

**MALAYSIAN SUSTAINABLE PALM OIL
- SURVEILLANCE ASSESSMENT ASA 2
Public Summary Report**

GENTING PLANTATIONS BERHAD
Client company Address: 10th Floor, Wisma Genting, Jalan Sultan Ismail, 50250 Kuala Lumpur, Malaysia
Certification Unit: Genting Bukit Sembilan Estate Location of Certification Unit: 09300 Kuala Ketil, Kedah, Malaysia

Report prepared by:
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Report Number: 3091775

Assessment Conducted by:
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Section 1: Executive Summary

1.1 Organizational Information and Contact Person			
Company Name	Genting Plantations Berhad		
Mill/Estate	MPOB License No.	Expiry Date	
	508758102000	31/5/2021	
Address	10 th Floor, Wisma Genting, Jalan Sultan Ismail, 50250 Kuala Lumpur, Malaysia		
Certification Unit	Genting Bukit Sembilan Estate		
Contact Person Name	Mr. Arunan Kandasamy		
Website	www.gentingplantations.com	E-mail	arunan.kandasamy@genting.com
Telephone	03-2333 6401	Facsimile	N/A

1.2 Certification Information			
Certificate Number	MSPO 682996		
Issue Date	28/01/2019	Expiry date	27/01/2024
Scope of Certification	Production of Sustainable Oil Palm Fruits		
Standard	MS 2530-Part3: 2013		
Stage 1 Date	Exempted. GBSE is RSPO certified estate.		
Stage 2 / Initial Assessment Visit Date (IAV)	27/07/2018		
Continuous Assessment Visit Date (CAV) 1	24-25/07/2019		
Continuous Assessment Visit Date (CAV) 2	13/7/2020		
Continuous Assessment Visit Date (CAV) 3	-		
Continuous Assessment Visit Date (CAV) 4	-		
Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
EU-ISCC-Cert-DE119-60196938	ISCC EU	ASG Cert GmbH	05/06/2020
RSPO 673953	RSPO MYNI 2019	BSI Services (M) Sdn Bhd	17/09/2022

1.3 Location of Certification Unit			
Name of the Certification Unit (Palm Oil Mill/ Estate/ Smallholder/ Independent Smallholder)	Site Address	GPS Reference of the site office	
		Longitude	Latitude
Genting Bukit Sembilan Estate	09300 Kuala Ketil, Kedah, Malaysia	100.68583	5.57639

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

1.5 Plantings & Cycle							
Estate	Age (Years)					Mature**	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
Genting Bukit Sembilan Estate	110.47	10.87	540.61	232.62	285.49	1,069.59	110.47
Total (ha)	110.47	10.87	540.61	232.62	285.49	1,069.59	110.47

1.6 Certified Tonnage of FFB			
Estate	Tonnage / year		
	Estimated (July 2019 - June 2020)	Actual (July 19 - June 20)	Forecast (July 2020 - June 2021)
Genting Bukit Sembilan Estate	24,500.00	23,798.63	23,500.00
Total	24,500.00	23,798.63	23,500.00
Note: Nil			

1.7 Certified Tonnage			
	Estimated (N/A)	Actual (N/A)	Forecast (N/A)
	FFB	FFB	FFB
Mill Capacity: (N/A) MT/hr	N/A		
SCC Model: SG/MB	CPO (OER: %)	CPO (OER: %)	CPO (OER: %)
	PK (KER: %)	PK (KER: %)	PK (KER: %)

1.8 Actual Sold Volume (CPO)					
CPO (MT)	MSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
N/A					

1.9 Actual Sold Volume (PK)					
PK (MT)	MSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
N/A					

Section 2: Assessment Process

BSI is a leading global provider of management systems assessment and certification, with more than 80,000 certified locations and clients in over 190 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 13/07/2020. The audit programme is included as 2.3. The approach to the audit was to treat the Genting Bukit Sembilan estate as a MSPO Certification Unit. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HBVs, declared conservation areas and local communities.

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

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

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 Appendix B.

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

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

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

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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 Bukit Sembilan Estate	√	√	√	√	√

Tentative Date of Next Visit: July 29, 2021 - July 30, 2021

Total No. of Mandays: 2 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>
Muhamad Naquiuddin Mazeli	Team Leader	He graduated with Bachelor of Science Horticulture at University Putra Malaysia. He started his career in 2009 as Researcher at Sime Darby Research Seed Centre and manage for Quality control for seed production for paddy, chilli and corn with collaboration with Malaysian Agricultural Research and Development Institute (MARDI) for 4 years. During the period, he was also involved with Nestle project on Red Rice production. He later joins the Sime Darby Plantation Berhad Sustainability Team in 2013 as Sustainability Executive. Joining the sustainability team, he managed, implemented and monitored the RSPO, ISCC, MSPO and ISO 9001 and ISO 18001 certification requirements for the estates, mills, refineries and Smallholder scheme. He also support in providing training and internal audits related to RSPO, MSPO and other certifications where applicable to the operations within Sime Darby Plantation. He is a trained Safety Officer and he managed the Occupation Safety and Health of Northern Region Sime Darby Plantation Berhad operations. During this assessment, he assessed on the aspects of legal, mill best practices, safety and health and workers consultation.
Nicholas Cheong	Team Member	Holds a Master of Environmental Management from the University Putra Malaysia and Bachelor of Science (Food Science) from Charles Sturt University Australia. He has more than 7 years of working experience in sustainability auditing for palm oil industry and hydropower plant. He is also an expert in Greenhouse Gas emissions accounting. He has also 2 years of working experience in wastewater treatment and operations. He has completed the ISO9001, ISO14001, RSPO P&C Lead Auditor course, RSPO Supply Chain Lead Auditor Course, RBA Labor & Ethic Lead Auditor Course and MSPO Awareness Training. In his previous certification body, he was a Lead Assessor for Clean Development Mechanism, World Commission of Dam and ISCC. He had been involved in Sustainable Palm Oil auditing for

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		more than 5 years. In this assessment, the focus element includes legal requirements, social and workers welfare, workers health and safety and supply chain. He is fluent in both verbal/written in English.
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2.2 Accompanying Persons

N/A

2.3 Assessment Plan

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

Date	Time	Subjects	MNM	NC
Sunday 12/7/2020		Travel from office to Kuala Ketil	√	√
Monday 13/7/2020	0800-0830 0830-0900	Opening Meeting MSPO & RSPO: <ul style="list-style-type: none"> Opening Presentation by Audit team leader. Confirmation of assessment scope and finalize Audit plan.	√	√
	0900-1230	Genting Bukit Sembilan Estate 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	√	√
	1230-1330	Lunch	√	√
	1330-1630	Document review (MS:2530 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	√	√
	1630-1700	Finalization of audit findings & preparation of closing meeting	√	√
	1700-1730	Closing meeting	√	√

Section 3: Assessment Findings

3.1 Details of audit results

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

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

3.2 Details of Nonconformities and Opportunity for improvement

The nonconformity is listed below.

During the Certification Assessment there were (1) Major & (2) Minor nonconformities raised. The Genting Bukit Sembilan estate Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

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

Major Nonconformities:		
Ref: 1933882-202007-M1	Area/Process: Genting Bukit Sembilan estate	Clause: 4.3.1.1
	Issue Date: 15/7/2020	Due Date: 15/10/2020
Requirements:	All operations are in compliance with the applicable local, state, national and ratified international laws and regulations.	
Statement of Nonconformity:	Sighted some applicable legal and other requirement inadequately implemented	
Objective Evidence:	(1.) Sighted Diesel storage in Paya Kamunting Div without license for buy and kept as per requirement Control Of Supplies Act 1961 (2.) No record of Scheduled waste for PPE disposal (SW 410) on August 2019 however found issuance of rubber and glove for sprayer and manuring team on August 2019. This not comply with Safety and Health Manual (OM-GPB-02; 1/1/2010) The used PPE must bring for exchange with new PPE and the used PPE must be disposed as scheduled waste. (3.) Worker Sinnamah A/P Jayabalan took maternity leave from Jan 2020 to Mar 2020. The maternity leave payment was paid out in 30/03/2020 as cheque voucher after the employee return to work. As according to Article 30 of MAPA/NUPW, maternity benefits shall apply the Employment Act 1955. As accordance to section 38 of Employment Act 1955, the maternity allowance shall be paid in the same manner as if such allowance were wages earned during such wage period as provided in section 19.	
Corrections:	1. To apply for diesel license for the outlying division (Paya Kamunting Div). 2. To update the Aug 2019 – SW 410 inventory accordingly. 3. Split the maternity payment into 2 months upon consulting with the worker.	

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Root cause analysis:	<p>1. The outlying division license was missed to be included in the LRR/license list, due to misunderstanding that the diesel license of main division (Bukit Sembilan Div) is adequate as long as the management complies with the total volume as stated in the license.</p> <p>2. The used PPEs were stored in SW store but not recorded as SW due to staff's inadequate training/awareness that small quantities of SWs not required to be recorded on the same month.</p> <p>3. Office personnel misunderstood that maternity leave can be paid (together for 2 months) upon completion of 2 months. Furthermore, the supporting documents were only received upon completion of 2 months.</p>
Corrective Actions:	<p>1. To include all outlying division license in the LRR/license list, and continuously check and verify if any other 'individual division' legal compliances are required.</p> <p>2. Provide training to the relevant staff to ensure all SWs are inventoried although small in quantity.</p> <p>3. Update LRR accordingly. Provide training to the office personnel.</p>
Assessment Conclusion:	Based on verification of documentations of Diesel license application and training record showed the corrective action plan has been implemented effectively, hence the major is closed on 6/9/2020. Continuous implementation will be further verified in the next assessment.

Minor Nonconformities:		
Ref: 1933882-202007-N1	Area/Process: Genting Bukit Sembilan estate	Clause: 4.5.6.2
	Issue Date: 15/7/2020	Due Date: Next Surveillance
Requirements:	If rare, threatened or endangered species or high biodiversity value, are present, appropriate measures for management planning and operations should include: a) Ensuring that any legal requirements relating to the protection of the species are met. b) Discouraging any illegal or inappropriate hunting, fishing or collecting activities; and developing responsible measures to resolve human-wildlife conflicts.	
Statement of Nonconformity:	The RTE management was not been include in HCV management plan	
Objective Evidence:	The HCV management plan dated Jan 2020 only stated regarding to management on HCV 4.2 and HCV 6 however did not include RTE management and monitoring in plan.	
Corrections:	To update the HCV management plan to include RTE management and monitoring plan. Provide training to the relevant workers and field staff.	
Root cause analysis:	Misunderstood that RTE management/ monitoring plan no longer required after re-classification of the forest strip from HCV 1.4 to non-HCV (conservation set aside) in 2018.	

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Corrective Actions:	To include the RTE species monitoring/checklist into the annual sustainability programme. To include training on RTE species monitoring into the estate's annual training programme.
Assessment Conclusion:	The CAP was accepted on 19/8/2020 and Implementation of corrective action will be verified on the next surveillance.

Minor Nonconformities:		
Ref: 1933882-202007-N2	Area/Process: Genting Bukit Sembilan estate	Clause: 4.6.4.3
	Issue Date: 15/7/2020	Due Date: Next Surveillance
Requirements:	The management shall accept MSPO approved auditors to verify assessments through a physical inspection if required.	
Statement of Nonconformity:	The agreement has not included the requirement to allowed approved MSPO auditors to verify assessment through a physical inspection	
Objective Evidence:	The sample contract agreement (NAG Supply and Service and J.M. Enterprise) has not included the terms that an approved MSPO auditor have the assess to conduct a physical inspection is required.	
Corrections:	To brief the contractors and get them acknowledge on the requirement.	
Root cause analysis:	Time constraint to get the contractors acknowledge on the requirement as the new addendum (on the said requirement) was issued only on 17th Jul 2020.	
Corrective Actions:	To update the contractor's agreement in Jan 2021.	
Assessment Conclusion:	The CAP was accepted on 19/8/2020 and Implementation of corrective action will be verified on the next surveillance.	

Opportunity For Improvement		
Ref:	Area/Process: Genting Bukit Sembilan estate	Clause: 4.3.2.2
Objective Evidence:	The land statement for Paya Kamunting division shows total area of 436.18ha need to followed the total land title is 435.7045ha.	

Opportunity For Improvement		
Ref:	Area/Process: Genting Bukit Sembilan estate	Clause: 4.1.2.2
Objective Evidence:	The closure of the internal audit finding can be improved to include more robust actions other than providing awareness training.	

Noteworthy Positive Comments	
1	Good commitment from the management team
2	Good hospitality provided for the audit team
3	Good comment from SPOC Q12 smallholder and also stakeholder

3.3 Status of Nonconformities Previously Identified and OFI

Not applicable.

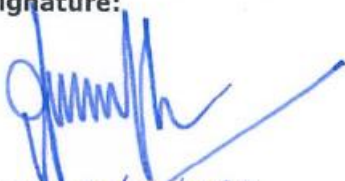

3.4 Summary of the Nonconformities and Status

CAR Ref.	CLASS	ISSUED	STATUS
1933882-202007-M1	Major	15/7/2020	Closed on 6/9/2020
1933882-202007-N1	Minor	15/7/2020	Open
1933882-202007-N2	Minor	15/7/2020	Open

3.5 Issues Raised by Stakeholders

IS #	Description
1	Issues: Kuala Bakong Village / Smallholders There were no negative comment received from the village representative. The villagers has no issue on access. The village representative understood that there is a complaint mechanism implemented by the certificate holder.
	Management Responses: No comment
	Audit Team Findings: No comments from the assessment team
2	Feedbacks: NUPW Kedah Branch There were no negative comment received from the NUPW Secretariat of Kedah Branch. They have received good operation from the certificate holder. There were no reports that the certificate holder is preventing workers from joining the union.
	Management Responses: No Comment
	Audit Team Findings: No comments from the assessment team
3	Feedbacks: Padang Geh Village / Smallholders There were no negative comment received from the village representative. The villagers has no issue on access. The village representative acknowledge that they have invited for stakeholder meeting previously.
	Management Responses: No Comment
	Audit Team Findings: No comments from the assessment team

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 Bukit Sembilan Estate Certification Unit complies with the MS 2530-3:2013 . It is recommended that the certification of Genting Bukit Sembilan estate Certification Unit is approved and/or continued.	
Acknowledgement of Assessment Findings	Report Prepared by
Name: Arunan Kandasamy	Name: Muhamad Naquiuddin Mazeli
Company name: Genting Plantations Berhad	Company name: BSI Services Malaysia Sdn Bhd
Title: SVP Plantation (Malaysia)	Title: Client Manager
Signature:  Date: 23/09/2020	Signature:  Date: 19/9/2020

Appendix A: Summary of the findings by Principles and Criteria

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 -	The MSPO Policy was established on 18/03/2014 acknowledged by Mr Yong Chee Kong the President and Chief Operating Officer of Genting Plantations	Complied
4.1.1.2	The policy shall also emphasize commitment to continual improvement. - Major compliance -	The policy was established to include commitment to comply with MSPO requirements and MPOB Code of Practice. Genting Plantations is committed to continue to assess and develop new and innovative techniques, approaches and practices with the objective of continuous improvement in the journey towards achieving sustainable palm oil.	Complied
Criterion 4.1.2 – Internal Audit			
4.1.2.1	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement. - Major compliance -	Internal audit is conducted once a year. The Sustainability Internal Audit Procedure rev 4 dated 25/05/2018; Corrective Action Procedure rev 0 dated 01/08/2013 and Preventive Action Procedure rev 0 dated 01/08/2013 has been established. The internal audit is an integrated with RSPO requirements. The last internal audit was conducted on 7-8 July 2020.	Complied
4.1.2.2	The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order to implement the necessary corrective action. - Major compliance -	One non-conformance was raised in the last internal audit related to clause 4.3.1.1. The closing on the non-conformance includes root cause, corrective action and correction. The closure of the internal audit finding can be improved to include more robust actions other than providing awareness training.	OFI

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Criterion / Indicator		Assessment Findings	Compliance
4.1.2.3	Report shall be made available to the management for their review. - Major compliance -	The finding from the internal audit has included as part of the management review. The correction discussed.	Complied
Criterion 4.1.3 – Management Review			
4.1.3.1	The management shall periodically review the continuous suitability, adequacy and effectiveness of the requirements for effective implementation of MSPO and decide on any changes, improvement and modification. - Major compliance -	<p>According to the Management Review Procedure rev 2 dated 23/07/2019, management review is conducted annually. The agenda, includes:</p> <ol style="list-style-type: none"> 1. Status of outstanding issues from previous meetings 2. Changes, improvement or modification of the Sustainability management system 3. Internal and external audit findings on sustainability management system 4. Complaints and grievances 5. Stakeholder meetings minutes 6. GHG 7. Continual improvement status & recommendation 8. Review sustainability related training 9. Review sustainability related policies 10. Review effectiveness in achieving quality, environmental, social, safety and health objectives. 11. Compliance to legal requirements 12. Supply chain and traceability. <p>The last management review was conducted on 09/07/2020.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
Criterion 4.1.4 – Continual Improvement			
4.1.4.1	The action plan for continual improvement shall be based on consideration of the main social and environmental impact and opportunities of the company. - Major compliance -	Established as Continuous Improvement Plan; Date: 1/2/2020, mostly for following elements: Minimize use of certain pesticides – e.g. planning the spraying time Environmental impacts – e.g. water & waste management, recycling program Social impacts – e.g. interior and exterior of workers quarters renovation	Complied
4.1.4.2	The company shall establish a system to improve practices in line with new information and techniques or new industry standards and technology (where applicable) that are available and feasible for adoption. - Major compliance -	No new implementation, Mechanization has been adopted in Genting Bukit Sembilan Estate (GBSE). Among implemented new technology as following: - Mechanical Assisted Fertilizer Application (MAF) Spreader - Mechanical Assisted Spraying (MAS – Tractor Mounted Sprayer) - Mechanical Platform Collection (MPC – Big Tractor Grabber) - Mechanical Assisted In-field Collection (MAIC – Mini Tractor Grabber & Mechanical Wheelbarrow)	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 -	The annual training programme 2020 on operational subject adapting new industry standard/technology for harvesting, spraying, first aid and other relevant operational matter. Training was conducted to ensure workers was competent to apply Mechanical Wheelbarrow PB 250.	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,	Genting Plantations has established the Procedures on Request and Responses rev 0 dated 14/08/2014 to manage respond to the information requested by stakeholders. The information that can be	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	except those limited by commercial confidentiality or disclosure that could result in negative environmental or social outcomes. - Major compliance -	requested includes – Company annual report; Group policies; Report related to EAI, EIA; External audit reports; Pollution prevention plan; continuous improvement plan; negotiation and compensation procedure; and sexual harassment procedure. There were now request on information since the last assessment.	
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 -	The procedure has indicated a list of confidential documents includes – Estate/mill maps and land titles; report or information related to HCV; report or information related to social and internal audit report.	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 -	The Procedure for Consultation and Communication rev 02 dated 23/02/2018 was developed for effective internal and external communication and responding to communications from local communities and other affected or interested parties.	Complied
4.2.2.2	A management official should be nominated to be responsible for issues related to Indicator 1 at each operating unit. - Minor compliance -	The nominated representative of Bukit Sembilan estate is Mr Anwar Bin Mat Ghani, Senior Assistance Manager dated 26/06/2020.	Complied
4.2.2.3	List of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders should be properly maintained. - Major compliance -	The current stakeholder list includes stakeholders of the nearby communities, authorities department, trade union and suppliers.	Complied
Criterion 4.2.3 – Traceability			

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Criterion / Indicator		Assessment Findings	Compliance
4.2.3.1	The management shall establish, implement and maintain a standard operating procedure to comply with the requirements for traceability of the relevant product(s). - Major compliance -	Established as Sustainability Management Procedure for Traceability; SMP-GPB-09; Rev. 02; Date: 14/8/2017.	Complied
4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system. - Major compliance -	The management have conduct the regular inspection such as internal audit is conducted once a year. The Sustainability Internal Audit Procedure rev 4 dated 25/05/2018; Corrective Action Procedure rev 0 dated 01/08/2013 and Preventive Action Procedure rev 0 dated 01/08/2013 has been established. The internal audit is an integrated with RSPO requirements. The last internal audit was conducted on 7-8 July 2020.	Complied
4.2.3.3	The management should identify and assign suitable employees to implement and maintain the traceability system. - Minor compliance -	Appointment letter for Anwar Bin Mat Ghani (Assistant) as PIC for Traceability available, dated 26 June 2020.	Complied
4.2.3.4	Records of sales, delivery or transportation of FFB shall be maintained. - Major compliance -	SMP-GPB-02-F01-01 stated record of weighbridge ticket will be kept 5 year. Sample as per below:- FFB Delivery Advice No: 0222 Date: 30/6/2020 Field: P93C No Of Bunches: 741 Weight: 13.22 mt Bunch Chit No.:222525, 222526, 222528, 222529 Despatch Note Weighbridge Ticket No: FFB20000748W Date: 20/6/2020 DO No: 0222	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		Seal No: 027095/096 Weight: 13,220 Kg	
4.3 Principle 3: Compliance to legal requirements			
Criterion 4.3.1 – Regulatory requirements			
4.3.1.1	All operations are in compliance with the applicable local, state, national and ratified international laws and regulations. - Major compliance -	<p>A mechanism to ensure compliance to legal and other requirement has been documented in Sustainability Management Procedure Manual – Legal Requirement Register (SMP-GPB-22; Revision 08 dated March 2020) and the Sustainability Management Procedure Manual – Procedures on Regional, National and International Laws (SMP-GPB- 21; Revision 01 dated 14/08/2014).</p> <p>The operating unit has generally maintain compliance on the national law. However please refer to 4.4.5.3 regarding payment of maternity leave.</p> <p>Latest update for Min Wages 2020 (Part 3: Social under Page 31 of 89), as per verification email dated 18 March 2020 from IT Department.</p> <ol style="list-style-type: none"> 1. 508759002000 valid until 31/5/2021 2. 508758102000 valid until 31/5/2021 3. License for Diesel (K003024) valid until 5 August 2020 4. Weighbridge calibration done yearly basis 172000239/000941 dated 19/2/2020 5. License for Air compressor (KD PMT 4621) available and valid until 4/3/2021. <p>However sighted some noncompliance as per detail below:-</p>	Major Non Compliance

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Criterion / Indicator		Assessment Findings	Compliance
		<ol style="list-style-type: none"> 1. Sighted Diesel storage in Paya Kamunting Div without license for buy and kept as per requirement Control Of Supplies Act 1961 2. No record of Scheduled waste for PPE disposal (SW 410) on August 2019 however found issuance of rubber and glove for sprayer and manuring team on August 2019. This not comply with Safety and Health Manual (OM-GPB-02; 1/1/2010) The used PPE must bring for exchange with new PPE and the used PPE must be disposed as scheduled waste. 3. Worker Sinnamah A/P Jayabalan took maternity leave from Jan 2020 to Mar 2020. The maternity leave payment was paid out in 30/03/2020 as cheque voucher after the employee return to work. As according to Article 30 of MAPA/NUPW, maternity benefits shall apply the Employment Act 1955. As accordance to section 38 of Employment Act 1955, the maternity allowance shall be paid in the same manner as if such allowance were wages earned during such wage period as provided in section 19. <p>Thus, Major NC been raised during this assessment.</p>	
4.3.1.2	The management shall list all laws applicable to their operations in a legal requirements register. - Major compliance -	List of applicable legal and other requirements was made available during the assessment and compiled in the Sustainability Management Procedure Manual – Legal Requirement Register (SMP-GPB-22; Revision 08 dated March 2020). As to date, Genting Bukit Sembilan Estate (GBSE) had complied with all the applicable local, state, national and ratified international laws and regulations	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 -	All the legal and other requirements were register accordingly in the legal requirement register including Minimum Wages Order 2020. The evaluation was last carried out on March 2020 by Assistant Manager and approved by the Estate Manager.	Complied
4.3.1.4	The management should assign a person responsible to monitor compliance and to track and update the changes in regulatory	Letter of Appointment as Sustainability Coordinator for ISCC, RSPO and MSPO Related Matters; dated 18/7/2019. Appointed person:	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	requirements. - Minor compliance -	Assistant Manager; by Manager GBSE	
Criterion 4.3.2 – Lands use rights			
4.3.2.1	The management shall ensure that their oil palm cultivation activities do not diminish the land use rights of other users. - Major compliance -	GBSE divided into 2 divisions with a total of 10 land titles/user rights as per sighted samples as following: Main Div.: i) Title # 36096; Lot # 52; Area: 564.9902 ha ii) Title # 36097; Lot # 53; Area: 21.0368 ha Paya Kamuniting Div.: iii) Title # GRN 197658; Lot # 3221; Area: 15.34 ha iv) Title # GRN 197658; Lot # 3199; Area: 3.818 ha	Complied
4.3.2.2	The management shall provide documents showing legal ownership or lease, history of land tenure and the actual use of the land. - Major compliance -	The land ownership stated in the land titles is Asiatic Plantations (WM) Sdn Bhd. The copy of the land titles are retained in the estate. Land title for lot 52, 54, 56, 57, 3221, 3122, 2452, 60122 is currently undergoing changing for land use type and holding company name from Asiatic Plantations (WM) Sdn Bhd to Genting Plantation (WM) Sdn Bhd. The land statement for Paya Kamunting division shows total area of 436.18ha. However, the total land title is 435.7045ha.	OFI
4.3.2.3	Legal perimeter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable. - Major compliance -	As per indicator 4.2.1.2, GBSE established a Boundary Stone Maintenance and Management Programme; Dated 26/6/2019. Programmes included replace missing stones, repainting & numbering, patrolling and etc.	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 -	Through stakeholder interviews, there was no land dispute identified. However, if there is any land disputes, it will be managed following the Procedure on Conflict Resolution and Handling of Negotiations and Compensations within Genting Plantations Estates rev 3 dated 29/12/2017. Genting Plantations has also established the Procedure for Compliance to Sustainability Requirements for Land Acquisition, New Planting and New Development rev 2 dated 20/01/2020. The procedure defines the Free, Prior & Informed Consent (FPIC) process and the rights of the communities to withhold consent. The procedures has also including the mechanism to calculate and distribute fair compensation.	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 -	Based on the SIA, there is no customary land present in this certification unit. The estate has been developed in the 1980s and it located at a surrounding by smallholders and villagers.	Complied
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights land, if any, should made available. - Minor compliance -	Based on the SIA, there is no customary land present in this certification unit. The estate has been developed in the 1980s and it located at a surrounding by smallholders and villagers.	Complied
4.3.3.3	Negotiation and FPIC shall be recorded and copies of negotiated agreements should be made available. - Major compliance -	Based on the SIA, there is no customary land present in this certification unit. The estate has been developed in the 1980s and it located at a surrounding by smallholders and villagers.	Complied
4.4 Principle 4: Social responsibility, health, safety and employment condition			
Criterion 4.4.1: Social Impact Assessment (SIA)			

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Criterion / Indicator		Assessment Findings	Compliance
4.4.1.1	<p>Social impact should be identified and plans are implemented to mitigate the negative impacts and promote the positive ones.</p> <p>- Minor compliance -</p>	<p>The baseline SIA was conducted from 11/05/2009 – 11/06/2009 by University Kebangsaan Malaysia’s student engaged by Genting Plantations.</p> <p>Subsequent to the SIA, since 2017, the assessment is updated once every 2 years. The last assessment was updated in 2019 and the assessment was conducted between 02-05/07/2020. The update assessments are conducted internally by Genting Plantations Group Sustainability team and to assess the current impact to the surrounding communities. A list of interviewed parties is provided in the report.</p> <p>From the updated Social impact assessment, management plan is developed following the recommendation. The management plan is reviewed annually by the estate.</p> <p>The review of the management plan on 27/04/2020 has not included other concerns/impact from the recent Paya Kamunting division external stakeholder consultation conducted on 11/03/2020. Due to the recent Covid-19, stakeholders consultations has not been fully completed.</p>	Complied
Criterion 4.4.2: Complaints and grievances			
4.4.2.1	<p>A system for dealing with complaints and grievances shall be established and documented.</p> <p>- Major compliance -</p>	<p>The Complaints and Grievance Procedure rev 4 dated 20/01/2020 documented the procedure to handle complaints and grievance related to estate/mill workers, external stakeholders and native customary rights. The procedure is available in both English and Bahasa Malaysia.</p> <p>Document review and interview with workers and relevant stakeholders did not identify any grievances other than those request for house fixing.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
4.4.2.2	The system shall be able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties. - Major compliance -	Document review and interview with workers and relevant stakeholders did not identify any grievances other than those request for house fixing. Dates of complaint and date of completing the fixing has been documented.	Complied
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 -	The grievance book was reviewed and mainly complaints are regarding house fixing. Dates of complaint and date of completing the fixing has been documented.	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 -	Interview with stakeholders and contractors was conducted to confirm that they are aware about the grievance. Interview with contractors shows that there were no major issue since last assessment.	Complied
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 -	The grievance book document all complaints and it is available on site.	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 -	There were no community development identified. However constantly there are request from the community for assistance such as grass cutting and donation for festive. The certification unit has documented the request and provide where it was appropriate.	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.	Established based on Risk Management and Risk Assessment; SMPGPB- 08; Rev. 00; Date: 11/10/2013 as OSH Management Plan	Complied

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	- Major compliance -	2019 that includes OSH Objectives, targets & Programs, OSH Policy – communication & implementation and training plan. Sighted table of OSH Action Plan & Strategies for main activities & areas amongst all includes the Agrochemicals on Plantations, Harvesting Operation, Machine Operators (farm tractors), FFB Lorry Drivers, Workshop Operation, Usage of PPE & 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. 	<p>Occupational Safety and Health Manual for Plantation Division (OMGPB-01; Revision 0 dated 01/01/2010) prepared by JKKP127/438/2/3246, approved by the Executive Vice President were made available.</p> <p>HIRARC assessment conducted on 27/6/2020, CHRA report conducted by Noormahani Harun (JKKP HIE 127/171-2(154)) from QMSPRO Sdn Bhd dated 30 April 2017. Latest new review report conducted 30 Jan 2020 for new chemical G-Met.</p> <p>The training and awareness programme available for reviewed The management already provide appropriate PPE as per HIRARC recommendation and SOP. Appointment letter available dated 14 Jan 2020 for all OSH committee. The management conducted regular two-way communication with their employees where issues affecting their business such as employee’s health, safety and welfare are discussed openly for 3 monthly basis. Latest record dated 23 June 2020. First aid training 29/6/2020 by HA. JKKP 8 record :- JKKP8/56587/2019 sent on 29/1/2020. Record showed 4 accident with total 30 days. LTA with record 30.08.2019 Sample on workers id: 02557, accident on 21 Oct 2019 with MC 9 days, Investigation conducted on 22 Oct 2019 by OSH committee Training conducted to harvester regarding new SOP for harvesting (22 Oct 2019) on 23 Oct 2019. HIRARC review was on 22 Oct 2019. Claim</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	<p>f) The management shall appoint responsible person(s) for workers' safety and health. The appointed person(s) of trust must have knowledge and access to latest national regulations and collective agreements.</p> <p>g) The management shall conduct regular two-way communication with their employees where issues affecting their business such as employee's health, safety and welfare are discussed openly. Records from such meeting are kept and the concerns of the employees and any remedial actions taken are recorded.</p> <p>h) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees.</p> <p>i) Employees trained in First Aid should be present at all field operations. A First Aid Kit equipped with approved contents should be available at each worksite.</p> <p>j) Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.</p> <p>- Major compliance -</p>	<p>from SOCSO was available for review, referred as per payment voucher (762HUS200000314) dated 11/2/2020. Claim sent on 30/10/2019.</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>Genting Plantations Berhad has developed Social Policy dated 22/06/2015 where the company respect and support the Universal Declaration of Human Rights. The policy has been briefed to all the workers during induction training. Seen the induction training attendance list. Interview with the workers confirmed that they were respected by the company.</p>	Complied

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4.4.5.2	The management shall not engage in or support discriminatory practices and shall provide equal opportunity and treatment regardless of race, colour, sex, religion, political opinion, nationality, social origin or any other distinguishing characteristics. - Major compliance -	The People Policy dated 03/09/2009 documented Genting Plantation's commitment towards non-discrimination and equal opportunity.	Complied
4.4.5.3	Management shall ensure that employees' pay and conditions meet legal or industry minimum standards and as per agreed Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage. - Major compliance -	The template for work agreements been used was revised by Genting HR as "Perjanjian Pekerjaan"; HRAD WM Rev4 Date: 7/1/2019. All terms and conditions in the work agreements were based on latest applicable requirements as per Labour Act 1955, MAPA/NUPW Agreement and Minimum Wage Order 2019 (Amendment).	Complied
4.4.5.4	Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee. - Minor compliance -	15 samples workers were reviewed. Salary paid has met the minimum wage. However please refer to 4.4.5.3 above for non-compliance due to payment method during maternity.	Complied
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 Litramax system was verified. All workers' account are available. The samples verified was cross checked with the employment contract and found consistent.	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	Samples of 15 workers from all operations type was reviewed. The work contract has referenced to the applicable Malaysian Law. Pay and conditions are stated in the contract and the MAPA/NUPW agreement	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	employment records. - Major compliance -	was referenced. The contract are available in the language understood by the workers.	
4.4.5.7	The management shall establish a time recording system that makes working hours and overtime transparent for both employees and employer. - Major compliance -	Workers are issued with pay slips documenting the pay received and correspondence with the work hours or piece works. For any deduction on the salary has received the Department of Human Resource approval. Days of workers that did not attend work is recorded in the daily check-roll book.	Complied
4.4.5.8	The working hours and breaks of each individual employee as indicated in the time records shall comply with legal regulations and collective agreements. Overtime shall be mutually agreed and shall always be compensated at the rate applicable and shall meet the applicable legal requirement. - Major compliance -	The workers hours were observing 7 hours with 45mins break in between. Interview with workers shows that overtime are voluntary and the CH ensure that the overtime are following the allowable overtime under the Employment Act. There were not unlawful overtime observe during this assessment.	Complied
4.4.5.9	Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements. - Major compliance -	Workers are issued with pay slips documenting the pay received and correspondence with the work hours or piece works. For any deduction on the salary has received the Department of Human Resource approval. Days of workers that did not attend work is recorded in the daily check-roll book.	Complied
4.4.5.10	Other forms of social benefits should be offered by the employer to employees, their families or the community such as incentives for good work performance, bonus payment, professional development, medical care and health provisions. - Minor compliance -	In kind benefits such as price bonus and attendance gratitude allowed under the MAPA/NUPW has been paid accordingly. Other benefits such as medical care, transport for foreign workers for grocery shopping are provided.	Complied

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4.4.5.11	<p>In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities in compliance with the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446) or any other applicable legislation.</p> <p>- Major compliance -</p>	<p>Housing facilities provided by the CH is deemed sufficient. Cleanliness of the facilities are maintained.</p> <p>Each house are provided with electricity and clean water.</p> <p>Interview with workers confirms that each house are usually for 2-4 people and it is not over crowded.</p> <p>Housing inspections are conducted by periodically and any damages are requested through the grievance mechanism and attended by the CH.</p>	Complied
4.4.5.12	<p>The management shall establish a policy and provide guidelines to prevent all forms of sexual harassment and violence at the workplace.</p> <p>- Major compliance -</p>	<p>The Procedure on Prevention and Eradication of Sexual Harassment at the Workplace rev 2 dated 11/10/2013 was established to describe what is sexual harassment and how to launch a grievance/complaint if such event took place.</p>	Complied
4.4.5.13	<p>The management shall respect the right of all employees to form or join trade union and allow workers own representative(s) to facilitate collective bargaining in accordance with applicable laws and regulations. Employees shall be given the freedom to join a trade union relevant to the industry or to organize themselves for collective bargaining. Employees shall have the right to organize and negotiate their work conditions. Employees exercising this right should not be discriminated against or suffer repercussions.</p> <p>- Major compliance -</p>	<p>The People Policy dated 03/09/2009 stated that "no one shall be denied of their rights, freedom of association and equal opportunities". The policy is available in both English and Bahasa Malaysia.</p> <p>The list of Trade Union workers was observed. There is 27 workers registered with NUPW.</p> <p>Interview with Kedah State NUPW Secretariat confirmed that there is no such restriction observed in Bukit Sembilan.</p>	Complied
4.4.5.14	<p>Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation. Work by children is acceptable on family farms, under adult supervision, and when not interfering with their education</p>	<p>The People Policy dated 03/08/2009 stated that Genting Plantations will not employ nor exploit under aged children to work in their operating unit.</p>	Complied

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	<p>programmes. Children shall not expose to hazardous working conditions.</p> <p>- Major compliance -</p>	<p>The age screening mechanism has been built in to the Litramax system. The system does not allow to register any workers that is below 18 years old.</p> <p>The workers list was further verified to confirm there is not workers below the age of 18. This includes the contractor's worker for FFB transport and FFB harvest.</p>	
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>Genting Bukit Sembilan Estate has established an annual training program with latest training program for year 2020 that covers all aspects of the RSPO Principles and Criteria. The training need and program was made available for verification at all visited sites. Awareness and training program had been carried out. All workers involved had been adequately trained in safe working practices. The objective was to ensure all workers involved have been adequately trained in understanding MSDS, safe working practices and the correct use of PPE.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
4.4.6.2	<p>Training needs of individual employees shall be identified prior to the planning and implementation of the training programmes in order to provide the specific skill and competency required to all employees based on their job description.</p> <p>- Major compliance -</p>	<p>Training records for employees available and maintained at the office. Records are verified on a sampling basis which covers all aspect of training and RSPO P&C requirement as follows:</p> <ul style="list-style-type: none"> a) First Aid Training dated 29/06/20 b) Harvesting Training dated 13/1/20 c) Loose fruit collection dated 8/04/20 d) SOP Training for Pre Mix of Chemical dated 11/03/20 e) SOP Training for Spraying – Manual & Mechanized dated 11/03/20 f) SOP COVID-19 Training dated 7/07/20 g) Fire Fighting Training dated 6/07/20 h) RSPO/MSPO Awareness dated 27/06/20 i) SOP Training for EFB Application dated 22/04/20 j) SOP Training for Palm Poisoning dated 15/04/20 k) Training on construction wastes, paint containers, dust noise to contractors dated 19/07/20 l) Environmental Responsibility & Biodiversity, HCV Area Management, Wildlife protection (No hunting etc) dated 08/01/20 m) Manuring Training dated 10/03/20 	Complied
4.4.6.3	<p>A continuous training programme should be planned and implemented to ensure that all employees are well trained in their job function and responsibility, in accordance to the documented training procedure.</p> <p>- Minor compliance -</p>	<p>A formal training programme on all aspects of MSPO was been established and implemented. Training for various categories of operators, including all field and office staff, with regards to individual duties and training needs were reviewed and found to be complied.</p> <p>Training programme planned for year 2020 was consistently implemented. The programme includes training for all categories of workers. Evidence of adequate and appropriate training on safe working practices provided to:</p> <ul style="list-style-type: none"> - harvesters - pesticides operators 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		- manurers	
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 -	The Genting Plantations "Environment Policy" was established. The policy was signed by Mr Yong Chee Kong, CEO on 05/10/2009. The GBSE environmental improvement and management plan has been established to monitor the identified significant activities that give impacts on environment. The Assistant Manager has been appointed to do the monitoring to ensure the plan is effectively implemented.	Complied
4.5.1.2	The environmental management plan shall cover the following: a) An environmental policy and objectives; b) The aspects and impacts analysis of all operations. - Major compliance -	An environmental improvement plan was implemented to monitor the Effectiveness of the mitigation measures. This plan incorporated a monitoring protocol, which is adaptive to operational changes and is reviewed every year to reflect the results of monitoring operational changes that may have positive and negative environmental impacts. Last reviewed was done on 3/2020. Appointment as Environmental Committee Member – Environmental Performance Monitoring Committee.	Complied
4.5.1.3	An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, effectively implemented and monitored. - Major compliance -	Environmental aspect and impact was available dated 16/3/2020. The management establish the plan to ensure the application of EFB must be 20m buffer from residential area. Record of training for contractor was on 22 April 2020.	Complied
4.5.1.4	A programme to promote the positive impacts should be included in the continual improvement plan.	Programs conducted including 3R campaign and provision of 3R bins within office and housing area, waste segregation, monitoring of river water sample analysis and etc. same as per previous year and on progress.	Complied

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	- Minor compliance -		
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 Genting Bukit Sembilan Estate Annual Training Programme & Safety Meeting includes environmental awareness and compliance related trainings to the executives, staffs and workers. Continuous Awareness training program eq. Riparian Training has been carried out on 22/4/2020 by the company to its workers and other stakeholders.	Complied
4.5.1.6	Management shall organize regular meetings with employees where their concerns about environmental quality are discussed. - Major compliance -	The management organize the meeting with workers every day during morning muster to educate and update regarding to environmental issue. Workers interview during site visit reveal that they are encouraged to discuss environmental issues with the management.	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 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 -	GBSE maintains records of energy usage, which is reported monthly to head office. The use of the fossil fuel against the FFB production is being monitored accordingly.	Complied
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.	GBSE have estimation on total energy required. This estimation was compared to the actual usage by monthly and reported to the head office for monitoring.	Complied

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	- Major compliance -		
4.5.2.3	The use of renewable energy should be applied where possible. - Minor compliance -	No renewable energy been applied in GBSE	Complied
Criterion 4.5.3: Waste management and disposal			
4.5.3.1	All waste products and sources of pollution shall be identified and documented. - Major compliance -	MNM Visit to GBSE facilities showed that all waste products and sources of pollution were identified and documented. The documentation and identification of all the waste products such as scheduled waste, domestic waste and recyclable waste such as metal, plastic, mill waste and polluting materials e.g. EFB were maintained and monitored. Landfill procedure SMP-GPB-12 Rev:01 dated 1 December 2014 also implemented accordingly and verified during site verification.	Complied
4.5.3.2	A waste management plan to avoid or reduce pollution shall be developed and implemented. The waste management plan should include measures for: a) Identifying and monitoring sources of waste and pollution b) Improving the efficiency of resource utilization and recycling of potential wastes as nutrients or converting them into value-added by-products - Major compliance -	Documented Waste Management Plan dated 27/4/2020 was established where the site visit confirmed that the practice of reduce, reuse and recycle of materials has been implemented. Segregation of wastes i.e. general wastes and scheduled wastes was Verified to be satisfactory. Proper storage areas were identified for the storage of the recyclable wastes at the estate.	Complied
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	Based on Sustainability Management Procedure Manual established as following titles: i) Scheduled Waste Management; doc. # SMP-GPB-11; Rev. 01; Dated 5/6/2018	Complied

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	and disposal. - Major compliance -	ii) Landfill and Domestic Waste Management; Rev. 01; Doc. # SMPGPB- 12; Rev. 12; Dated 1/12/2014 iii) Recyclable Waste Management; Rev. 0; Doc. # SMP-GPB-13; dated 11/10/2013	
4.5.3.4	Empty pesticide containers shall be punctured and disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health. The disposal instructions on manufacturer’s labels should be adhered to. Reference should be made to the national programme on recycling of used HDPE pesticide containers. - Major compliance -	Empty pesticide containers were sent to be recycled. The latest disposal was done on 10/7/2019 by G-Planter Sdn Bhd. Total containers disposed as follow: 1. Plastic pesticide containers (4 litres) – 109 pcs 2. Plastic pesticide containers (20 litres) – 102 pcs 3. Plastic pesticide containers (500 gram) – 36 pcs	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 -	The management used to segregate the waste, i.e. general wastes and scheduled wastes was verified to be satisfactory. Other domestic waste was disposed in the landfill at field 2005.	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 -	Based on the assessment of all polluting activities as of the Environment Aspect and Impact assessment, identified source was from the estate activities. Current monitoring for scheduled waste was through regular monitoring which conducted as per requirement. The latest disposal was done on 15/7/2020 by Kualiti Alam for sample;- Consignment note (20190715161FNPZD) dated 15/7/2020 for SW 305 Consignment note (2019071516XC58KG) dated 15/07/2019 for SW 409.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		All the records were found adequate as per required by EQ (SW) Regulations 2005.	
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented. - Major compliance -	The Waste Management Plan - GBSE has been integrated into the Significant Pollutants and GHG Emission – Reduction/Minimization Plan which is being reviewed on yearly basis, last reviewed was done on 27/4/2020 by Estate Manager. The plan was monitored regularly.	Complied
Criterion 4.5.5: Natural water resources			
4.5.5.1	The management shall establish a water management plan to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include: a. Assessment of water usage and sources of supply. 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.	The water management plan available for reviewed dated 8/7/2020 to maintain the quality and availability of natural water resources (surface and ground water). The water management plan include;- i. Two water source been declared from water government (SADA) and water from collection pond. ii. The monitoring of outgoing water been twice a year, latest record was on June 2020. From the monitoring Bkt Sembilan estate have 2 inlet and one outlet. The result showed inclined with INWQS(National Water Quality Standards. Previous record was on Sept 2019. iii. To optimize the water and nutrient usage to reduce wastage, management to monitoring the pipe leakage in residential area, ensure no leakage of spraying pumps and educate the workers regarding to promotes water conservation. Sample implementation of water leakage as per linesite inspection (latest record 10/6/2020) done by weekly. iv. For protection of water courses, site visit at area P05 sighted no chemical activity trace in bufferzone area. v. No trace of natural vegetation in riparian areas has been removed. All in good condition.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	f. Where bore well is being use for water supply, the level of the ground water table should be measured at least annually. - Major compliance -	vi. No bore well is being use for water supply, GBSE using SADA (Syarikat Air Darul Aman) as water supply.	
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 GBSE 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 practices was implemented. It was used for washing compound at estate office.	Complied
Criterion 4.5.6: Status of rare, threatened, or endangered species and high biodiversity value			
4.5.6.1	Information shall be collated that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors). This information should cover: a) Identification of high biodiversity value habitats, such as rare and threatened ecosystems, that could be significantly affected by the grower(s) activities. b) Conservation status (e.g. The International Union on Conservation of Nature and Natural Resources (IUCN) status on legal protection, population status and habitat requirements of rare, threatened, or endangered species), that could be significantly affected by the grower(s) activities. - Major compliance -	The Inventory of HCV Sites within Genting Plantations Berhad Group of Estates (Northern Region) has been conducted on 27/3/2010 by Dr Yap Son Kheong. <ul style="list-style-type: none"> • Identification of HCV in Bukit Sembilan estate have 2 HCV;- HCV 4.2(Steep sites and rocky otcrops at OP 93A and HCV 6 (Temple and Cemetery area) with total 2.15 Ha 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
4.5.6.2	<p>If rare, threatened or endangered species or high biodiversity value, are present, appropriate measures for management planning and operations should include:</p> <p>a) Ensuring that any legal requirements relating to the protection of the species are met.</p> <p>b) Discouraging any illegal or inappropriate hunting, fishing or collecting activities; and developing responsible measures to resolve human-wildlife conflicts.</p> <p>- Major compliance -</p>	<p>As per verification, there is no RTE species in the area as per assessment. The monitoring record available for review dated 10/4/2020. The signage discouraging any illegal or inappropriate hunting, fishing or collecting activities available verified during site visit. However the HCV management plan dated Jan 2020 only stated regarding to management on HCV 4.2 and HCV 6 however did not include RTE management and monitoring in plan thus minor NC been raised.</p>	Minor Non Compliance
4.5.6.3	<p>A management plan to comply with Indicator 1 shall be established and effectively implemented, if required.</p> <p>- Major compliance -</p>	<p>The Genting Plantations GBSE Environment Improvement & Management plan dated 16/3/2020 on the protection of HCV areas is available. HCV monitoring tool within GBSE sampling on dated 2/3/2020 is available.</p>	Complied
Criterion 4.5.7: Zero burning practices			
4.5.7.1	<p>Use of fire for waste disposal and for preparing land for oil palm cultivation or replanting shall be avoided except in specific situations, as identified in regional best practice.</p> <p>- Major compliance -</p>	<p>It was noted that "Zero Burning Policy" signed by Mr Yong Chee Kong (President & CEO) dated 10/08/2011 implemented. Management complying with the Malaysian environmental law –EQA and Regulations 1974.</p> <p>No open burning noted during the field visit.</p>	Complied
4.5.7.2	<p>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.</p> <p>- Major compliance -</p>	<p>No use of fire for land preparation during replanting.</p>	Complied
4.5.7.3	<p>Where controlled burning is allowed, it shall be carried out as</p>	<p>No use of fire for land preparation during replanting.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	prescribed by the Environmental Quality (Declared Activities) (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 -	No use of fire for land preparation during replanting.	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 -	Based on Sustainability Management Manuals, Procedures and Policies (RSPO, MSPO and ISCC) Document Masterlist; form # SMP-GPB-01-F01-01; updated 15/8/2014, a set of policies, procedures and manuals have been established as best management practices for all activities related to mill and estate operations. And SOP Genting Peninsular Malaysia Estates; Revision 2 – December 2010 Sampling on SOP SMP-GPB-09; rev 04; issued date 24 Aug 2018, FFB transport out from estate will despatch with weighbridge ticket and bunch count chit;- Weighbridge ticket: FFB20000116W Date: 31/01/2020 DO no: 21515 Seal No: 0024265/266 Tonnage: 17,730mt Bunch Count Chit: 21515	Complied

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Criterion / Indicator		Assessment Findings	Compliance										
		Field : P02 Bunch count: 892 Lorry: JPE 6189											
4.6.1.2	Where oil palm is grown within permitted levels on sloping land, appropriate soil conservation measures shall be implemented to prevent both soil erosion as well as siltation of drains and waterways. Measures shall be put in place to prevent contamination of surface and groundwater through runoff of either soil, nutrients or chemicals. - Major compliance -	Landscapes of GBSE are mostly undulating, flat, rolling and hilly. No Planting within areas more than 25 degrees in GBSE. The topo map detail as per below:- <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Slope classes</th> <th>Area/Percentage</th> </tr> </thead> <tbody> <tr> <td>0°- 6°</td> <td>658.17ha / 81.05%</td> </tr> <tr> <td>6 – 10</td> <td>83.70ha / 10.31%</td> </tr> <tr> <td>10 – 15</td> <td>61.47ha / 7.57%</td> </tr> <tr> <td>15 – 20</td> <td>8.71ha / 1.07%</td> </tr> </tbody> </table>	Slope classes	Area/Percentage	0°- 6°	658.17ha / 81.05%	6 – 10	83.70ha / 10.31%	10 – 15	61.47ha / 7.57%	15 – 20	8.71ha / 1.07%	Complied
Slope classes	Area/Percentage												
0°- 6°	658.17ha / 81.05%												
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10 – 15	61.47ha / 7.57%												
15 – 20	8.71ha / 1.07%												
4.6.1.3	A visual identification or reference system shall be established for each field. - Major compliance -	The visual identification system was available verified during site visit in Field P19.	Complied										
Criterion 4.6.2: Economic and financial viability plan													
4.6.2.1	A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning. - Major compliance -	The documented business plan was establish by GBSE management, GBSE has continued its commitment to long term sustainability and improvements through a capital expenditure program. Sighted the latest GBSE Summary of Capital Expenditure Costs for Year 2020(01/01/2020 to 31/12/2020). Sighted part of the approved CAPEX. GBSE have made progress towards achieving their performance production targets for the current financial year.	Complied										

Criterion / Indicator		Assessment Findings	Compliance																
4.6.2.2	<p>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.</p> <p>- Major compliance -</p>	<p>The proposed replanting programme by GBSE management team for 2020 to 2023 is available. Based on the plan, the management team have the replanting programme for 7 year as per below:-</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Area (Ha)</th> </tr> </thead> <tbody> <tr> <td>2021</td> <td>83.02</td> </tr> <tr> <td>2022</td> <td>0</td> </tr> <tr> <td>2023</td> <td>222.17</td> </tr> <tr> <td>2024</td> <td>96.46</td> </tr> <tr> <td>2025</td> <td>0</td> </tr> <tr> <td>2026</td> <td>41.36</td> </tr> <tr> <td>2027</td> <td>122.32</td> </tr> </tbody> </table>	Year	Area (Ha)	2021	83.02	2022	0	2023	222.17	2024	96.46	2025	0	2026	41.36	2027	122.32	Complied
Year	Area (Ha)																		
2021	83.02																		
2022	0																		
2023	222.17																		
2024	96.46																		
2025	0																		
2026	41.36																		
2027	122.32																		
4.6.2.3	<p>The business or management plan may contain:</p> <ul style="list-style-type: none"> 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 <p>- Major compliance -</p>	<p>The business plan for GBSE have made progress towards achieving their performance production targets for the current financial year. The plan includes age profile, yield projection, cost per tonne of FFB production and etc.</p>	Complied																

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Criterion / Indicator		Assessment Findings	Compliance
4.6.2.4	The management plan shall be effectively implemented and the achievement of the goals and objectives shall be regularly monitored, periodically reviewed and documented. - Major compliance -	GBSE management monitors the estate performance against the targets. It also recommends changes to the plans if necessary.	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 pricing for services are provided in the agreements. Genting Plantations has developed Procedural Instructions for the following activities: <ol style="list-style-type: none"> 1. Centralized Purchases (Fertiliser) – Tender 2. Tender Procedures 3. FFB – oil palm harvesting & despatches. 4. Contract workers Sample of contract agreement with NAG Supply & Services Enterprise for FFB harvester contract (dated 01/06/2020) and J.M. Enterprise for FFB transporter (dated 01/01/2020) demonstrated the implementation of the mechanism.	Complied
4.6.3.2	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. - Major compliance -	Fair contracts were transparently agreed and paid in timely manner as per sample sighted as following: <ol style="list-style-type: none"> 1. Agreement for Fresh Fruit Bunch (FFB) Harvesting NAG Supply & Services Enterprise for FFB harvester contract (dated 01/06/2020) 2. Agreement for loading and transporting of Fresh Fruit Bunch (FFB) and Loose Fruit (GBSE/TR/20/01/01), dated 1/1/2020 with J.M Enterprise. 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
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 -	Training has been provided to the sample contractors regarding MSPO requirements. The training was provided on 18/06/2020 to NAG Supply & Services Enterprise. The contractual agreement with the contractors has outlined the rules and requirement that shall be followed by the contractors.	Complied
4.6.4.2	The management shall provide evidence of agreed contracts with the contractor. - Major compliance -	Sample contract with NAG Supply & Services Enterprise for FFB harvester contract (dated 01/06/2020) and J.M. Enterprise for FFB transporter (dated 01/01/2020) was reviewed. The agreement includes that the contractors shall follow Genting Plantations rules, sustainable palm oil policies, MSPO requirements and legal requirements.	Complied
4.6.4.3	The management shall accept MSPO approved auditors to verify assessments through a physical inspection if required. - Minor compliance -	The sample contract agreement (NAG Supply and Service and J.M. Enterprise) has not included the terms that an approved MSPO auditor have the assess to conduct a physical inspection is required.	Minor Non-compliance
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 -	Internal audit has been conducted to check on the performance of the contractor. The internal audit checklist and internal audit conducted on 7-8 July 2020 was sighted.	Complied
4.7 Principle 7: Development of new planting			
Principle 7 not applicable due to no new planting involved in Genting Bukit Sembilan Estate (GBSE).			

Appendix B: List of Stakeholders Contacted

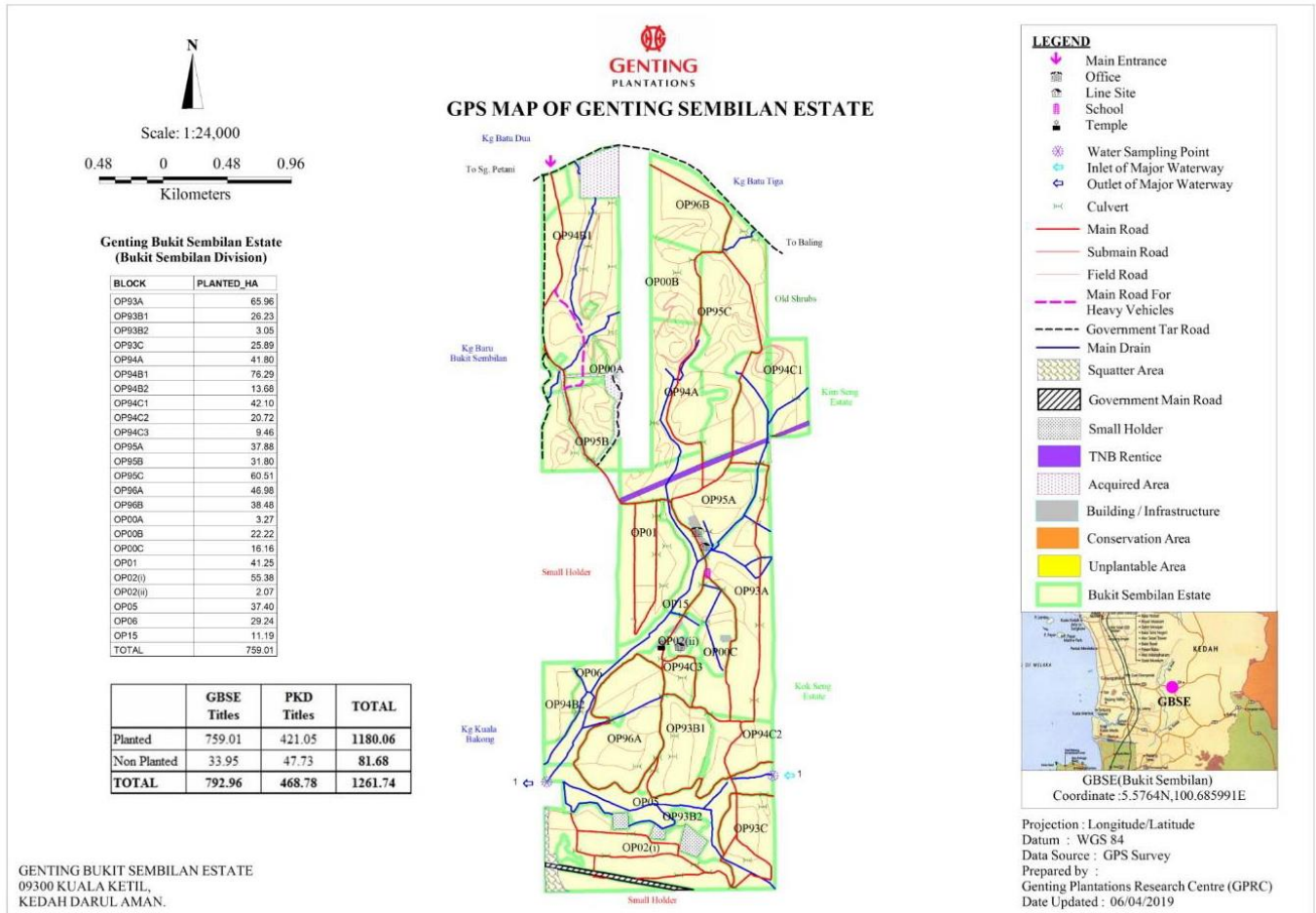
<p>Government Officer: Nil</p>	<p>Community/neighbouring village: Representative from Kg Kuala Bakong Representative from Kg Padang Geh Estate Manager, Stothard Estate</p>
<p>Suppliers/Contractors/Vendors: Nil</p>	<p>Worker’s Representative/Gender Committee: Workers representative Hospital Assistant Sprayer</p>

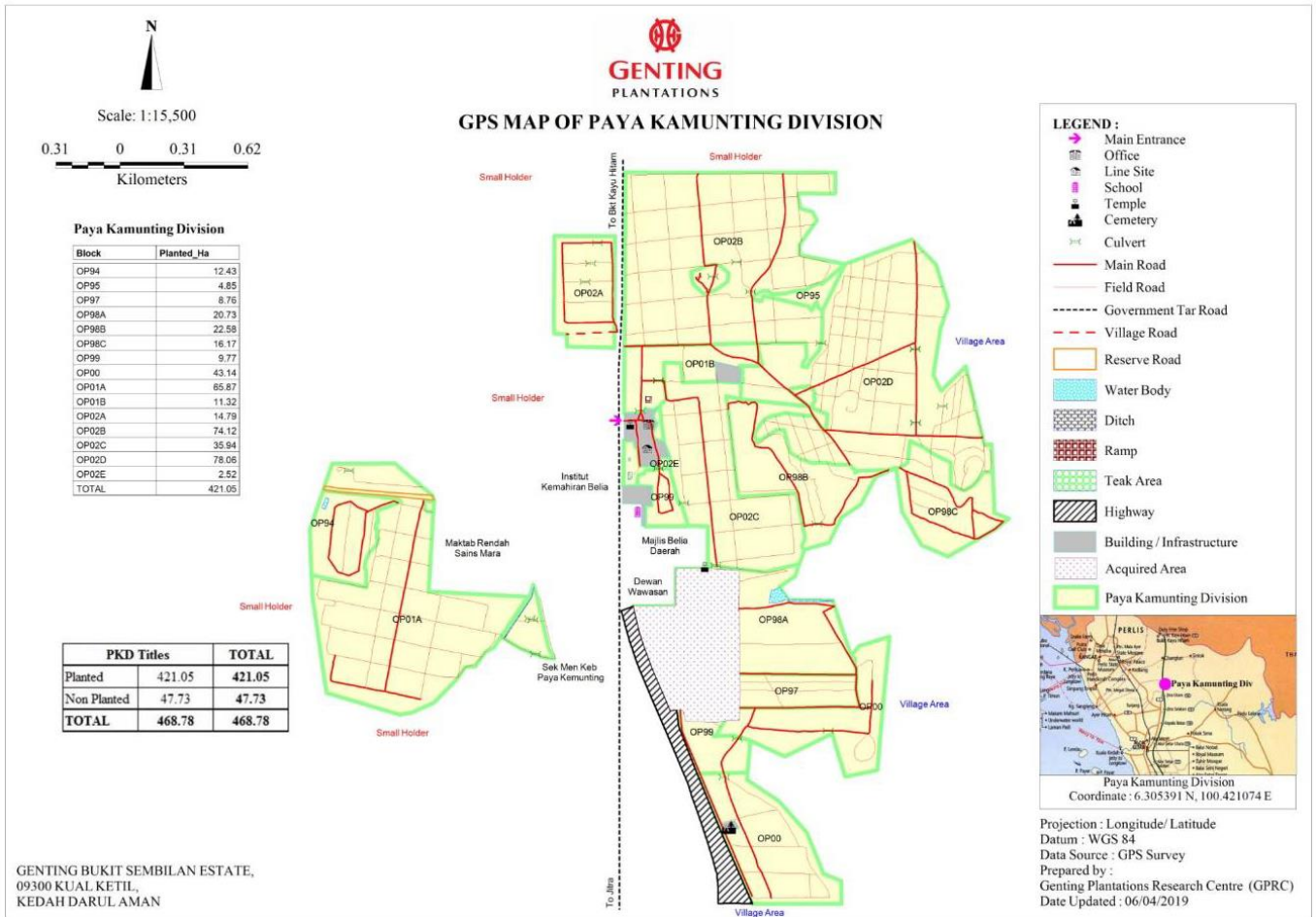
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Appendix C: Smallholder Member Details

No.	Smallholder		Location of Planted Area (District)	GPS Coordinates	Certified Area (ha)	Planted Area (ha)
	Name	MPOB License Number				
	Not Applicable					

Appendix D: Location and Field Map





Appendix E: List of Abbreviations

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