labour Ordinance																	
Objective Evidence:	<p>Sabah Labour Department as per requirement in Section 75, Sabah Labour Ordinance.</p> <p>Reviewed the punch card records, work overtime form and workers request overtime form for the month of August 2021, November 2021 and February 2022 for workers with employment no E00606 and E11334 found that the woman workers were working at night more than 10.00 pm for date as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Employment no.</th> <th>Date</th> <th>Time off work</th> </tr> </thead> <tbody> <tr> <td rowspan="2">E00606</td> <td>09/08/2021</td> <td>23.52</td> </tr> <tr> <td>15/08/2021</td> <td>00.28</td> </tr> <tr> <td rowspan="3">E11334</td> <td>13/08/2021</td> <td>23.28</td> </tr> <tr> <td>16/08/2021</td> <td>23.02</td> </tr> <tr> <td>13/02/2022</td> <td>23.03</td> </tr> </tbody> </table>			Employment no.	Date	Time off work	E00606	09/08/2021	23.52	15/08/2021	00.28	E11334	13/08/2021	23.28	16/08/2021	23.02	13/02/2022	23.03
Employment no.	Date	Time off work																
E00606	09/08/2021	23.52																
	15/08/2021	00.28																
E11334	13/08/2021	23.28																
	16/08/2021	23.02																
	13/02/2022	23.03																
Corrections:	The estate FFB dispatch clerk will be transfer from estate check-roll to the mill check-roll effective April 2022. Estate will reimburse the dispatch clerk based on the current rate paid by the mill for women working at night.																	

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Root cause analysis:	No monitoring conducted by the estate
Corrective Actions:	Estate will notified the mill if there is new recruitments for the FFB dispatch clerk in the future.
Assessment Conclusion:	Verified on the evidence submitted as below: The woman FFB dispatch Clerk has been transferred to Sabahan Palm Oil Mill as per letter with ref. no. GSPE/2022/04/056/THY/hs dated 14/04/2022. All the corrective action and evidence of implementation were found to be adequate. The Major NC closed on 16/06/2022.

Non-Conformity Report			
NCR Ref #:	2188014-202204-M3	Issue Date:	14/04/2022
Due Date:	13/07/2022	Date of Closure:	16/06/2022
Area/Process:	Genting Sabapalm Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.5.3.2 Major
Requirements:	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.		
Statement of Nonconformity:	Waste generated from the plantation operation was not appropriately disposed.		
Objective Evidence:	Sighted during site verification, scheduled waste and non – scheduled waste items being disposed at non designated landfill area at Block 7, Thus, non-compliance to the Waste Management Plan dated 11/1/2022.		
Corrections:	The following is the immediate action to rectified the issue; 1. To collect and segregate the waste from the illegal landfill. 2. To close the illegal landfill 3. To conduct training to the estate PIC and the appointed farm tractor driver regarding domestic waste management 4. To erect signage to prohibit illegal waste dumping site along the boundary at prominent location 5. To prepare landfill map for monitoring and for future references during replanting period		
Root cause analysis:	No proper monitoring from the estate management and no training to the driver appointed as waster collector regarding the landfill management.		
Corrective Actions:	Training regarding waste management to the staff and assistant will include the farm tractor driver as they are directly involve to ensure proper disposal implemented. Estate to conduct inspection and included the landfill management status into the estate environmental committee meeting.		
Assessment Conclusion:	Verified on the evidence submitted as below: 1. Training on Domestic Waste Management was conducted on 14/4/2022 attended by 8 personnel comprising Executives, Staffs and Drivers. Seen the training attendance and photo evident.		

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	<p>2. Sighted the Minutes of Meeting, “Mesyuarat Khas Komiti Alam Sekitar Tahun 2022 – Audit Finding MSPO” dated 16/5/2022 attended by 8 personnel. The meeting discussed on action plan and mitigation plan on the non-conformity raised.</p> <p>3. Evidence, Landfill or Solution Source map was established and indicate the landfill area.</p> <p>4. Based on photo, the waste from illegal landfill being segregated and the said landfill being closed. Signboard being erected to prohibit illegal waste dumping site along the boundary</p> <p>All the corrective action and evidence of implementation were found to be adequate. The Major NC closed on 16/06/2022.</p>
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Non-Conformity Report			
NCR Ref #:	2188014-202204-M4	Issue Date:	14/04/2022
Due Date:	13/07/2022	Date of Closure:	16/06/2022
Area/Process:	Genting Sabapalm Oil Mill	Clause & Category: (Major / Minor)	MSPO 2530 Part 4: 4.3.1.1 Major
Requirements:	All operations shall be in compliance with applicable local, state, national and ratified international laws and regulations.		
Statement of Nonconformity:	The requirement in the Compliance Schedule for DOE license was not effectively implemented.		
Objective Evidence:	Environmental Audit was not conducted as per requirement by Department of Environmental under clause No 22 in the Schedule of Compliance, ASSH(B)31/152/000/014, License No; 005261.		
Corrections:	Proceed with approval after obtaining another quotation, approval obtain on 16th April and proceed to engage the best solution as our third party auditor. The 1st audit done on 16th April and the 2nd audit schedule on Oct 2022.		
Root cause analysis:	Late in obtaining another quotation besides R & K consultancy as company required minimum 2 quotations.		
Corrective Actions:	The auditor has been appointed to audit twice in 2022. This 3rd party audit will be listed in list of permit and licensing monitoring and new auditor will be appointed for 2023 if required.		
Assessment Conclusion:	<p>Verified on the evidence submitted as below:</p> <ol style="list-style-type: none"> Sighted, the Compliance Environmental Audit Report (1/2022) was conducted on 16/4/2022 by The Best Solution. The Compliance Environmental Audit Report (1/2022) have been updated in the legal register. <p>All the corrective action and evidence of implementation were found to be adequate. The Major NC closed on 16/06/2022.</p>		

Non-Conformity Report			
NCR Ref #:	2188014-202204-M5	Issue Date:	14/04/2022
Due Date:	13/07/2022	Date of Closure:	16/06/2022

Area/Process:	Genting Sabapalm Oil Mill	Clause & Category: (Major / Minor)	MSPO 2530 Part 4: 4.4.4.2 Major
Requirements:	<p>The occupational safety and health plan should cover the following:</p> <ul style="list-style-type: none"> b) The risk of all operations shall be assessed and documented. 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 Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000. h) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees 		
Statement of Nonconformity:	Safety Work Procedure and Safety and Health Management Plan established was not effectively communicated and implemented.		
Objective Evidence:	<ul style="list-style-type: none"> b) No HIRARC being established on construction of 1 x 4 units elevated workers quarters. e) During site verification at Laboratory, the used Hexane was seen improper handling as per SOP (Safe work procedure) Document No: GSOM-SOP-LAB- 04, Reference No: 0 Dated 3/11/2010. h) Seen, water from Emergency shower at laboratory flowing into the monsoon drain and will be contaminated instead of being barricaded. 		
Corrections:	<ul style="list-style-type: none"> a) Establish a HIRARC and distribute and train construction workers on the HIRARC. b) Replace collection of used Hexane container from a 40 liter container to a 4 liter container so that it cannot contain too much amount of SW and is the risk is more manageable c) Relocate the emergency shower and build a barricade for containment. 		
Root cause analysis:	<ul style="list-style-type: none"> a) Lack of monitoring and enforce before starting construction. b) Lab personnel did not follow SOP and collected used Hexane into a big quantity before sending to Schedule waste store. c) The emergency shower location is not appropriate as the waste water directly flow into the monsoon drain. 		
Corrective Actions:	<ul style="list-style-type: none"> a) Prepare SOP for construction, not allow contractor to start construction if SOP not fulfilled. b) Retrain workers on the SOP. Change practice to collect used Hexane and send to SW store daily. c) To conduct training to the laboratory personnel regarding the emergency shower and its maintenance. 		
Assessment Conclusion:	<p>Verified on the evidence submitted as below:</p> <ol style="list-style-type: none"> 1. Training on Handling Used Chemical and Emergency Shower was conducted on 17/5/2022 attended by 3 personnel. Seen the training attendance and photo evident. 2. Evidence through photo, the barricade was built by Management at Emergency Shower area as containment. 		

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	All the corrective action and evidence of implementation were found to be adequate. The Major NC closed on 16/06/2022.
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Non-Conformity Report			
NCR Ref #:	2188014-202204-N1	Issue Date:	14/04/2022
Due Date:	Next Assessment	Date of Closure:	Next Assessment
Area/Process:	Genting Sabapalm Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.3.1.4 Minor
Requirements:	The management should assign a person responsible to monitor compliance and to track and update the changes in regulatory requirements.		
Statement of Nonconformity:	The monitoring of implementation of applicable legal requirement by the supplier was not effectively implemented.		
Objective Evidence:	During site verification, sighted the sundry shop have a storage of cylinder gas and diesoline without any permit/approval from respective authorities. Furthermore, it also against the Tenancy Agreement dated 1/1/2022, GSPE/Tenancy/22/01/01 under clause J.		
Corrections:	<ol style="list-style-type: none"> 1. To conduct awareness briefing regarding the Tenancy Agreement 2. To request the sundry shop to obtain permit to keep and sell cylinder gas as it is fall under Akta Barang Kawalan. 		
Root cause analysis:	No briefing was conducted to sundry shop owners about the compliances to the Tenancy Agreement. Checking on the sundry shop compliance to the applicable and legal requirements were also not conducted		
Corrective Actions:	Estate to conduct briefing to the sundry shop owner on a yearly basis to ensure all requirements as per Tenancy Agreement complied and the sundry shop to submit to the estate office all relevant and valid licenses and permits for monitoring		
Assessment Conclusion:	The effectiveness of corrective action plan implementation will be assessed during next assessment.		

Non-Conformity Report			
NCR Ref #:	2188014-202204-N2	Issue Date:	14/04/2022
Due Date:	Next Assessment	Date of Closure:	Next Assessment
Area/Process:	Genting Sabapalm Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.5.5.1 Minor
Requirements:	The management shall establish a water management plan to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include: a. Assessment of water usage and sources of supply.		
Statement of Nonconformity:	Mitigation plan for water quality issue was not identified and documented.		
Objective Evidence:	No mitigation measure was sighted in the Water Management Plan on issue related to off spec on Fecal Coliform and Total Coliform Count. Reference is made to water quality analyzed by Dynakey Laboratories Sdn Bhd for Genting Sabapalm Estate		

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	sample received on 19/2/2022, sampling date 18/2/2022 from Labour Quarter – Air Terawat.
Corrections:	<p>To reviewed and revised the current water management plan by including the action plan.</p> <ol style="list-style-type: none"> To prepare mitigation plan for the Off-spec parameter from the water sample report dated 19/02/2022 from Labour Quarter – Air Terawat To revised the SMP-GPB-15 and water management and including the requirements to conduct investigation and prepare action plan to mitigate the off-spec parameter
Root cause analysis:	<p>Estate management not aware the requirement of including the water analysis report action plan into estate water management plan as estate management assume it is sufficient.</p> <p>There is no statement mentioning the requirements to conduct investigation and preparing action plan regarding the off-spec parameter once water analysis report receive from the appointed Laboratory.</p>
Corrective Actions:	<p>Estate Senior Assistant Manager will review and acknowledge the water management plan every quarterly and to be approved by the Senior Estate Manager before filling.</p> <p>Training to the estate PIC regarding the revised SMPM – (Sustainability Management Procedure Manual) to ensure PIC understand the requirements.</p>
Assessment Conclusion:	The effectiveness of corrective action plan implementation will be assessed during next assessment.

Opportunity For Improvement			
Ref:	2188014-202204-I1	Clause:	MSPO 2530 Part 3: 4.4.5.4
Area/Process:	Genting Sabapalm Estate		
Objective Evidence:	The details stated in the contracts workers’ pay slip could be further improve.		

Opportunity For Improvement			
Ref:	2188014-202204-I2	Clause:	MSPO 2530 Part 4: 4.5.5.1
Area/Process:	Genting Sabapalm Oil Mill		
Objective Evidence:	Need to improve on Safety measures for instance fencing at the Water treatment Plant as the water being used for domestic consumption.		

Noteworthy Positive Comments	
1	Good cooperation given to the audit team by site and HQ team
2	Continuously provided contribution to the local communities
3	The management maintain the good relationship with the stakeholders

3.3 Status of Nonconformities Previously Identified and OFI

Non-Conformity Report			
NCR Ref #:	N/A	Issue Date:	N/A
Due Date:	N/A	Date of Closure:	N/A
Area/Process:	N/A	Clause & Category: (Major / Minor)	N/A
Clause:	N/A		
Requirements:	N/A		
Statement of Nonconformity:	N/A		
Objective Evidence:	N/A		
Corrections:	N/A		
Root cause analysis:	N/A		
Corrective Actions:	N/A		
Assessment Conclusion:	N/A		
Verification Statement:	N/A		

Opportunity For Improvement													
Ref:	2064560-202106-11	Clause:	MSPO 2530 Part 4: 4.4.5.6										
Area/Process:	Genting Sabapalm Oil Mill												
Objective Evidence:	The mill to ensure the employment contract is filled with complete information such as start date and identification number/ passport number of the employees.												
Verification Statement:	<p>Genting Plantations Berhad has established the template for employment agreement for all workers entitled "Perjanjian Pekerjaan". Refer template no. revision dated 01/12/2019.</p> <p>All the terms and conditions stated in the employment agreement were as per Labour Act 1955, Sabah labour Ordinance 2005 (amendment) and Minimum Wage Order 2020 (amendment).</p> <p>Reviewed the sampled employment contract for employee as follows:</p> <table border="0"> <tr> <td>1. E00170</td> <td>6. E00304</td> </tr> <tr> <td>2. E00116</td> <td>7. E00049</td> </tr> <tr> <td>3. E00154</td> <td>8. E00303</td> </tr> <tr> <td>4. E00100</td> <td>9. 00226</td> </tr> <tr> <td>5. E00277</td> <td>10. 00227</td> </tr> </table>			1. E00170	6. E00304	2. E00116	7. E00049	3. E00154	8. E00303	4. E00100	9. 00226	5. E00277	10. 00227
1. E00170	6. E00304												
2. E00116	7. E00049												
3. E00154	8. E00303												
4. E00100	9. 00226												
5. E00277	10. 00227												

Opportunity For Improvement			
Ref:	2064560-202106-12	Clause:	MSPO 2530 Part 3: 4.6.4.3
Area/Process:	Genting Sabapalm Estate		

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Objective Evidence:	The management to ensure that the Addendum to Memorandum of Agreement dated 13/07/2020 issued by Senior Vice President - Plantations (M) is fully implemented.
Verification Statement:	<p>All operating units under Genting Plantations Berhad has no objection to allow BSI auditors to verify the assessment through physical inspection if required.</p> <p>The contractors agreed to provide full cooperation and relevant certification bodies to verify assessments through a physical inspection if required as stated in the contract addendum as follows:</p> <ol style="list-style-type: none"> 1. Addendum to Contract Agreement Contract no. GSPE/FFB/20/01/02 2. Addendum to Contract Agreement Contract no. GSPE/FFB/20/01/01

Opportunity For Improvement			
Ref:	2064560-202106-I3	Clause:	MSPO 2530 Part 3: 4.2.1.1
Area/Process:	Genting Sabapalm Estate		
Objective Evidence:	<p>The retrieval of some documents such as:</p> <ol style="list-style-type: none"> 1. HIRARC and training records for FFB transportation by contractor 2. EIA report and compliance report for replanting 3. Documents related to SOCSO/insurance/wages/etc. payment for accident victim (e.g. Sarjan Suhaili) can be further improved. 		
Verification Statement:	<ol style="list-style-type: none"> 1. Reviewed the HIRARC and training records of the FFB transportation contractor. The Management has conducted the training on OSH, PPE, Environmental and HIRARC dated 18/3/2022 at Block 66,55,71 and 84A to 4 Contractors' driver. 2. The Management has appointed by Chemsain Konsultant Sdn Bhd to assess and produced Environmental Monitoring & Compliance audit report for replanting of oil palm plantation in Sabah Group of Estate at Genting Sabapalm Estate dated 6/1/2022 for period Sept-December 2021 3. Seen all the relevant documents related to the said accident being kept in a specific file. For instance; Accident Report on 14/7/2020, Investigation Report on 15/7/2020, JKPP 6 submitted on 15/7/2020 and periodical payment made by SOCSO to victim. 		

3.4 Summary of the Nonconformities and Status

CAR Ref.	Clause & Category (Major / Minor)	Issued Date	Status & Date (Closure)
1750088-201903-M1	Part 4: 4.6.3.2 - Major	15/03/2019	Closed on 21/05/2019
1750088-201903-M2	Part 4: 4.5.3.3 - Major	15/03/2019	Closed on 21/05/2019
1750088-201903-M3	Part 3: 4.4.5.9 - Major	15/03/2019	Closed on 21/05/2019
1750088-201903-M4	Part 3: 4.5.3.3 - Major	15/03/2019	Closed on 21/05/2019
1750088-201903-N1	Part 4: 4.3.1.4 - Minor	15/03/2019	Closed on 10/07/2020
1750088-201903-N2	Part 4: 4.4.6.3 - Minor	15/03/2019	Closed on 10/07/2020
1750088-201903-N3	Part 3: 4.4.5.4 - Minor	15/03/2019	Closed on 10/07/2020

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1750088-201903-N4	Part 3: 4.4.6.3 - Minor	15/03/2019	Closed on 10/07/2020
1932021-202007-M1	Part 3: 4.2.2.3 - Major	10/07/2020	Closed on 05/10/2020
1932021-202007-M2	Part 3: 4.4.5.3 - Major	10/07/2020	Closed on 05/10/2020
1932021-202007-M3	Part 3: 4.6.1.1 - Major	10/07/2020	Closed on 05/10/2020
1932021-202007-M4	Part 4: 4.2.2.3 - Major	10/07/2020	Closed on 05/10/2020
1932021-202007-M5	Part 4: 4.4.5.8 - Major	10/07/2020	Closed on 05/10/2020
1932021-202007-M6	Part 4: 4.6.1.1 - Major	10/07/2020	Closed on 05/10/2020
2188014-202204-M1	Part 3: 4.4.4.2 - Major	14/04/2022	Closed on 16/06/2021
2188014-202204-M2	Part 3: 4.4.5.8 - Major	14/04/2022	Closed on 16/06/2021
2188014-202204-M3	Part 3: 4.5.3.2 - Major	14/04/2022	Closed on 16/06/2021
2188014-202204-M4	Part 4: 4.3.1.1 - Major	14/04/2022	Closed on 16/06/2021
2188014-202204-M5	Part 4: 4.4.4.2 - Major	14/04/2022	Closed on 16/06/2021
2188014-202204-N1	Part 4: 4.3.1.4 - Minor	14/04/2022	Open
2188014-202204-N2	Part 3: 4.5.5.1 - Minor	14/04/2022	Open

3.5 Issues Raised by Stakeholders

IS #	Description
1	<p>Issues:</p> <p>Local communities (Kampung Tagas Tagas and Kampung Tembedung)</p> <p>Both head of village has been interviewed and most of the villagers are the FFB supplier to Genting Sabapalm Oil Mill. Base on interview, both of them are aware about MSP0 certification and internal policy and procedure that has been communicated through stakeholder consultation in March 2022. There is no issues of land since clear demarcation has been established by the estate. Some issues have been raised</p> <ol style="list-style-type: none"> a. Minutes meeting need to be distributed to all FFB supplier especially for those who can't attend to ensure that all FFB supplier aware about agenda/issues that has been discussed during the meeting. b. Duration for FFB delivery sometimes has been limited from 9am to 12am especially during peak season. c. The villager requested the estate to repair road to their villages from estate. d. FFB pricing where different from the collection centre <p>Management Responses:</p> <p>The management for both estate and POM will try to maintain good relationship with local surrounding and to ensure that disseminate all information requested, communication of the policy and procedure.</p> <ol style="list-style-type: none"> a. The management of POM noted with the issues. He informed that WhatsApp's group created between POM management and FFB supplier and will communicate the minute meeting and all information through the WhatsApp's group. b. POM manager said that they need to prioritize FFB from Genting Sabapalm Estate especially during peak crop production the avoid exceeding the mill capacity (20mt). Issues has been raised in social




	<p>impact assessment and management plan has been established. Explanation on the issues done during the stakeholders meeting for FFB supplier.</p> <p>c. Estate noted and already received the request. The management will respond to the stakeholders to explain current issues. For now, road repairing process will be delayed since estate need to focus on repairing estate road due to good current weather condition.</p> <p>d. Explanation of FFB pricing has been done during the stakeholder meeting by the POM manager. FFB pricing for Genting Sabapalm Oil Mill will be set base on OER percentages awarded. POM manager noted with the issues and will further explain on FFB pricing using other channel and method.</p>
	<p>Audit Team Findings: No further issue</p>
<p>2</p>	<p>Issues: Contractor (Syarikat Tan Hong Transport, Palm Machinery Sdn Bhd, Hon Kim Enterprise, New Gen Sdn Bhd) All the contractor confirmed that the management and POM maintained good relationships with them and aware with policy and procedure of Genting Plantations Berhad. It has been confirmed that payment has been made in timely manner as per payment term stated in the contract agreement. One of the contractor requests for any contractor entering estate will not require to do RTK test for COVID-19 since incurred cost for the contractor.</p> <p>Management Responses: The management for both estate and POM will try to maintain good relationship with local surrounding and to ensure that disseminate all information requested, communication of the policy and procedure. Estate management responded for the request where unable to full fill the request since it is SOPs that has been practiced in both POM and estate as precaution to avoid any COVID-19 cases.</p> <p>Audit Team Findings: No further issue</p>
<p>3</p>	<p>Issues: School (SK Sabapalm and HUMANA) 100% of Genting Sabapalm Estate and POM studied in SK Sabapalm and Humana. Headmaster of SK Sabapalm and HUMANA are satisfied and happy with contribution has been made by the estate to them. Renovation of SK Ladang Sabapalm has been done last year and improved the condition of the school. Communication between both parties has been done through the estate assistant manager who in charge on the facilities. Both requested for additional housing (SK Ladang Sabapalm requested for contractor workers works in as cleaner/gardener in the estate while HUMANA request additional house for married teacher)</p> <p>Management Responses: The management for both estate and POM will try to maintain good relationship with all school and HUMANA and will improve in communication between both parties. Regards to the request, the management unable to full fill the request since currently estate and POM is shortage of housing. Total 12 housing has been provided to SK Ladang Sabapalm and 1 house to HUMANA. Estate will look into if there any vacancy in the future.</p> <p>Audit Team Findings: No further issue</p>
<p>4</p>	<p>Issues:</p>

	<p>Balai Polis Tagas Tagas</p> <p>Stakeholder consultation has been attended by Koperal. He mentioned that Genting Sabapalm Oil Mill and estate is under the area of supervision of Balai Polis Tagas Tagas. He also mentioned that any written report need to be submitted to Balai Polis Beluran. As for now, good relationship has been maintained and a lots contribution has been made by estates to Balai Polis.</p> <p>Management Responses:</p> <p>The management noted with the respond and will try to maintain good relationship with all government agencies.</p> <p>Audit Team Findings:</p> <p>No further issue</p>
5	<p>Issues:</p> <p>Children and Gender committee</p> <p>Chief of gender committee has been interviewed, Mdm Helena Bulukan and she has explained the objective establishment of the committee. Latest meeting has been done in February 2022 and main issues is communication of the policy and procedure, routine medical check-up for pregnant women. There is no prohibition by the management to organise any meeting or activities for the committee and there is specific budget has been allocated for any activities.</p> <p>Management Responses:</p> <p>The management are aware with the important of the committee as one of the channel for communication for women workers. The management commit to give their support on activities and plan for the committee.</p> <p>Audit Team Findings:</p> <p>No further issue</p>

3.6 List of Stakeholders Contacted

<p>Government Officer:</p> <p>Sekolah Kebangsaan Ladang Sabapalm HUMANA Balai Polis Tagas Tagas</p>	<p>Community/neighbouring village:</p> <p>Kampung Tagas Tagas Kampung Tembandung</p>
<p>Suppliers/Contractors/Vendors:</p> <p>Syarikat Tan Hong Transport Palm Machinery Sdn Bhd Hon Kim Enterprise New Gen Sdn Bhd</p>	<p>Worker’s Representative/Gender Committee:</p> <p>Local and foreign workers Gender committee Creche attendant</p>

Section 4: Assessment Conclusion and Recommendation

Acknowledgement of Internal Responsibility and Formal Sign-off of Assessment Findings		
Based on the findings during the assessment Genting Sabapalm Oil Mill and Estate Certification Unit complies with the MS 2530-3:2013 or MS 2530-4:2013. It is recommended that the certification of Genting Sabapalm Oil Mill and Estate Certification Unit is continued.		
Acknowledgement of Assessment Findings	Acknowledgement of Assessment Findings	Report Prepared by
Name: Arunan Kandasany	Name: James Chung Khim Hon	Name: Muhammad Fadzli b. Masran
Company name: Genting Plantations Berhad	Company name: Genting Plantations Berhad	Company Name: BSI Services Malaysia Sdn. Bhd.
Title: Senior Vice President - Plantation (Malaysia)	Title: Senior Vice President - Group Processing	Title: Client Manager
Signature: 	Signature: 	Signature: 
Date: 15/08/2022	Date: 15/08/2022	Date: 24/07/2022

Appendix A: Summary of the findings by Principles and Criteria

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

Criterion / Indicator		Assessment Findings	Compliance
4.1 Principle 1: Management commitment & responsibility			
Criterion 4.1.1 – Malaysian Sustainable Palm Oil (MSPO) Policy			
4.1.1.1	A policy for the implementation of MSPO shall be established. - Major compliance -	Genting Plantations Berhad has established MSPO Policy signed by the President and Chief Operating Officer dated 18/03/2014. The policy was communicated to the employee through training, briefing and displayed on notice board at several strategic places in the operating unit.	Complied
4.1.1.2	The policy shall also emphasize commitment to continual improvement. - Major compliance -	The MSPO Policy emphasis the company commitment to establish and maintain an effective sustainability management system throughout the organization and ensure compliance with MSPO and MPOB Code of Practice.	Complied
Criterion 4.1.2 – Internal Audit			
4.1.2.1	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement. - Major compliance -	Internal Audit was conducted by Internal Auditor from Sustainability Department together with RSPO Internal Audit base on the established SOP for Sustainability Internal Audit documented in Sustainability Management Procedure Manual, Sustainability Internal Audit. Refer doc. no. SMP-GPB-03, rev. 05 dated 09/2020. As per SOP established, the internal audit must be conducted at frequency of not less than once a year. Latest internal audit was conducted on 14 – 15/03/2022 while Occupational Safety and Health audit was conducted on 25/03/2022.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		No Major or Minor non-conformity was raised during the audit. Total of 15 observation were raised for both audit conducted. The implementation of the observation was verified by the internal auditor on 07/04/2022 and 08/04/2022 respectively.	
4.1.2.2	The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order to implement the necessary corrective action. - Major compliance -	Genting Plantations Berhad has established SOP for Sustainability Internal Audit documented in Sustainability Management Procedure Manual, Sustainability Internal Audit. Refer doc. no. SMP-GPB-03, rev. 05 dated 09/2020. The SOP covered the items includes: 1. Audit criteria 2. Audit Schedule and Audit Plan 3. Lead Auditor and Team Leader Responsibility 4. Closing Meeting 5. Auditee Responsibility 6. Internal Auditor responsibility 7. Operating unit manager responsibility 8. Records retention of 5 years	Complied
4.1.2.3	Report shall be made available to the management for their review. - Major compliance -	Internal Audit reports and Corrective Action Plan were kept for at least 5 years as per SOP established.	Complied
Criterion 4.1.3 – Management Review			
4.1.3.1	The management shall periodically review the continuous suitability, adequacy and effectiveness of the requirements for effective implementation of MSPO and decide on any changes,	Genting Plantations Berhad has established SOP for Management Review documented in Sustainability Management Procedure Manual, Management Review. Refer doc. no. SMP-GPB-06, rev. 03 dated	Complied

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Criterion / Indicator	Assessment Findings	Compliance
<p>improvement and modification. - Major compliance -</p>	<p>09/2020. Base on the SOP, the Management Review Meeting to be conducted at least once a year.</p> <p>Latest Management Review Meeting was conducted on 08/04/2022 together with the management of Genting Sabapalm Oil Mill. The meeting objective were to review the RSPO and MSPO management system to ensure the effectiveness and adequate implementation.</p> <p>Among the matters discuss in the meeting such as:</p> <ol style="list-style-type: none"> 1. Status of outstanding issue from previous meeting 2. Changes, improvement or modification of the sustainability management system 3. Internal and external audit finding on sustainability management system 4. Complaints and grievances book 5. Enquiry register book 6. Green house value (specific to ISCC, MSPO and RSPO) 7. Review continual improvement status and its recommendations 8. Review on resource and training equipment 9. Review sustainability policy and its objective status 10. Review of effectiveness in achieving quality environmental, social, safety and health objective 11. Compliance status on legal and other requirement 12. Any other matters 13. Preventive and corrective action 14. Recommendation for improvement 15. Customer feedback 	

Criterion / Indicator		Assessment Findings	Compliance
		16. Follow up actions from management review 17. Changes that could affect the management system	
Criterion 4.1.4 – Continual Improvement			
4.1.4.1	<p>The action plan for continual improvement shall be based on consideration of the main social and environmental impact and opportunities of the company.</p> <p>- Major compliance -</p>	<p>The sampled estates has established the continuous improvement plan in consideration of environmental and social impacts.</p> <p>The estates reviewed the plan established on annually basis. Latest review was conducted on 10/02/2022. Reviewed the sampled continuous improvement plan as follows:</p> <ol style="list-style-type: none"> 1. To minimize usage of certain pesticides <ol style="list-style-type: none"> a. Purchase of additional tractors and implements dedicated for grass cutting b. Grass cutting for immature area and cattle grazing and rotor slasher at mature area. c. Increase beneficial plants planting point 2. Minimize soil erosion <ol style="list-style-type: none"> a. Established ground covers at the replanting site 3. Conserve HCV areas and riparian buffer zone <ol style="list-style-type: none"> a. Regular monitoring of HCV and riparian buffer zone areas b. Educate and create awareness among workers and staff 4. Improve interior and exterior of workers quarters <ol style="list-style-type: none"> a. Carry out interior and exterior painting for workers quarters b. Improvement and repair works as follows: drain skirting, doors, porch, ventilation bricks, new windows, mosquito netting, roofing material etc. 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		5. Workers personal file a. To monitor full availability of worker’s documents	
4.1.4.2	The company shall establish a system to improve practices in line with new information and techniques or new industry standards and technology (where applicable) that are available and feasible for adoption. - Major compliance -	The new information and techniques to improve practices are obtained mainly through information from communications with suppliers and being members of associations related to palm oil industry. Any new information on new technology will be forwarded to the HQ for approval before any implementation.	Complied
4.1.4.3	An action plan to provide the necessary resources including training, to implement the new techniques or new industry standard or technology (where applicable) shall be established. - Major compliance -	Action plans were available in all the visited estates, the action plan is cover for environment, workers’ needs, safety and others. Trainings on SOPs were also conducted from time to time to enhance the current techniques of agriculture best practice.	Complied
4.2 Principle 2: Transparency			
Criterion 4.2.1 – Transparency of information and documents relevant to MSPO requirements			
4.2.1.1	The management shall communicate 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. - Major compliance -	Genting Plantations Berhad has established SOP for consultation and communication documented in Sustainability Management Procedure Manual, Procedure for consultation and communication. Refer doc. no. SMP-GPB-17, rev. 02 dated 23/02/2018. The consultation and communication was conducted through stakeholder meeting, dialogs, request letter, phone call between the mill and stakeholder (internal and external). The consultation and communication were recorded in the enquiry register book. Latest external stakeholders’ consultation was conducted on 15/03/2022 and 26/03/2022 together with Genting Sabapalm Oil Mill.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		The meeting was attended by local authorities, local community representatives, neighbors, and vendors.	
4.2.1.2	Management documents shall be publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes. - Major compliance -	All documents required by this indicator are made publicly available to all stakeholders. The estate managers has issued Memorandum to all stakeholders on the publicly available documents. The stakeholder were required to fill in the Enquiry Register Book in order to access the documents. Sustainability Report and Annual Report are published annually and made publicly available at website: www.gentingplantations.com .	Complied
Criterion 4.2.2 – Transparent method of communication and consultation			
4.2.2.1	Procedures shall be established for consultation and communication with the relevant stakeholders. - Major compliance -	Genting Plantations Berhad has established SOP for consultation and communication documented in Sustainability Management Procedure Manual, Procedure for consultation and communication. Refer doc. no. SMP-GPB-17, rev. 02 dated 23/02/2018. The consultation and communication was conducted through stakeholder meeting, dialogs, request letter, phone call between the mill and stakeholder (internal and external). Government Agencies such as DOSH recorded their visit reports in the logbook or official letter/email. Reviewed the DOSH visit records for machinery, air compressor inspection dated 08/02/2021. For external stakeholders, the request/complaints/grievances were recorded in the Enquiry Register book. The estate has also placed complaint form at designated prominent places such as Estate and Mill Office, Canteen and Sundry Shop. For internal stakeholders, main request/complaints/grievances recorded were regarding housing repair. The grievances was recorded	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>in Minutes Meeting for Workers Welfare Committee and Complaints/Grievances record Book. Reviewed the Minute Meeting conducted on 08/04/2022 and 26/03/2021 and Complaints/Grievances ref. no. 055, 056 and 057.</p> <p>Latest external stakeholders' consultation was conducted on 15/03/2022 and 26/03/2022 together with Genting Sabapalm Oil Mill. The meeting was attended by local authorities, local community representatives, neighbors, and vendors.</p>	
4.2.2.2	<p>A management official should be nominated to be responsible for issues related to Indicator 1 at each operating unit.</p> <p>- Minor compliance -</p>	<p>Genting Plantations Berhad has appointed the Sr. Manager as management representative for ISCC, RSPO and MSPO related matters as per appointment letter dated 12/04/2021 signed by Vice President -Plantation</p>	Complied
4.2.2.3	<p>List of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders should be properly maintained.</p> <p>- Major compliance -</p>	<p>Stakeholder list was sighted and last updated on FY 2022 where neighboring smallholders and estates/plantations, local communities, government authorities, internal workers, contractors and suppliers were included into the list.</p> <p>For external stakeholders, the request/complaints/grievances were recorded in the Enquiry Register book. The estate has also placed complaint form at designated prominent places such as Estate and Mill Office, Canteen and Sundry Shop.</p>	Complied
Criterion 4.2.3 – Traceability			
4.2.3.1	<p>The management shall establish, implement and maintain a standard operating procedure to comply with the requirements for traceability of the relevant product(s).</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has established SOP for Traceability documented in Sustainability Management Procedure Manual, Traceability (Estate). Refer doc. no. SMP-GPB-09, rev. 05 dated October 2020.</p>	Complied

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4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system. - Major compliance -	Inspection on compliance with the traceability procedure is regularly checked through supply chain internal audit. The internal audit report, which was written together with other schemes audit such as RSPO and ISCC, was available for verification as per criteria 4.1.2.	Complied		
4.2.3.3	The management should identify and assign suitable employees to implement and maintain the traceability system. - Minor compliance -	Genting Plantations Berhad has appointed the Sr. Manager as management representative for ISCC, RSPO and MSPO related matters as per appointment letter dated 12/04/2021 signed by Vice President –Plantation. The estate has appointed the weighbridge operator as Person in-Charge for Supply Chain, Traceability and mass balance requirement of RSPO, ISCC and MSPO Sustainability Standard as per appointment letter dated 09/02/2020 signed by the Estate Sr. Manager.	Complied		
4.2.3.4	Records of sales, delivery or transportation of FFB shall be maintained. - Major compliance -	The estate send the FFB harvested to the Genting Sabapalm Oil Mill. The estate maintain the records of FFB sale/dispatch to the mill. Reviewed the records of FFB dispatch as follows: <table border="1" data-bbox="1048 975 1827 1396"> <tr> <td>Supplier: Sabapalm Estate Div. Sapi Block 6 FFB Count Chit No.: Sampled 219177, 219175, 219156, 219157 No. of Bunch: 818 bunches C/N. No.: 061852 Product ID: Fresh Fruit Bunches Nett weight: 7560 kg Delivery date: 08/02/2022 Weighbridge ticket no.: FFB22001493W MSPO certificate no.: MSPO 689068 MSPO certificate validity: 03/07/2024</td> </tr> <tr> <td>Supplier: Sabapalm Estate Div. Sapi Block 10 FFB Count Chit No.: Sampled 219001, 217000, 216999, 216995 No. of Bunch: 217 bunches</td> </tr> </table>	Supplier: Sabapalm Estate Div. Sapi Block 6 FFB Count Chit No.: Sampled 219177, 219175, 219156, 219157 No. of Bunch: 818 bunches C/N. No.: 061852 Product ID: Fresh Fruit Bunches Nett weight: 7560 kg Delivery date: 08/02/2022 Weighbridge ticket no.: FFB22001493W MSPO certificate no.: MSPO 689068 MSPO certificate validity: 03/07/2024	Supplier: Sabapalm Estate Div. Sapi Block 10 FFB Count Chit No.: Sampled 219001, 217000, 216999, 216995 No. of Bunch: 217 bunches	Complied
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Criterion / Indicator		Assessment Findings	Compliance
		<p>C/N. No.: 061830 Product ID: Fresh Fruit Bunches Nett weight: 4340 kg Delivery date: 02/02/2022 Weighbridge ticket no.: FFB22001256W MSPO certificate no.: MSPO 689068 MSPO certificate validity: 03/07/2024</p>	
4.3 Principle 3: Compliance to legal requirements			
Criterion 4.3.1 – Regulatory requirements			
4.3.1.1	<p>All operations are in compliance with the applicable local, state, national and ratified international laws and regulations.</p> <p>- Major compliance -</p>	<p>The estate continued to comply with the legal requirements. Compliance to each applicable law and regulation is monitored by the estate and Sustainability Department.</p> <p>The estate had obtained and renewed license and permits as required by the law and recorded in List of License, Permit and Approval Certificates. The list were reviewed on monthly basis and changes will be made if there is any expired or renewal of license or permits. Among others the licenses/permit reviewed were:</p> <ol style="list-style-type: none"> 1. Trading License no. A 437038. Valid till 31/12/2022 2. MPOB License no. 523495002000. Valid till 30/09/2022 3. MPOB Nursery License no. 574439011000. Valid till 30/06/2022 4. Private Installation License <ol style="list-style-type: none"> a. No. 2022/00751. Valid till 28/04/2023 b. No. 2021/01444. Valid till 16/07/2022 	Complied

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		5. Certificate of fitness for Air Compressor a. PMT-SB/21 39204. Valid till 07/05/2022 b. PMT-SB/21 39205. Valid till 07/05/2022 6. Salary deduction permit for Section 113(4), Sabah Labor Ordinan (Sabah bab 67) no. JTKSBH/PMT/113/021/04000. Valid till 30/12/2023 7. Lesen menggaji pekerja bukan bermastautin. No. JTK.11.SDK 600-4/1/01261/005604. Valid till 01/10/2022 8. Petrol permit no. S005404. Valid till 12/10/2022 9. Walkie Talkie license no. 01839240-SU/452014. Valid till 31/12/2022 10. Small Ship license no. BN-1598/7/P. Valid till 29/09/2022 11. License to practice as a dresser no. 117. Valid till 31/12/2022	
4.3.1.2	The management shall list all laws applicable to their operations in a legal requirements register. - Major compliance -	The estate has established list of all applicable legal and other requirements in the estate documented in the Master List of Legal Requirements & Best Practices Applicable to Plantation Operations in Malaysia. Reviewed the latest legal register updated as at 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. - Major compliance -	Genting Plantations Berhad has established SOP for updating the applicable legal and other requirement documented in Sustainability Management Procedure Manual, Procedures on Regional, National and International Laws Refer doc. no. SMP-GPB-21, rev. 01 dated 14/08/2014. Base on the SOP, the system for tracking changes in the law as follows: 1. Notification of changes from various source of information i.e. Lawnet, government gazette and sustainability team based in the Sandakan HQ.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		2. Monitoring for changes in the Law 3. Clarification and review on the changes 4. Updating of the Legal register administered internally 5. Notification to the operating units and/or the relevant person in charge The established legal register has incorporated the latest changes of law.	
4.3.1.4	The management should assign a person responsible to monitor compliance and to track and update the changes in regulatory requirements. - Minor compliance -	As per Sustainability Management Procedure Manual, Procedures on Regional, National and International Laws Refer doc. no. SMP-GPB-21, rev. 01 dated 14/08/2014, the person in-charge for Legal Register shall be the Chief Clerk/RSPO Coordinator. The person in-charge shall update the Legal Register by notice from the MSPO P2 Monitoring Committee. The estate has appointed the Chief Clerk as person in-charge to monitor any changes in the laws and other regulation as per appointment letter dated 06/08/2015 signed by the Estate Sr. Manager. During site verification, sighted the sundry shop have a storage of cylinder gas and diesoline without any permit/approval from respective authorities. Furthermore, it also against the Tenancy Agreement dated 1/1/2022, GSPE/Tenancy/22/01/01 under clause J. This shows the monitoring on compliance to legal and contract of the shops operation was not effectively monitored. Thus, non-conformity were raised.	Minor Non-Compliance
Criterion 4.3.2 – Lands use rights			
4.3.2.1	The management shall ensure that their oil palm cultivation activities do not diminish the land use rights of other users.	The Estate land titles are available and maintained. It demonstrate legal ownership of their land by having legal land titles to the land	Complied

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Criterion / Indicator		Assessment Findings					Compliance																				
	- Major compliance -	under The copy of land titles are kept in the estates office and were sighted during the audit. The original copies were kept at the HQ.																									
4.3.2.2	The management shall provide documents showing legal ownership or lease, history of land tenure and the actual use of the land. - Major compliance -	Verified the land titles shown that the legal ownership of the company. Details as below: <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Land Title No</th> <th>Express Condition</th> <th>Hectarage</th> <th>Lease Period</th> <th>Quit Rent</th> </tr> </thead> <tbody> <tr> <td>CL08531 9231</td> <td>Oil Palm</td> <td>283.00</td> <td>1/1/1987- 31/12/2085 99 years</td> <td>RM 4,195.59 Paid on 15/07/2021</td> </tr> <tr> <td>CL08510 9977</td> <td>Upon the payment of 3 dollars</td> <td>2,118.120</td> <td>10/7/1888- 10/7/2887 999 Years</td> <td>Free</td> </tr> <tr> <td>CL08510 9968</td> <td>per acre a lease of land for other purposes than tobacco growing may be granted free of quit rent</td> <td>1,957.46</td> <td>10/7/1888- 10/7/2887 999 Years</td> <td>Free</td> </tr> </tbody> </table>					Land Title No	Express Condition	Hectarage	Lease Period	Quit Rent	CL08531 9231	Oil Palm	283.00	1/1/1987- 31/12/2085 99 years	RM 4,195.59 Paid on 15/07/2021	CL08510 9977	Upon the payment of 3 dollars	2,118.120	10/7/1888- 10/7/2887 999 Years	Free	CL08510 9968	per acre a lease of land for other purposes than tobacco growing may be granted free of quit rent	1,957.46	10/7/1888- 10/7/2887 999 Years	Free	Complied
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4.3.2.3	Legal perimeter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable. - Major compliance -	A total of 82 boundary stones being identified and clearly demarcated. The pole being painted with the stripe of red-white colour.					Complied																				

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Criterion / Indicator		Assessment Findings	Compliance
4.3.2.4	Where there are, or have been, disputes, documented proof of legal acquisition of land title and fair compensation that have been or are being made to previous owners and occupants; shall be made available and that these should have been accepted with free prior informed consent (FPIC). - Minor compliance -	There is no land dispute in the estate at the time of audit. The land belongs to Genting Plantations Berhad and land ownership documents verified. This has been verified through interviewed with the local community.	Complied
Criterion 4.3.3 – Customary rights			
4.3.3.1	Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced. - Major compliance -	There is no customary land or negotiated agreements within the estate’s land area.	Not Applicable
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights land, if any, should made available. - Minor compliance -	There is no customary land or negotiated agreements within the estate’s land area.	Not Applicable
4.3.3.3	Negotiation and FPIC shall be recorded and copies of negotiated agreements should be made available. - Major compliance -	There is no land dispute in the estate at the time of audit. The land belongs to Genting Plantations Berhad and land ownership documents verified. This has been verified through interviewed with the local community.	Not Applicable
4.4 Principle 4: Social responsibility, health, safety and employment condition			
Criterion 4.4.1: Social Impact Assessment (SIA)			
4.4.1.1	Social impact should be identified and plans are implemented to mitigate the negative impacts and promote the positive ones. - Minor compliance -	Genting Plantations Berhad has conducted assessment to determined social impact from the mill and estate operation on 17 – 21/06/2019 and documented Social Impact Assessment (SIA) & Human Rights	Complied

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Criterion / Indicator		Assessment Findings	Compliance				
		<p>Impact Assessment (HRIM) report, Genting Sabapalm Estate (GSPE) & Genting Sabapalm Oil Mill (GSOM), 3rd Revision dated August 2019. Base on the assessment conducted, the estate has established Social Management and Monitoring Plan of Genting Sabapalm Estate (GSPE). The plan was updated on annually basis with addition of issues raise during stakeholders meeting, workers welfare committee meetings, and stakeholders' complaints and grievances records. Latest reviewed was conducted on 07/04/2022.</p> <p>Reviewed the implementation FY 2021 as follows:</p> <ol style="list-style-type: none"> Workers requested for water tank platform to be repaired. The water tank platform has been repaired as per picture dated 12/04/2021 Workers requested for clogged drain to be repaired. The material and equipment was ordered and received on 10/04/2021 as per invoice no. IN2021040204. The repair work for all drain was completed on 28/12/2021. 					
Criterion 4.4.2: Complaints and grievances							
4.4.2.1	A system for dealing with complaints and grievances shall be established and documented. - Major compliance -	Genting Plantations Berhad has established SOP for dealing with complaints and grievances documented in Sustainability Management Procedure Manual, Complaints and Grievances. Refer doc. no. SMP-GPB-19, rev. 04 dated March 2021.	Complied				
4.4.2.2	The system shall be able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties. - Major compliance -	<p>As per SOP established, the Estate Management shall review and take all necessary action within 1 month from receipt of the complaint or grievances. Reviewed the records of sampled complaints and grievances as follow:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%;">Date Received</th> <th style="width: 50%;">Date Solved</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> </tr> </tbody> </table>	Date Received	Date Solved			Complied
Date Received	Date Solved						

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Criterion / Indicator		Assessment Findings		Compliance
		01/04/2021 – ref no. 056 1. Front window glass broken (6pcs) 2. Broken door and door knob	02/04/2021 – 1. All repair work has been done.	
		03/05/2021 – ref no. 057 1. Clogged septic tank	03/05/2021 1. The clogged has been removed	
		26/03/2021 – workers welfare committee meeting 1. Workers requested for water tank platform to be repaired 2. Workers requested for clogged drain to be repaired	1. 12/04/2021 The water tank platform has been repaired as per picture dated 12/04/2021 2. 28/12/2021 The material and equipment was ordered and received on 10/04/2021 as per invoice no. IN2021040204. The repair work for all drain was completed on 28/12/2021.	
4.4.2.3	A complaint form should be made available at the premises, where employees and affected stakeholders can make a complaint. - Minor compliance -	For external stakeholders, the request/complaints/grievances were recorded in the Enquiry Register book. The estate has also placed complaint form at designated prominent places such as Estate and Mill Office, Canteen and Sundry Shop. Noted during the interview with the workers and stakeholders, there were aware on the complaints form.		Complied
4.4.2.4	Employees and the surrounding communities should be made aware that complaints or suggestions can be made any time. - Minor compliance -	The estate brief the workers and surrounding stakeholders on the complaints forms and complaints or suggestions can be made any time during stakeholder consultation. Reviewed the stakeholder's consultation minutes meeting dated 26/03/2022.		Complied

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Criterion / Indicator		Assessment Findings	Compliance
4.4.2.5	Complaints and resolutions for the last 24 months shall be documented and made available to affected stakeholders upon request. - Major compliance -	Complaints and resolutions has been documented and made available to affected stakeholders upon request. Enquiry register book and Complaints and grievances records since 22/01/2013 was available for review.	Complied
Criterion 4.4.3: Commitment to contribute to local sustainable development			
4.4.3.1	Growers should contribute to local development in consultation with the local communities. - Minor compliance -	Contributions made based on consultation with relevant stakeholders as per following sample: 1. Contribution of book/file shelves, writing tables, chairs, sofa and kitchen cabinets to SK Ladang Sabapalm as per hand over letter dated 23/03/2022 2. Clean water supply to Tagas – Tagas Police Station dated 10/04/2021, 25/01/2022 and 24/03/2022 3. Grass cutting at Tagas – Tagas Police Station dated 05/02/2022 4. Sports equipment contribution to Tagas – Tagas Police Station dated 21/03/2022	Complied
Criterion 4.4.4: Employees safety and health			
4.4.4.1	An occupational safety and health policy and plan shall be documented, effectively communicated and implemented. - Major compliance -	The Occupational Safety and Health Policy had been established, signed by President & Chief Operating Officer on 1/7/2018. The policy is written in Bahasa and English language that can be easily understood by all levels of its employees. This policy is displayed at the offices and on notice boards. OSH plan has been established and documented in the document title Workers Training Programme 2022. The implementation were evidence in the training file.	Complied

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		Trainings conducted being recorded and completed with attendance records, training materials and photographs of the training.	
4.4.4.2	<p>The occupational safety and health plan shall cover the following:</p> <ul style="list-style-type: none"> a) A safety and health policy, which is communicated and implemented. b) The risks of all operations shall be assessed and documented. c) An awareness and training programme which includes the following requirements for employees exposed to pesticides: <ul style="list-style-type: none"> i. all employees involved shall be adequately trained on safe working practices ii. all precautions attached to products shall be properly observed and applied d) The management shall provide the appropriate PPE at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC). e) The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 and Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000. f) The management shall appoint responsible person(s) for workers' safety and health. The appointed person(s) of trust must have knowledge and access to latest national regulations and collective agreements. 	<ul style="list-style-type: none"> a) The Occupational Safety and Health Policy had been established, signed by President & Chief Operating Officer on 1/7/2018. The policy is written in Bahasa and English language that can be easily understood by all levels of its employees. This policy is displayed at the offices and on notice boards. b) Adequate HIRARC being assessed and documented. Risk assessment was conducted through HIRARC based on the severity and the likelihood. HIRARC is consist of hazard identification (type of work activity, hazard & effect), Risk analysis (Existing risk control, likelihood, severity & risk) & Risk Control (Recommended control measures & PIC appointed are Staff or Executive). HIRARC being reviewed on 25/01/2022. HIRARC sighted for the 108 work operations as sample herein: - <ul style="list-style-type: none"> 1. Harvesting 2. Replanting 3. Pruning 4. Workshop 5. Rat baiting 6. Etc. c) The Estate has a comprehensive annual training plan for the Staffs and Workers and this was sighted in the training matrix for each 	Major Non - Compliance

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Criterion / Indicator	Assessment Findings	Compliance																																				
<p>g) The management shall conduct regular two-way communication with their employees where issues affecting their business such as employee’s health, safety and welfare are discussed openly. Records from such meeting are kept and the concerns of the employees and any remedial actions taken are recorded.</p> <p>h) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees.</p> <p>i) Employees trained in First Aid should be present at all field operations. A First Aid Kit equipped with approved contents should be available at each worksite.</p> <p>j) Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.</p> <p>- Major compliance -</p>	<p>staff and workers. Seen, Training Programme 2022 at Sabapalm Estate as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>No</th> <th>Topic</th> <th>Target Date</th> <th>Completion</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>SOP & HIRARC on Tractor Driving</td> <td>08/04/2022</td> <td>08/04/2022</td> </tr> <tr> <td>2</td> <td>SOP & HIRARC on Spraying</td> <td>31/01/2022</td> <td>31/01/2022</td> </tr> <tr> <td>3</td> <td>SOP & HIRARC on manuring</td> <td>18/03/2022</td> <td>17/03/2022</td> </tr> <tr> <td>4</td> <td>SOP & HIRARC on harvesting</td> <td>10/03/2022</td> <td>10/03/2022</td> </tr> <tr> <td>5</td> <td>OSH Training</td> <td>23/02/2022</td> <td>23/02/2022</td> </tr> <tr> <td>6</td> <td>SOP & HIRARC on General Workers</td> <td>08/04/2022</td> <td>08/04/2022</td> </tr> <tr> <td>7</td> <td>SOP & HIRARC on grading</td> <td>10/03/2022</td> <td>10/03/2022</td> </tr> <tr> <td>8</td> <td>First Aid Training</td> <td>16/03/2022</td> <td>16/03/2022</td> </tr> </tbody> </table> <p>d) Estate has provided appropriate PPE for all workers in their operations. Person in-charge of in issuing PPE is the Storekeeper. PPE Issuance and replacement being record in the each of the worker’s personal file. Sample taken as below: -</p> <ol style="list-style-type: none"> 1. Employee No: GSPE E10102 2. Employee No: GSPE E11025 3. Employee No: GSPE E11109 <p>The type of PPE is included in the HIRARC assessment chart for all type of job activities. During Estate visit, sighted the workers have been trained with safety and the workers wear the PPE required by his/her works.</p> <p>e) CHRA assessment was conducted by registered Assessor Zairul Akmar Mosmin, HQ/07/ASS/00/236 from QMSPRO Sdn Bhd dated</p>	No	Topic	Target Date	Completion	1	SOP & HIRARC on Tractor Driving	08/04/2022	08/04/2022	2	SOP & HIRARC on Spraying	31/01/2022	31/01/2022	3	SOP & HIRARC on manuring	18/03/2022	17/03/2022	4	SOP & HIRARC on harvesting	10/03/2022	10/03/2022	5	OSH Training	23/02/2022	23/02/2022	6	SOP & HIRARC on General Workers	08/04/2022	08/04/2022	7	SOP & HIRARC on grading	10/03/2022	10/03/2022	8	First Aid Training	16/03/2022	16/03/2022	
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5	OSH Training	23/02/2022	23/02/2022																																			
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	<p>09/04/2019. 30 chemicals have been assessed base on the activities such as diesel handlers, manuring, fogging, pesticide workers, water treatment personnel and workshop.</p> <p>The Estate has conducted Supplementary CHRA by Hjh Noormahani Harun, HQ/03/ASS/00/154 from QMSPRO Sdn Bhd dated 11/02/2021.</p> <p>Medical Surveillance was conducted by Elopura Clinic dated 13/01/2022 to 32 workers comprising storekeeper, workshop, sprayers, mandore and driver. Based on Employee Medical Record Book (USECHH 2) and Certificate of Fitness (USECHH 3), all the workers are fit for work.</p> <p>Noise Risk Assessment was conducted on 01/04/2021 by Chemclass Sdn Bhd. The NRA covering motorized cutter, farm tractor c/w grabber, compactor, grass cutter, workshop, genset, superbull and mini excavator.</p> <p>The Management have responded to the Assessor's recommendation based on Action Plan for NRA dated 10/9/2020. The evidence and implementation was seen during the site verification.</p> <p>Audiometric Test was conducted by DAB OH Sdn Bhd dated 26/1/2022 to 36 workers and 2 workers were under abnormal audiogram.</p> <p>Evidence, the 2 workers have been referred to OHD Dr. Shaji a/l Prathap Gopal dated 1/4/2022.</p> <p>f) Person in- charge of Occupational Safety and Health is the respective Senior Manager, Mr. Tan Yeong Huat dated 1/3/2017. The appointment letter signed by Mr. Ngui Chee Keong, VP/GM Region 1.</p>	

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Criterion / Indicator		Assessment Findings	Compliance										
		<p>g) Sighted, OSH Meeting being conducted at Sabapalm Estate and to discuss all issues regarding worker’s safety and health, Occupational Safety and Health Matters, Accident Report and etc. The last 3 meetings were on 24/02/2022, 19/11/2021 and 27/08/2021.</p> <p>h) Emergency response plan available in local language (Malay and English). The ERP has been explained to all workers and staffs during training which has been conducted. Emergency response plan include the emergency contact number, and also have Guidelines on Accident, Emergency Procedures and Exit routes as well as assembly point in file and pasted on notice board. The procedure latest reviewed was on 18/02/2022.</p> <p>i) The first aider for the Estate is Mrs Malini bt Bolokan Bansinai, Hospital Assistant for Sabapalm Estate. Other than training by the Hospital Assistant, 12 Estate personnel being trained on Basic Life Support & First Aid Training by American Heart Association dated 25/2/2022. The certificate valid for 3 years. A First Aid Kit equipped with approved contents seen available at 12 worksites. Seen, the 1st Aid Box replenishment record book. The content being checked on periodical basis.</p> <p>j) Sighted, JKPP 8 being submitted within mandatory period (I & II)/(IV) on annually basis to the DOSH dated 06/01/2022. Details as below: -</p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">No of Accidents</th> <th rowspan="2">Lost Time Injuries</th> </tr> <tr> <th>Major</th> <th>Minor</th> </tr> </thead> <tbody> <tr> <td>Sabapalm</td> <td>0</td> <td>4</td> <td>8</td> </tr> </tbody> </table>		No of Accidents		Lost Time Injuries	Major	Minor	Sabapalm	0	4	8	
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	Major	Minor											
Sabapalm	0	4	8										

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Criterion / Indicator		Assessment Findings	Compliance
		<p><u>Major Non -conformities</u></p> <p>During site verification at Bengkawat Complex, the air compressor store was unlocked and without any safety procedures and measures. This aspect has not been identified and evaluated in the HIRARC dated 25/01/2022 for the necessary action and mitigation plan. Thus, major non conformities has been raised.</p>	
Criterion 4.4.5: Employment conditions			
4.4.5.1	<p>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.</p> <p>- Major compliance -</p>	<p>The estate has established Social Policy signed by the President and Chief Operating Officer dated 14/09/2020. In the policy stated the company commitment to ensure that the workers and employees are treated fairly, equally, with respect according to local, national and ratified international law.</p> <p>The policy were communicated to all the employee and stakeholders through briefing, training, and meeting and displayed at notice boards in the operating units.</p>	Complied
4.4.5.2	<p>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.</p> <p>- Major compliance -</p>	<p>The estate has established Social Policy signed by the President and Chief Operating Officer dated 14/09/2020. In the policy stated the company commitment to not discriminate in term of hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, union membership or political affiliation.</p> <p>The policy were communicated to all the employee and stakeholders through briefing, training, and meeting and displayed at notice boards in the operating units.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
4.4.5.3	<p>Management shall ensure that employees' pay and conditions meet legal or industry minimum standards and as per agreed Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage.</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has established the template for employment agreement for all workers entitled "Perjanjian Pekerjaan". Refer template no. revision dated 01/12/2019.</p> <p>All the terms and conditions stated in the employment agreement were as per Labour Act 1955, Sabah labour Ordinance 2005 (amendment) and Minimum Wage Order 2020 (amendment).</p>	Complied
4.4.5.4	<p>Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.</p> <p>- Minor compliance -</p>	<p>The contractor workers were provided with employment contracts. Pay and conditions are documented and in line with the Minimum Wage Order 2020.</p> <p>All contractors workers salary payments were monitored and paid by the estates to ensure the contractors workers were paid based on legal or industry minimum standards</p> <p>Reviewed the employment contracts, salary payslip and EPF and SOCSO contribution for the month of August 2021, November 2021 and February 2022 for contract workers as follows:</p> <p>Hon Kim Enterprise</p> <ol style="list-style-type: none"> 1. AT 986385 2. AS 382657 3. AU 289194 4. AT 898750 5. C 3825208 <p>SYT. Tan Hong Transport</p> <ol style="list-style-type: none"> 1. AT 986393 2. AU 266768 3. AT 695767 	OFI

Criterion / Indicator		Assessment Findings	Compliance																
		The details stated in the contracts workers' payslip could be further improve. Thus, OFI has been raised.																	
4.4.5.5	The management shall establish records that provide an accurate account of all employees (including seasonal workers and subcontracted workers on the premises). The records should contain full names, gender, date of birth, date of entry, a job description, wage and the period of employment. - Major compliance -	The estates has established workers master list including the contractor workers. The list includes information on the workers name, gender, nationality, identification (passport, permit and Malaysian identify card), age, date of birth date joined, category of work and work description.	Complied																
4.4.5.6	All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract is available for each and every employee indicated in the employment records. - Major compliance -	Genting Plantations Berhad has established the template for employment agreement for all workers entitled "Perjanjian Pekerjaan". Refer template no. revision dated 01/12/2019. All the terms and conditions stated in the employment agreement were as per Labour Act 1955, Sabah labour Ordinance 2005 (amendment) and Minimum Wage Order 2020 (amendment). Reviewed the sampled employment contract for employee as follows: <table style="margin-left: 40px;"> <tr> <td>1. E00606</td> <td>9. E10946</td> </tr> <tr> <td>2. E11334</td> <td>10. E10833</td> </tr> <tr> <td>3. E10726</td> <td>11. E10987</td> </tr> <tr> <td>4. E11191</td> <td>12. E10850</td> </tr> <tr> <td>5. E11013</td> <td>13. E11182</td> </tr> <tr> <td>6. E10696</td> <td>14. E10024</td> </tr> <tr> <td>7. E00713</td> <td>15. E10795</td> </tr> <tr> <td>8. E11341</td> <td>16. E10036</td> </tr> </table>	1. E00606	9. E10946	2. E11334	10. E10833	3. E10726	11. E10987	4. E11191	12. E10850	5. E11013	13. E11182	6. E10696	14. E10024	7. E00713	15. E10795	8. E11341	16. E10036	Complied
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Criterion / Indicator		Assessment Findings	Compliance																
4.4.5.7	<p>The management shall establish a time recording system that makes working hours and overtime transparent for both employees and employer.</p> <p>- Major compliance -</p>	<p>The estate implement the checkroll system to records the working hours for all workers. The data from checkroll were transferred to Lyntramax computer system for salary calculation.</p> <p>Verified the working hours and overtime data in checkroll, Lyntramax and payslips found all the data were consistent. Reviewed the data for employee as follows:</p> <table style="margin-left: 40px;"> <tr> <td>1. E00606</td> <td>9. E10946</td> </tr> <tr> <td>2. E11334</td> <td>10. E10833</td> </tr> <tr> <td>3. E10726</td> <td>11. E10987</td> </tr> <tr> <td>4. E11191</td> <td>12. E10850</td> </tr> <tr> <td>5. E11013</td> <td>13. E11182</td> </tr> <tr> <td>6. E10696</td> <td>14. E10024</td> </tr> <tr> <td>7. E00713</td> <td>15. E10795</td> </tr> <tr> <td>8. E11341</td> <td>16. E10036</td> </tr> </table>	1. E00606	9. E10946	2. E11334	10. E10833	3. E10726	11. E10987	4. E11191	12. E10850	5. E11013	13. E11182	6. E10696	14. E10024	7. E00713	15. E10795	8. E11341	16. E10036	Complied
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4.4.5.8	<p>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.</p> <p>- Major compliance -</p>	<p>Working hours is 8 hours. From Monday to Saturday. Total monthly working hours is 208 hours. The overtime maximum is 104 hours as labour law.</p> <p>As at current status, there was none has crossed approved hours of overtime. Verified the pays lips, the payment and calculation of overtime well distributed.</p> <p>The overtime rate after 8 hours daily rated is: General Workers</p> <ul style="list-style-type: none"> • Mon - Sat – daily rated / 8 hours x 1.5 • Sunday - daily rated / 8 hours x 2.0 • Public holiday – daily rated / 8 hours x 3.0 	Major Non-conformity																

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Criterion / Indicator	Assessment Findings	Compliance																
	<p>The overtime rate after 8 hours piece rated is: Harvester</p> <ul style="list-style-type: none"> • Mon - Sat – flat rate • Sunday – flat rate x 2.0 <p>Public holiday – flat rate x 3.0</p> <p>The estates sampled implement the checkroll system to records the working hours for all workers. The data from checkroll were transferred to Lyntramax computer system for salary calculation.</p> <p>Verified the working hours and overtime data in checkroll, Lyntramax and payslips found all the data were consistent. Reviewed the data for the month of August 2021, November 2021 and February 2022 for employee as follows:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">1. E00606</td> <td style="width: 50%;">9. E10946</td> </tr> <tr> <td>2. E11334</td> <td>10. E10833</td> </tr> <tr> <td>3. E10726</td> <td>11. E10987</td> </tr> <tr> <td>4. E11191</td> <td>12. E10850</td> </tr> <tr> <td>5. E11013</td> <td>13. E11182</td> </tr> <tr> <td>6. E10696</td> <td>14. E10024</td> </tr> <tr> <td>7. E00713</td> <td>15. E10795</td> </tr> <tr> <td>8. E11341</td> <td>16. E10036</td> </tr> </table> <p>The estate doesn't acquire the Woman Working at Night Permit from Sabah Labour Department.</p> <p>Reviewed the punch card records, work overtime form and workers request overtime form for the month of August 2021, November 2021 and February 2022 for workers with employment no E00606 and</p>	1. E00606	9. E10946	2. E11334	10. E10833	3. E10726	11. E10987	4. E11191	12. E10850	5. E11013	13. E11182	6. E10696	14. E10024	7. E00713	15. E10795	8. E11341	16. E10036	
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Criterion / Indicator		Assessment Findings	Compliance																
		<p>E11334 found that the woman workers were working at night more than 10.00 pm for date as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;">Emploment no.</th> <th style="width: 30%;">Date</th> <th style="width: 40%;">Time off work</th> </tr> </thead> <tbody> <tr> <td rowspan="2">E00606</td> <td>09/08/2021</td> <td>23.52</td> </tr> <tr> <td>15/08/2021</td> <td>00.28</td> </tr> <tr> <td rowspan="3">E11334</td> <td>13/08/2021</td> <td>23.28</td> </tr> <tr> <td>16/08/2021</td> <td>23.02</td> </tr> <tr> <td>13/02/2022</td> <td>23.03</td> </tr> </tbody> </table>	Emploment no.	Date	Time off work	E00606	09/08/2021	23.52	15/08/2021	00.28	E11334	13/08/2021	23.28	16/08/2021	23.02	13/02/2022	23.03		
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4.4.5.9	<p>Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements.</p> <p>- Major compliance -</p>	<p>The estates sampled implement the checkroll system to records the working hours for all workers. The data from checkroll were transferred to Lyntramax computer system for salary calculation.</p> <p>Verified the working hours and overtime data in checkroll, Lyntramax and payslips found all the data were consistent. Reviewed the data for the month of August 2021, November 2021 and February 2022 for employee as follows:</p> <table style="width: 100%; border: none;"> <tbody> <tr> <td style="width: 50%;">1. E00606</td> <td style="width: 50%;">9. E10946</td> </tr> <tr> <td>2. E11334</td> <td>10. E10833</td> </tr> <tr> <td>3. E10726</td> <td>11. E10987</td> </tr> <tr> <td>4. E11191</td> <td>12. E10850</td> </tr> <tr> <td>5. E11013</td> <td>13. E11182</td> </tr> <tr> <td>6. E10696</td> <td>14. E10024</td> </tr> <tr> <td>7. E00713</td> <td>15. E10795</td> </tr> <tr> <td>8. E11341</td> <td>16. E10036</td> </tr> </tbody> </table>	1. E00606	9. E10946	2. E11334	10. E10833	3. E10726	11. E10987	4. E11191	12. E10850	5. E11013	13. E11182	6. E10696	14. E10024	7. E00713	15. E10795	8. E11341	16. E10036	Complied
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4.4.5.10	<p>Other forms of social benefits should be offered by the employer to employees, their families or the community such as incentives</p>	<p>The management provided free medical facilities to all the workers and dependents. Utilities i.e. water and electricity is provided free unless if</p>	Complied																

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Criterion / Indicator		Assessment Findings	Compliance
	for good work performance, bonus payment, professional development, medical care and health provisions. - Minor compliance -	using government electric supply which subsidized by the company at RM 30/house/month.	
4.4.5.11	In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities in compliance with the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446) or any other applicable legislation. - Major compliance -	Living quarters are provided to all workers but some local workers choose to stay outside as mill is close to housing and township. Houses are equipped with 2 or 3 bedrooms and a bathroom. Utilities i.e. water and electricity is provided free unless if using government electric supply which subsidized by the company at RM 30/house/month. Apart from that, all the workers are provided with free medical facilities.	Complied
4.4.5.12	The management shall establish a policy and provide guidelines to prevent all forms of sexual harassment and violence at the workplace. - Major compliance -	Genting Plantations Berhad has established Social Policy signed by the President and Chief Operating Officer dated 14/09/2020. In the policy stated that the company prohibited any physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal use or other form of intimidation. Genting Plantations Berhad has also established the Sexual Harassment Policy signed by the Chief Operating officer dated 03/08/2009. In the policy started the commitment of the company to strive for harassment-free environment. The policy were communicated to all the employee and stakeholders through briefing, training, and meeting and displayed at notice boards in the operating units. Noted during interview with Gender Committee representative, no cases of sexual harassment, domestic violence or violence at workplace occur since last assessment. They also aware on the reporting channel if any incident occur.	Complied
4.4.5.13	The management shall respect the right of all employees to form or join trade union and allow workers own	Genting Plantations Berhad has established Social Policy signed by the President and Chief Operating Officer dated 14/09/2020. In the policy	Complied

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Criterion / Indicator		Assessment Findings	Compliance												
	<p>representative(s) to facilitate collective bargaining in accordance with applicable laws and regulations. Employees shall be given the freedom to join a trade union relevant to the industry or to organize themselves for collective bargaining. Employees shall have the right to organize and negotiate their work conditions. Employees exercising this right should not be discriminated against or suffer repercussions.</p> <p>- Major compliance -</p>	<p>stated that the company respect the workers right to join or form legal trade union of their own choosing and to bargain collectively.</p> <p>The policy were communicated to all the employee and stakeholders through briefing, training, and meeting and displayed at notice boards in the operating units.</p>													
4.4.5.14	<p>Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation. Work by children is acceptable on family farms, under adult supervision, and when not interfering with their education programmes. Children shall not exposed to hazardous working conditions.</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has established Social Policy signed by the President and Chief Operating Officer dated 14/09/2020. In the policy stated that the company shall not use any child labour. The children’s right is respected. The policy were communicated to all the employee and stakeholders through briefing, training, and meeting and displayed at notice boards in the operating units.</p> <p>Reviewed and verified with the employee master list, no employee under age of 18 were employed. Workers are aware of the minimum age policy is being strictly enforced by the management at which the age limit is above 18 years old.</p>	Complied												
Criterion 4.4.6: Training and competency															
4.4.6.1	<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>- Major compliance -</p>	<p>The estate has a comprehensive annual training plan for the Staffs and Workers and this was sighted in the training matrix for each staff and workers. Seen, Training Programme 2022 at Sabapalm Estate as follows: -</p> <table border="1"> <thead> <tr> <th>No</th> <th>Topic</th> <th>Target Date</th> <th>Completion</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>SOP & HIRARC on Tractor Driving</td> <td>08/04/2022</td> <td>08/04/2022</td> </tr> <tr> <td>2</td> <td>SOP & HIRARC on Spraying</td> <td>31/01/2022</td> <td>31/01/2022</td> </tr> </tbody> </table>	No	Topic	Target Date	Completion	1	SOP & HIRARC on Tractor Driving	08/04/2022	08/04/2022	2	SOP & HIRARC on Spraying	31/01/2022	31/01/2022	Complied
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Criterion / Indicator		Assessment Findings				Compliance
		3	SOP & HIRARC on manuring	18/03/2022	17/03/2022	
		4	SOP & HIRARC on harvesting	10/03/2022	10/03/2022	
		5	OSH Training	23/02/2022	23/02/2022	
		6	SOP & HIRARC on General Workers	08/04/2022	08/04/2022	
		7	SOP & HIRARC on grading	10/03/2022	10/03/2022	
		8	First Aid Training	16/03/2022	16/03/2022	
4.4.6.2	Training needs of individual employees shall be identified prior to the planning and implementation of the training programmes in order to provide the specific skill and competency required to all employees based on their job description. - Major compliance -	Yearly training plan is created based on Training Needs Analysis for workers involved in the operations. Sighted the Training Need Analysis of all workers, staffs and Management which are based on their competencies and job description.				Complied
4.4.6.3	A continuous training programme should be planned and implemented to ensure that all employees are well trained in their job function and responsibility, in accordance to the documented training procedure. - Minor compliance -	All workers involved in the operations have been adequately trained in safe working practice. The estate has a comprehensive annual training plan for its staffs and workers and this was sighted in the training records file for each staff and workers. Trainings conducted were recorded in the various trainings record and completed with attendance records, training materials and photographs of the training.				Complied
4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services						
Criterion 4.5.1: Environmental Management Plan						
4.5.1.1	An environmental policy and management plan in compliance with the relevant country and state environmental laws shall be developed, effectively communicated and implemented. - Major compliance -	Management has established Environment Policy signed by Mr. Yong Chee Kong (Chief Operating Officer) dated 05/10/2009. Based on the Environmental Policy, the Company is committed towards the implementation of the following practices:				Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ol style="list-style-type: none"> 1. Comply with all applicable laws and other regulations pertaining to the Environment; 2. Adopt suitable pollution prevention measures that will enhance the current practices towards sustainable development; 3. Set realistic goals and monitor progress to ensure continual improvement in environmental performance; and 4. Ensure that our stakeholders are aware of and share our commitment to responsible environmental stewardship. 	
4.5.1.2	<p>The environmental management plan shall cover the following:</p> <p>a) An environmental policy and objectives;</p> <p>b) The aspects and impacts analysis of all operations.</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad, Sabapalm Estate has established Environmental Aspect and Impact Assessment prepared on 8/2/2022. The EAIA covering the following Estate activities: -</p> <ol style="list-style-type: none"> 1. Pesticide Application 2. Fertilizer Application 3. EFB and Bunch Ash Application 4. POME, Decanter Cake application 5. Harvesting, Pruning and Buffalo Infield Collection 6. Chemical Store 7. Etc. <p>Sample taken on Chemical Store, Lubricant Store: -</p> <ol style="list-style-type: none"> 1. Environmental Aspect: Spillage, leakage 2. Legal Requirement: EQA and OSHA 3. Condition: Emergency 4. Environmental Type: Emergency 5. Evaluation: Legal Obligation – High, Possibility of occurrence – High, Severity of Occurrence – High 	Complied

Criterion / Indicator		Assessment Findings	Compliance									
4.5.1.3	<p>An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, effectively implemented and monitored.</p> <p>- Major compliance -</p>	<p>The Environmental Management Plan for the year 2022 has developed the mitigation on the negative impacts and to promote the positive one. The mitigation being documented under Environment Aspect and Impacts Assessment – Control Measures.</p> <table border="1"> <thead> <tr> <th>Activity</th> <th>Mitigation Plan</th> <th>Target Date</th> </tr> </thead> <tbody> <tr> <td>Discharged of contaminated waste water, chemicals to monsoon drain</td> <td> <ol style="list-style-type: none"> SOP -PD -02, Recycling of waste contaminated water for spraying. Sump pit Training to premixer </td> <td>On-going</td> </tr> <tr> <td>Empty Fertiliser Bag</td> <td> <ol style="list-style-type: none"> SOP – empty bags sent to store Keep at empty fertiliser bags store </td> <td>On-going</td> </tr> </tbody> </table>	Activity	Mitigation Plan	Target Date	Discharged of contaminated waste water, chemicals to monsoon drain	<ol style="list-style-type: none"> SOP -PD -02, Recycling of waste contaminated water for spraying. Sump pit Training to premixer 	On-going	Empty Fertiliser Bag	<ol style="list-style-type: none"> SOP – empty bags sent to store Keep at empty fertiliser bags store 	On-going	Complied
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4.5.1.4	<p>A programme to promote the positive impacts should be included in the continual improvement plan.</p> <p>- Minor compliance -</p>	<p>The Management has established Continuous Improvement Plan dated 10/2/2022 which consist of the following: -</p> <ol style="list-style-type: none"> Minimize usage of certain pesticides Environmental Impacts Waste Reduction Pollution and Greenhouse Emissions Social Impacts A mechanism to capture the performance and expenditure in social and environmental aspects Encourage optimizing the yield of the supply base Workers personal file Water consumption and water quality 	Complied									

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Criterion / Indicator		Assessment Findings				Compliance																								
		10. Health and Safety Performance Sample taken on the followings; - <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">Description of Improvement</td> <td colspan="3">Water consumption and water quality</td> </tr> <tr> <td>Objective</td> <td colspan="3">1. Clean water is a scarce resource 2. Consumption record and conformity to certain safety standard is essential</td> </tr> <tr> <td>Action Plan</td> <td colspan="3">1. Refer water management guidance 2. Regular maintenance to minimize leakages 3. Regular monitor water quality 4. Trend the consumption and quality</td> </tr> <tr> <td>Monitoring</td> <td colspan="3">1. Monthly consumption record 2. Water tank training record</td> </tr> <tr> <td>Timeline</td> <td colspan="3">On-going</td> </tr> <tr> <td>Remarks</td> <td colspan="3">Flow meter record and calculation as per meter supply against total population</td> </tr> </table>				Description of Improvement	Water consumption and water quality			Objective	1. Clean water is a scarce resource 2. Consumption record and conformity to certain safety standard is essential			Action Plan	1. Refer water management guidance 2. Regular maintenance to minimize leakages 3. Regular monitor water quality 4. Trend the consumption and quality			Monitoring	1. Monthly consumption record 2. Water tank training record			Timeline	On-going			Remarks	Flow meter record and calculation as per meter supply against total population			
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4.5.1.5	An awareness and training programme shall be established and implemented to ensure that all employees understand the policy and objectives of the environmental management and improvement plans and are working towards achieving the objectives. - Major compliance -	The Estate have established Environmental Training Program 2022 as below: - <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>No</th> <th>Topic</th> <th>Target Date</th> <th>Completion</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Handling Water Treatment Plant</td> <td>08/04/2022</td> <td>08/04/2022</td> </tr> <tr> <td>2</td> <td>Recycle, RTE and Policy</td> <td>11/03/2022</td> <td>11/03/2022</td> </tr> <tr> <td>3</td> <td>Workshop</td> <td>08/04/2022</td> <td>08/04/2022</td> </tr> <tr> <td>4</td> <td>Store – premix and SOP</td> <td>06/04/2022</td> <td>06/04/2022</td> </tr> </tbody> </table>				No	Topic	Target Date	Completion	1	Handling Water Treatment Plant	08/04/2022	08/04/2022	2	Recycle, RTE and Policy	11/03/2022	11/03/2022	3	Workshop	08/04/2022	08/04/2022	4	Store – premix and SOP	06/04/2022	06/04/2022	Complied				
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4.5.1.6	Management shall organize regular meetings with employees where their concerns about environmental quality are discussed. - Major compliance -	Environmental meeting has been conducted to Stakeholders as follow: 1. Sighted, the Environmental Meeting dated 21/02/2022 attended by 6 internal stakeholders. The meeting chaired by Estate Senior				Complied																								

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Criterion / Indicator		Assessment Findings	Compliance																								
		Manager, Mr. Tan Yeong Huat. The minutes of meeting was available for verification.																									
Criterion 4.5.2: Efficiency of energy use and use of renewable energy																											
4.5.2.1	Consumption of non-renewable energy shall be optimized and closely monitored by establishing baseline values and trends shall be observed within an appropriate timeframe. There should be a plan to assess the usage of non-renewable energy including fossil fuel, electricity and energy efficiency in the operations over the base period. - Major compliance -	<p>Sighted record of Non-Renewable Energy being monitored and establishing the baseline value in term of liter per MT FFB. The data as listed herein: -</p> <table border="1"> <thead> <tr> <th></th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022 as at March</th> </tr> </thead> <tbody> <tr> <td>FFB / Mt</td> <td>90,471</td> <td>92,925</td> <td>93,074</td> <td>90,590</td> <td>16,315</td> </tr> <tr> <td>Diesel (l)</td> <td>94,147</td> <td>94,768</td> <td>97,192</td> <td>126,269</td> <td>26,181</td> </tr> <tr> <td>Liter / Mt FFB</td> <td>1.04</td> <td>1.02</td> <td>1.04</td> <td>1.39</td> <td>1.60</td> </tr> </tbody> </table> <p>The Management did establish Management Plan to improve Efficiency of Diesel Usage dated 8/2/2022. Sample taken as below; -</p> <ol style="list-style-type: none"> Infield and internal transport for FFB Collection and Transport to mill. The plan is to have a cluster or block harvesting. 		2018	2019	2020	2021	2022 as at March	FFB / Mt	90,471	92,925	93,074	90,590	16,315	Diesel (l)	94,147	94,768	97,192	126,269	26,181	Liter / Mt FFB	1.04	1.02	1.04	1.39	1.60	Complied
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4.5.2.2	The oil palm premises shall estimate the direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations. This shall include fuel use by contractors, including all transport and machinery operations. - Major compliance -	The estimate for the direct usage of non-renewable energy for their operations, including fossil fuel to determine energy efficiency of their operations (machineries and vehicle), was available in the estate annual budget.	Complied																								
4.5.2.3	The use of renewable energy should be applied where possible. - Minor compliance -	No renewable energy been applied in estate.	Complied																								

Criterion / Indicator		Assessment Findings	Compliance								
Criterion 4.5.3: Waste management and disposal											
4.5.3.1	<p>All waste products and sources of pollution shall be identified and documented.</p> <p>- Major compliance -</p>	<p>Identification of waste products and sources of pollution is documented in Waste Management Plan (For Estates and Mills).</p> <p>The wastes were categorised to scheduled wastes, domestic wastes and recyclable wastes.</p> <p>The waste management plan has the information about method of disposal, monitoring & action plan, data required, responsible person and status of implementation.</p> <p>Sample taken as follows: -</p> <table border="1"> <tr> <td>Source</td> <td>Domestic Waste</td> </tr> <tr> <td>Management Plan</td> <td>Disposal</td> </tr> <tr> <td>Monitoring & Action Plan</td> <td>Dispose at designated landfill area</td> </tr> <tr> <td>PIC</td> <td>Field supervisor</td> </tr> </table>	Source	Domestic Waste	Management Plan	Disposal	Monitoring & Action Plan	Dispose at designated landfill area	PIC	Field supervisor	Complied
Source	Domestic Waste										
Management Plan	Disposal										
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PIC	Field supervisor										
4.5.3.2	<p>A waste management plan to avoid or reduce pollution shall be developed and implemented. The waste management plan should include measures for:</p> <p>a) Identifying and monitoring sources of waste and pollution</p> <p>b) Improving the efficiency of resource utilization and recycling of potential wastes as nutrients or converting them into value-added by-products</p> <p>- Major compliance -</p>	<p>Waste management plan was established by the estate to include pollution source, management plan and monitoring plan. For example, source of waste and mitigation plan for scheduled waste, domestic wastes and recyclable waste.</p> <p>The action plan sighted as follows:</p> <p>i. Disposal as scheduled waste by DOE approved contractor</p> <p>ii. Disposal of domestic wastes at designated landfill area</p> <p>iii. Segregation of waste and store at designated recyclable waste area.</p> <p>Sighted the appointed licensed collector to collect the scheduled wastes at the estate. Latest disposal of scheduled waste for the estate as the following:</p>	Major Non-Compliance								

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Criterion / Indicator		Assessment Findings					Compliance
		SW	Recent Disposed	Date Generated Prior To Dispose	Previous Disposal	Consignment Note & Contractor	
		102	11/4/2022 – 0.04 Mt	10/4/2022	20/9/2021	Lagenda Bumimas – 2022041120P GYUI8	
		410	11/4/2022 – 0.1800 Mt	29/10/2021	20/9/2021	Lagenda Bumimas – 2022041116X 5IPNO	
		305	11/4/2022 – 1.400 Mt	29/10/2021	20/9/2021	Lagenda Bumimas – 2022041118B ISKD1	
		<p><u>Major Non-Conformity</u> Sighted during site verification, scheduled waste and non – scheduled waste items being disposed at non designated landfill area at Block 7, Thus, non-compliance to the Waste Management Plan dated 11/1/2022. Thus, Major non-conformities have been raised.</p>					
4.5.3.3	The management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environment Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal.	Genting Plantations Berhad has established the Standard Operating Procedure under Sustainability Management Procedure Manual, Scheduled Waste Management, Doc No SMP-GPB-11 Revision 2 Issue date; September 2020, Sustainability Management Procedure Manual, SOPs and Justification of Pesticides Used, Doc No SMP-GPB-28 Revision 5 Issue date; September 2020.					Complied

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Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
4.5.3.4	Empty pesticide containers shall be punctured and disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health. The disposal instructions on manufacturer's labels should be adhered to. Reference should be made to the national programme on recycling of used HDPE pesticide containers. - Major compliance -	The empty pesticide containers are disposed to G- Planter, a buyer of triple rinsed container. The last disposal was on 18/3/2022 for 270 pieces plastic pesticide containers 20 liters and 300 pieces of 500 gm bottle through U Plastic Pesticide Container R Form.	Complied
4.5.3.5	Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourses. - Minor compliance -	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. Seen, the landfill was designated at Block 7A. The collection from line site were done 2 times a week by own transportation.	Complied
Criterion 4.5.4: Reduction of pollution and emission			
4.5.4.1	An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, scheduled wastes, solid wastes and effluent. - Major compliance -	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 on 8/2/2022.	Complied
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented. - Major compliance -	Sighted Environmental Management Plan (EMP), mitigation measures are identified in the Environment Impacts Assessment register to prevent or minimize pollution	Complied

Criterion / Indicator	Assessment Findings	Compliance																																	
Criterion 4.5.5: Natural water resources																																			
<p>4.5.5.1 The management shall establish a water management plan to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include:</p> <ul style="list-style-type: none"> a. Assessment of water usage and sources of supply. b. Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the estate’s current activities. 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.). 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. e. Where natural vegetation in riparian areas has been removed, a plan with a timetable for restoration shall be established and implemented. f. Where bore well is being use for water supply, the level of the ground water table should be measured at least annually. <p>- Major compliance -</p>	<p>Water Management Plan dated 14/01/2022 had been established with the main objective to maintain the quality and availability of natural water resources (surface and ground water). Among the plans established were:</p> <ul style="list-style-type: none"> i. Peat area management ii. Flood area management iii. Prevention of water pollution iv. Management of line-site drainage v. Education and training for employee <p>Sighted consumption water quality analyzed by Dynakey Laboratories Sdn Bhd for Genting Sabapalm Estate sample received on 19/2/2022, sampling date 18/2/2022 from Labour Quarter – Air Terawat</p> <table border="1" data-bbox="1048 954 1872 1348"> <thead> <tr> <th>Parameter</th> <th>Results</th> <th>Drinking Water Quality standard</th> </tr> </thead> <tbody> <tr> <td>pH</td> <td>7.7</td> <td>6.5 – 9.0</td> </tr> <tr> <td>Turbidity</td> <td>0.35</td> <td>5</td> </tr> <tr> <td>Suspended Solids</td> <td>ND (<2)</td> <td>Not listed</td> </tr> <tr> <td>BOD</td> <td>0.1</td> <td>Not listed -</td> </tr> <tr> <td>COD</td> <td>ND (<15)</td> <td>Not listed -</td> </tr> <tr> <td>Ammonical Nitrogen</td> <td>0.02</td> <td>1.5</td> </tr> <tr> <td>Chloride</td> <td>10.3</td> <td>250</td> </tr> <tr> <td>E-Coli</td> <td>ND (<2)</td> <td>Not listed</td> </tr> <tr> <td>Fecal Coliform</td> <td>20</td> <td>ND in 100ml</td> </tr> <tr> <td>Total Coliform Count</td> <td>20</td> <td>ND in 100ml</td> </tr> </tbody> </table>	Parameter	Results	Drinking Water Quality standard	pH	7.7	6.5 – 9.0	Turbidity	0.35	5	Suspended Solids	ND (<2)	Not listed	BOD	0.1	Not listed -	COD	ND (<15)	Not listed -	Ammonical Nitrogen	0.02	1.5	Chloride	10.3	250	E-Coli	ND (<2)	Not listed	Fecal Coliform	20	ND in 100ml	Total Coliform Count	20	ND in 100ml	<p>Minor Non - Compliance</p>
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Criterion / Indicator		Assessment Findings	Compliance																					
		<p>Sighted river water quality analyzed by Chemsain Konsultant Sdn Bhd for Genting Sabapalm Estate sample received on 10/12/2021. Details as follows: -</p> <table border="1"> <thead> <tr> <th>Parameter</th> <th>Results</th> <th>Standard Limit</th> </tr> </thead> <tbody> <tr> <td>Suspended Solids</td> <td>< 5.0</td> <td>150</td> </tr> <tr> <td>Turbidity</td> <td>14</td> <td>-</td> </tr> <tr> <td>Oil & Grease</td> <td><1.5</td> <td>N</td> </tr> <tr> <td>Total Coliform Count</td> <td>< 1.8</td> <td>5,000</td> </tr> <tr> <td>Faecal Coliform</td> <td>< 1.8</td> <td>50,000</td> </tr> <tr> <td>Methamidhupos</td> <td>absent</td> <td></td> </tr> </tbody> </table> <p><u>Minor Non -Conformity</u> No mitigation measure was sighted in the Water Management Plan on issue related to off spec on Faecal Coliform and Total Coliform Count. Reference is made to water quality analyzed by Dynakey Laboratories Sdn Bhd for Genting Sabapalm Estate sample received on 19/2/2022, sampling date 18/2/2022 from Labour Quarter – Air Terawat. Thus, Minor non-conformities have been raised.</p>	Parameter	Results	Standard Limit	Suspended Solids	< 5.0	150	Turbidity	14	-	Oil & Grease	<1.5	N	Total Coliform Count	< 1.8	5,000	Faecal Coliform	< 1.8	50,000	Methamidhupos	absent		
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4.5.5.2	No construction of bunds, weirs and dams across main rivers or waterways passing through an estate. - Minor compliance -	There is no construction of bunds, weirs and dams across main rivers or waterways passing through an estate.	Complied																					
4.5.5.3	Water harvesting practices should be implemented (e.g. water from road-side drains can be directed and stored in conservation terraces and various natural receptacles). - Minor compliance -	Water harvesting methods implemented by the management to conserve water are terracing, water conservation pit and roadside pit	Complied																					

Criterion / Indicator	Assessment Findings	Compliance
Criterion 4.5.6: Status of rare, threatened, or endangered species and high biodiversity value		
<p>4.5.6.1 Information shall be collated that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors). This information should cover:</p> <ul style="list-style-type: none"> a) Identification of high biodiversity value habitats, such as rare and threatened ecosystems, that could be significantly affected by the grower(s) activities. b) Conservation status (<i>e.g.</i> The International Union on Conservation of Nature and Natural Resources (IUCN) status on legal protection, population status and habitat requirements of rare, threatened, or endangered species), that could be significantly affected by the grower(s) activities. <p>- Major compliance -</p>	<p>The assessment namely, "Inventory on HCV sites within Genting Plantations Berhad group estates (Sabah Region 1)" by S.K. Yap Forestry and Landscape Advisory Services on Oct 2009 – July 2010. Only HCV 4.2 and HCV 6 were identified at GSPE. Eg: Labuk and Bangkawat Rivers and burial grounds for local communities within estates.</p>	<p>Complied</p>
<p>4.5.6.2 If rare, threatened or endangered species, or high biodiversity value, are present, appropriate measures for management planning and operations should include:</p> <ul style="list-style-type: none"> a) Ensuring that any legal requirements relating to the protection of the species are met. b) Discouraging any illegal or inappropriate hunting, fishing or collecting activities; and developing responsible measures to resolve human-wildlife conflicts. <p>- Major compliance -</p>	<p>There is no RTE or high biodiversity value at GSPE except for estuarine crocodiles found at Sg Labuk River.</p> <p>The management and monitoring plan for HCV areas has been established which was last reviewed on 9/02/2022. Among the plans established are maintaining the awareness signages such as no fishing, no manuring, no spraying, no slashing, no swimming and also rehabilitation of riparian zones.</p> <p>Monitoring of HCV was done every for 2 months and the latest monitoring was done on 05/04/2022 at Genting Sabapalm Estate</p>	<p>Complied</p>

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Criterion / Indicator		Assessment Findings	Compliance
4.5.6.3	A management plan to comply with Indicator 1 shall be established and effectively implemented, if required. - Major compliance -	HCV Management Plan have been established, implemented and reviewed annually by the Management. The last reviewed was on 09/02/2022. The estates have installed signboards at prominent areas to prohibit hunting, disturbance of protected areas and the lighting of fires.	Complied
Criterion 4.5.7: Zero burning practices			
4.5.7.1	Use of fire for waste disposal and for preparing land for oil palm cultivation or replanting shall be avoided except in specific situations, as identified in regional best practice. - Major compliance -	The management has established the environment Policy in document, "Zero Burning Policy" signed by President and Chief Operating Officer, Mr Yong Chee Kong dated 10 th August 2011. The management are committed to comply with the policy as per statement in the policy: - <ul style="list-style-type: none"> • There shall no open burning of any kind at operating units, except where deemed necessary with prior approval of the relevant authorities. This includes domestic waste, agricultural waste, and biomass or by-products generated by the estates and palm oil mills. • All types of waste products shall be disposed appropriately e.g. landfill as recyclable waste or schedule waste. • Limited open burning is allowed for cooking and religious purposes under appropriate supervision. 	Complied
4.5.7.2	A special approval from the relevant authorities shall be sought in areas where the previous crop is highly diseased and where there is a significant risk of disease spread or continuation into the next crop. - Major compliance -	Not applicable. No significant risk of diseased palm was reported in the estate.	Not Applicable
4.5.7.3	Where controlled burning is allowed, it shall be carried out as prescribed by the Environmental Quality (Declared Activities)	Not applicable. No significant risk of diseased palm was reported in the estate.	Not Applicable

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	(Open Burning) Order 2003 or other applicable laws. - Major compliance -		
4.5.7.4	Previous crops should be felled or mowed down, chipped and shredded, windrowed or pulverized or ploughed and mulched. - Minor compliance -	During replanting process, the old palm to be felled, chipped and shredded and the remains will be left on the inter-row for self-decomposed. Thus, comply with the Company SOPs.	Complied
4.6 Principle 6: Best Practices			
Criterion 4.6.1: Site Management			
4.6.1.1	Standard operating procedures shall be appropriately documented and consistently implemented and monitored. - Major compliance -	The estate has implemented Best Practices base on the following Standard Operating Procedures: - 1. Genting Plantations Berhad Oil Palm Manual – updated 30 th August 2013 a. OPM NO 1 – Land clearing, preparation, planting and LCC b. OPM NO 2 – OP Nursery c. OPM NO 3 – Planting Density and Technique d. OPM NO 4 – Soil conservation and terraces e. OPM NO 5 – Pest & Diseases f. OPM NO 6 – Weeding g. OPM NO 7 – Manuring h. OPM NO 8 – Palm Replacement During Immaturity i. OPM NO 9 – Roads and Drainage j. OPM NO 10 – Pruning of fronds	Complied

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Criterion / Indicator	Assessment Findings	Compliance
	<ul style="list-style-type: none"> k. OPM NO 11 – Harvesting l. OPM NO 12 – Crop Forecast m. OPM NO 13 – Managing Difficult Soils n. OPM NO 14 – Mechanization <p>2. Sustainability Management Procedure Manual – updated as and when changes being made. There are 33 documents in the content, for instance: -</p> <ul style="list-style-type: none"> a. Control of document – SMP-GPB-01 b. Control of Records – SMP-GPB-02 c. Sustainability Internal audit – SMP-GPB-03 d. Corrective Action – SMP-GPB-04 e. Preventive Action – SMP-GPB-05 f. Etc. <p>3. Best Management Practices, Standard Operating Procedures – Genting Sabah Estate – Revision 3, 11th October 2013</p> <ul style="list-style-type: none"> a. Handling store b. Spraying Procedure c. Rat Baiting Procedure d. Fertilizer Procedure e. Harvesting Procedure f. Vehicles and machineries g. Workshop Procedure h. AP Post, Office, Line site, Ramp, Quarry Procedure i. Water catchment Procedure 	

Criterion / Indicator		Assessment Findings	Compliance
4.6.1.2	<p>Where oil palm is grown within permitted levels on sloping land, appropriate soil conservation measures shall be implemented to prevent both soil erosion as well as siltation of drains and waterways. Measures shall be put in place to prevent contamination of surface and groundwater through runoff of either soil, nutrients or chemicals.</p> <p>- Major compliance -</p>	<p>Sighted Genting Plantations Berhad, Sustainability Management Procedure Manual – Document No – SMP-GPB-10, Revision 01, Issue Date – March 2020 stated: -</p> <p>7.1 No new planting at Steep Slopes</p> <ul style="list-style-type: none"> a. Steep slopes above 25 degrees shall not be developed for oil palm. b. Existing crop and vegetation should be conserved accordingly. Planting of timber or other tree species can be considered according to prevailing company policy <p>7.3 Replanting at Steep Slopes</p> <p>Prior to replanting, estate to show map of slope terrains and identify contiguous area of steep terrain above 25 degrees. Contiguous area greater than 25 hectares shall not be replanted.</p> <p>For Sabah, slopes 25 degree and steeper are considered high risk erosion areas and cannot undergo replanting unless approved by Environmental Protection Department (EPD)</p>	Complied
4.6.1.3	<p>A visual identification or reference system shall be established for each field.</p> <p>- Major compliance -</p>	<p>The management has implemented a visual reference system to identify each field or block. Each field has a signboard with block system which states the Block No, Hectarage, Planting Material, Stand Per Hectare and the year planted.</p> <p>The estate has a file known as File 56: Estate Maps & Satellite Images where the following details were available for reference: i. Soil Map ii. Slope class map iii. Blocking map iv. Riparian buffer zone map.</p>	Complied
<p>Criterion 4.6.2: Economic and financial viability plan</p>			

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Criterion / Indicator		Assessment Findings	Compliance
4.6.2.1	A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning. - Major compliance -	Business planning for the period of 2022 - 2025 being established and documented in order to ensure long-term economic and financial viability. The budget provisions covered activities for upkeep, cultivation, harvesting & evacuation, capital expenditure, etc. The budgets included projections on yield/ha, and total cost of production per MT & per ha	Complied
4.6.2.2	Where applicable, an annual replanting programme shall be established. Long term replanting programme should be established and review annually, where applicable every 3-5 years. - Major compliance -	Estate did establish and documented 5 years replanting programme as follows; - 2021 – 170.59 hectare 2022 - 200.79 Hectare 2023 – 193.44 Hectare 2024 – 238.28 Hectare 2025 – 186.69 Hectare	Complied
4.6.2.3	The business or management plan may contain: a) Attention to quality of planting materials and FFB b) Crop projection: site yield potential, age profile, FFB yield trends c) Cost of production: cost per tonne of FFB d) Price forecast e) Financial indicators: cost benefit, discounted cash flow, return on investment - Major compliance -	The business and management plans were available in the annual budget. The annual budget provisions covered activities for upkeep, cultivation, harvesting & evacuation, welfare, capital expenditure, etc. The budgets included projections on yield/ha, and total cost of production per MT & per ha	Complied
4.6.2.4	The management plan shall be effectively implemented and the achievement of the goals and objectives shall be regularly monitored, periodically reviewed and documented.	The estates performance is monitored via Monthly Management Review Meeting. The Monthly Management Review Meeting will review Crop Production, FFB Quality, Labour Productivity, Summary of OP	Complied

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Criterion / Indicator		Assessment Findings	Compliance						
	- Major compliance -	Yield Statement, Manuring, EFB Application and Ex- Estate Cost (Matured Palm). This report is reviewed by General Manager, Sr manager, Managers and Asst Managers on a monthly basis.							
Criterion 4.6.3: Transparent and fair price dealing									
4.6.3.1	Pricing mechanisms for the products and other services shall be documented and effectively implemented. - Major compliance -	The pricing mechanism was documented and agreed as per contract agreement between the estate and contractors appointed. Stated in the agreement under section 2. Value of the works/value and Payment of the Loading and Transporting Works. Reviewed sampled contract between Genting Sabapalm Estate and contractors as follows: 1. SYT Tan Hong Transport dated 01/01/2020. Refer contract no. GSPE/FFB/20/01/02 2. Hon Kim Enterprise dated 01/01/2020. Refer contract no. GSPE/MOA/20/01/03	Complied						
4.6.3.2	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. - Major compliance -	Based on sample agreements sighted and the interview with contractor, the contractual agreements confirmed to be understand by all parties and fair, legal as well as transparent. Stated in the contracts agreement, the estate/company shall pay the contractor the amount mutually agreed within 30 days from the date of issuance of the Scheduled of Work Completed. Reviewed the sampled payment as follows: <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 33%;">Invoice no. and date</th> <th style="width: 33%;">the Scheduled of Work Completed no. and date</th> <th style="width: 33%;">Payment voucher/Transaction ref. no. and date</th> </tr> </thead> <tbody> <tr> <td>HKE01459 dated 28/02/2022</td> <td>GSPE/K/F22020001 approved dated 07/03/2022</td> <td>526942300100009 dated 15/03/2022</td> </tr> </tbody> </table>	Invoice no. and date	the Scheduled of Work Completed no. and date	Payment voucher/Transaction ref. no. and date	HKE01459 dated 28/02/2022	GSPE/K/F22020001 approved dated 07/03/2022	526942300100009 dated 15/03/2022	Complied
Invoice no. and date	the Scheduled of Work Completed no. and date	Payment voucher/Transaction ref. no. and date							
HKE01459 dated 28/02/2022	GSPE/K/F22020001 approved dated 07/03/2022	526942300100009 dated 15/03/2022							

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Criterion / Indicator		Assessment Findings		Compliance
		1228 dated 28/02/2022	GSPE/KW/F2202001 approved dated 04/03/2022	526942300100038 dated 15/03/2022
Criterion 4.6.4: Contractor				
4.6.4.1	Where contractors are engaged, they shall understand the MSPO requirements and shall provide the required documentation and information. - Major compliance -	The contractors were made to understand the MSPO requirements and shall provide the required documentation and information through meetings and trainings. Records of attendance of the meetings were available for verification. Stated in the agreement under 2.3 stated the contract rates shall also include any expense in compliance with requirement of RSPO, MSPO, ISCC, company policies and applicable laws and regulations.		Complied
4.6.4.2	The management shall provide evidence of agreed contracts with the contractor. - Major compliance -	All terms and condition stated in the contracts were agreed between both estates and contractors as per reviewed sampled contract between Genting Sabapalm Estate and contractors as follows: 1. SYT Tan Hong Transport dated 01/01/2020. Refer contract no. GSPE/FFB/20/01/02 2. Hon Kim Enterprise dated 01/01/2020. Refer contract no. GSPE/MOA/20/01/03		Complied
4.6.4.3	The management shall accept MSPO approved auditors to verify assessments through a physical inspection if required. - Minor compliance -	All operating units under Genting Plantations Berhad has no objection to allow BSI auditors to verify the assessment through physical inspection if required. The contractors agreed to provide full cooperation and relevant certification bodies to verify assessments through a physical inspection if required as stated in the contract addendum as follows: 1. Addendum to Contract Agreement Contract no.		Complied

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Criterion / Indicator		Assessment Findings	Compliance
		GSPE/FFB/20/01/02 2. Addendum to Contract Agreement Contract no. GSPE/FFB/20/01/0	
4.6.4.4	The management shall be responsible for the observance of the control points applicable to the tasks performed by the contractor, by checking and signing the assessment of the contractor for each task and season contracted. - Major compliance -	The estate has monitored and records the contractors works through Scheduled of Work Completed (SOWC) which been acknowledge between the estates and contractors before payment been made. Reviewed the SOWC as follows: 1. GSPE/B/F22030001 approved dated 06/04/2022 2. GSPE/KW/F2203001 approved dated 05/04/2022	Complied
4.7 Principle 7: Development of new planting			
Criterion 4.7.1: High biodiversity value			
4.7.1.1	Oil palm shall not be planted on land with high biodiversity value unless it is carried out in compliance with the National and/or State Biodiversity Legislation. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
4.7.1.2	No conversion of Environmentally Sensitive Areas (ESAs) to oil palm as required under Peninsular Malaysia’s National Physical Plan (NPP) and the Sabah Forest Management Unit under the Sabah Forest Management License Agreement. For Sabah and Sarawak, new planting or replanting of an area 500ha or more requires an EIA. For areas below 500ha but above 100ha, a Proposal for Mitigation Measures (PMM) is required. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
Criterion 4.7.2: Peat Land			

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Criterion / Indicator		Assessment Findings	Compliance
4.7.2.1	New planting and replanting may be developed and implemented on peat land as per MPOB guidelines on peat land development or industry best practice. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
Criterion 4.7.3: Social and Environmental Impact Assessment (SEIA)			
4.7.3.1	A comprehensive and participatory social and environmental impact assessment shall be conducted prior to establishing new plantings or operations. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
4.7.3.2	SEIAs shall include previous land use or history and involve independent consultation as per national and state regulations, via participatory methodology which includes external stakeholders. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
4.7.3.3	The results of the SEIA shall be incorporated into an appropriate management plan and operational procedures developed, implemented, monitored and reviewed. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
4.7.3.4	Where the development includes smallholder schemes of above 500ha in total or small estates, the impacts and implications of how each scheme or small estate is to be managed should be documented and a plan to manage the impacts developed, implemented, monitored and reviewed. - Minor compliance -	Not applicable as no development of new planting.	Not Applicable

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Criterion / Indicator		Assessment Findings	Compliance
Criterion 4.7.4: Soil and topographic information			
4.7.4.1	Information on soil types shall be adequate to establish the long-term suitability of the land for oil palm cultivation. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
4.7.4.2	Topographic information shall be adequate to guide the planning of planting programmes, drainage and irrigation systems, roads and other infrastructure. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
Criterion 4.7.5: Planting on steep terrain, marginal and fragile soils			
4.7.5.1	Extensive planting on steep terrain, marginal and fragile soils shall be avoided unless permitted by local, state and national laws. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
4.7.5.2	Where planting on fragile and marginal soils is proposed, plans shall be developed and implemented to protect them and to minimize adverse impacts (e.g. hydrological) or significantly increased risks (e.g. fire risk) in areas outside the plantation. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
4.7.5.3	Marginal and fragile soils, including excessive gradients and peat soils, shall be identified prior to conversion. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
Criterion 4.7.6: Customary land			

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Criterion / Indicator		Assessment Findings	Compliance
4.7.6.1	No new plantings are established on recognised customary land without the owners’ free, prior and informed consent, dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
4.7.6.2	Where new plantings on recognised customary lands are acceptable, management plans and operations should maintain sacred sites. - Minor compliance -	Not applicable as no development of new planting.	Not Applicable
4.7.6.3	Where recognized customary or legally owned lands have been taken-over, the documentary proof of the transfer of rights and of payment or provision of agreed compensation shall be made available. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
4.7.6.4	The owner of recognised customary land shall be compensated for any agreed land acquisitions and relinquishment of rights, subject to their free prior informed consent and negotiated agreement. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
4.7.6.5	Identification and assessment of legal and recognised customary rights shall be documented. - Major compliance -	Not applicable as no development of new planting.	Not Applicable

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Criterion / Indicator		Assessment Findings	Compliance
4.7.6.6	A system for identifying people entitled to compensation and for calculating and distributing fair compensation shall be established and implemented. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
4.7.6.7	The process and outcome of any compensation claims shall be documented and made publicly available. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
4.7.6.8	Communities that have lost access and rights to land for plantation expansion should be given opportunities to benefit from the plantation development. - Minor compliance -	Not applicable as no development of new planting.	Not Applicable

Malaysian Sustainable Palm Oil Part 4: General Principles for Palm Oil Mills

Criterion / Indicator		Assessment Findings	Compliance
4.1 Principle 1: Management commitment & responsibility			
Criterion 4.1.1 – Malaysian Sustainable Palm Oil (MSPO) Policy			
4.1.1.1	Policy for the implementation of MSPO shall be established. - Major compliance -	Genting Plantations Berhad has established MSPO Policy signed by the President and Chief Operating Officer dated 18/03/2014. The policy was communicated to the employee through training, briefing and displayed on notice board at several strategic places in the operating unit.	Complied
4.1.1.2	The policy shall also emphasize on the commitment to continual improvement with the objective of improving the milling operation. - Major compliance -	The MSPO Policy emphasis the company commitment to establish and maintain an effective sustainability management system throughout the organization and ensure compliance with MSPO and MPOB Code of Practice.	Complied
Criterion 4.1.2 – Internal Audit			
4.1.2.1	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement. - Major compliance -	Internal Audit was conducted by Internal Auditor from Sustainability Department together with MSPO SCCS and RSPO Internal Audit base on the established SOP for Sustainability Internal Audit documented in Sustainability Management Procedure Manual, Sustainability Internal Audit. Refer doc. no. SMP-GPB-03, rev. 05 dated 09/2020. As per SOP established, the internal audit must be conducted at frequency of not less than once a year. Latest internal audit was conducted on 16 – 17/03/2022. 3 observation and 2 OFI was raised for MSPO P&C while 2 OFI were raised for MSPO	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		SCCS audit. The mill have addressed the issue raised and reviewed by the internal auditors on 06/04/2022.	
4.1.2.2	The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order to implement the necessary corrective action. - Major compliance -	Genting Plantations Berhad has established SOP for Sustainability Internal Audit documented in Sustainability Management Procedure Manual, Sustainability Internal Audit. Refer doc. no. SMP-GPB-03, rev. 05 dated 09/2020. The SOP covered the items includes: <ol style="list-style-type: none"> 1. Audit criteria 2. Audit Schedule and Audit Plan 3. Lead Auditor and Team Leader Responsibility 4. Closing Meeting 5. Auditee Responsibility 6. Internal Auditor responsibility 7. Operating unit manager responsibility 8. Records retention of 5 years 	Complied
4.1.2.3	Reports shall be made available to the management for their review. - Major compliance -	Internal Audit reports and Corrective Action Plan were kept for at least 5 years as per SOP established.	Complied
Criterion 4.1.3 – Management Review			
4.1.3.1	The management shall periodically review the continuous suitability, adequacy and effectiveness of the requirements for effective implementation of MSPO and decide on any changes, improvement and modification. - Major compliance -	Genting Plantations Berhad has established SOP for Management Review documented in Sustainability Management Procedure Manual, Management Review. Refer doc. no. SMP-GPB-06, rev. 03 dated 09/2020. Base on the SOP, the Management Review Meeting to be conducted at least once a year.	Complied

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Criterion / Indicator	Assessment Findings	Compliance
	<p>Latest Management Review Meeting was conducted on 08/04/2022 together with the management of Genting Sabapalm Estate. The meeting objective were to review the RSPO and MSPO management system to ensure the effectiveness and adequate implementation.</p> <p>Among the matters discuss in the meeting such as:</p> <ol style="list-style-type: none"> 1. Status of outstanding issue from previous meeting 2. Changes, improvement or modification of the sustainability management system 3. Internal and external audit finding on sustainability management system 4. Complaints and grievances book 5. Enquiry register book 6. Green house value (specific to ISCC, MSPO and RSPO) 7. Review continual improvement status and its recommendations 8. Review on resource and training equipment 9. Review sustainability policy and its objective status 10. Review of effectiveness in achieving quality environmental, social, safety and health objective 11. Compliance status on legal and other requirement 12. Any other matters 13. Preventive and corrective action 14. Recommendation for improvement 15. Customer feedback 16. Follow up actions from management review 17. Changes that could affect the management system 	

Criterion / Indicator		Assessment Findings	Compliance
Criterion 4.1.4 – Continual Improvement			
4.1.4.1	<p>The action plan for continual improvement shall be based on a consideration of the main social and environmental impact and opportunities for the company.</p> <p>- Major compliance -</p>	<p>The sampled estates has established the continuous improvement plan in consideration of environmental and social impacts.</p> <p>The estates reviewed the plan established on annually basis. Latest review was conducted on 28/02/2022. Reviewed the sampled continuous improvement plan as follows:</p> <ol style="list-style-type: none"> 1. Maximising recycling and minimizing waste or by-products generation <ol style="list-style-type: none"> a. Continue create awareness on recycling program through campaign, posters and etc. b. Keep records of any sales of the recyclable waste 2. Improve interior and exterior of workers quarters <ol style="list-style-type: none"> a. Referring to mill 5 years plan, the mill has completed the constructions of 9 block workers house in 2020 and budgeted another 4 in 2021 which the construction is in progress. 3. Workers personal file <ol style="list-style-type: none"> a. To monitor full availability of worker’s documents 	Complied
4.1.4.2	<p>The company should establish a system to improve practices in line with new information and techniques; and for disseminating this information throughout the workforce.</p> <p>- Major compliance -</p>	<p>The new information and techniques to improve practices are obtained mainly through information from communications with suppliers and being members of associations related to palm oil industry.</p> <p>Any new information on new technology will be forwarded to the HQ for approval before any implementation.</p>	Complied

Criterion / Indicator	Assessment Findings	Compliance	
4.2 Principle 2: Transparency			
Criterion 4.2.1 – Transparency of information and documents relevant to MSPO requirements			
4.2.1.1	<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>- Major compliance -</p>	<p>Genting Plantations Berhad has established SOP for consultation and communication documented in Sustainability Management Procedure Manual, Procedure for consultation and communication. Refer doc. no. SMP-GPB-17, rev. 02 dated 23/02/2018.</p> <p>The consultation and communication was conducted through stakeholder meeting, dialogs, request letter, phone call between the mill and stakeholder (internal and external).</p> <p>The consultation and communication were recorded in the enquiry register book.</p> <p>Latest external stakeholders’ consultation was conducted on 15/03/2022 and 26/03/2022 together with Sabapalm Estate. The meeting was attended by local authorities, local community representatives, neighbors, and vendors.</p>	<p>Complied</p>
4.2.1.2	<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>- Major compliance -</p>	<p>All documents required by this indicator are made publicly available to all stakeholders.</p> <p>The estate managers has issued Memorandum to all stakeholders on the publicly available documents. The stakeholder were required to fill in the Enquiry Register Book in order to access the documents.</p> <p>Sustainability Report and Annual Report are published annually and made publicly available at website: www.gentingplantations.com.</p>	<p>Complied</p>
Criterion 4.2.2 – Transparent method of communication and consultation			

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Criterion / Indicator	Assessment Findings	Compliance
<p>4.2.2.1 Procedures shall be established for consultation and communication with the relevant stakeholders. - Major compliance -</p>	<p>Genting Plantations Berhad has established SOP for consultation and communication documented in Sustainability Management Procedure Manual, Procedure for consultation and communication. Refer doc. no. SMP-GPB-17, rev. 02 dated 23/02/2018.</p> <p>The consultation and communication was conducted through stakeholder meeting, dialogs, request letter, phone call between the mill and stakeholder (internal and external).</p> <p>Government Agencies such as DOSH recorded their visit reports in the logbook or official letter/email. For DOSH visit records, Reviewed the Annual Inspection for Mill and Machinery dated 10/01/2022. For DOE visit, reviewed the Field Citation no. 002432 and "Borang Selongkar" no 01832 dated 12/01/2022. Based on the visit, DOE has issued "Notis Arahan" as per letter no. ASSH/SDK(B)31/152/000/003 Jld.6 dated 18/01/2022. The estate has responded to the "Nota Arahan" on 04/02/2022.</p> <p>For external stakeholders, the request/complaints/grievances were recorded in the Enquiry Register book. The estate has also placed complaint form at designated prominent places such as Estate and Mill Office, Canteen and Sundry Shop.</p> <p>For internal stakeholders, main request/complaints/grievances recorded were regarding housing repair. The grievances was recorded in Minutes Meeting for Workers Welfare Committee and Complaints/Grievances record Book. Reviewed the Minute Meeting conducted on 08/04/2022 and 26/03/2021 and Complaints/Grievances ref. no. 055, 056 and 057.</p> <p>Latest external stakeholders' consultation was conducted on 15/03/2022 and 26/03/2022 together with Genting Sabapalm Oil Mill. The meeting was attended by local authorities, local community representatives, neighbors, and vendors.</p>	<p>Complied</p>

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Criterion / Indicator		Assessment Findings	Compliance
4.2.2.2	The management shall nominate management officials at the operating unit responsible for issues related to <i>indicator 1</i> . - Minor compliance -	The mill has appointed the Document Controller as person responsible for Social and Risk Management as per appointment letter dated 02/16/2016 signed by the Mill Manager.	Complied
4.2.2.3	A list of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders shall be properly maintained. - Major compliance -	Stakeholder list was sighted and last updated on FY 2022 where neighboring smallholders and estates/plantations, local communities, government authorities, internal workers, contractors and suppliers were included into the list. For external stakeholders, the request/complaints/grievances were recorded in the Enquiry Register book. The estate has also placed complaint form at designated prominent places such as Estate and Mill Office, Canteen and Sundry Shop.	Complied
Criterion 4.2.3 – Traceability			
4.2.3.1	The management shall commit itself to implement and maintain the requirements for the traceability and shall establish a standard operation procedure for traceability. - Major compliance -	Genting Plantations Berhad has established SOP for Traceability documented in Sustainability Management Procedure Manual, Supply Chain and Traceability (Palm Oil Mill). Refer doc. no. SMP-GPB-23, rev. 13 dated February 2022.	Complied
4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system. - Major compliance -	Inspection on compliance with the traceability procedure is regularly checked through supply chain internal audit. The internal audit report, which was written together with other schemes audit such as RSPO and ISCC, was available for verification as per criteria 4.1.2. As per Sustainability Management Procedure Manual, Supply Chain and Traceability (Palm Oil Mill), the weighbridge operator to check and ensure the delivery note or FFB device advice from the certified FFB suppliers are stamped before the load is weighed. Reviewed the records of FFB received as follows:	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>Own Certified Estate</p> <div style="border: 1px solid black; padding: 5px;"> <p>Supplier: Sabapalm Estate Div. Sapi Block 6 FFB Count Chit No.: Sampled 219177, 219175, 219156, 219157 No. of Bunch: 818 bunches C/N. No.: 061852 Product ID: Fresh Fruit Bunches Nett weight: 7560 kg Delivery date: 08/02/2022 Weighbridge ticket no.: FFB22001493W MSPO certificate no.: MSPO 689068 MSPO certificate validity: 03/07/2024</p> </div> <p>Non-certified FFB Supplier</p> <div style="border: 1px solid black; padding: 5px;"> <p>Supplier: Sunnite Timur Sdn. Bhd. C/N. No.: 2224 Product ID: Fresh Fruit Bunches Nett weight: 9000 kg Delivery date: 10/03/2022 Weighbridge ticket no.: FFB22002847W MSPO certificate no.: N/A MSPO certificate validity: N/A</p> </div>	
4.2.3.3	<p>The management shall identified and assign suitable employees to implement and maintain traceability system.</p> <p>- Minor compliance -</p>	<p>As per Sustainability Management Procedure Manual, Supply Chain and Traceability (Palm Oil Mill), the Sop has identified personnel engaged in the implementation and maintenance of the MSPO SCCS such as Weighbridge Operator, Chief Clerk, Mill Manager, Marketing Palm Products Department, and Sustainability Department.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance		
		The Mill Management has appointed the weighbridge clerks as a person in-charge to implement and maintain the traceability system as per appointment letter dated 01/12/2016 and 01/08/2020 signed by the mill manager.			
4.2.3.4	Records of storage, sales, delivery or transportation of crude palm oil and palm kernel shall be maintained. - Major compliance -	<p>The mill maintain the records of CPO/PK storage and recorded in the Revenue Weighing Details.</p> <p>For CPO and PK dispatch, the mill maintain records in Oil Dispatch Summary form. Reviewed the CPO and PK dispatch as follows:</p> <p>CPO</p> <table border="1"> <tr> <td>Customer: Genting Musimmamas Refinery Sdn. Bhd Delivery Date: 02/03/2022 Product: Crude Palm Oil (CPO) DO. No.: 22795 Weighbridge ticket. No.: CPO22000007W Contract no.: SGOMS/CPO/2202/S01 Weight: 39540 kg</td> </tr> <tr> <td>Customer: Genting Musimmamas Refinery Sdn. Bhd Delivery Date: 18/01/2022 Product: Crude Palm Oil CPO RSPO MB DO. No.: 91053 Weighbridge ticket. No.: CPOMB22000005W Contract no.: SOM/1221/S02CPO Weight: 39360 kg</td> </tr> </table>	Customer: Genting Musimmamas Refinery Sdn. Bhd Delivery Date: 02/03/2022 Product: Crude Palm Oil (CPO) DO. No.: 22795 Weighbridge ticket. No.: CPO22000007W Contract no.: SGOMS/CPO/2202/S01 Weight: 39540 kg	Customer: Genting Musimmamas Refinery Sdn. Bhd Delivery Date: 18/01/2022 Product: Crude Palm Oil CPO RSPO MB DO. No.: 91053 Weighbridge ticket. No.: CPOMB22000005W Contract no.: SOM/1221/S02CPO Weight: 39360 kg	Complied
Customer: Genting Musimmamas Refinery Sdn. Bhd Delivery Date: 02/03/2022 Product: Crude Palm Oil (CPO) DO. No.: 22795 Weighbridge ticket. No.: CPO22000007W Contract no.: SGOMS/CPO/2202/S01 Weight: 39540 kg					
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Criterion / Indicator		Assessment Findings	Compliance		
		<p>PK</p> <table border="1"> <tr> <td>Customer: IOI Edible Oil Sdn. Bhd. Delivery date: 14/03/2023 Product: Palm Kernel DO. No.: 25709 Weighbridge ticket. No.: PK22000004W Contract no. SOM/1221/S01PK, SGOMS/PK-22-3/S01 Weight: 21740 kg</td> </tr> <tr> <td>Customer: IOI Edible Oil Sdn. Bhd. Delivery date: 19/01/2023 Product: Palm Kernel PK RSPO MB DO. No.: 25109 Weighbridge ticket. No.: PKMB22000002W Contract no. SOM/1221/S02PK Weight: 29150 kg</td> </tr> </table>	Customer: IOI Edible Oil Sdn. Bhd. Delivery date: 14/03/2023 Product: Palm Kernel DO. No.: 25709 Weighbridge ticket. No.: PK22000004W Contract no. SOM/1221/S01PK, SGOMS/PK-22-3/S01 Weight: 21740 kg	Customer: IOI Edible Oil Sdn. Bhd. Delivery date: 19/01/2023 Product: Palm Kernel PK RSPO MB DO. No.: 25109 Weighbridge ticket. No.: PKMB22000002W Contract no. SOM/1221/S02PK Weight: 29150 kg	
Customer: IOI Edible Oil Sdn. Bhd. Delivery date: 14/03/2023 Product: Palm Kernel DO. No.: 25709 Weighbridge ticket. No.: PK22000004W Contract no. SOM/1221/S01PK, SGOMS/PK-22-3/S01 Weight: 21740 kg					
Customer: IOI Edible Oil Sdn. Bhd. Delivery date: 19/01/2023 Product: Palm Kernel PK RSPO MB DO. No.: 25109 Weighbridge ticket. No.: PKMB22000002W Contract no. SOM/1221/S02PK Weight: 29150 kg					
4.3 Principle 3: Compliance to legal requirements					
Criterion 4.3.1 – Regulatory requirements					
4.3.1.1	All operations shall be in compliance with applicable local, state, national and ratified international laws and regulations. - Major compliance -	<p>The mill continued to comply with the legal requirements. Compliance to each applicable law and regulation is monitored by the estate and Sustainability Department.</p> <p>The mill had obtained and renewed license and permits as required by the law and recorded in List of License, Permit and Approval Certificates. The list were reviewed on monthly basis and changes will be made if there is any expired or renewal of license or permits. Among others the licenses/permit reviewed were:</p> <ol style="list-style-type: none"> 1. MPOB License no. 620051004000. Valid till 28/02/2023 	Major Non-conformity		

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Criterion / Indicator		Assessment Findings	Compliance
		<p>2. DOE License no. 005261 with compliance schedule no. ASSH(B)31/152/000/014. Valid till 30/06/2022</p> <p>3. Private installation license no. 2022/00802. Valid till 21/03/2023</p> <p>4. Fire certificate no. JBPM: SB/7/180/2021. Valid till 28/10/2022</p> <p>5. Scheduled control goods permits, Diesel no. KPDNHEP.SDN.18/2021(SK). Valid till 29/09/2024</p> <p>6. Certificate of determination of weights and measures for:</p> <p>a. Serial no. 1626317 with safety sticker no. 14CQ003063 valid for 10/07/2022</p> <p>b. Serial no. 1626317 with safety sticker no. 2.1KQ 013555 valid for 10/07/2022</p> <p>7. License to Employ Non-Resident Employees no. JTK.H.SDK600-4/1/1/10401/005609 valid till 28/09/2022</p> <p>8. Overtime restriction permit under Section 104(7), Sabah Labour Ordinance no. 600-1/2/13/9 Jld.6(08/SDK/2020-0285) valid till 26/08/2022</p> <p>9. Women's night work permits under Section 75, Sabah Labour Ordinance no. 600-1/2/13/9 Jld.6(05/SDK/2020-0284) valid till 26/08/2022</p> <p>10. CePSWaM/02986</p> <p>Noted during document review, the Environmental Audit was not conducted as per requirement by Department of Environmental under clause No 22 in the Schedule of Compliance, ASSH(B)31/152/000/014, License No; 005261. Thus, Major non-conformity was raised.</p>	
4.3.1.2	The management shall list all relevant laws related to their operations in a legal requirements register.	The mill has established list of all applicable legal and other requirements in the estate documented in the Master List of Legal Requirements &	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -	Best Practices Applicable to Plantation Operations in Malaysia. Reviewed the latest legal register reviewed and updated as at 15/03/2022.	
4.3.1.3	The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force. - Major compliance -	Genting Plantations Berhad has established SOP for updating the applicable legal and other requirement documented in Sustainability Management Procedure Manual, Procedures on Regional, National and International Laws Refer doc. no. SMP-GPB-21, rev. 01 dated 14/08/2014. Base on the SOP, the system for tracking changes in the law as follows: <ol style="list-style-type: none"> 1. Notification of changes from various source of information i.e. Lawnet, government gazette and sustainability team based in the Sandakan HQ. 2. Monitoring for changes in the Law 3. Clarification and review on the changes 4. Updating of the Legal register administered internally 5. 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. - Minor compliance -	As per Sustainability Management Procedure Manual, Procedures on Regional, National and International Laws Refer doc. no. SMP-GPB-21, rev. 01 dated 14/08/2014, the person in-charge for Legal Register shall be the Chief Clerk/RSPO Coordinator. The person in-charge shall update the Legal Register by notice from the MSPO P2 Monitoring Committee.	Complied
Criterion 4.3.2 – Lands use rights			

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Criterion / Indicator		Assessment Findings	Compliance
4.3.2.1	The management shall ensure that their oil palm milling activities do not diminish the land use rights of other users. - Major compliance -	Genting Sabapalm Oil Mill is located in Genting Sabapalm Estate under Title No. Country Lease 085319231. The land is belonging to Genting Plantations Berhad. Sighted, the tenancy agreement between Genting Plantations Berhad and Genting Oil Mills (Sabah) Sdn Bhd dated 1/1/2022 and valid until 30/6/2024. The mill approximately occupying 26.59 acre of the Estate land.	Complied
4.3.2.2	The management shall provide documents showing legal ownership or lease, history of land tenure and the actual legal use of the land. - Major compliance -	Sighted, the tenancy agreement between Genting Plantations Berhad and Genting Oil Mills (Sabah) Sdn Bhd dated 1/1/2022 and valid until 30/6/2024. Furthermore, the mill is paying the rental at RM1,200 /acre/annum.	Complied
4.3.2.3	Legal parameter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable. - Major compliance -	As the mill was built within the Sabapalm Estate’s area, the permanent fence had been constructed to demarcate the vicinity of the mill milling area.	Complied
4.3.2.4	Where there are, or haven been disputes, documented proof of legal acquisition of land and fair compensation that have been or are being made to previous owners and occupants; shall made available and that these should have been accepted with free prior informed consent (FPIC). - Minor compliance -	There is no land dispute in the estate at the time of audit. The land belongs to Genting Plantations Berhad and land ownership documents verified. This has been verified through interviewed with the local community.	Complied
Criterion 4.3.3 – Customary rights			
4.3.3.1	Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced.	There is no customary land or negotiated agreements within the estate’s land area.	Not Applicable

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights shall be made available. - Minor compliance -	There is no customary land or negotiated agreements within the estate's land area.	Not Applicable
4.3.3.3	Negotiation and FPIC shall be recorded and copies of the relevant agreements should be made available. - Major compliance -	There is no land dispute in the estate at the time of audit. The land belongs to Genting Plantations Berhad and land ownership documents verified. This has been verified through interviewed with the local community.	Not Applicable
4.4 Principle 4: Social responsibility, health, safety and employment condition			
Criterion 4.4.1: Social Impact Assessment (SIA)			
4.4.1.1	Social impacts should be identified and plans should be implemented to mitigate the negative impacts and promote the positive ones. - Minor compliance -	Genting Plantations Berhad has conducted assessment to determined social impact from the mill and estate operation on 17 – 21/06/2019 and documented Social Impact Assessment (SIA) & Human Rights Impact Assessment (HRIM) report, Genting Sabapalm Estate (GSPE) & Genting Sabapalm Oil Mill (GSOM), 3 rd Revision dated August 2019. Base on the assessment conducted, the estate has established Social Management and Monitoring Plan of Genting Sabapalm Estate (GSPE). The plan was updated on annually basis with addition of issues raise during stakeholders meeting, workers welfare committee meetings, and stakeholders' complaints and grievances records. Latest reviewed was conducted on 21/03/2022. Reviewed the implementation FY 2021 as follows: 1. The mill has established workers welfare committee. Workers representative was were selected by race based on election	Complied

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Criterion / Indicator		Assessment Findings	Compliance						
		<p>conducted by the workers. Reviewed the appointment letter and election results conducted on 06/08/2015</p> <p>2. The workers welfare committee was conducted twice a year. Reviewed the minutes meetings dated 31/09/2021 and 31/03/2021.</p> <p>3. Woman workers committee was brief on sexual harassment and violence at workplace during morning briefing and committee meeting. Noted during interview, the understanding was satisfactory. Reviewed the minutes meeting conducted on 10/11/2021, 10/10/2021 and 08/04/2021.</p>							
Criterion 4.4.2: Complaints and grievances									
4.4.2.1	A system for dealing with complaints and grievances shall be established and documented. - Major compliance -	Genting Plantations Berhad has established SOP for dealing with complaints and grievances documented in Sustainability Management Procedure Manual, Complaints and Grievances. Refer doc. no. SMP-GPB-19, rev. 04 dated March 2021.	Complied						
4.4.2.2	The system shall be able to resolve dispute in an effective, timely and appropriate manner, which is accepted by all parties. - Major compliance -	<p>As per SOP established, the Estate Management shall review and take all necessary action within 1 month from receipt of the complaint or grievances. Reviewed the records of sampled complaints and grievances as follow:</p> <table border="1"> <thead> <tr> <th>Date Received</th> <th>Date Solved</th> </tr> </thead> <tbody> <tr> <td>14/05/2021 – ref no. 063 3. Water tank platform collapse and water tank damaged. No water supply.</td> <td>14/04/2021 – 2. All repair work has been done.</td> </tr> <tr> <td>28/03/2022 – Letter from Halleluyah Enterprise</td> <td>08/04/2022 1. The mill manager has forwarded the matter to the</td> </tr> </tbody> </table>	Date Received	Date Solved	14/05/2021 – ref no. 063 3. Water tank platform collapse and water tank damaged. No water supply.	14/04/2021 – 2. All repair work has been done.	28/03/2022 – Letter from Halleluyah Enterprise	08/04/2022 1. The mill manager has forwarded the matter to the	Complied
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Criterion / Indicator		Assessment Findings		Compliance
		1. Request to increase school children transport fee	General Manager through email dated 07/04/2022 and the request has been approved.	
4.4.2.3	A complaint form should be made available at the premises, where employees and affected stakeholders can make complaints. - Minor compliance -	For external stakeholders, the request/complaints/grievances were recorded in the Enquiry Register book. The estate has also placed complaint form at designated prominent places such as Estate and Mill Office, Canteen and Sundry Shop. Noted during the interview with the workers and stakeholders, there were aware on the complaints form.		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. - Minor compliance -	The estate brief the workers and surrounding stakeholders on the complaints forms and complaints or suggestions can be made any time during stakeholder consultation. Reviewed the stakeholder's consultation minutes meeting dated 15/03/2022 and 26/03/2022.		Complied
4.4.2.5	Complaints and solutions within the past 24 months shall be documented and be made available to affected stakeholders upon request. - Major compliance -	Complaints and resolutions has been documented and made available to affected stakeholders upon request. Enquiry register book and Complaints and grievances records since 10/02/2011 was available for review.		Complied
Criterion 4.4.3: Commitment to contribute to local sustainable development				
4.4.3.1	Palm oil miller should contribute to local development in consultation with the local communities. Where the mill is an integral part of plantation, such contribution to local community development may be regarded as a joint effort by the mill and the plantation. - Minor compliance -	Contributions made based on consultation with relevant stakeholders as per following sample: 1. Supply clean water using portable water tank to Masjid At-Taqwa, Tagas-Tagas dated 17/04/2021 2. Supply clean water to Styland Corporation Sdn. Bhd. dated 20/11/2021		Complied

Criterion / Indicator		Assessment Findings	Compliance
		3. Supplied Prox face mask to all workers during COVID-19 pandemic dated 09/03/2021 and 08/12/2021	
Criterion 4.4.4: Employees safety and health			
4.4.4.1	An occupational safety and health policy and plan which is in line with Occupational Safety and Health Act 1994 and Factories and Machinery Act 1967 (Act 139) shall be documented, effectively communicated and implemented. - Major compliance -	The Occupational Safety and Health Policy had been established, signed by Mr Tan Wee Kok on 1/7/2018. The policy is written in Bahasa and English language that can be easily understood by all levels of its employees. This policy is displayed at the offices and on notice boards. OSH plan has been established and documented in the document title Workers Training Programme 2022. The implementation were evidence in the training file. Trainings conducted being recorded and completed with attendance records, training materials and photographs of the training.	Complied
4.4.4.2	The occupational safety and health plan should cover the following: a) A safety and health policy, which is communicated and implemented. b) The risk of all operations shall be assessed and documented. c) An awareness and training programme which includes the following requirements for employees exposed to chemicals used at the palm oil mill: i. All employees involved are adequately trained on safe working practices;	a) The Occupational Safety and Health Policy had been established, signed by Mr Tan Wee Kok on 1/7/2018. The policy is written in Bahasa and English language that can be easily understood by all levels of its employees. This policy is displayed at the offices and on notice boards. b) Adequate HIRARC being assessed and documented. Risk assessment was conducted through HIRARC based on the severity and the likelihood. HIRARC is consist of hazard identification (type of work activity, hazard & effect), Risk analysis (Existing risk control, likelihood, severity & risk) & Risk Control (Recommended control measures & PIC appointed are Staff or Executive). HIRARC being reviewed on	Major Non-Compliance

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Criterion / Indicator	Assessment Findings	Compliance																																
<p>ii. All precautions attached to products should be properly observed and applied;</p> <p>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).</p> <p>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.</p> <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>01/03/2022. HIRARC sighted for the 27 work operations as sample herein: -</p> <ol style="list-style-type: none"> 1. Sterilizer 2. Laboratory 3. Grass Cutting 4. Carpenter 5. Store 6. Etc. <p>c) The Mill has a comprehensive annual training plan for the Staffs and Workers and this was sighted in the training matrix for each staff and workers. Seen, Training Programme 2022 at Genting Sabapalm Oil Mill as follows: -</p> <table border="1" data-bbox="1070 884 1865 1251"> <thead> <tr> <th>No</th> <th>Topic</th> <th>Target Date</th> <th>Completion</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Policy and sustainability</td> <td>January</td> <td>20/1/2022</td> </tr> <tr> <td>2</td> <td>Chemical management and Emergency action</td> <td>March</td> <td>11/3/2022</td> </tr> <tr> <td>3</td> <td>Handling tools and equipment</td> <td>April</td> <td>4/4/2022</td> </tr> <tr> <td>4</td> <td>Personal protective equipment</td> <td>April</td> <td>4/4/2022</td> </tr> <tr> <td>5</td> <td>Supply chain, traceability and mass balance</td> <td>February</td> <td>23/2/2022</td> </tr> <tr> <td>6</td> <td>Zero burning</td> <td>January</td> <td>20/1/2022</td> </tr> <tr> <td>7</td> <td>Domestic waste</td> <td>January</td> <td>20/1/2022</td> </tr> </tbody> </table> <p>d) Mill has provided appropriate PPE for all workers in their operations. Person in-charge of in issuing PPE is the Storekeeper. PPE Issuance and replacement being record in the each of the worker's personal file. Sample taken as below: -</p>	No	Topic	Target Date	Completion	1	Policy and sustainability	January	20/1/2022	2	Chemical management and Emergency action	March	11/3/2022	3	Handling tools and equipment	April	4/4/2022	4	Personal protective equipment	April	4/4/2022	5	Supply chain, traceability and mass balance	February	23/2/2022	6	Zero burning	January	20/1/2022	7	Domestic waste	January	20/1/2022	
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Criterion / Indicator	Assessment Findings	Compliance
<p>i) Employees trained in First Aid shall be present at all mill operations. First Aid equipment should be available at each worksite.</p> <p>j) Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.</p> <p>- Major compliance -</p>	<p>1. Employee No: E 00321</p> <p>2. Employee No: E 00154</p> <p>3. Employee No: E 00038</p> <p>e) CHRA assessment was conducted by registered Assessor Chm Suzanna J Rice Oxley, HQ/11/ASS/00/290 from REHPRO Scientific Sdn Bhd dated 23/10/2020. 19 chemicals have been assessed base on the activities such as Laboratory, Boiler Operator, Water Treatment Operator, Engine driver and storekeeper.</p> <p>Evidence, The Management have response and reviewed on the recommendation made by the Assessor dated 8/4/2022</p> <p>Medical Surveillance was conducted by Dab Oh Sdn Bhd dated 24/09/2021 to 13 workers comprising Laboratory, storekeeper, water treatment plant and etc. Based on Employee Medical Record Book (USECHH 2) and Certificate of Fitness (USECHH 3), all the workers are fit for work</p> <p>Noise Risk Assessment was conducted on 15/04/2021 by Sherman Services & Supply. The NRA covering Boiler, Capstan, Engine room, Kernel plant and etc.</p> <p>Evidence, The Management response and review on the recommendation made by the Assessor dated 8/4/2022</p> <p>Audiometric Test was conducted by DAB OH Sdn Bhd dated 14/8/2021 to 18 workers and 1 worker were under abnormal audiogram. Evidence, the 1 worker have been referred to OHD Dr. Donny Christanto dated 10/1/2022.</p>	

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Criterion / Indicator	Assessment Findings	Compliance
	<p>f) Person in- charge of Occupational Safety and Health is the respective Mill Manager, Mr. Elbert Tay Kuang Te dated 1/1/2022. The appointment letter signed by Mr. Lee Kar Leong , Senior Manager – Processing</p> <p>g) Sighted, OSH Meeting being conducted at Genting Sabapalm Oil Mill and to discuss all issues regarding worker’s safety and health, Occupational Safety and Health Matters, Accident Report and etc. The last 3 meetings were on 24/03/2022, 2/12/2021 and 01/09/2021</p> <p>h) Emergency Response Procedure was established and documented under System Procedure Doc No: SP-MGR -04, Revision: 01, Issue Date: 1/08/2017The ERP has been explained to all workers and staffs during training which has been conducted. Emergency response plan include the emergency contact number, and also have Guidelines on Accident, Emergency Procedures and Exit routes as well as assembly point in file and pasted on notice board. The procedure latest reviewed was on 18/02/2022.</p> <p>i) The first aider for the Mill is Mrs Malini bt Bolokan Bansinai, Hospital Assistant for Sabapalm Estate and Mill</p> <p>Other than training by the Hospital Assistant, 4 Mill personnel being trained on Basic Life Support & First Aid Training by American Heart Association dated 25/2/2022. The certificate valid for 3 years.</p> <p>A First Aid Kit equipped with approved contents seen available at 12 worksites. Seen, the 1st Aid Box replenishment record book. The content being checked on periodical basis.</p>	

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Criterion / Indicator		Assessment Findings	Compliance										
		<p>j) Sighted, JKPP 8 being submitted within mandatory period (I & II)/(IV) on annually basis to the DOSH dated 15/01/2022. Details as below: -</p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">No of Accidents</th> <th rowspan="2">Lost Time Injuries</th> </tr> <tr> <th>Major</th> <th>Minor</th> </tr> </thead> <tbody> <tr> <td>Genting Sabapalm Oil Mill</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p><u>Major Non – Conformities</u></p> <p>b) No HIRARC being established on construction of 1 x 4 units elevated workers quarters.</p> <p>e) During site verification at Laboratory, the used Hexane was seen improper handling as per SOP (Safe work procedure) Document No: GSOM-SOP-LAB- 04, Reference No: 0 Dated 3/11/2010.</p> <p>h) Sighted during site visit, water from Emergency shower at laboratory flowing into the monsoon drain and will be contaminated instead of being barricaded.</p> <p>Thus, Major non conformance has been raised.</p>		No of Accidents		Lost Time Injuries	Major	Minor	Genting Sabapalm Oil Mill	0	0	0	
	No of Accidents			Lost Time Injuries									
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Criterion 4.4.5: Employment conditions													
4.4.5.1	<p>The management shall establish a policy on good social practice regarding human rights in respect of industrial harmony. The policy shall be signed by the top management and communicated to the employees.</p> <p>- Major compliance -</p>	<p>The mill has established Social Policy signed by the President and Chief Operating Officer dated 14/09/2020. In the policy stated the company commitment to ensure that the workers and employees are treated fairly, equally, with respect according to local, national and ratified international law.</p> <p>The policy were communicated to all the employee and stakeholders through briefing, training, and meeting and displayed at notice boards in the operating units.</p>	Complied										

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Criterion / Indicator		Assessment Findings	Compliance
4.4.5.2	<p>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.</p> <p>- Major compliance -</p>	<p>The mill has established Social Policy signed by the President and Chief Operating Officer dated 14/09/2020. In the policy stated the company commitment to not discriminate in term of hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, union membership or political affiliation.</p> <p>The policy were communicated to all the employee and stakeholders through briefing, training, and meeting and displayed at notice boards in the operating units.</p>	Complied
4.4.5.3	<p>Management shall ensure that employees' pay and conditions meet legal or industry minimum standards as per Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage.</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has established the template for employment agreement for all workers entitled "Perjanjian Pekerjaan". Refer template no. revision dated 01/12/2019.</p> <p>All the terms and conditions stated in the employment agreement were as per Labour Act 1955, Sabah labour Ordinance 2005 (amendment) and Minimum Wage Order 2020 (amendment).</p>	Complied
4.4.5.4	<p>Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.</p> <p>- Minor compliance -</p>	<p>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.</p>	Complied
4.4.5.5	<p>The management shall establish records that provide an accurate overview of all employees (including seasonal workers and subcontracted workers on the premises). The records should contain full names, gender, date of birth, date of entry, a job description, wage and the period of employment.</p> <p>- Major compliance -</p>	<p>All employees in mill is full time employed and a list of demographics with name, gender, nationality, identification (passport, permit and Malaysian identify card), age, date of birth date joined, category of work and work description.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance										
4.4.5.6	<p>All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract shall be made available for each and every employee indicated in the employment records.</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has established the template for employment agreement for all workers entitled "Perjanjian Pekerjaan". Refer template no. revision dated 01/12/2019.</p> <p>All the terms and conditions stated in the employment agreement were as per Labour Act 1955, Sabah labour Ordinance 2005 (amendment) and Minimum Wage Order 2020 (amendment).</p> <p>Reviewed the sampled employment contract for employee as follows:</p> <table border="0"> <tr> <td>1. E00170</td> <td>6. E00304</td> </tr> <tr> <td>2. E00116</td> <td>7. E00049</td> </tr> <tr> <td>3. E00154</td> <td>8. E00303</td> </tr> <tr> <td>4. E00100</td> <td>9. 00226</td> </tr> <tr> <td>5. E00277</td> <td>10. 00227</td> </tr> </table>	1. E00170	6. E00304	2. E00116	7. E00049	3. E00154	8. E00303	4. E00100	9. 00226	5. E00277	10. 00227	Complied
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4.4.5.7	<p>The management shall establish a time recording system that makes working hours and overtime transparent for both the employees and employers.</p> <p>- Major compliance -</p>	<p>The mill recorded the working hours and overtime using the punch card system which is overtime for both the employees and employers. Reviewed the punch card records for the month May, June and September 2021 for workers with ID as follows:</p> <table border="0"> <tr> <td>1. E00170</td> <td>6. E00304</td> </tr> <tr> <td>2. E00116</td> <td>7. E00049</td> </tr> <tr> <td>3. E00154</td> <td>8. E00303</td> </tr> <tr> <td>4. E00100</td> <td>9. 00226</td> </tr> <tr> <td>5. E00277</td> <td>10. 00227</td> </tr> </table>	1. E00170	6. E00304	2. E00116	7. E00049	3. E00154	8. E00303	4. E00100	9. 00226	5. E00277	10. 00227	Complied
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4.4.5.8	<p>The working hours and breaks of the individual worker indicated in the time records shall comply with legal regulations</p>	<p>Working hours is 8 hours. From Monday to Saturday. Total monthly working hours is 208 hours. The overtime maximum is 120 hours as per</p>	Complied										

Criterion / Indicator	Assessment Findings	Compliance										
<p>and collective agreements. Overtime shall be mutually agreed upon and shall meet the legal requirements applicable.</p> <p>- Major compliance -</p>	<p>Overtime restriction permit under Section 104(7), Sabah Labour Ordinance no. 600-1/2/13/9 Jld.6(08/SDK/2020-0285)</p> <p>As at current status, there was none has crossed approved hours of overtime. Verified the pays lips, the payment and calculation of overtime well distributed.</p> <p>The overtime rate after 8 hours daily rated is: Process</p> <ul style="list-style-type: none"> • Mon - Sat – daily rated / 8 hours x 1.5 • Sunday - daily rated / 8 hours x 2.0 • Public holiday – daily rated / 8 hours x 3.0 <p>The overtime rate after 8 hours piece rated is: Workshop</p> <ul style="list-style-type: none"> • Mon - Sat – flat rate • Sunday – flat rate x 2.0 • Public holiday – flat rate x 3.0 <p>The mill implement the punch card system to records the working hours for all workers. The data from the punch card were transferred to Lyntramax computer system for salary calculation.</p> <p>Verified the working hours and overtime data in punch card, Lyntramax and payslips found all the data were consistent. Reviewed the data for the month of May, June and September 2021 for workers with ID as follows:</p> <table style="margin-left: 40px;"> <tr> <td>1. E00170</td> <td>6. E00304</td> </tr> <tr> <td>2. E00116</td> <td>7. E00049</td> </tr> <tr> <td>3. E00154</td> <td>8. E00303</td> </tr> <tr> <td>4. E00100</td> <td>9. 00226</td> </tr> <tr> <td>5. E00277</td> <td>10. 00227</td> </tr> </table>	1. E00170	6. E00304	2. E00116	7. E00049	3. E00154	8. E00303	4. E00100	9. 00226	5. E00277	10. 00227	
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Criterion / Indicator		Assessment Findings	Compliance										
4.4.5.9	<p>Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements.</p> <p>- Major compliance -</p>	<p>The mill implement the punch card system to records the working hours for all workers. The data from the punch card were transferred to Lyntramax computer system for salary calculation.</p> <p>Verified the working hours and overtime data in punch card, Lyntramax and payslips found all the data were consistent. Reviewed the data for the month of May, June and September 2021 for workers with ID as follows:</p> <table style="margin-left: 40px;"> <tr> <td>1. E00170</td> <td>6. E00304</td> </tr> <tr> <td>2. E00116</td> <td>7. E00049</td> </tr> <tr> <td>3. E00154</td> <td>8. E00303</td> </tr> <tr> <td>4. E00100</td> <td>9. 00226</td> </tr> <tr> <td>5. E00277</td> <td>10. 00227</td> </tr> </table>	1. E00170	6. E00304	2. E00116	7. E00049	3. E00154	8. E00303	4. E00100	9. 00226	5. E00277	10. 00227	Complied
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4.4.5.10	<p>Other forms of social benefits should be offered by the employer to employees, their families or community such as incentives for good work performance, bonus payment, support of professional development, medical care provisions and improvement of social surroundings.</p> <p>- Minor compliance -</p>	<p>The management provided free medical facilities to all the workers and dependents. Utilities i.e. water and electricity is provided free unless if using government electric supply which subsidized by the company at RM 30/house/month.</p>	Complied										
4.4.5.11	<p>In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities.</p> <p>- Major compliance -</p>	<p>Living quarters are provided to all workers but some local workers choose to stay outside as mill is close to housing and township. Houses are equipped with 2 or 3 bedrooms and a bathroom. Utilities i.e. water and electricity is provided free unless if using government electric supply which subsidized by the company at RM 30/house/month. Apart from that, all the workers are provided with free medical facilities.</p>	Complied										

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Criterion / Indicator	Assessment Findings	Compliance
<p>4.4.5.12 The management shall establish a policy to prevent all forms of sexual harassment and violence at the workplace.</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has established Social Policy signed by the President and Chief Operating Officer dated 14/09/2020. In the policy stated that the company prohibited any physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal use or other form of intimidation.</p> <p>Genting Plantations Berhad has also established the Sexual Harassment Policy signed by the Chief Operating officer dated 03/08/2009. In the policy started the commitment of the company to strive for harassment-free environment.</p> <p>The policy were communicated to all the employee and stakeholders through briefing, training, and meeting and displayed at notice boards in the operating units.</p> <p>Noted during interview with Gender Committee representative, no cases of sexual harassment, domestic violence or violence at workplace occur since last assessment. They also aware on the reporting channel if any incident occur as they was brief on sexual harassment and violence at workplace during morning briefing and committee meeting. Reviewed the minutes meeting conducted on 10/11/2021, 10/10/2021 and 08/04/2021.</p>	<p>Complied</p>
<p>4.4.5.13 The management shall respect the right of all employees to form and join trade union and allow workers' own representative(s) to facilitate collective bargain in accordance with applicable laws and regulations. Employees shall be given freedom to join trade unions relevant to the industry or organize themselves for collective 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>Genting Plantations Berhad has established Social Policy signed by the President and Chief Operating Officer dated 14/09/2020. In the policy stated that the company respect the workers right to join or form legal trade union of their own choosing and to bargain collectively.</p> <p>The policy were communicated to all the employee and stakeholders through briefing, training, and meeting and displayed at notice boards in the operating units.</p> <p>The mill has established workers welfare committee. Workers representative was were selected by race based on election conducted</p>	<p>Complied</p>

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Criterion / Indicator		Assessment Findings	Compliance																				
	- Major compliance -	by the workers. Reviewed the appointment letter and election results conducted on 06/08/2015 The workers welfare committee was conducted twice a year. Reviewed the minutes meetings dated 31/09/2021 and 31/03/2021.																					
4.4.5.14	Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation. - Major compliance -	Genting Plantations Berhad has established Social Policy signed by the President and Chief Operating Officer dated 14/09/2020. In the policy stated that the company shall not use any child labour. The children's right is respected. The policy were communicated to all the employee and stakeholders through briefing, training, and meeting and displayed at notice boards in the operating units. Reviewed and verified with the employee master list, no employee under age of 18 were employed. Workers are aware of the minimum age policy is being strictly enforced by the management at which the age limit is above 18 years old.	Complied																				
Criterion 4.4.6: Training and competency																							
4.4.6.1	All employees and contractors shall be appropriately trained. A training programme shall include regular assessment of training needs and documentation, including records of training. - Major compliance -	The mill has a comprehensive annual training plan for the Staffs and Workers and this was sighted in the training matrix for each staff and workers. Seen, Training Programme 2022 at Genting Sabapalm Oil Mill as follows: - <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>No</th> <th>Topic</th> <th>Target Date</th> <th>Completion</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Policy and sustainability</td> <td>January</td> <td>20/1/2022</td> </tr> <tr> <td>2</td> <td>Chemical management and Emergency action</td> <td>March</td> <td>11/3/2022</td> </tr> <tr> <td>3</td> <td>Handling tools and Equipment</td> <td>April</td> <td>4/4/2022</td> </tr> <tr> <td>4</td> <td>Personal Protective Equipment</td> <td>April</td> <td>4/4/2022</td> </tr> </tbody> </table>	No	Topic	Target Date	Completion	1	Policy and sustainability	January	20/1/2022	2	Chemical management and Emergency action	March	11/3/2022	3	Handling tools and Equipment	April	4/4/2022	4	Personal Protective Equipment	April	4/4/2022	Complied
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Criterion / Indicator		Assessment Findings				Compliance
		5	Supply chain, traceability and mass balance	February	23/2/2022	
		6	Zero burning	January	20/1/2022	
		7	Domestic waste	January	20/1/2022	
4.4.6.2	Training needs of individual employees shall be identified prior to the planning and implementation of the training programmes in order to provide the specific skill and competency required to all employees based on their job description. - Major compliance -	Yearly training plan is created based on Training Needs Analysis for workers involved in the operations. Sighted the Training Need Analysis of all workers, staffs and Management which are based on their competencies and job description.				Complied
4.4.6.3	A continuous training programme shall be planned and implemented to ensure that all employees are well trained in their job function and responsibility in accordance to the documented training procedure. - Minor compliance -	All workers involved in the operations have been adequately trained in safe working practice. The mill has a comprehensive annual training plan for its staffs and workers and this was sighted in the training records file for each staff and workers. Trainings conducted were recorded in the various trainings record and completed with attendance records, training materials and photographs of the training.				Complied
4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services						
Criterion 4.5.1: Environmental Management Plan						
4.5.1.1	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. - Major compliance -	The Management has established Environment Policy signed by Mr. Yong Chee Kong (Chief Operating Officer) dated 05/10/2009. Based on the Environmental Policy, the Company is committed towards the implementation of the following practices: 1. Comply with all applicable laws and other regulations pertaining to the Environment;				Complied

Criterion / Indicator		Assessment Findings	Compliance
		<ol style="list-style-type: none"> 2. Adopt suitable pollution prevention measures that will enhance the current practices towards sustainable development; 3. Set realistic goals and monitor progress to ensure continual improvement in environmental performance; and 4. Ensure that our stakeholders are aware of and share our commitment to responsible environmental stewardship. 	
4.5.1.2	<p>The environmental management plan shall cover the following:</p> <ol style="list-style-type: none"> a) An environmental policy and objectives; b) The aspects and impacts analysis of all operations <p>- Major compliance -</p>	<p>Genting Plantations Berhad, Genting Sabapalm Oil Mill has established Environmental Aspect and Impact Assessment prepared on 1/3/2022. The EAIA covering the following Mill activities: -</p> <ol style="list-style-type: none"> 1. Product Storage and dispatch 2. Laboratory 3. Workshop 4. Etc <p>Sample taken on Laboratory: -</p> <ol style="list-style-type: none"> 1. Environmental Aspect: Handling of chemicals, spillage of hexane to the ground 2. Legal Requirement: EQA 3. Condition: Abnormal 4. Environmental Type: depletion of resources, water & air pollution, land contamination. 5. Evaluation: Legal Obligation – High, Possibility of occurrence – Moderate, Severity of Occurrence – Low 	Complied

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Criterion / Indicator		Assessment Findings					Compliance																																			
<p>4.5.1.3</p>	<p>An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, implemented and monitored.</p> <p>- Major compliance -</p>	<p>Mill Environmental Management Plan for the year 2022 has developed the mitigation on the negative impacts and to promote the positive one and effectively implemented and monitored. The plan dated 3/3/2022 as follows: -</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Source</th> <th>Negatives Impacts</th> <th>Mitigation Plan</th> <th>Action Plan</th> <th>Status</th> </tr> </thead> <tbody> <tr> <td colspan="5">Air Pollution</td> </tr> <tr> <td>Open Burning</td> <td>Air Pollution</td> <td>Enforce a no burning policy</td> <td>Regular Site Inspection</td> <td>Compliance</td> </tr> <tr> <td colspan="5">Water Pollutions</td> </tr> <tr> <td>Pollutions from mill operations</td> <td>Mill waste by product</td> <td>Provide safe temporary storage at mill</td> <td>Weighbridge tickets on by products offtake and evacuation</td> <td>On - going</td> </tr> <tr> <td colspan="5">Noise Pollution</td> </tr> <tr> <td>Noise from mill operation</td> <td>Nuisance and health impact</td> <td>To implement engineering control – isolation and guarding of area</td> <td>To conduct site inspection and documented.</td> <td>If any</td> </tr> </tbody> </table> <p>Multi Serve Sdn Bhd did conduct Stack Emission Monitoring Report dated 15/2/2022.</p>					Source	Negatives Impacts	Mitigation Plan	Action Plan	Status	Air Pollution					Open Burning	Air Pollution	Enforce a no burning policy	Regular Site Inspection	Compliance	Water Pollutions					Pollutions from mill operations	Mill waste by product	Provide safe temporary storage at mill	Weighbridge tickets on by products offtake and evacuation	On - going	Noise Pollution					Noise from mill operation	Nuisance and health impact	To implement engineering control – isolation and guarding of area	To conduct site inspection and documented.	If any	<p>Complied</p>
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Criterion / Indicator		Assessment Findings	Compliance										
4.5.1.4	<p>A programme to promote the positive impacts should be included in the continual improvement plan.</p> <p>- Minor compliance -</p>	<p>The reviewed Environmental Management Plan dated 28/2/2022 had considered the mitigation of negative impacts and promotion of positive ones and translated into Mill programmes. The Continuous Improvement Plan consist of the following: -</p> <ol style="list-style-type: none"> 1. Environmental Impacts 2. Waste Reduction 3. Pollution and Greenhouse Emissions 4. Social Impacts 5. A mechanism to capture the performance and expenditure in social and environmental aspects 6. Workers personal file 7. Water consumption and water quality 8. Health and Safety Performance <p>Sample taken on the followings;</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;">Description of Improvement</td> <td>Pollution and Greenhouse Gas Emissions</td> </tr> <tr> <td>Objective</td> <td>GHG Calculation</td> </tr> <tr> <td>Action Plan</td> <td>5. Annual reviewing of the plan 6. Execution based on the plan</td> </tr> <tr> <td>Monitoring</td> <td>To execute and record what is written in the plan</td> </tr> <tr> <td>Timeline</td> <td>Mill Manager</td> </tr> </table>	Description of Improvement	Pollution and Greenhouse Gas Emissions	Objective	GHG Calculation	Action Plan	5. Annual reviewing of the plan 6. Execution based on the plan	Monitoring	To execute and record what is written in the plan	Timeline	Mill Manager	Complied
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Criterion / Indicator		Assessment Findings	Compliance																												
4.5.1.5	An awareness and training programme shall be established and implemented to ensure that employees understand the policy, objectives and management plans and are working towards achieving objectives. - Major compliance -	The Mill have established Environmental Training Program 2022 as below: - <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>No</th> <th>Topic</th> <th>Target Date</th> <th>Completion</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Policy and sustainability</td> <td>January</td> <td>20/1/2022</td> </tr> <tr> <td>2</td> <td>Chemical management and Emergency action</td> <td>March</td> <td>11/3/2022</td> </tr> <tr> <td>3</td> <td>Personal Protective Equipment</td> <td>April</td> <td>4/4/2022</td> </tr> <tr> <td>4</td> <td>Supply chain, traceability and mass balance</td> <td>February</td> <td>23/2/2022</td> </tr> <tr> <td>5</td> <td>Zero burning</td> <td>January</td> <td>20/1/2022</td> </tr> <tr> <td>6</td> <td>Domestic waste</td> <td>January</td> <td>20/1/2022</td> </tr> </tbody> </table>	No	Topic	Target Date	Completion	1	Policy and sustainability	January	20/1/2022	2	Chemical management and Emergency action	March	11/3/2022	3	Personal Protective Equipment	April	4/4/2022	4	Supply chain, traceability and mass balance	February	23/2/2022	5	Zero burning	January	20/1/2022	6	Domestic waste	January	20/1/2022	Complied
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4.5.1.6	The management shall organize regular meetings with workers where concerns of workers about the environmental quality are discussed. - Major compliance -	The latest environmental meeting was on 24/03/2022 attended by 17 representative comprising Mill Management and the workers representatives. The environmental meeting conducted by Mill Manager	Complied																												
Criterion 4.5.2: Efficiency of energy use and use of renewable energy																															
4.5.2.1	Consumption of non-renewable energy shall be optimized and closely monitored by establishing baseline values and trends shall be observed within appropriate timeframe. There should be a plan to assess the usage of non-renewable energy including fossil fuel, electricity in the operations over the base period - Major compliance -	Sighted record of Non-Renewable Energy being monitored and establishing the baseline value in term of liter per MT FFB. The data as listed herein: - <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>2020</th> <th>2021</th> <th>2022 as at March</th> </tr> </thead> <tbody> <tr> <td>FFB / Mt</td> <td>126,356</td> <td>116,374</td> <td>20,488</td> </tr> <tr> <td>Diesel (l)</td> <td>80,188</td> <td>91,974</td> <td>15,348</td> </tr> <tr> <td>Electricity</td> <td>2,463,799</td> <td>2,276,943</td> <td>401,925</td> </tr> <tr> <td>Liter / Mt FFB</td> <td>0.63</td> <td>0.79</td> <td>0.75</td> </tr> <tr> <td>Kwh/ Mt FFB</td> <td>19.50</td> <td>19.57</td> <td>19.62</td> </tr> </tbody> </table>		2020	2021	2022 as at March	FFB / Mt	126,356	116,374	20,488	Diesel (l)	80,188	91,974	15,348	Electricity	2,463,799	2,276,943	401,925	Liter / Mt FFB	0.63	0.79	0.75	Kwh/ Mt FFB	19.50	19.57	19.62	Complied				
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Criterion / Indicator		Assessment Findings	Compliance								
4.5.2.2	The oil palm premises shall estimate the direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations. This shall include fuel use by contractors, including all transport and machinery operations. - Major compliance -	The estimate for the direct usage of non-renewable energy for their operations, including fossil fuel to determine energy efficiency of their operations (machineries and vehicle), was available in the Mill annual budget.	Complied								
4.5.2.3	The use of renewable energy should be applied where possible. - Minor compliance -	The mill uses by product of FFB production as renewable energy source where 100% of fiber and shell are extracted from FFB production. The production and used data as below - <table border="1" data-bbox="1025 762 1865 831"> <tr> <td></td> <td>FFB Processed</td> <td>Fibre/ Shell Used</td> <td>EFB Mulching</td> </tr> <tr> <td>Mt</td> <td>20,494</td> <td>3,442.00</td> <td>585.00</td> </tr> </table>		FFB Processed	Fibre/ Shell Used	EFB Mulching	Mt	20,494	3,442.00	585.00	Complied
	FFB Processed	Fibre/ Shell Used	EFB Mulching								
Mt	20,494	3,442.00	585.00								
Criterion 4.5.3: Waste management and disposal											
4.5.3.1	All waste products and sources of pollution shall be identified and documented. - Major compliance -	Identification of waste products and sources of pollution is documented in Waste Management Plan (For Estates and Mills) dated 28/2/2022 The wastes were categorised to scheduled wastes, domestic wastes and recyclable wastes. The waste management plan has the information about method of disposal, monitoring & action plan, data required, responsible person and status of implementation. Sample taken as follows: - <table border="1" data-bbox="1025 1161 1865 1294"> <tr> <td>Source</td> <td>Organic Waste</td> </tr> <tr> <td>Management Plan</td> <td>Disposal</td> </tr> <tr> <td>Monitoring & Action Plan</td> <td>Dispose at designated landfill area</td> </tr> <tr> <td>PIC</td> <td>GSPE</td> </tr> </table>	Source	Organic Waste	Management Plan	Disposal	Monitoring & Action Plan	Dispose at designated landfill area	PIC	GSPE	Complied
Source	Organic Waste										
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Criterion / Indicator		Assessment Findings					Compliance																				
4.5.3.2	<p>A waste management plan shall be developed and implemented, to avoid or reduce pollution. The waste management plan should include measure for:</p> <p>a) Identifying and monitoring sources of waste and pollution.</p> <p>b) Improving the efficiency and recycling potential of mill by-products by converting them into value-added products.</p> <p>- Major compliance -</p>	<p>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.</p> <p>The action plan sighted as follows:</p> <p>i. Disposal as scheduled waste by DOE approved contractor</p> <p>ii. Disposal of domestic wastes at designated landfill area</p> <p>iii. Segregation of waste and store at designated recyclable waste area.</p> <p>Sighted the appointed licensed collector to collect the scheduled wastes at the Mill. Latest disposal of scheduled waste for the Mill as the following;</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 10%;">SW</th> <th style="width: 20%;">Recent Disposed</th> <th style="width: 20%;">Date Generated Prior To Dispose</th> <th style="width: 15%;">Previous Disposal</th> <th style="width: 35%;">Consignment Note & Contractor</th> </tr> </thead> <tbody> <tr> <td>102</td> <td>11/4/2022 - 0.04 Mt</td> <td>30/3/2022</td> <td>10/02/2021</td> <td>Lagenda Bumimas – 2022041116NP 9495</td> </tr> <tr> <td>305</td> <td>11/4/2022 - 0.200 Mt</td> <td>30/10/2021</td> <td>11/9/2021</td> <td>Lagenda Bumimas – 2022041116X5 IPNO</td> </tr> <tr> <td>323</td> <td>11/4/2022 - 0.060 Mt</td> <td>30/11/2021</td> <td>11/9/2021</td> <td>Lagenda Bumimas – 2022041115NU 07ZK</td> </tr> </tbody> </table>					SW	Recent Disposed	Date Generated Prior To Dispose	Previous Disposal	Consignment Note & Contractor	102	11/4/2022 - 0.04 Mt	30/3/2022	10/02/2021	Lagenda Bumimas – 2022041116NP 9495	305	11/4/2022 - 0.200 Mt	30/10/2021	11/9/2021	Lagenda Bumimas – 2022041116X5 IPNO	323	11/4/2022 - 0.060 Mt	30/11/2021	11/9/2021	Lagenda Bumimas – 2022041115NU 07ZK	Complied
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		409	11/4/2022 - 0.022 MT	30/11/2021	11/9/2021	Lagenda Bumimas – 202204111B4Z YMH	
		410 Used cotton rag	11/4/2022 - 0.023 Mt	30/10/2021	11/9/2021	Lagenda Bumimas – 2022041116U1 FWZO	
		410 Used filter	11/4/2022 - 0.0240 Mt	30/10/2021	11/9/2021	Lagenda Bumimas – 202204111606 MAKP	
4.5.3.3	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. - Major compliance -	Genting Plantations Berhad has established the Standard Operating Procedure under Sustainability Management Procedure Manual, Scheduled Waste Management, Doc No SMP-GPB-11 Revision 2 Issue date; September 2020, Sustainability Management Procedure Manual, SOPs and Justification of Pesticides Used, Doc No SMP-GPB-28 Revision 5 Issue date; September 2020.					Complied
4.5.3.4	Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourse. - Minor compliance -	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. Seen, the landfill was designated at Block 7A. The collection from line site were done 2 times a week by own transportation.					Complied
Criterion 4.5.4: Reduction of pollution and emission							

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Criterion / Indicator		Assessment Findings	Compliance																								
4.5.4.1	An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, particulate and soot emissions, scheduled wastes, solid wastes and effluent. - Major compliance -	All polluting activities were identified through the environmental aspect and impact evaluation register which includes all the mill's activities such as sterilization, laboratory and etc. The register was last reviewed on 28/2/2022.	Complied																								
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented. - Major compliance -	Sighted Environmental Management Plan (EMP), mitigation measures are identified in the Environment Impacts Assessment register to prevent or minimize pollution.	Complied																								
4.5.4.3	Palm oil mill effluent (POME) shall be treated to ensure compliance with standards as stipulated in the relevant Environmental Quality (Prescribed Premises) (Crude Palm Oil) Regulations 1977. POME discharge limits and method should be in accordance with the respective state and national policies and regulations. - Major compliance -	<p>The POM is treating POME in accordance to the DOE Limits for final discharge into the land irrigation at Genting Sabapalm Oil Mill.</p> <p>Sighted the Schedule of Compliance, ASSH(B)31/152/000/014, License No; 005261, License period: 01/07/2021 until 30/06/2022.</p> <p>DOE Limits for final discharge, land irrigation analyzed by Dynakey Laboratories Sdn Bhd sample taken on 28/3/2022. Results of the analysis as below: -</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Parameter</th> <th>Results</th> <th>DOE Limits</th> </tr> </thead> <tbody> <tr> <td>pH</td> <td style="text-align: center;">8.3</td> <td></td> </tr> <tr> <td>Suspended Solids mg/l</td> <td style="text-align: center;">100</td> <td></td> </tr> <tr> <td>COD mg/l</td> <td style="text-align: center;">791</td> <td></td> </tr> <tr> <td>BOD mg/l</td> <td style="text-align: center;">82.6</td> <td style="text-align: center;">500</td> </tr> <tr> <td>Ammoniacal Nitrogen mg/l</td> <td style="text-align: center;">105.6</td> <td></td> </tr> <tr> <td>Oil and Grease mg/l</td> <td style="text-align: center;">16.6</td> <td></td> </tr> <tr> <td>Total Nitrogen</td> <td style="text-align: center;">147</td> <td></td> </tr> </tbody> </table> <p>Palm Oil Mill Effluent (POME) treated through anaerobic pond treatment system where the licensed limit for final discharge BOD is 500mg/l for</p>	Parameter	Results	DOE Limits	pH	8.3		Suspended Solids mg/l	100		COD mg/l	791		BOD mg/l	82.6	500	Ammoniacal Nitrogen mg/l	105.6		Oil and Grease mg/l	16.6		Total Nitrogen	147		Complied
Parameter	Results	DOE Limits																									
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Total Nitrogen	147																										

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Criterion / Indicator		Assessment Findings	Compliance																											
		<p>latest compliance schedule (License No:005261), using land application method. Regular monitoring was conducted by the mill by taking the sample of wastewater in final discharge point.</p> <p>Effluent final discharge analysis was monitored on monthly basis by accredited 3rd party laboratory. Based on the results, the mill has complied the regulated limit stipulated in the compliance schedule since the last assessment. These results were also communicated to the DOE through quarterly report.</p>																												
Criterion 4.5.5: Natural water resources																														
4.5.5.1	<p>The management shall establish water management plans to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include:</p> <ul style="list-style-type: none"> a) Assessment of water usage and sources. b) Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the mill’s current activities. c) Ways to optimize water and nutrient usage and reduce wastage (e.g. having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.). <p>- Major compliance -</p>	<p>The mill has established and documented Water management Plan 2022, dated 1/03/2022 on Raw water for mill processing and drinking water supply.</p> <p>The water is sourced from Labuk River which is located nearby the mill. The consumption is closely monitored to avoid overuse.</p> <p>Sighted consumption water quality analyzed by Dynakey Laboratories Sdn Bhd for Genting Sabapalm Oil Mill sample received on 27/1/2022, sampling date 26/1/2022 – Drinking Water</p> <table border="1"> <thead> <tr> <th>Parameter</th> <th>Results</th> <th>Drinking Water Quality standard</th> </tr> </thead> <tbody> <tr> <td>pH</td> <td>7.3</td> <td>6.5 – 9.0</td> </tr> <tr> <td>Turbidity</td> <td>5.7</td> <td>5</td> </tr> <tr> <td>Suspended Solids</td> <td>ND (<2)</td> <td>Not listed</td> </tr> <tr> <td>Aluminium</td> <td>0.02</td> <td>0.2</td> </tr> <tr> <td>Ammonical Nitrogen</td> <td>0.07</td> <td>1.5</td> </tr> <tr> <td>Chloride</td> <td>10.3</td> <td>250</td> </tr> <tr> <td>E-Coli</td> <td>ND (<1.8)</td> <td>ND in 100ml</td> </tr> <tr> <td>Total Coliform Count</td> <td>ND (<1.8)</td> <td>ND in 100ml</td> </tr> </tbody> </table>	Parameter	Results	Drinking Water Quality standard	pH	7.3	6.5 – 9.0	Turbidity	5.7	5	Suspended Solids	ND (<2)	Not listed	Aluminium	0.02	0.2	Ammonical Nitrogen	0.07	1.5	Chloride	10.3	250	E-Coli	ND (<1.8)	ND in 100ml	Total Coliform Count	ND (<1.8)	ND in 100ml	OFI
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		<u>Opportunity For Improvement</u> Need to improve on Safety measures for fencing at the Water treatment Plant as the water being used for domestic consumption. Thus, OFI has been raised.	
4.5.5.2	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. - Major compliance -	NA as the mill does not discharge its POME into water course.	Not Applicable
4.6 Principle 6: Best Practices			
Criterion 4.6.1: Mill Management			
4.6.1.1	Standard operating procedures shall be appropriately documented and consistently implemented and monitored. - Major compliance -	Genting Sabapalm Oil Mill has documented and adhering to the following Manuals for Best Practices: - <ol style="list-style-type: none"> 1. Standard Operating Procedure (SOP) dated 25/1/2016, approved by Mr Choo Huan Boon, SVP Group Processing. 2. Safe Work Procedure dated 30/11/2011. 3. Quality, Environmental, Safety & Health and Sustainability Manual dated 20/7/2017 approved by Mr Choo Huan Boon, SVP Group Processing 4. System Procedure dated 1/8/2017 approved by Mr Choo Huan Boon, SVP Group Processing 5. Procedure Manual dated 2/1/2018 20/7/2017 approved by Mr Choo Huan Boon, SVP Group Processing 	Complied
4.6.1.2	All palm oil mills shall implement best practices.	The Mill performance is monitored via Monthly Management Review Meeting. The Monthly Management Review Meeting will review Crop	Complied

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	- Major compliance -	Production, FFB Quality, Etc. This report is reviewed by General Manager, Managers and Asst Managers on a monthly basis.	
Criterion 4.6.2: Economic and financial viability plan			
4.6.2.1	A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning. - Major compliance -	Business planning for the period of 2022 - 2026 being established and documented in order to ensure long-term economic and financial viability. The budget provisions covered activities for upkeep, cultivation, harvesting & evacuation, capital expenditure, etc. The budgets included projections on yield/ha, and total cost of production per MT & per ha	Complied
Criterion 4.6.3: Transparent and fair price dealing			
4.6.3.1	Pricing mechanisms for the products and other services shall be documented and effectively implemented. - Major compliance -	The mill received/purchased and processed FFB from sister estate, Genting Sabapalm Estate and external FFB supplier. Price mechanism for the FFB supplied were clearly outline in the contract agreement under clause 3.0 "Formula Harga" and sub clause 3.3 "Formula Pengiraan Harga". The pricing mechanism has been explained to the FFB supplier during contract signing. Reviewed the sampled contract agreement between Genting SDC Sdn. Bhd. (Genting Sabapalm Oil Mill) with FFB supplier as follows: <ol style="list-style-type: none"> 1. LS Plantation signed on 05/11/2021 2. Dragon Villa signed on 18/06/2020 3. Chee Chi Wi signed on 01/09/2021 4. Abdullah Yahya@Itin signed on 17/07/2020 The mill also conducted briefing on pricing mechanism to the FFB supplier during stakeholder meeting. Reviewed the minutes meeting and	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		presentation material for stakeholder meeting conducted on 15/03/2022.	
4.6.3.2	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. - Major compliance -	As per Addendum to the External Fresh Fruit Bunch (FFB) Procurement Policy Agreement under clause 4.0 "Pembayaran" and sub clause 4.1.1 stated that the suppliers will receive a final payment in the following month by the 15th day, for the FFB supplied in the preceding month based on the month-end price computed. Verified the payment advices for the month of March 2022 as below: 1. Transaction reference no. 527287960100298 dated 11/04/2022 2. Transaction reference no. 527287960100214 dated 11/04/2022 3. Transaction reference no. 527287960100303 dated 11/04/2022	Complied
Criterion 4.6.4: Contractor			
4.6.4.1	In case of the engagement of contractors, they shall be made to understand the MSPO requirements and shall provide the required documentation and information. - Major compliance -	The contractors were made to understand the MSPO requirements and shall provide the required documentation and information through meetings and trainings. Records of attendance of the meetings were available for verification. Stated in the agreement, stated that the contractors shall ensure compliance with requirement of RSPO, MSPO, ISCC, OSHA 1994 company policies and applicable laws and regulations. Reviewed the contract for CPO and PK transportation between Genting Oil Mill (Sabah) Sdn. Bhd. with transporters as follows: 1. CPO transportation - Juita baru Sdn. Bhd., refer contract no. H:process2\CPO & PK Transportation\Agreements\GSOM CPO agmt-JB-2021 dated 01/08/2021	Complied

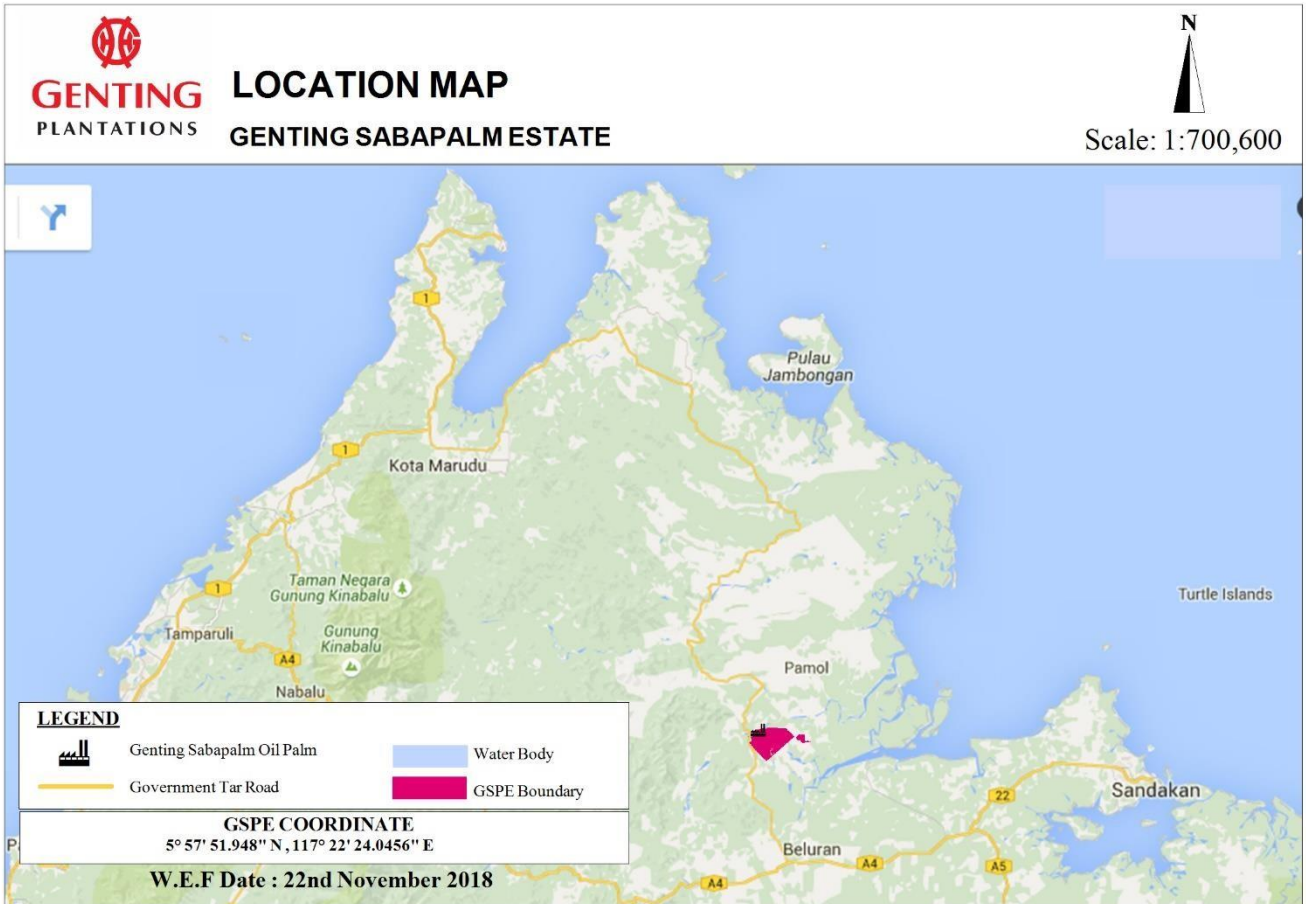
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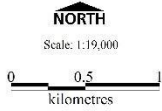
Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> 2. PK transportation - Juita baru Sdn. Bhd., refer contract no. H:process2\CPO & PK Transportation\Agreements\GSOM PK agmt-JB-2021 dated 01/08/2021 3. CPO transportation - Landasan Kembar Sdn. Bhd., refer contract no. H:process2\CPO & PK Transportation\Agreements\GSOM CPO agmt-LK-2021 dated 01/08/2021 4. PK transportation - Landasan Kembar Sdn. Bhd., refer contract no. H:process2\CPO & PK Transportation\Agreements\GSOM PK agmt-LK-2021 dated 01/08/2021 5. Construction of workers quarters – New Gen Contractor, refer contract no. CD/GPB/2021-04-GSOM-01 dated 27/09/2021 	
4.6.4.2	<p>The management shall provide evidence of agreed contracts with the contractor.</p> <p>- Major compliance -</p>	<p>All terms and condition stated in the contracts were agreed between both estates and contractors as per reviewed sampled Genting Oil Mill (Sabah) Sdn. Bhd. with transporters as follows:</p> <ul style="list-style-type: none"> 1. CPO transportation - Juita baru Sdn. Bhd., refer contract no. H:process2\CPO & PK Transportation\Agreements\GSOM CPO agmt-JB-2021 dated 01/08/2021 2. PK transportation - Juita baru Sdn. Bhd., refer contract no. H:process2\CPO & PK Transportation\Agreements\GSOM PK agmt-JB-2021 dated 01/08/2021 3. CPO transportation - Landasan Kembar Sdn. Bhd., refer contract no. H:process2\CPO & PK Transportation\Agreements\GSOM CPO agmt-LK-2021 dated 01/08/2021 4. PK transportation - Landasan Kembar Sdn. Bhd., refer contract no. H:process2\CPO & PK Transportation\Agreements\GSOM PK agmt-LK-2021 dated 01/08/2021 	Complied

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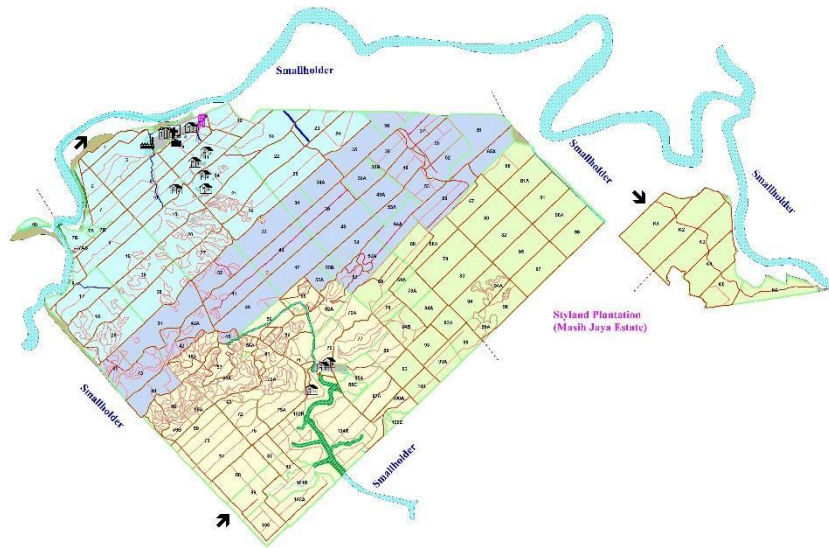
Criterion / Indicator		Assessment Findings	Compliance
		5. Construction of workers quarters – New Gen Contractor, refer contract no. CD/GPB/2021-04-GSOM-01 dated 27/09/2021	
4.6.4.3	The management shall accept MSPO approved auditors to verify the assessments through a physical inspection, if required. - Minor compliance -	All operating units under Genting Plantations Berhad has no objection to allow BSI auditors to verify the assessment through physical inspection if required. The contractors agreed to provide full cooperation and relevant certification bodies to verify assessments through a physical inspection if required as stated in the contract addendum as per Memorandum sent to all contractors and mill managers by the Sr. Vice president – Processing (Malaysia) & Downstream Manufacturing dated 29/10/2021.	Complied

Appendix C: Location and Field Map





GPS MAP OF GENTING SABAPALM ESTATE



LEGEND

- Boundary Stone
- Office
- Nursery
- Store
- Limestone
- Clinic
- Mill
- School/Temples
- Mosque
- Inlet of Major River
- Outlet of Major River
- Exit and Entrance
- Block Boundary
- Main Road
- Submain Road
- Stakeholder Boundary
- Water Body
- Riparian
- Stream
- Main Drain
- Building/Infrastructure
- Cattle Area
- Quarry
- Division Sapi
- Division Kwari
- Division Klagan
- Division Bangkawat
- Undeveloped Area



GSPL Coordinate : 5.965087 N, 117.374117 E
 Projection : Longitude Latitude
 Datum : WGS 84
 Data Source : Field Survey Using Garmin
 Prepared by :
 Genting Plantations Research Centre Sabah (GPRCS)
 Date Updated : 15 July 2015

GENTING PLANTATIONS BERHAD
 GENTING SABAPALM ESTATE
 P. O. BOX NO. 901,
 90701 SANDAKAN,
 SABAH.

Appendix D: List of Abbreviations

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