

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

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

GENTING PLANTATIONS BERHAD
Client Company (HQ) Address: 10 th Floor, Wisma Genting, Jalan Sultan Ismail 50250 Kuala Lumpur, Malaysia
Certification Unit: Genting Oil Mill Sdn Bhd - Genting Ayer Item Oil Mill & Genting Kulai Besar Estate, Genting Sri Gading Estate, Genting Sungei Rayat Estate, Genting Tanah Merah Estate and Genting Tebong Estate
Date of Final Report: 06/07/2022

Report prepared by:
Mohd Razaleigh bin Mohamad (Lead Auditor)

Report Number: 3511541

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

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Section 1: Executive Summary

1.1 Organizational Information and Contact Person			
Company Name	Genting Plantations Berhad		
Mill/Estate	Certification Unit	MPOB License No.	Expiry Date
	Genting Ayer Item Oil Mill	500056704000	31/01/2023
	Genting Kulai Besar Estate	509591102000, 508595302000, 540060011000	30/04/2022 30/04/2022 31/05/2022
	Genting Sri Gading Estate	508592902000, 508842111000, 524435102000	03/04/2022 30/06/2022 31/10/2022
	Genting Sungei Rayat Estate	508590202000, 501298102000	30/04/2022 31/03/2022
	Genting Tanah Merah Estate	538065011000, 559916701000, 611773002000, 609122002000, 513814002000, 617898021000	31/03/2022 28/02/2022 31/05/2022 29/02/2022 30/06/2022 31/12/2022
	Genting Tebong Estate	501803202000, 539822011000, 501667602000, 501866102000	30/11/2022 31/05/2022 31/03/2022 31/12/2022
Address	10 th Floor, Wisma Genting, Jalan Sultan Ismail, 50250 Kuala Lumpur, Malaysia		
Management Representative	Mr Arunan Kandasamy (Senior Vice President-Plantations Malaysia)		
Website	www.gentingplantations.com	E-mail	Arunan.kandasamy@genting.com
Telephone	03-2333 6401	Facsimile	N/A

1.2 Certification Information			
Certificate Number	Mill: MSPO 682363 Estates: MSPO 696629	Certificate Start Date	29/06/2018
Date of First Certification	29/06/2018	Certificate Expiry Date	28/06/2023
Scope of Certification	<input checked="" type="checkbox"/> Mill: Production of Sustainable Palm Oil and Palm Oil Products <input checked="" type="checkbox"/> Estates: Production of Sustainable Oil Palm Fruits		
Visit Objectives	The objective of the assessment was to conduct a surveillance assessment and look for positive evidence to ensure that elements of the scope of certification		

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	and the requirements of the management standard are effectively addressed by the organization's management system and that the system is demonstrating the ability to support the achievement of statutory, regulatory and contractual requirements and the organization's specified objectives, as applicable with regard to the scope of the management standard, and to confirm the on-going achievement and applicability of the forward strategic plan and where applicable to identify potential areas for improvement of the management system.
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)	22-23/01/2018
Continuous Assessment Visit Date (CAV) 1	11-14/02/2019
Continuous Assessment Visit Date (CAV) 2	10-13/02/2020
Continuous Assessment Visit Date (CAV) 3	16-19/02/2021: Remote Audit
Continuous Assessment Visit Date (CAV) 4	14-17/02/2022

1.3 Other Certifications

Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
EU-ISCC-Cert-DE119-60213390	International Sustainability and Carbon Certification (EU)	ASG Cert GmbH	31/10/2022
RSPO 653474	RSPO Principles & Criteria for Sustainable Palm Oil Production: 2018; Malaysian National Interpretation: 2019; with Identity Preserved Supply Chain Module	BSI Services Malaysia Sdn Bhd	25/03/2025
MSPO 716638	MSPO Supply Chain Certification Standard (MSPO SCCS) 1 October 2018	BSI Services Malaysia Sdn Bhd	23/10/2024
GKBE: MPOB/CoP/NN/0409	Code of Good Nursery Practice for Oil Palm Nurseries	Malaysian Palm Oil Board (MPOB)	18/11/2023
GSGE: MPOB/CoP/NN/0023-2	Code of Good Nursery Practice for Oil Palm Nurseries	Malaysian Palm Oil Board (MPOB)	01/05/2022
GTME: MPOB/CoP/NN/0003-2	Code of Good Nursery Practice for Oil Palm Nurseries	Malaysian Palm Oil Board (MPOB)	16/09/2023
GTBE: MPOB/CoP/NN/0269-1	Code of Good Nursery Practice for Oil Palm Nurseries	Malaysian Palm Oil Board (MPOB)	28/11/2022

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 Ayer Item Oil Mill	Batu 54, Jalan Johor, 86100 Ayer Hitam, Johor, Malaysia	1° 51' 24.15" N	103° 12' 35.96" E
Genting Kulai Besar Estate	No. 1213-1215, Jalan Kasturi 36/45, Indahpura, 81000 Kulai, Johor, Malaysia	1° 36' 55.33" N	103° 36' 39.56" E
Genting Sri Gading Estate	Jalan Bt Pahat - Kluang, KM 12, Sri Gading, 83009 Bt Pahat, Johor, Malaysia	1° 50' 17.84" N	103° 01' 05.62" E
Genting Sungei Rayat Estate	Jalan Sri Gading - Pt Yaani, KM 5, Sri Gading, 83009 Bt Pahat, Johor, Malaysia	1° 54' 14.54" N	103° 00' 38.48" E
Genting Tanah Merah Estate	Jalan Tangkak - Segamat, KM 3, 84907 Tangkak, Johor, Malaysia	2° 16' 53.93" N	102° 33' 37.18" E
Genting Tebong Estate	Jalan Tebong - Batang Melaka, KM 4, 76460 Tebong, Melaka, Malaysia	2° 27' 20.05" N	102° 21' 38.44" E

1.5 Certified Area					
Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Genting Kulai Besar Estate	2,027.37	35.06	779.62	2,842.05	71.33
Genting Sri Gading Estate	3,309.73	29.93	391.72	3,731.38	88.70
Genting Sungei Rayat Estate	2,300.78	0.18	78.02	2,378.98	96.71
Genting Tanah Merah Estate	2,044.96	46.60	150.49	2,242.05	91.20
Genting Tebong Estate	2,872.40	45.29	92.04	3,009.73	95.40
Total (ha)	12,555.24	157.06	1,491.89	14,204.19	

1.6 Plantings & Cycle							
Estate	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
Genting Kulai Besar Estate	648.88	448.23	373.85	325.54	230.87	1,378.49	648.88
Genting Sri Gading Estate	642.91	830.96	739.16	632.87	463.83	2,666.82	642.91

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Genting Sungei Rayat Estate	241.70	380.38	1,099.87	498.87	79.96	2,059.08	241.70
Genting Tanah Merah Estate	272.41	455.85	527.34	369.28	420.08	1,772.55	272.41
Genting Tebong Estate	532.18	548.24	534.66	817.63	439.69	2,340.22	532.18
Total (ha)	2,338.08	2,663.66	3,274.88	2,644.19	1,634.43	10,217.16	2,338.08

1.7 Certified Tonnage of FFB

Estate	Tonnage / year		
	Estimated (Mar 21 - Feb 22)	Actual (Mar 21 - Feb 22)	Forecast (Jun 22 - May 23)
Genting Kulai Besar Estate	36,630.00	32,168.90	34,515.00
Genting Sri Gading Estate	61,700.00	55,305.31	60,710.00
Genting Sungei Rayat Estate	48,190.00	45,201.61	46,800.00
*Genting Tanah Merah Estate	29,830.00	28,531.91	23,125.00
**Genting Tebong Estate	29,980.00	35,009.77	46,050.00
Total (mt)	206,330.00	196,217.50	211,200.00

Note:

For Genting Tebong Estate and Genting Ayer Item, some FFB has been diverted into 3 3rd parties POM which are

*GTME supply to Lenga Palm Oil Mill, Fermanegh Palm Oil Mill

**GTBE supply to T.E. Sdn Bhd, Havys Palm Oil Mill

1.8 Uncertified Tonnage of FFB

Estate	Tonnage / year		
	Estimated (Mar 21 - Feb 22)	Actual (Mar 21 - Feb 22)	Forecast (Jun 22 - May 23)
N/A	N/A	N/A	N/A
Total (mt)	N/A	N/A	N/A

1.9 Certified Tonnage

Mill Capacity: 60 MT/hr	Estimated (Mar 21 - Feb 22)	Actual (Mar 21 - Feb 22)	Forecast (Jun 22 - May 23)
	FFB	FFB	FFB
	206,330.00	196,217.50	211,200.00
SCC Model: SG	CPO (OER: 21.15 %)	CPO (OER: 20.28 %)	CPO (OER: 20.50 %)
	43,638.80	39,799.95	43,296.00

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	PK (KER: 5.15 %)	PK (KER: 5.33 %)	PK (KER: 5.50 %)
	10,626.00	10,450.09	11,616.00

1.10 Actual Sold Volume (CPO)

CPO (mt)	MSP0 Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
39,799.95	0	0	39,799.95	0	39,799.95

1.11 Actual Sold Volume (PK)

PK (mt)	MSP0 Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
10,450.09	0	0	10,450.09	0	10,450.09

Section 2: Assessment Process

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

Assessment Methodology, Programme, Site Visits

This on-site assessment was conducted from 14-17/02/2022. The audit programme is included as Section 2.4. The approach to the audit was to treat the Genting Ayer Item Oil Mill, Genting Kulai Besar Estate, Genting Sri Gading Estate, Genting Sungei Rayat Estate, Genting Tanah Merah Estate and Genting Tebong 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 $S = r\sqrt{n}$ where n is the number of estates while when applicable, the smallholders sample were determined following the MSPO Certification Requirement. The sampling of smallholders was based on the formula $(r\sqrt{n})$; where r is the risk factor (may defers 1, 1.5 and 2 depending on risk), where n is total number of group members (6). The sampled smallholder listed in Appendix B.

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.

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 / Plantations / Group smallholders)	Year 1 (Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
Genting Ayer Item Oil Mill	√	√	√	√	√
Genting Kulai Besar Estate		√	√		√
Genting Sri Gading Estate	√			√	
Genting Sungei Rayat Estate		√	√		√
Genting Tanah Merah Estate	√	√		√	
Genting Tebong Estate	√		√	√	√

Tentative Date of Next Visit: February 14, 2023 – February 17, 2023

Total No. of Mandays: 15

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>
Mohd Razaleigh bin Mohamad (MRM)	Team Leader	<p>Education: He graduated Bachelor (Scs.) Plantations Management and Agrotechnology from Universiti Teknologi Mara (UiTM) in 2012.</p> <p>Work Experience: He gained his working exposure in the plantations sector, serving as Senior Assistant Manager with Tradewinds Plantations Berhad from 2012 until 2017 and has been doing audit for RSPO P&C, MSP0, Global G.A.P and Organic since 2017 until now.</p> <p>Training attended: He has successfully completed ISO 9001:2015 (2020), ISO 14001:2015 (2017), ISO 45001:2018 (2021), Endorsed RSPO P&C Lead Auditor Course (2018), Endorsed MSP0 P&C Lead Auditor Course (2017), Social Accountability SA8000 (2019), Endorsed RSPO Independent Smallholder (IHS), (2022). Qualified auditor for environment and social aspect.</p> <p>Aspect covered in this audit: Workers welfare and benefits, social compliance and implementation, land issues, complaint and consultation system.</p>

		<p>Language proficiency: Fluent in both verbal/written Bahasa Malaysia and English Language.</p>
Muhamad Naquiuddin Mazeli (MNM)	Team Member	<p>Education: He graduated Bachelor Science Horticulture, UPM, Serdang Malaysia.</p> <p>Work Experience: 11 years working experience in oil palm plantations industry as sustainability team. Joining the sustainability team, he managed, implement and monitors the RSPO, ISCC, MSPO and ISO 9001 and ISO 18001 certification requirements for the estates, mills, refineries and Smallholder scheme. He also supports in providing training related to RSPO, MSPO and other certifications where applicable to the operations during previous company. He had been involved in RSPO and MSPO auditing since August 2018 in more than various companies in Malaysia.</p> <p>Training attended: ISO 9001:2015 LA Training(2019), ISO 14001:2015 LA Training (2018), ISO 45001:2018 LA Training (2018), HCV & HCS Training (2019), RSPO P&C LA Training (2018), RSPO SCCS LA (2018), SCCS Refresher Training (2019), MSPO LA Training (2018), SMETA Training (2021), RSPO Smallholder Training (2021).</p> <p>Aspect covered in this audit: During this assessment, he assessed on the aspects of legal, mill best practices, estate best practices, smallholders inclusion, legal requirements, environment, and HCV.</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English Language.</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
	N/A	

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2.4 Assessment Plan

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

Date	Time	Subjects	MRM	MNM
13/02/2022, Sunday		Auditors travel to Tampin. Overnight in Tampin.	√	√
14/02/2022, Monday Genting Tebong Estate	0900 - 0915	<ul style="list-style-type: none"> Opening meeting: Opening presentation by audit team leader Confirmation of assessment scope and finalize audit plan (including stakeholder's consultation) 	√	√
	0900 - 1300	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Scheduled wastes management, worker housing, clinic, Landfill, etc.		√
	1300 - 1400	Lunch break		
	1400 - 1630	Document review P1 – P7 (MSPO Part 3): General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.	√	√
	1630 - 1700	Interim closing meeting	√	√
	1700	Auditors travel to Kulai. Overnight in Kulai.	√	√
15/02/2022, Tuesday Genting Kulai Besar Estate	0900 - 1200	Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment, staff, workers and contractor interview, housing and facility inspection, clinic, meeting stakeholders, etc.		√
	1200 - 1300	Lunch break		
	1300 - 1630	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Scheduled wastes management, worker housing, clinic, Landfill, etc.	√	√
	1630 - 1700	Interim closing meeting	√	√
	1700	Auditor travel to Batu Pahat, Overnight in Batu Pahat.	√	√
16/02/2022, Wednesday	0900 - 1300	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		√

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Date	Time	Subjects	MRM	MNM
Genting Sungei Rayat Estate		mixing area, Scheduled wastes management, worker housing, clinic, Landfill, etc.		
	1300 - 1400	Lunch break		
	1400 - 1630	Document review P1 – P7 (MSPO Part 3): General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.	√	√
	1630 - 1700	Interim closing meeting	√	√
17/02/2022, Thursday Genting Ayer Item POM	0900 - 1200	Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment, staff, workers and contractor interview, housing and facility inspection, clinic, meeting stakeholders, etc.		√
	1200 - 1300	Lunch break		
	1300 - 1630	Document Review P1 – P6 (MSPO Part 4): SOPs, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation, etc.	√	√
	1600 - 1630	Audit team discussion & preparation for closing meeting	√	√
	1630 - 1700	Closing meeting	√	√

Section 3: Assessment Findings

3.1 Details of audit results

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

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

3.2 Details of Nonconformities and Opportunity for improvement

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

During the assessment there were Zero (0) Major & Five (5) Minor nonconformities and One (1) OFI raised. The Genting Plantations Berhad, Genting Ayer Item POM 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 below is the summary of the non-conformity raised during this assessment

Non-Conformity Report			
NCR Ref #:	2167146-202202-N1	Issue Date:	17/02/2022
Due Date:	17/02/2023	Date of Closure:	Next ASA
Area/Process:	Genting Kulai Besar Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.4.2.2 Minor
Requirements:	The system shall be able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties.		
Statement of Nonconformity:	Complaint that received has not been recorded in the complaint book.		
Objective Evidence:	Union meeting has been conducted for Genting Kulai Besar Estate on 23/12/2021 with attendance of workers representative and 2 observers from management. Some issues have been raised during the meeting such as some toilet for labour quarters is damage and to repair main road at the entrance. However, input from the meeting and progress of action taken has not been translated and recorded in the complaint book.		
Corrections:	The complaints (from the meeting) had been recorded in the 'Complaints & Grievances Book' and relevant actions had been taken to solve the toilets and main road repair issues.		
Root cause analysis:	'Workers Committee Procedure (SMP-GPB-32)' did not require the complaints raised during the Worker Committee meeting to be recorded in the 'Complaints &		

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	Grievances Book'. This is to avoid double entry (i.e. at both minutes of meeting and Complaints & Grievances Book')
Corrective Actions:	<ol style="list-style-type: none"> SD to update the 'Workers Committee Procedure (SMP-GPB-32)' accordingly. Estate Manager to brief all executives and staffs to ensure every complaint raised during any meetings (i.e. Workers Committee Meeting, Gender Committee Meeting etc), shall be recorded in the Complaints & Grievances Book'. Management team must ensure the 'Complaints & Grievances Book' available during every meeting.
Assessment Conclusion:	CAP has been reviewed and satisfied. Effectiveness of the implementation will be review during the next ASA.

Non-Conformity Report			
NCR Ref #:	2167146-202202-N2	Issue Date:	17/02/2022
Due Date:	17/02/2023	Date of Closure:	Next ASA
Area/Process:	Genting Ayer Item POM	Clause & Category: (Major / Minor)	MSPO 2530 Part 4: 4.4.2.2 Minor
Requirements:	The system shall be able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties.		
Statement of Nonconformity:	Complaint received has not been responded in timely manner.		
Objective Evidence:	Genting Plantations Berhad has established SOP for dealing with complaints and documented in Sustainability Management Procedure Manual, Complaints and Grievances. Refer doc. no. SMP-GPB-19, rev. 04/03/2020. Stated in the procedure, timeframe to settle any complaint depending of the seriousness of the issues and the limit is within 1 month of complaint received. One complaint has been received by the management on 08/12/2021 from the canteen requested to change main cable at the canteen. However, there is no evidence that the complaint has been responded as per stated in the procedure (within 1 month).		
Corrections:	<ol style="list-style-type: none"> Management had recorded the response (to the complainant) in the 'Complaints and Grievances Book'. Electrical team to list down the required materials (to change the main cable) before proceed to obtain top management's approval. 		
Root cause analysis:	<p>Management had responded 'verbally' on the status/action to be taken, to the complainant. Therefore, the response was not recorded in the 'Complaint and Grievances Book'.</p> <p>The above was due to inadequate awareness by the Management team.</p>		
Corrective Actions:	<ol style="list-style-type: none"> Re-train management team (admin staffs / executives / section heads) on the 'Complaints and Grievances Procedure'. Monthly verification/follow up on all complaints received. 		
Assessment Conclusion:	CAP has been reviewed and satisfied. Effectiveness of the implementation will be review during the next ASA.		

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Non-Conformity Report			
NCR Ref #:	2167146-202202-N3	Issue Date:	17/02/2022
Due Date:	17/02/2023	Date of Closure:	Next ASA
Area/Process:	Genting Tebong Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.5.3.5 Minor
Requirements:	Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourses.		
Statement of Nonconformity:	Waste management at line site has not been properly monitored.		
Objective Evidence:	During site visit at line site area at Kelemak Division, Genting Tebong Estate, sighted that domestic waste has been dumped behind of the labour quarters/inside the drain and cause blocked drainage.		
Corrections:	All the domestic wastes were removed and disposed at landfill area. The blocked drain was cleared to allow proper water flow.		
Root cause analysis:	Lack of awareness among workers, and inadequate monitoring & inspection by the management on the waste management.		
Corrective Actions:	Re-train workers on waste management i.e. to dispose all domestic waste into the rubbish bin, so that it can be collected and disposed at landfill area. Re-train management staff to pay attention on the waste management during the weekly line site inspection and continue monitor the compliance.		
Assessment Conclusion:	CAP has been reviewed and satisfied. Effectiveness of the implementation will be review during the next ASA.		

Non-Conformity Report			
NCR Ref #:	2167146-202202-N4	Issue Date:	17/02/2022
Due Date:	17/02/2023	Date of Closure:	Next ASA
Area/Process:	Genting Tebong and Genting Sungei Rayat Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.4.4.2 Minor
Requirements:	<p>The occupational safety and health plan shall cover the following:</p> <ul style="list-style-type: none"> 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). 		
Statement of Nonconformity:	Found occupational safety and health plan inadequately implemented.		

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Objective Evidence:	<p>a) Verification sample on HIRARC for Tractor -FFB/Worker/Chemical (HIRARC-GTME-06). Sighted the HIRARC was not included NRA recommendation on ear plug for tractor driver and also Hazard category was not completed in Genting Tebong Estate.</p> <p>b) Sighted during site visit in Tebong Estate safety helmet was not been wearing by tractor driver and not complying with the internal Standard operating procedure Doc no;OM-GPB-02, Ref. No: 01 dated 19/1/2016. As per below: PPE:- Safety Shoes, long sleeves, N95 Particulate mask and Safety helmet.</p> <p>c) Found 3 drivers from Sungei Rayat Estate still not attend hearing conservation training, this was not followed as per Noise Risk Assessment recommendation dated 22/6/2021.</p>
Corrections:	<p>a) Reviewed the HIRARC accordingly (on ear plug and hazard category) for tractor drivers based on the NRA recommendation.</p> <p>b) Personal coaching given to the Tractor driver to ensure he wears the Safety Helmet, on the next day onwards.</p> <p>c) Immediately provided training to the 3 workers - on 17/02/2022.</p>
Root cause analysis:	<p>a) Inadequate awareness and negligence by the PIC to update the HIRARC in timely manner.</p> <p>b) Lack of awareness by the tractor driver due to no accident happened which caused by not wearing safety helmet.</p> <p>c) Negligence by management, and improper follow-up on list of workers need to be trained.</p>
Corrective Actions:	<p>a) Briefing to PIC to ensure all HIRARC are reviewed accordingly upon new regulations enforced.</p> <p>b) All tractor drivers to be given refresher training on the importance use of safety helmet and other PPE. Tractor driver who are unable to follow instruction will be given warning letter by the management.</p> <p>c) Assistant Manager in charge shall maintain a proper listing on the name of workers (in & out) who should involve in such of training in future, for better monitoring records.</p>
Assessment Conclusion:	CAP has been reviewed and satisfied. Effectiveness of the implementation will be review during the next ASA.

Non-Conformity Report			
NCR Ref #:	2167146-202202-N5	Issue Date:	17/02/2022
Due Date:	17/02/2023	Date of Closure:	Next ASA
Area/Process:	Genting Ayer Item POM	Clause & Category: (Major / Minor)	MSPO 2530 Part 4: 4.5.1.2 Minor
Requirements:	<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>		
Statement of Nonconformity:	The aspect and impact analysis were not covered all operations.		

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Objective Evidence:	Sighted environmental aspect and impact (Doc No; SP-MGR-02-F01-0 rev: 02) reviewed on 7/11/2018. Found electrostatic precipitators already been operate since 2019 however no record of aspect and impact analysis for this machine.
Corrections:	Updated the Environmental Aspect and Impact (EAI) for Electrostatic Precipitators (ESP) accordingly.
Root cause analysis:	Lack of monitoring on the Environmental Aspect and Impact (EAI) requirements.
Corrective Actions:	Review the EAI at least yearly, and/or upon new projects, new machines, new devices are installed. Training on EAI requirements to the admin staffs and executives.
Assessment Conclusion:	CAP has been reviewed and satisfied. Effectiveness of the implementation will be review during the next ASA.

Opportunity For Improvement			
Ref:	2167146-202202-I1	Clause:	MSPO 2530 Part 3 and 4: 4.4.5.12
Area/Process:	Genting Ayer Item POM and supply bases		
Objective Evidence:	Gender committee has been established by the management of each operating and has been verified base on organization chart, minutes meeting and interview with female workers. It can be further improved to include all female workers, female offices staff and female resident and dependent since it is one of the channels to communicate company policy and procedure.		

Noteworthy Positive Comments	
1	Good cooperation from the management team in facilitation the assessment.
2	Good relationship being maintained with surrounding communities.

3.3 Status of Nonconformities Previously Identified and OFI

Non-Conformity Report			
NCR Ref #:	Nil	Issue Date:	
Due Date:		Date of Closure:	
Area/Process:		Clause & Category: (Major / Minor)	MSPO Part __:
Clause:			
Requirements:			
Statement of Nonconformity:			
Objective Evidence:			
Corrections:			
Root cause analysis:			

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Corrective Actions:	
Assessment Conclusion:	
Verification Statement:	

Opportunity For Improvement			
Ref:	2019032-202102-I1	Clause:	MSPO 2530 Part 3: 4.3.1.3
Area/Process:	Genting Tebong Estate (GTBE)		
Objective Evidence:	Related to List of Legal Registers and List of Laws and Regulation as per SMP-GPB-22, Management should ensure the consistency of their updated document.		
Verification Statement:	Verification has been made for mill and sample estate on legal register and there is evidence that it has been updated and consistence according to internal procedure document SMP-GPB-22.		

Opportunity For Improvement			
Ref:	2019032-202102-I2	Clause:	MSPO 2530 Part 3: 4.4.4.2 (g)
Area/Process:	Genting Tebong Estate (GTBE)		
Objective Evidence:	Related to frequency of OSH Meeting refer Part IV Section 21 OSHA Regulation 1996, management should consider other method or platform to conduct OSH committee meeting during new norm of COVID-19.		
Verification Statement:	As reviewed for the sample estates, there is evidence that OSH meeting has been done and back to normal which is every 3 months.		

Opportunity For Improvement			
Ref:	2019032-202102-I3	Clause:	MSPO 2530 Part 3: 4.4.4.2 (j)
Area/Process:	Genting Sri Gading Estate		
Objective Evidence:	Since management has cease Paraquat usage as per SMP-GPB-28 dated September 2020 Rev 05, management could update their First Aid Box guideline and remove any unnecessary medicine (Fuller Earth) in the First Aid Box.		
Verification Statement:	There is evidence that Fuller Earth has been removed in the First Aid box list and verified on site.		

3.4 Summary of the Nonconformities and Status

CAR Ref.	Clause & Category (Major / Minor)	Issued Date	Status & Date (Closure)
1736818-201902-M1	4.2.2.3 Part 3 Major	14/2/2019	Closed on 29/4/2019
1736818-201902-M2	4.3.1.3 Part 3 Major	14/2/2019	Closed on 29/4/2019
1736818-201902-M3	4.4.2.1 Part 3 Major	14/2/2019	Closed on 29/4/2019
1736818-201902-M4	4.5.5.1 Part 3 Major	14/2/2019	Closed on 29/4/2019

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1736818-201902-N1	4.4.5.4 Part 3 Minor	14/2/2019	Closed on 13/2/2020
1883366-202002-M1	4.4.4.2 Part 4 Major	13/2/2020	Closed on 31/3/2020
1883366-202002-M2	4.5.3.3 Part 3 Major	13/2/2020	Closed on 31/3/2020
1883366-202002-M3	4.5.3.3 Part 4 Major	13/2/2020	Closed on 31/3/2020
1883366-202002-M4	4.6.1.1 Part 4 Major	13/2/2020	Closed on 31/3/2020
1883366-202002-M5	4.6.1.1 Part 4 Major	13/2/2020	Closed on 31/3/2020
2167146-202202-N1	4.4.2.2 Part 3 Minor	17/2/2022	"Open"
2167146-202202-N2	4.4.2.2 Part 4 Minor	17/2/2022	"Open"
2167146-202202-N3	4.5.3.5 Part 3 Minor	17/2/2022	"Open"
2167146-202202-N4	4.4.4.2 Part 3 Minor	17/2/2022	"Open"
2167146-202202-N5	4.5.1.2 Part 4 Minor	17/2/2022	"Open"

3.5 Issues Raised by Stakeholders




IS #	Description
1	<p>Issues: National Union Plantations Workers (NUPW) Mr Vannan has been interviewed and as per his respond, NUPW and Genting Plantations Berhad has maintained good relationship and communication has been done through appropriate channel. He also informs that participation in NUPW for Genting Plantations Berhad estates has improved compare to previous years. He appreciates effort of the management to communicate the importance to register as union member.</p> <p>Management Responses: Management of Genting Plantations Berhad noted with the comment and will further improved on the communication with the stakeholders.</p> <p>Audit Team Findings: No further issues.</p>
2	<p>Issues: Masjid Seri Bengkal Interview with Haji Adnan Abdul Samad, Imam at Masjid Seri Bengkal confirmed that good relationship has been established by the management with Masjid. The management has various support in term of services and labour in term of Masjid operations.</p> <p>Management Responses: Estate management will maintain good relationship with local communities.</p> <p>Audit Team Findings: No further action.</p>
3	<p>Issues: Contractor (GJS Agrotech Enterprise) All contractors provided services to Genting Plantations Berhad more than 5 years. As per interview, they understand legal compliance and prohibition use underage and force labour workers. It has been verified there is no issues of payment and payment has been done according to payment term.</p>

	<p>Management Responses: Estate management will monitor compliance of legal requirement for all contractor and update contractor for any new amendment. Current practice of payment method will be continued.</p> <p>Audit Team Findings: No further action.</p>
4	<p>Issues: Worker’s Representative/Gender Committee Sample of local and foreign workers has been interviewed. As per interview, there is issues has been raised where policy and procedure has been communicated to all workers. Salary payment is in line with local regulations. All workers interviewed satisfied with accommodation provided by the company.</p> <p>Management Responses: Management team will keep update on any update of legal requirement to ensure that all workers will be paid compliance with legal requirement.</p> <p>Audit Team Findings: No other issues.</p>
5	<p>Issues: Smallholder (Rozita binti Ahmad) Interview with confirmed that good relationship has been established by the management with smallholder surrounding the estates. There are no issues of land since clear identification has been made by both parties.</p> <p>Management Responses: Estate management will monitor any issues related to land will update smallholder with appropriate channel.</p> <p>Audit Team Findings: No further action.</p>

3.6 List of Stakeholders Contacted

<p>Government Officer:</p>	<p>Community/neighbouring village: Smallholder Masjid Seri Bengkal National Union Plantations workers</p>
<p>Suppliers/Contractors/Vendors: GJS Agrotech Enterprise</p>	<p>Worker’s Representative/Gender Committee: Gender committee member Local and foreign workers Management and staff</p>

Section 4: Assessment Conclusion and Recommendation

Acknowledgement of Internal Responsibility and Formal Sign-off of Assessment Findings		
<p>Based on the findings during the assessment Genting Plantations Berhad, Genting Ayer Item POM Certification Unit complies with the MS 2530-3:2013 and MS 2530-4:2013. It is recommended that the certification of Genting Plantations Berhad, Genting Ayer Item POM Certification Unit is continued.</p>		
Acknowledgement of Assessment Findings	Acknowledgement of Assessment Findings	Report Prepared by
<p>Name: Arunan Kandasamy</p>	<p>Name: James Chung Khim Hon</p>	<p>Name: Mohd Razaleigh bin Mohamad</p>
<p>Company name: Genting Plantations Berhad</p>	<p>Company name: Genting Plantations Berhad</p>	<p>Company name: BSI Services (Malaysia) Sdn Bhd</p>
<p>Title: Senior Vice President Plantations (Malaysia)</p>	<p>Title: Senior Vice President Group Processing</p>	<p>Title: Client Manager</p>
<p>Signature:</p>  <p>Date: 15/06/2022</p>	<p>Signature:</p>  <p>Date: 15/06/2022</p>	<p>Signature:</p>  <p>Date: 25/03/2022</p>

Appendix A: Summary of the findings by Principles and Criteria

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

Criterion / Indicator		Assessment finding	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, Mr Yong Chee Kong dated 18/03/2014. Stated in the policy that management is committed to the 3 pillars of sustainable development which are people, planet and profit. The management also endeavor to established and maintain an effective sustainability management system and to ensure compliance with MSPO and MPOB code of practices requirement. The policy was communicated to the employee through training, briefing and displayed on notice board at several strategic places in the operating unit. For Genting Kulai Besar Estate, communication on the policy has been done on 20/02/2021 during the muster call briefing by Mr Mohd Danny.	Complied
4.1.1.2	The policy shall also emphasize commitment to continual improvement. - Major compliance -	Stated in the MSPO policy that has been established that the management is committed to continue to assess and develop new and innovative techniques, approaches and practices with the objective of continuous improvement in our 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.	Genting Plantations Berhad has established SOP for Sustainability Internal Audit documented in Sustainability Management Procedure Manual,	Complied

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Criterion / Indicator		Assessment finding	Compliance
	- Major compliance -	<p>Sustainability Internal Audit. Refer doc. no. SMP-GPB-03, rev. 05 dated 09/2020.</p> <p>The SOP covered the items includes:</p> <ol style="list-style-type: none"> 1. Audit criteria 2. Audit Schedule and Audit Plan 3. Lead Auditor and Team Leader Responsibility <p>Stated in the procedure that internal audit needs to be done not less than once a year.</p> <p>For all operating unit, audit plan has been submitted prior to the internal audit and has been verified in the document RSPO, MSPO & ISCC- Internal audit plan.</p>	
4.1.2.2	<p>The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order to implement the necessary corrective action.</p> <p>- Major compliance -</p>	<p>Internal audit procedure has been documented in the document title "Sustainability internal audit" document number SMP-GPB-03 dated September 2020. Stated in the procedure that internal audit needs to be done not less than once a year.</p> <p>Internal audit results for Genting Tebong Estate has been documented in the document title "RSPO, MSPO & ISCC Internal audit report", Genting Tebong Estate. Total 3 Major nonconformities have been raised during the internal audit and has been closed by the estate management. Sample of nonconformities raised is under indicator 4.4.2 where identified emergency shower and eye wash not available at the chemical mixing bay of Seng Kee Division.</p> <p>While for Genting Kulai Besar Estate, total 2 nonconformities have been raised regards to monitoring of contractor workers' payslip and safety issues regards to petrol storage.</p> <p>Internal audit for Genting Sungei Rayat Estate has been done on 20-22/12/2021 and 2 Major Nonconformities has been raised related safety and domestic waste.</p>	Complied

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Criterion / Indicator		Assessment finding	Compliance
		There is evidence that identification of root cause and corrective action has been established by the management for all non-conformities that has been raised.	
4.1.2.3	Report shall be made available to the management for their review. - Major compliance -	Internal audit results for all operating units has been documented in the document title "RSPO, MSPO & ISCC Internal audit report" and has been made available for each operating unit.	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 -	Management review has been done for all operating units under southern region on 14/01/2022 through online platform MS Teams. Agenda that has been discussed during the meeting any previous or outstanding issues, changes and improvement on sustainability management systems, complaint and grievances, etc.	Complied
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 -	The sampled estates have established the continuous improvement plan in consideration of environmental and social impacts. The estates reviewed the plan established on annually basis. latest review was conducted as follows: <ol style="list-style-type: none"> 1. GTBE – 05/01/2022 2. GSGE – 12/01/2022 3. GSRE – 09/01/2022 Among the sampled continuous improvement plan as follows: <ol style="list-style-type: none"> 1. Use of alternative pesticides that are safe and less toxic i.e. Basta and Glyphosate. 2. Expand IPM programme. 3. Regular monitoring of water quality. 	Complied

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Criterion / Indicator		Assessment finding	Compliance
		4. Minimize soil erosion 5. Conserve HCV areas and riparian buffer zone at Seeke Div (Sg. Jelai) 6. Improve condition of tractors i.e. leaking etc to prevent pollution and improve safety as well as productivity.	
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 states, 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. No new technology as per verification.	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 were conducted through stakeholder meeting, dialogs, request letter, phone call between the mill and stakeholder (internal and external).	Complied

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Criterion / Indicator		Assessment finding	Compliance
4.2.1.2	<p>Management documents shall be publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.</p> <p>- Major compliance -</p>	<p>Procedure for information request has been documented in the document number SMP-GPB-25 dated 14/08/2014. Stated in the procedure list of documents that has made publicly available and confidential. For confidential document, details as per below</p> <ul style="list-style-type: none"> a. Estate/mill maps and land titles b. Any report of HCV c. Any report or information related to social d. RSPO internal audit report. 	Complied
Criterion 4.2.2 – Transparent method of communication and consultation			
4.2.2.1	<p>Procedures shall be established for consultation and communication with the relevant stakeholders.</p> <p>- Major compliance -</p>	<p>Procedure for consultation and communication has been documented in the document title "Procedure for consultation and communication document number SMP-GPB-17 dated 23/02/2018.</p>	Complied
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>Chief clerk for each operating unit has been appointed as social person in charge which responsible for issues related to consultation and communication. It has been verified base on the appointment letter for Pn. Siti Hasnah Omar (Genting Sungei Rayat Estate) and Pn. Khairaney (Genting Kulai Besar Estate).</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>List of stakeholders has been maintained by each operating unit and has been classified into 2 categories which are external and internal stakeholders. For internal stakeholders, listed such as contractor, grocery store, workers representative and supplier. While for external, it has been listed smallholders, NGOs, government bodies and local communities.</p> <p>Sighted a memo from sustainability department related instruction to postpone any stakeholder's consultation due to COVID-19 dated 26/10/2020 and the memo is still valid until the day audit. The management of operating units has</p>	Complied

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Criterion / Indicator		Assessment finding	Compliance
		sent memo through email for communication of internal procedure and policy and method of communication.	
Criterion 4.2.3 – Traceability			
4.2.3.1	The management shall establish, implement and maintain a standard operating procedure to comply with the requirements for traceability of the relevant product(s). - Major compliance -	The management already established as Sustainability Management Procedure for Traceability; SMP-GPB-09; Rev. 06; Date: Nov 2021. The implementation was available for further verification refer 4.2.3.4.	Complied
4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system. - Major compliance -	Regular inspections conducted regularly by estate management with assistance from HQ Sustainability Personnel who conducted periodical internal audit. Details of internal audit as per Criterion 4.1.2 above. Latest monitoring was Internal audit dated 24/1/2022. No finding been raised during this audit regarding traceability.	Complied
4.2.3.3	The management should identify and assign suitable employees to implement and maintain the traceability system. - Minor compliance -	GTBE: As per letter of Appointment as Person In- charge for Traceability Requirements of RSPO, ISCC and MSPO Sustainability Standards of Nursyafiqah Bte Amran; Date: 6/01/2021. GKBE: As per letter of Appointment as Person In- charge for Traceability Requirements of RSPO, ISCC and MSPO Sustainability Standards of Siti Nur Yusrina; Date: 11/01/2022.	Complied
4.2.3.4	Records of sales, delivery or transportation of FFB shall be maintained. - Major compliance -	FFB delivery records maintained as per sample weighbridge tickets sighted as following. Ticket were stamped with 3 types of stamp which is ISCC Certified, MSPO Certified FFB and RSPO Certified FFB. Ticket from GTBE to Genting Ayer Item POM. Ticket No: FFB21005465W Date: 31/12/2021 Seal No: 015299	Complied

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Criterion / Indicator		Assessment finding	Compliance
		<p>Lorry No: MCR8979 Supply chain model: Segregation MSPO Cert: MSPO 696629 Weight: 33,890 MT</p> <p>Ticket from GKBE to Genting Ayer Item POM Ticket No: FFB21001692W Date: 13/7/2021 Seal No: T019515 Lorry No: JTC8941J Supply chain model: Segregation MSPO Cert: MSPO 696629 Weight: 20,740 MT</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>Estate operations are in compliance with the applicable local, state, national and ratified international laws and regulations. Legal Requirement Register (LRR) Document No. SMP-GPB-22 (rev 09) dated 17/2/2021 was available for verification.</p> <p>GTBE</p> <p>1. Weighbridge calibration from Metrology referred 2.1KQ030084 valid from 11/9/2021.</p>	Complied

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Criterion / Indicator	Assessment finding	Compliance
	<p>2. License for Peraturan Kawalan Bekalan 1974 SK(M)382/2003(D) valid until 9/8/2024.</p> <p>3. MPOB License 539822011000 for produce, sell and transfer was valid from 1/6/2021 until 31/5/2022.</p> <p>4. MPOB license 501667602000 for transfer and selling the FFB was valid from 1/4/2021 until 31/3/2022.</p> <p>5. JTK (PP#/0028/00433) for wages deduction was available dated 7/7/2006</p> <p>GKBE</p> <p>1. PMT License JH PMT 22240 was valid until 18/4/2023</p> <p>2. MPOB license 508591102000 was valid until from 1/5/2021 until 30/4/2022.</p> <p>3. JTK License (TK(NJ) U-21 dated 21/8/2018 for wages deduction license for electric.</p> <p>4. KPDNKK.J-JB/26/5A/11/7 (P/D)(P12) license for diesel storage and petrol storage to comply with Peraturan-peraturan kawalan Bekalan 1974 Peraturan 9(2).</p> <p>5. Weighbridge calibration was conducted by metrology corporation Malaysia Sdn Bhd as per B1836525.</p> <p>GSRE</p> <p>1. MPOB License 508590202000 was valid from 1/5/2021 to 30/4/2022</p> <p>2. License KPDNKK for Diesel and petrol was available referred license no KPDNHEP/J/BP033/2019 PK valid from 24/3/2021 until 24/3/2022.</p> <p>3. JTK license (TK(NJ)U-22 dated 10/1/2018 for wages deduction on electricity was available.</p>	

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Criterion / Indicator		Assessment finding	Compliance
		4. Calibration for weighbridge by Metrology was sighted. This can refer 2.1KQ 027168 valid until 2/12/2022.	
4.3.1.2	The management shall list all laws applicable to their operations in a legal requirements register. - Major compliance -	The relevant laws were listed in Legal Requirement Register (LRR) [SMP-GPB-22 (rev 09) dated October 2020]. Among the laws covered in the list were EQA, Employment Act, OSHA, FMA to name a few. The amendment/update of the list is done by Systems, Methods, Insurance and Risk Management Department (based in KL).	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 -	In Genting Plantations Berhad, the Legal register and requirement already been updated by System and Method department. Among the newly registered laws were: 1. Minimum Wages Order 2020 2. Minimum Housing Standard and Amenities Act 1990 (Act 446) (Revised 2020) 3. Prevention and Control Disease 1988 (Act342) (Revised 2020) Related to List of Legal Registers and List of Laws and Regulation as per SMP-GPB-22, Management should ensure the consistency of their updated document. No updated since 2020.	Complied
4.3.1.4	The management should assign a person responsible to monitor compliance and to track and update the changes in regulatory requirements. - Minor compliance -	A mechanism for tracking changes in law is guided by SMPM Procedures on Regional, National and International Laws [SMP-GPB-21 (rev 07) dated October 2020]. Generally, the mechanism is by monitoring or consultation with various sources (e.g. Government agencies, electronic & non-electronic media, legal firms, professional bodies, industry association/organization and NGO). Sampling in GKBE: As per letter of Appointment as Person In-Charge for Updating Changes in Laws of Ms Khairaney Binti Hasim (Chief Clerk) dated 1/04/2019.	Complied
Criterion 4.3.2 – Lands use rights			

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Criterion / Indicator		Assessment finding	Compliance
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 -	There was no evidence to show that oil palm cultivation activities at the sampled estates had diminished the land use rights of others. Verified documents to show legal ownership of its land.	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 -	Genting Tebong Estate has maintained list of land title which has been divided into 7 division (Tebong, Repah, See Kee) with total 21 land title. Verified land title as below. While for Genting Sungei Rayat, total 31 land title has been verified which include 3 division (Tanjung, Bangkar, Singmah). Sample has been taken as per below: a. H.S.(D) 812555 b. H.S.(D) 99155 c. GRN 96424	Complied
4.3.2.3	Legal perimeter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable. - Major compliance -	Sighted Map of boundary markers. Verified availability of boundary monitoring record.	Complied
4.3.2.4	Where there are, or have been, disputes, documented proof of legal acquisition of land title and fair compensation that have been or are being made to previous owners and occupants; shall be made available and that these should have been accepted with free prior informed consent (FPIC). - Minor compliance -	There is no land dispute in sampled estates at the time of audit. The land belongs to Genting Plantations Berhad and land ownership documents verified. Verified there was no land disputes during phone call interview with the stakeholders.	Not applicable
Criterion 4.3.3 – Customary rights			

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Criterion / Indicator		Assessment finding	Compliance
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 sampled estates land area. Verified there was no land disputes during interview with the stakeholders.	Not applicable
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights land, if any, should be made available. - Minor compliance -	There is no customary land or negotiated agreements within sampled estates 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 -	Verified there was no land disputes during interview with the stakeholders.	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 -	Latest Social impact Assessment was conducted on October and November 2019 by the Sustainability Manager as per Social Impact Assessment (SIA) Report Genting Sri Gading Estate, Genting Tanah Merah Estate and Genting Tebong Estate dated 28/01/2020. The estate has established Social Management and Monitoring Plan base on the findings identified during the social impact assessment and stakeholder's consultation conducted. Noted during interview with the stakeholders, the estate management discussed regarding any issue with the stakeholders regularly. Among the issues raised during the social impact assessment and stakeholder's consultation conducted and captured in the management plan as follows: GTBE	Complied

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Criterion / Indicator		Assessment finding	Compliance
		<p>1. SJKT Tebong Estate Headmaster, Ms Devika, will request for permission for car park garage, this can be used as 'shade' as well during sports day. The top management had approved, and the car garage had done on December 2020.</p> <p>While for Genting Kulai Besar Estate, Genting Sungei Rayat Estate and Genting Ayer Item Oil Mill, social impact assessment has been done on 29/01/2021 and management plan has been updated on 23/02/2021. As per assessment that has been done, there is no negative feedback that has been identified. Social management plan has been updated in 24/01/2022 for Genting Kulai Besar Estate and on 04/02/2022 for Genting Sungei Rayat Estate. It has been verified that management plan that has been established has been implement and monitored.</p>	
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>Genting Plantations Berhad has established SOP for dealing with complaints and documented in Sustainability Management Procedure Manual, Complaints and Grievances. Refer doc. no. SMP-GPB-19, rev. 04/03/2020. Stated in the procedure, timeframe to settle any complaint depending of the seriousness of the issues and the limit is within 1 months of complaint received.</p>	Complied
4.4.2.2	<p>The system shall be able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties.</p> <p>- Major compliance -</p>	<p>All complaints and grievances have been recorded in the logbook title "Complaint/ Grievances record book". There is only 1 complaint has been received in year 2021 where 1 worker requested for door repair at labour quarters on 03/11/2021 and has been settle 20/11/2021.</p> <p>Minor non-conformities: 2167146-202202-N1</p>	Minor non-conformities

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Criterion / Indicator		Assessment finding	Compliance
		Union meeting has been conducted for Genting Kulai Besar Estate on 23/12/2021 with attendance of workers representative and 2 observers from management. Some issues have been raised during the meeting such as some toilet for labour quarters is damage and to repair main road at the entrance. However, input from the meeting and progress of action taken has not been translated and recorded in the complaint book. Thus, Minor nonconformity has been raised.	
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 all estates, complaint and grievance book has been placed at the office for the workers and stakeholders can lodge any complaint. As per interview with the workers, it has been verified that all workers and stakeholders aware about the mechanism to lodge the complaint.	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 -	Noted all workers were aware on the complaints and grievances book/form as per SIA report. Noted during interview with workers/gender committee representative and stakeholders, the awareness on the complaint's procedure is satisfactory. As the Movement Control Order prevent the stakeholder meeting to be conducted FY 2020, the estate has made initiative to send the correspondent email/Stakeholder Suggestion/ Complaints/ Feedback form.	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 -	All complaints and grievances have been recorded in the logbook title "Complaint/ Grievances record book". Sighted that complaint records have been maintained since 2015 for all operating units.	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.	Evidence of contribution for Genting Tebong Estate has been verified. Total MYR200 has been donated for annual temple festival in year 2021. Donation of chicken during Eid Fitri and donation of meat for Eid Adha. While for Genting	Complied

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Criterion / Indicator		Assessment finding	Compliance
	- Minor compliance -	Sungei Rayat Estate, sighted contribution has been made for SJK (C) Yok Chai for children days and Majlis Sambutan Maulidul Rasul to Masjid Jamek Kg, Seri Bengkal.	
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 was established, signed by President and Chief Operating Officer on 01/07/2018. The policy was communicated during Policy briefing from time to time. The policy was displayed prominently on notice boards in English and local language Bahasa Malaysia. The Policy is implemented through the OSH activities by the on-site Safety Officers and monitored by OSH personnel from Head Office. Included in the policy is the commitment of the Company to provide and maintain a safe and healthy working environment of its employees & contractors & visitors. In interviews with the workers and staff during the site visit revealed that the employees had been briefed and had understood the policy.	Complied
4.4.4.2	The occupational safety and health plan shall cover the following: a) A safety and health policy, which is communicated and implemented. b) The risks of all operations shall be assessed and documented. c) An awareness and training programme which includes the following requirements for employees exposed to pesticides: i. all employees involved shall be adequately trained on safe working practices	a) The training on OSH policy dated 10/12/2021 already communicated to workers and staff as per verified in GTBE. b) In GTBE, Baseline Noise Risk Assessment already conducted dated 8/4/2021 referred JKKP registration no. MK12/04/875. This been conducted by Allied Chemist Laboratory Sdn Bhd. For chemical safety chemical hazard risk assessment (CHRA) already been conducted: GTBE: JKKP HIE 127/171-2(154)-2017/011 dated 30/6/2017. For risk in the operation the management conducted the assessment and establish the HIRARC for all activities such as harvesting, pruning, spraying, manuring, general work, office, store activities and others dated 4/1/2021. This sample on HIRARC for Tractor -FFB/Worker/Chemical (HIRARC-GTME-06).	Minor non-conformities

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	Criterion / Indicator	Assessment finding	Compliance
	<ul style="list-style-type: none"> ii. all precautions attached to products shall be properly observed and applied d) The management shall provide the appropriate PPE at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC). e) The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 and Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000. f) The management shall appoint responsible person(s) for workers' safety and health. The appointed person(s) of trust must have knowledge and access to latest national regulations and collective agreements. g) The management shall conduct regular two-way communication with their employees where issues affecting their business such as employee's health, safety and welfare are discussed openly. Records from such meeting are kept and the concerns of the employees and any remedial actions taken are recorded. h) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees. 	<p>Thus, Minor Nonconformities has been raised.</p> <p>NRA for GKBE, conducted on 5/6/2021 by Allied Chemist Laboratory Sdn Bhd (Report: ACL/SHM-20210035). From the result there are 3 place that more than 85 dB. The place that involve was Workshop, Pump House and Estate area. Audiometric test conducted by management on 28/12/021. This tested by BP Healthcare Group Sdn Bhd involve 8 person.</p> <p>In GKBE, HIRARC already been review dated 22/1/2022 for all activities and included excessive noise.</p> <p>For GSRE, HIRARC already updated for excessive noise dated 4/10/2021. No accident for year 2021.</p> <p><u>Minor Non Conformities : 2167146-202202-N4</u></p> <ul style="list-style-type: none"> i. Verification sample on HIRARC for Tractor -FFB/Worker/Chemical (HIRARC-GTME-06). Sighted the HIRARC was not included NRA recommendation on ear plug for tractor driver and also Hazard category was not completed in Genting Tebong estate. ii. Sighted during site visit in Tebong Estate safety helmet was not been wearing by tractor driver and not complying with the internalStandard operating procedure Doc no; OM-GPB-02, Ref. No: 01 dated 19/1/2016. As per below: PPE:- Safety Shoes, long sleeves, N95 Particulate mask and Safetyhelmet. iii. Found 3 driver from Sungei Rayat Estate still not attend hearing conservation training, this was not followed as per Noise Risk Assessment recommendation dated 22/6/2021 <p>c) Sighted Safety and Health Management Plan 2021 for GTBE, GKBE and GSRE prepared on January 2021. Training matrix was established by the management. A formal training programmed on all aspects of MSPO</p>	

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Criterion / Indicator	Assessment finding	Compliance
<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>requirement has been established and implemented. The training program for 2020/2021 includes training for all categories of workers. Evidence of adequate and appropriate training on safe working practices provided to workers.</p> <p>d) The estates provide PPE to the employees relevant to the work handled by the workers. The list of PPE that were provided by the estates are as below:</p> <ul style="list-style-type: none"> i. Harvester- Safety Helmet, Sickle Cover, Hand Glove, Wellington Boots ii. Sprayers- Respirator, Nitrile Glove (Chemical Resistant), Goggles, Wellington Boots, Apron. iii. Manuring- Apron, Wellington Boots, Dust Mask <p>e) SOP for chemical management SMP-GPB-28 (Rev 04), Dated July 2018) was established. Register of Chemical was sighted to include the entire chemical used in the estate. Sighted evidence of chemical register for samples unit has been updated on January 2022.</p> <p>f) In GKBE, Appointment letter for Secretary was available for Mohammad Khaleed Hakimi dated 1/1/2022 and for En Amran was appointed as workers representative for OSH committee dated 1/1/2022.</p> <p>g) GKBE OSH meeting conducted was on 23/12/2021 and previously was on 24/9/2021. In GSRE, the OSH meeting also conducted by 3 monthly basis. Record verified on 31/12/2021 attended by 15 people.</p> <p>h) The Estates has site specific Plans in the OSH Manual (OM-GPB-04, Rev:0, Dated 1/1/10) including ERP for accident, ERP for Fire, ERP for chemical spillage, maps showing assembly areas and up to date lists of emergency contacts with training conducted to communicate the Plan.</p>	

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		<p>i) The first aid training been conducted HA, sampling the record training at 3/7/2021 in GKBE. First aid been check by HA by monthly basis and record was available in estate.</p> <p>j) The JKKP 8 record was available in GTBE estate as per below:-</p> <table border="1"> <thead> <tr> <th>JKKP record</th> <th>Submitted to DOSH</th> <th>LTA</th> <th>Incident record</th> </tr> </thead> <tbody> <tr> <td>JKKP8/100172/2021 (GTBE)</td> <td>13/1/2022</td> <td>7.02</td> <td>3</td> </tr> <tr> <td>JKKP8/97575/2021 (GTBE)</td> <td>10/1/2022</td> <td>0</td> <td>0</td> </tr> <tr> <td>JKKP 8/106075/2021 (GKBE)</td> <td>22/1/2022</td> <td>6.46</td> <td>1</td> </tr> <tr> <td>DOSH 8/109187/2021</td> <td>26/1/2022</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>Accident verified as per JKKP 6 dated 12/3/2021. The investigation already been conducted and updated on HIRARC dated 12/3/2021 with admin control (SOP) as risk control. SOCSO also already been claimed dated 29/6/2021 (Referred E23HUS210002436).</p>	JKKP record	Submitted to DOSH	LTA	Incident record	JKKP8/100172/2021 (GTBE)	13/1/2022	7.02	3	JKKP8/97575/2021 (GTBE)	10/1/2022	0	0	JKKP 8/106075/2021 (GKBE)	22/1/2022	6.46	1	DOSH 8/109187/2021	26/1/2022	0	0	
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Criterion 4.4.5: Employment conditions																							
4.4.5.1	The management shall establish policy on good social practices regarding human rights in respect of industrial harmony. The policy shall be signed by the top management and effectively communicated to the employees. - Major compliance -	The estates have established Social Policy signed by the President and Chief Operating Officer dated 14/09/2020. In the policy stated the company commitment to ensure that the workers and employees are treated fairly, equally, with respect according to local, national and ratified international law. The policy was communicated to all the employee and stakeholders through briefing, training, and meeting and displayed at notice boards in the operating units.	Complied																				
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,	The estates have established Social Policy signed by the President and Chief Operating Officer dated 14/09/2020. In the policy stated the company commitment to not discriminate in term of hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national	Complied																				

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	religion, political opinion, nationality, social origin or any other distinguishing characteristics. - Major compliance -	origin, religion, age, disability, gender, marital status, union membership or political affiliation. The policy was communicated to all the employee and stakeholders through briefing, training, and meeting and displayed at notice boards in the operating units.	
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 -	Genting Plantations Berhad has established the template for employment agreement for all workers entitled "Perjanjian Pekerjaan". Refer template no. HRAD WM, rev.4 dated 07/01/2019. All the terms and conditions stated in the employment agreement were as per Labour Act 1955, latest MAPA/NUPW Agreement and Minimum Wage Order 2020 (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 -	For Genting Tebong Estate, there is 2 contractors have been appointed for loading and transporting of fresh fruit bunch (FFB) and loose fruits which are Ash Ashok Enterprise and Arumugan s/o Adekan. Sample of workers has been taken for 2 contractor workers, workers number C00463 and C00462. Sample of payslips has been taken for May, August and November 2021.	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 estates have established workers master list including the contractor workers. The list includes information on the workers name, gender, nationality, identification (passport, permit and Malaysian identify card), age.	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	The estates have established workers master list including the contractor workers. The list includes information on the workers name, gender,	Complied

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Criterion / Indicator		Assessment finding	Compliance
	employee indicated in the employment records. - Major compliance -	nationality, identification (passport, permit and Malaysian identify card) and age	
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 -	Genting Plantations Berhad has established the template for employment agreement for all workers entitled "Perjanjian Pekerjaan". Refer template no. HRAD WM, rev.4 dated 07/01/2019. All the terms and conditions stated in the employment agreement were as per Labour Act 1955, latest MAPA/NUPW Agreement and Minimum Wage Order 2020 (amendment). The contract was also been brief to all the workers in their own mother language to ensure the understanding.	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 estates sampled implement the checkroll system to records the working hours for all workers. The data from checkroll were transferred to Lyntramax computer system for salary calculation. Verified the working hours and overtime data in checkroll, Lyntramax and payslips found all the data were consistent.	Complied
4.4.5.9	Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements. - Major compliance -	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. 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. The overtime rate after 8 hours daily rated is: General Workers <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 	Complied

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		<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.</p>	
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 for good work performance, bonus payment, professional development, medical care and health provisions.</p> <p>- Minor compliance -</p>	<p>The unit of certification provides for its employees, free houses, subsidised water and electricity, free medical treatment and facilities, worshipping facilities such as mosque, Hindu and Buddhist temples, chapel, futsal court, volleyball court, transport allowance for field checkers, mandores, and auxiliary police.</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 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>Based on visits to the linesite and interviews conducted with the workers, the unit of certification was able to demonstrate that on-site living quarters provided to all employees are habitable and comply with the Employees' Minimum Standard of Housing and Accommodation and Amenities Act 1990.</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>Sexual harassment policy has been established by the management of Genting Plantations Berhad and has been documented in the document title "Sexual</p>	OFI

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<p>- Major compliance -</p>	<p>harassment policy” that has been sign by chief executive officer date 03/08/2009.</p> <p>Genting Plantations Berhad has established internal procedure for sexual harassment in the document title SMP-GPB-20 dated 11/10/2013 title sustainability management procedure manual. Stated in the procedure that gender committee need to be established with participation wives of executives, female office staff, female workers and female resident/dependent.</p> <p>Gender committee for women has been established for each operating unit. For Genting Tebong Estate, gender committee has been led by Puan Noor Henny and participate representative from employer and employee. Latest meeting has been done on 09/12/2021 with attendance of 10 persons. Agenda of the meeting is to appoint new organization for gender committee, explanation on the policy, and explanation of sexual harassment.</p> <p>For Genting Kulai Besar Estate, gender committee has been established and lead by Ms Khairaney Bt Hasim and latest meeting has been done on 20/01/2022 with attendance of all the committee and previous gender committee meeting has been done 23/03/2021.</p> <p>Gender committee has been conducted 3 months once for Genting Sungei Rayat Estate and latest has been conducted on 25/11/2021 with attendance of all female staff and workers.</p> <p>Gender committee has been established by the management of each operating and has been verified base on organization chart, minutes meeting and interview with female workers. It can be further improved to include all female workers, female offices staff and female resident and dependent since it is one of the channels to communicate company policy and procedure. Thus, OFI been raised.</p>	

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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 management of Genting Plantations Berhad has established internal policy related to rights of employees to form or join trade union in the document title Social policy that has been signed by chief operating officer, Mr Tan Wee Kok. Stated that the management committed to respect the rights of workers to join or form legal trade unions.</p> <p>Union meeting has been conducted for Genting Kulai Besar Estate on 23/12/2021 with attendance of workers representative and 2 observers from management. Some issues have been raised during the meeting such as some toilet for labour quarters is damage and to repair main road at the entrance.</p> <p>While for Genting Sungei Rayat Estate, it has been identified that workers are free to join any trade union base on the participation to NUPW and confirm during interview with the workers. Latest meeting has been done on 03/02/2022.</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 programmes. Children shall not expose 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 was 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 underage 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</p>	<p>All employees and contractors are appropriately trained. Training matrix and training programme for 2021/22 was established by the estates' management.</p>	Complied

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	<p>assessment of training needs and documentation, including records of training shall be kept.</p> <p>- Major compliance -</p>	<p>Evidence of adequate and appropriate training on safe working practices provided to workers was sighted. Verified sample of training conducted.</p> <p>GTBE</p> <ul style="list-style-type: none"> i. Policy Briefing on 10/12/2021 ii. SOP Training on Spraying Handling dated 18/4/2021 iii. Training on Harvesting SOP 9/09/2021 iv. PPE training on 10/12/2021 <p>GSRE</p> <p>First aid training been conducted on 9/2/2022</p> <p>Safety work in Workshop training dated 3/1/2022</p> <p>Spraying interpump training dated 3/1/2022</p> <p>Chemical handling training dated 19/1/2022</p> <p>PPE handling training dated 26/11/2021</p> <p>Policy training conducted on 5/5/2021</p> <p>HCV training dated 7/9/2021</p>	
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>The estate has established the training program for the mill executive, workers and contractors base on training need analysis conducted. The training need analysis was documented in Training Matrix analysis. The analysis was based on job designation and type of training needs for the employee. The training type was divided into 3 type, Core training, Non-core training – theoretical training and non-core training – theoretical and hands on training.</p>	Complied
4.4.6.3	<p>A continuous training programme should be planned and implemented to ensure that all employees are well trained in their job function and responsibility, in accordance to the</p>	<p>The estate has training program which updated annually based on training need analysis. The training identified were programmed throughout the year dated Jan 2022.</p>	Complied

Criterion / Indicator		Assessment finding	Compliance
	documented training procedure. - Minor compliance -		
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 -	Environmental Policy was established, signed by President and Chief Operating Officer on 05/10/2009. Communication of the policy was delivered in various methods such as display at strategic places, briefing during muster and trainings. Last communication to workers was on 20/2/2021, attended by 15 persons.	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 -	a) Environmental management plan was established at all sampled estates which include environmental policy, aspect impact, protection of HCV areas, Soil erosion, air pollution, water pollution, noise pollution, Soil Pollution, GHG, waste management, water usage, etc. b) Environmental objectives were established through the management plan, e.g. no open burning, improve efficiency of fertilizer application, improved disposal method, eliminate oil spillage, optimize usage, and reduce wastage for water consumption etc. This management plan has been reviewed on 25/1/2022.	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 management plan was established at all the visited estates which include environmental policy, aspect impact, protection of HCV areas, air pollution, water pollution, noise pollution, GHG, waste management, water usage etc. Environmental objectives were established through the management plan, e.g. no open burning, improve efficiency of fertilizer application, improved disposal method, eliminate oil spillage, optimize usage, and reduce wastage for water consumption etc. This management plan was	Complied

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		monitored on monthly basis and mitigate the negative impacts to promote the positive impact.	
4.5.1.4	A programme to promote the positive impacts should be included in the continual improvement plan. - Minor compliance -	Environmental management plan was established at all the visited estates which include environmental policy, aspect impact, protection of HCV areas, air pollution, water pollution, noise pollution, GHG, waste management, water usage etc. Environmental objectives were established through the management plan, e.g. no open burning, improve efficiency of fertilizer application, improved disposal method, eliminate oil spillage, optimize usage, and reduce wastage for water consumption etc. This management plan was monitored on monthly basis.	Complied
4.5.1.5	An awareness and training programme shall be established and implemented to ensure that all employees understand the policy and objectives of the environmental management and improvement plans and are working towards achieving the objectives. - Major compliance -	Awareness and training programmed related to environment management and policy was implemented through various methods such as trainings, meetings and briefing during muster call. The implementation record was available as per below: - Training on sustainability best practice for RSPO and ISCC dated 16/11/2021. Training on riparian buffer zone management dated 16/11/2021. Training on scheduled waste, recycle waste and domestic waste dated 16/11/2021.	Complied
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. Apart from that concerns about environmental quality can also be channelled by the workers to the management during muster call. This meeting called environmental Performance monitoring Committee Meeting. Sighted evidence EPMC minutes of Meeting: In GKBE was on 23/12/2021 and previously was on 22/3/2021.	Complied
Criterion 4.5.2: Efficiency of energy use and use of renewable energy			

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Criterion / Indicator		Assessment finding	Compliance									
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 -	Monthly record on energy consumption for both renewable and non-renewable sources were kept and documented. It is monitored to optimize use of renewable energy. Data is being compiled for comparison and control for future improvement. The plan for reduce on Diesel consumption was available dated 24/1/2022. Their specific concern more to Diesel usage, GHG emission, infield and internal transport and Diesel usage per tan FFB.	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. - Major compliance -	The estimation of direct usage of non-renewable energy (diesel & petrol) for operations to determine energy efficiency of their operations inclusive of fuel use by contractors (transport & machinery) was available in the estate annual budgets. Sampling data estate as per below: <table border="1" data-bbox="987 823 1615 927"> <thead> <tr> <th>Year/estate</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>GKBE</td> <td>2.05</td> <td>2.24</td> </tr> <tr> <td>GSRE</td> <td>1.35</td> <td>1.53</td> </tr> </tbody> </table>	Year/estate	2020	2021	GKBE	2.05	2.24	GSRE	1.35	1.53	Complied
Year/estate	2020	2021										
GKBE	2.05	2.24										
GSRE	1.35	1.53										
4.5.2.3	The use of renewable energy should be applied where possible. - Minor compliance -	No renewable energy been used as per sampling estate.	Complied									
Criterion 4.5.3: Waste management and disposal												
4.5.3.1	All waste products and sources of pollution shall be identified and documented. - Major compliance -	Identification, segregation and storage of waste was established where source of wastes at workshop, line site, office, diesel tank, chemical store, fertilizer store, empty fertilizer bag store, empty container store, petrol/lubricant store, scheduled waste store, general store, mist blower store, premix area, clinic, shops, religious area, landfill area, recyclable waste store, vehicle garage and nursery were included. This verified under waste management plan in GKBE dated 16/1/2022. GSRE already reviewed the waste management plan dated 22/1/2022.	Complied									

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Criterion / Indicator		Assessment finding	Compliance
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> <ul style="list-style-type: none"> 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 <p>- Major compliance -</p>	<p>The waste management plan available and establish base on evaluation of environmental aspect and impact for each activity in estate operation including spraying, waste disposal, manuring, sewage and others.</p> <ul style="list-style-type: none"> a) The management already identified such as Scheduled waste, Domestic waste, recyclable waste. The monitoring mechanism also been identified as per verification. b) From the management plan the management identified EFB and empty container as recycle for reuse back in operation. Sampling on EFB application in GKBE was 12046.68 mt for 152.64 ha. In GSRE, application of EFB total 6897.4 mt for 304.84 ha. 	Complied
4.5.3.3	<p>The management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environment Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal.</p> <p>- Major compliance -</p>	<p>For GTBE, Inventory of scheduled waste was available dated February 2022 as per inventory no 21016033017VSG61H22021.</p> <p>The waste category code generate in estate was SW102,103,110,305,306,312,403,404,408,409 and 410.</p> <p>Sample on SW 404, last disposal was on 20/10/2021.</p> <p>SW 410 2021020918IKSED5 0.0243 dated 9/2/2021</p> <p>SW 306 2021020919P45DXY 0.345 dated 9/2/2021</p> <p>GKBE</p> <p>Sampling on SW 306, the latest disposal was on 17/1/2022 as per consignment note 2021122917AI6N9G with total 0.0344 mt at Southern Strength (M) Sdn Bhd. Another sampling was on SW 404, disposal on 21/9/2021 as per consignment note 2021092110SCO7IY with total 0.0048mt at Kualiti Alam Sdn Bhd.</p> <p>GSRE</p>	Complied

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Criterion / Indicator		Assessment finding	Compliance
		Consignment note referred 2021073112R8H297 dated 21/7/2021 for SW 305 was sighted with total 0.1789 mt. SW 110 also been disposed at Southern Strength (M) Sdn Bhd as per verified document consignment noted dated 21/7/2021 (2021073111FQHA4P) with total 0.005 mt. Latest disposal was on 5/1/2022 as per record 2022010512BM4GYV with total 0.03 mt for SW 110. On SW 404 the management disposed at Kualiti Alam Sdn Bhd dated 13/12/2020.	
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 triple rinsed and punctured before sent to authorized collector such as G-Planter. The record was available for storage purpose refer Stock/bin card. Receipt of deliveries were available at the estates for verification. Sampling latest record: GKBE: 700 plastic container and 254 metal container dated 26/11/2021. GSRE: 551 plastic container and 20 metal chemical container disposed at G-Planter Sdn Bhd dated 8/11/2021.	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 -	In GKBE the estate, disposed domestic waste under Majlis Perbandaran Kulai. In GSRE, the management dispose the domestic waste at Field 10A. As per verified the domestic waste was manage according to SMP-GPB-12 dated 1/12/2014 (Landfill and Domestic Waste Management). <u>Minor non-conformities 2167146-202202-N3</u> During site visit at line site area at Kelemak Division, Genting Tebong Estate, sighted that domestic waste has been dumped behind of the labour quarters/inside the drain and cause blocked drainage. Thus, minor nonconformities have been raised.	Minor non-conformities
Criterion 4.5.4: Reduction of pollution and emission			

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Criterion / Indicator		Assessment finding	Compliance						
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 -	Sighted evidence of Pollution source Map of GTBE, GKBE and GSRE. Environmental management plan was established at all the visited estates which include environmental policy, aspect impact, protection of HCV areas, air pollution, water pollution, noise pollution, GHG, waste management, water usage etc. Environmental objectives were established through the management plan, e.g. no open burning, improve efficiency of fertilizer application, improved disposal method, eliminate oil spillage, optimize usage, and reduce wastage for water consumption etc. This management plan was monitored on monthly basis.	Complied						
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented. - Major compliance -	The significant pollution has been identified as per environmental aspect and impact plan was established at all the visited estates which include environmental policy, aspect impact, protection of HCV areas, air pollution, water pollution, noise pollution, GHG, waste management, water usage etc. Environmental objectives were established through the management plan, e.g. no open burning, improve efficiency of fertilizer application, improved disposal method, eliminate oil spillage, optimize usage, and reduce wastage for water consumption etc. This management plan was monitored on monthly basis.	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.	The management plan for water was available for Jan 2022, from the water management plan the water source in estate have been identified such as water from SAJ and river in estate. Water management plan was available dated 11/2/2022. a) Water usage record was available, verified in GSRE record as per below: <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Source</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>SAJ</td> <td>23,896 L</td> <td>28,110 L</td> </tr> </tbody> </table>	Source	2020	2021	SAJ	23,896 L	28,110 L	Complied
Source	2020	2021							
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Criterion / Indicator	Assessment finding	Compliance																																								
<p>c. Ways to optimize water and nutrient usage to reduce wastage (e.g. having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.).</p> <p>d. Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones at or before planting or replanting, along all natural waterways within the estate.</p> <p>e. Where natural vegetation in riparian areas has been removed, a plan with a timetable for restoration shall be established and implemented.</p> <p>f. Where bore well is being use for water supply, the level of the ground water table should be measured at least annually.</p> <p>- Major compliance -</p>	<p>b) The monitoring of water outgoing been conducted 6 monthly basis in GKBE. The result was available as per sampling in GKBE (ref no: JB/WE/2611/2021) dated 21/9/2021 as per below:</p> <table border="1" data-bbox="1037 531 1659 802"> <thead> <tr> <th>Parameter</th> <th>Result</th> </tr> </thead> <tbody> <tr> <td>pH</td> <td>7.0</td> </tr> <tr> <td>COD</td> <td>3</td> </tr> <tr> <td>BOD</td> <td>ND</td> </tr> <tr> <td>Suspended Solid</td> <td>7</td> </tr> <tr> <td>AN mg/l</td> <td>ND</td> </tr> <tr> <td>Phosphorus mg/l</td> <td>3.14</td> </tr> <tr> <td>DO</td> <td>5.0</td> </tr> </tbody> </table> <p>This water analysis been conducted at Chemical Laboratory (M) Sdn Bhd. In GSRE, water analysis conducted 6-month basis, latest result was on 26/1/2022 and previously was on 1/10/2021. The latest result as per below:</p> <table border="1" data-bbox="1037 956 1794 1227"> <thead> <tr> <th>Parameter</th> <th>OP 09B</th> <th>OP 10B</th> </tr> </thead> <tbody> <tr> <td>pH</td> <td>3.9</td> <td>3.9</td> </tr> <tr> <td>COD</td> <td>36.03</td> <td>42.65</td> </tr> <tr> <td>BOD</td> <td>37.5</td> <td>23.5</td> </tr> <tr> <td>Suspended Solid</td> <td>20</td> <td>8</td> </tr> <tr> <td>AN mg/l</td> <td>0.3</td> <td>0.3</td> </tr> <tr> <td>Phosphorus mg/l</td> <td>-</td> <td>-</td> </tr> <tr> <td>DO</td> <td>10</td> <td>10</td> </tr> </tbody> </table> <p>This water analysis been conducted by Genting Plantations Research Centre.</p>	Parameter	Result	pH	7.0	COD	3	BOD	ND	Suspended Solid	7	AN mg/l	ND	Phosphorus mg/l	3.14	DO	5.0	Parameter	OP 09B	OP 10B	pH	3.9	3.9	COD	36.03	42.65	BOD	37.5	23.5	Suspended Solid	20	8	AN mg/l	0.3	0.3	Phosphorus mg/l	-	-	DO	10	10	
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Criterion / Indicator		Assessment finding	Compliance
		<p>c) To optimize water, management using roadside pit in field to contain the water for keep soil moisture and also use rainwater harvesting for used in daily activity such as cleaning, chemical mixture and tractor washing.</p> <p>d) Protection of water courses and wetlands was verified as per site visit, no chemical activities such as manuring and spraying. The Buffer zone was reserve according to water management plan.</p> <p>e) Sighted no natural vegetation in riparian areas has been removed during site verification.</p>	
4.5.5.2	No construction of bunds, weirs and dams across main rivers or waterways passing through an estate. - Minor compliance -	Verified through interview, 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 -	The management was practicing the water harvesting practices such as water from road-side drains can be directed and stored in conservation terraces and various natural receptacles.	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: <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 	The assessment namely, "Inventory on HCV sites within Genting Plantations Berhad group estates (Central and Southern Region)" by a consultant in Feb-Mar 2010. Only HCV 1.4, HCV 4.2 and HCV 6 were identified at GTBE, GKBE and GSRE. E.g.: steep area, rocky area, temple, and cemetery. No changes and same as per previous assessment.	Complied

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Criterion / Indicator		Assessment finding	Compliance																									
	species), that could be significantly affected by the grower(s) activities. - Major compliance -																											
4.5.6.2	If rare, threatened or endangered species, or high biodiversity value, are present, appropriate measures for management planning and operations should include: a. Ensuring that any legal requirements relating to the protection of the species are met. b. Discouraging any illegal or inappropriate hunting, fishing, or collecting activities; and developing responsible measures to resolve human-wildlife conflicts. - Major compliance -	Monitoring on HCV at GKBE done 4 monthly basis, latest record was on 10/1/2022 and previously was on 11/9/2021. Training on HCV been conducted by management to workers yearly basis, the training HCV & RTE management plan conducted on 16/11/2021. In GSRE, the management plan for HCV was available dated 4/2/2022. In this estate, the management already identified the HCV area such as Bukit Bindu Forest Reserve and river reserve. The plan was to conserve the buffer area which have connected to this area and conduct the monitoring monthly basis. Latest record monitoring was on 18/12/2021.	Complied																									
4.5.6.3	A management plan to comply with Indicator 1 shall be established and effectively implemented, if required. - Major compliance -	The HCV management plan to protect and enhance HCVs and other conservation areas is developed, implemented and available for reviewed. The latest monitoring was done on Jan 2022. This management plan will be reviewed annually by management latest reviewed was on 5/1/2022.	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 -	There was no trace of fire used for waste disposal and for preparing land for oil palm cultivation or replanting observed at all sampled estates by verification through interview. The management already prepared the replanting programmed as per below: <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Year</th> <th>GKBE</th> <th>GSRE</th> <th>GTBE</th> <th>GTME</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>153.72</td> <td>76.27</td> <td>221.47</td> <td>129.87</td> </tr> <tr> <td>2023</td> <td>109.81</td> <td>126.59</td> <td>310.40</td> <td>174.5</td> </tr> <tr> <td>2024</td> <td>119.34</td> <td>90.93</td> <td>197.93</td> <td>138.42</td> </tr> <tr> <td>2025</td> <td>70.62</td> <td>108.78</td> <td>144.98</td> <td>57.58</td> </tr> </tbody> </table>	Year	GKBE	GSRE	GTBE	GTME	2022	153.72	76.27	221.47	129.87	2023	109.81	126.59	310.40	174.5	2024	119.34	90.93	197.93	138.42	2025	70.62	108.78	144.98	57.58	Complied
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Criterion / Indicator		Assessment finding					Compliance
		2026	94.94	-	140.41	-	
		Verification on site conducted at Field 2019A in Tanjung Div (GSRE) & Field 2021C in GTBE.					
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 as fire was not used for any field operations.					Not applicable
4.5.7.3	Where controlled burning is allowed, it shall be carried out as prescribed by the Environmental Quality (Declared Activities) (Open Burning) Order 2003 or other applicable laws. - Major compliance -	Not applicable as fire was not used for any field operations.					Not applicable
4.5.7.4	Previous crops should be felled or mowed down, chipped and shredded, windrowed or pulverized or ploughed and mulched. - Minor compliance -	Based on interview for the replanting areas, previous crops were observed to be felled, chipped, and windrowed. No trace of burning observed. Verification on site conducted at Field 2019A in Tanjung Div (GSRE) & Field 2021C in GTBE.					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 -	Genting Plantations Berhad has well established GENP's Oil Palm Manual for monitoring and control of best practice implementation at the estates. There were 13 manuals which cover the operation from land clearing to harvesting and evacuation.					Complied

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Criterion / Indicator		Assessment finding	Compliance
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 -	Oil palm Manual under Topic Soil conservation and Terracing dated June 2013. All the three estates had also implemented prevention of soil erosion measures such as construction of moisture conservation pits (MCP) in steep slope areas. Cover crops were observed to be in place as the CU management had generally encouraged the establishment of soft growth. Visits to the site found that significant areas of the ground were covered with <i>Neprolepis biserrata</i> . Most slopes had well established <i>Mucuna bracteata</i> . As per site verification, interview and document review no record of replanting been done above 25 degree.	Complied
4.6.1.3	A visual identification or reference system shall be established for each field. - Major compliance -	All fields are marked and identified. Information like year planting (field no) and the total hectare is shown in all markers. It has been verified through interview and photos.	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 business plan for the mill is presented in the form of annual budget and the projection for 5 years prepared as guidance for future planning. The business plan contains production FFB, operational & maintenance cost and CAPEX. The business or management plan for the estates were presented in the form of annual budget with 5 years projection. The annual budget contains the crop projection and the finance allocation for field operation & administrations and CAPEX. The management has their monthly progress report and regular meetings to monitor the expenditure to ensure the budget is not overrun.	Complied

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Criterion / Indicator		Assessment finding	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>Replanting programmes were available at all the visited estates. The programmes projected for 5 years. All replanting program and planning in all the Group Estates are monitored by the Head Office. Assistance and visits are performed by SVP/GM for the approval of hectares and stand per ha.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Year</th> <th>GKBE</th> <th>GSRE</th> <th>GTBE</th> <th>GTME</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>153.72</td> <td>76.27</td> <td>221.47</td> <td>129.87</td> </tr> <tr> <td>2023</td> <td>109.81</td> <td>126.59</td> <td>310.40</td> <td>174.5</td> </tr> <tr> <td>2024</td> <td>119.34</td> <td>90.93</td> <td>197.93</td> <td>138.42</td> </tr> <tr> <td>2025</td> <td>70.62</td> <td>108.78</td> <td>144.98</td> <td>57.58</td> </tr> <tr> <td>2026</td> <td>94.94</td> <td>-</td> <td>140.41</td> <td>-</td> </tr> </tbody> </table>	Year	GKBE	GSRE	GTBE	GTME	2022	153.72	76.27	221.47	129.87	2023	109.81	126.59	310.40	174.5	2024	119.34	90.93	197.93	138.42	2025	70.62	108.78	144.98	57.58	2026	94.94	-	140.41	-	Complied
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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 and management plan for all the visited estates were available in annual budget with 5 years projection. Among the information available in the budget were crop projection and operation cost. The details consist of:</p> <ul style="list-style-type: none"> i. Year of Planting, Planting material ii. Crop forecast, budget and actual FFB iii. Cost of production iv. Balance sheet 	Complied																														
4.6.2.4	<p>The management plan shall be effectively implemented and the achievement of the goals and objectives shall be regularly monitored, periodically reviewed and documented.</p> <p>- Major compliance -</p>	<p>The management will have meetings from time to time to monitor the work progress against annual programme to ensure the budget is not overrun. Sighted monthly progress report as evidence on monitoring cash flow and estate performance.</p>	Complied																														
Criterion 4.6.3: Transparent and fair price dealing																																	

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Criterion / Indicator		Assessment finding	Compliance
4.6.3.1	Pricing mechanisms for the products and other services shall be documented and effectively implemented. - Major compliance -	For Genting Tebong Estate, there is 2 contractors have been appointed for loading and transporting of fresh fruit bunch (FFB) and loose fruits which are Ash Ashok Enterprise and Arumugan s/o Adekan. Stated in the contract agreement for both contractor rate of services. The rate has been set base on distances and diesel prices.	Complied
4.6.3.2	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. - Major compliance -	<p>For Genting Tebong Estate, there is 2 contractors have been appointed for loading and transporting of fresh fruit bunch (FFB) and loose fruits which are Ash Ashok Enterprise and Arumugan s/o Adekan. Details of contract agreement as per below:</p> <p>a. Arumugan s/o Adekan document number GTBE/TD/GW/21/01/06/AA dated 01/01/2021</p> <p>b. Ash Ashok Enterprise document number GTBE/TD/TPT/21/01/03AAE</p> <p>Sample of invoices and payment has been taken for month May and September 2021. Details of invoices as per below:</p> <p>a. Arumugan s/o Adekan invoice number AA21/21 dated 30/09/2021</p> <p>b. Ash Ashok Enterprise invoice number AAE09/21 dated 30/09/2021</p> <p>c. Abu Bakar Bin Syed Alyallatas Invoices number ABS/GWO-05/21 dated 08/06/2021 Voucher number 05735</p> <p>a. Mohana Sundram A/L Marimuthu Invoices number 08/06/2021 Payment voucher 05/06/2021</p> <p>Genting Sungei Rayat Estate, sample has been taken as per below: <u>GJS Agrotech Enterprise</u></p>	Complied

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Criterion / Indicator		Assessment finding	Compliance
		<p>a. Invoices number GJS/15234 06/06/2021 payment voucher dated 10/06/2021 <u>SRGD Enterprise</u> Invoices number INV000663 dated 31/05/2021 payment voucher dated 09/06/2021</p>	
Criterion 4.6.4: Contractor			
4.6.4.1	<p>Where contractors are engaged, they shall understand the MSPO requirements and shall provide the required documentation and information.</p> <p>- Major compliance -</p>	<p>For Genting Tebong Estate, there is 2 contractors have been appointed for loading and transporting of fresh fruit bunch (FFB) and loose fruits which are Ash Ashok Enterprise and Arumugan s/o Adekan. Details of contract agreement as per below:</p> <p>a. Arumugan s/o Adekan document number GTBE/TD/GW/21/01/06/AA dated 01/01/2021</p> <p>b. Ash Ashok Enterprise document number GTBE/TD/TPT/21/01/03AAE Sample of invoices and payment has been taken for month May and September 2021. Details of invoices as per below</p> <p>a. Arumugan s/o Adekan invoice number AA21/21 dated 30/09/2021</p> <p>b. Ash Ashok Enterprise invoice number AAE09/21 dated 30/09/2021</p> <p>c. Abu Bakar Bin Syed Alyallatas Invoices number ABS/GWO-05/21 dated 08/06/2021 Voucher number 05735</p> <p>a. Mohana Sundram A/L Marimuthu Invoices number 08/06/2021 Payment voucher 05/06/2021</p>	Complied

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Criterion / Indicator		Assessment finding	Compliance
		<p>Genting Sungei Rayat Estate, sample has been taken as per below:</p> <p><u>GJS Agrotech Enterprise</u></p> <p>a) Invoices number GJS/15234 06/06/2021 payment voucher dated 10/06/2021</p> <p><u>SRGD Enterprise</u></p> <p>Invoices number INV000663 dated 31/05/2021 payment voucher dated 09/06/2021</p>	
4.6.4.2	<p>The management shall provide evidence of agreed contracts with the contractor.</p> <p>- Major compliance -</p>	<p>For Genting Tebong Estate, there is 2 contractors have been appointed for loading and transporting of fresh fruit bunch (FFB) and loose fruits which are Ash Ashok Enterprise and Arumugan s/o Adekan. Details of contract agreement as per below:</p> <p>a. Arumugan s/o Adekan document number GTBE/TD/GW/21/01/06/AA dated 01/01/2021</p> <p>b. Ash Ashok Enterprise document number GTBE/TD/TPT/21/01/03AAE</p> <p>While for Genting Sungei Rayat Estate, contract agreement has been verified and details as per below:</p> <p>a) GJS Agrotech Enterprise, agreement number GSRE/HA/22/01/01 dated 01/01/2022</p> <p>b) SRGD Enterprise, agreement number GSRE/GWO/22/01/02 dated 01/01/2022</p>	Complied
4.6.4.3	<p>The management shall accept MSPO approved auditors to verify assessments through a physical inspection if required.</p> <p>- Minor compliance -</p>	<p>All estates under Genting Plantations has no objection to allow BSI auditors to verify the assessment through physical inspection if required.</p>	Complied

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Criterion / Indicator		Assessment finding	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 -	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.	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 -	NA 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 -	NA as no development of new planting.	Not applicable
Criterion 4.7.2: Peat Land			
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.	NA as no development of new planting.	Not applicable

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Criterion / Indicator		Assessment finding	Compliance
	- Major compliance -		
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 -	NA 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 -	NA 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 -	NA 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 -	NA as no development of new planting.	Not applicable
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.	NA as no development of new planting.	Not applicable

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Criterion / Indicator		Assessment finding	Compliance
	- Major compliance -		
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 -	NA 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 -	NA 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 plantations. - Major compliance -	NA 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 -	NA as no development of new planting.	Not applicable
Criterion 4.7.6: Customary land			
4.7.6.1	No new plantings are established on recognised customary land without the owners' free, prior and informed consent, dealt with through a documented system that enables indigenous peoples, local communities	NA as no development of new planting.	Not applicable

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Criterion / Indicator		Assessment finding	Compliance
	and other stakeholders to express their views through their own representative institutions. - Major compliance -		
4.7.6.2	Where new plantings on recognised customary lands are acceptable, management plans and operations should maintain sacred sites. - Minor compliance -	NA as no 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 -	NA 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 -	NA 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 -	NA as no development of new planting.	Not applicable
4.7.6.6	A system for identifying people entitled to compensation and for calculating and distributing fair compensation shall be established and implemented. - Major compliance -	NA as no development of new planting.	Not applicable

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Criterion / Indicator		Assessment finding	Compliance
4.7.6.7	The process and outcome of any compensation claims shall be documented and made publicly available. - Major compliance -	NA as no development of new planting.	Not applicable
4.7.6.8	Communities that have lost access and rights to land for plantations expansion should be given opportunities to benefit from the plantations development. - Minor compliance -	NA as no development of new planting.	Not applicable

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

Criterion / Indicator		Assessment finding	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, Mr Yong Chee Kong dated 18/03/2014. Stated in the policy that management is committed to the 3 pillars of sustainable development which are people, planet and profit. The management also endeavor to established and maintain an effective sustainability management system and to ensure compliance with MSPO and MPOB code of practices requirement. 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 -	Stated in the MSPO policy that has been established that the management is committed to continue to assess and develop new and innovative techniques, approaches and practices with the objective of continuous improvement in our 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 -	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:	Complied

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Criterion / Indicator		Assessment finding	Compliance
		1. Audit criteria 2. Audit Schedule and Audit Plan 3. Lead Auditor and Team Leader Responsibility Stated in the procedure that internal audit needs to be done not less than once a year. For all operating unit, audit plan has been submitted prior to the internal audit and has been verified in the document RSPO, MSPO & ISCC- Internal audit plan.	
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 -	Internal audit procedure has been documented in the document title "Sustainability internal audit" document number SMP-GPB-03 dated September 2020. Stated in the procedure that internal audit needs to be done not less than once a year. Internal audit results have been documented in the document title RSPO, MSPO and ISCC Internal audit Report, Genting Ayer Item Palm Oil Mill. Internal audit has been done from 16-17/12/2021 by Mr Sivaji Raja, senior manager for sustainability department. Total 1 Major non conformities has been raised during internal audit related to contractor workers employment contract which did not comply with Employment Act 1955. There is evidence that identification of root cause and corrective action has been established by the management for all non-conformities that has been raised.	Complied
4.1.2.3	Reports shall be made available to the management for their review. - Major compliance -	Internal audit results for all operating units has been documented in the document title "RSPO, MSPO & ISCC Internal audit report".	Complied

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Criterion / Indicator		Assessment finding	Compliance
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 -	Management review has been done for all operating units under southern region on 14/01/2022 through online platform MS Teams. Agenda that has been discussed during the meeting any previous or outstanding issues, changes and improvement on sustainability management systems, complaint and grievances, etc.	Complied
Criterion 4.1.4 – Continual Improvement			
4.1.4.1	The action plan for continual improvement shall be based on a consideration of the main social and environmental impact and opportunities for the company. - Major compliance -	Continuous Improvement Plans to address the Social, Environmental, Productivity and OSH aspects were available in Genting Ayer Item POM and its supply bases for verification. Generally, the aspects covered in the CIP are occupational safety, environment and social. Among the information available in the CIP is objectives, action to be taken, timeframe and responsible persons in-charge.	Complied
4.1.4.2	The company should establish a system to improve practices in line with new information and techniques; and for disseminating this information throughout the workforce. - 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
4.2 Principle 2: Transparency			
Criterion 4.2.1 – Transparency of information and documents relevant to MSPO requirements			
4.2.1.1	The management shall communicate adequate information to other stakeholder on environmental, social and legal issues	As per mentioned in the internal procedure, all information request needs to be recorded in the enquiry register book and there is evidence that the management communicate adequate information to stakeholder who	Complied

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Criterion / Indicator		Assessment finding	Compliance
	relevant to sustainable practices in the relevant languages and forms. - Major compliance -	request information. Sample has been taken dated 10/01/2022 from IOI oleo which requested for new MPOB licences and has been responded by the mill management on 12/01/2022	
4.2.1.2	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. - Major compliance -	Procedure for information request has been documented in the document number SMP-GPB-25 dated 14/08/2014. Stated in the procedure list of documents that has made publicly available and confidential. For confidential document, details as per below a. Estate/mill maps and land titles b. Any report of HCV c. Any report or information related to social d. RSPO 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 -	Procedure for consultation and communication has been documented in the document title "Procedure for consultation and communication document number SMP-GPB-17 dated 23/02/2018.	Complied
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 -	Nomination for social PIC sighted in the nomination letter dated 29/01/2021 which Mr Ismail bin Samingun has been nominate. Letter has been signed by Mr Muhammad Azim bin Bani Amin.	Complied
4.2.2.3	A list of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders shall be properly maintained. - Major compliance -	List of stakeholders for Genting Ayer Item Oil Mill has been established and documented in the document title "List of stakeholders". Stakeholders has been classified into different categories such as internal stakeholders, supplier, FFB supplier and villagers. There are only 2 contractors has been listed which are CPO transporter (Teo Tuan Kwee S/B and Makmur Transport S/B) and total 2 sundry shop.	Complied

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Criterion / Indicator		Assessment finding	Compliance								
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 -	Established as Sustainability Management Procedure for Traceability; SMP-GPB-23; Rev. 13; Date: Feb 2022.	Complied								
4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system. - Major compliance -	<p>The internal audits were conducted guided by the company’s Standard Operation Procedure for MSPO Internal Audit Procedure (Ref. No.: GPB-03, rev. 05 dated September 2020). The recent internal audits for the sampled estates were conducted as follows:</p> <table border="1"> <thead> <tr> <th>No</th> <th>POM</th> <th>Date of audit</th> <th>Finding</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Genting Ayer Item POM</td> <td>16-17/12/2021</td> <td>No finding for MSP SCC</td> </tr> </tbody> </table> <p>The root-causes of the NCR have been identified and recorded in the corrective action plan. All the NCRs were satisfactorily closed within the timeframe.</p>	No	POM	Date of audit	Finding	1	Genting Ayer Item POM	16-17/12/2021	No finding for MSP SCC	Complied
No	POM	Date of audit	Finding								
1	Genting Ayer Item POM	16-17/12/2021	No finding for MSP SCC								
4.2.3.3	The management shall identified and assign suitable employees to implement and maintain traceability system. - Minor compliance -	The officer-in-charge for Mill is En. Mohd Isa Bin Karjah as per appointment letter dated 4/12/2017 whom is responsible to commit and implement the sustainability concepts outline in MSPO SCC.	Complied								
4.2.3.4	Records of storage, sales, delivery or transportation of crude palm oil and palm kernel shall be maintained. - Major compliance -	<p>Records maintained Director Daily Production Figure. From stock and despatch statement for CPO was available sampling on 30/11/2021. Products delivery records maintained as per sample weighbridge tickets sighted as following:</p> <p>CPO Date: 16/11/2021</p>	Complied								

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Criterion / Indicator		Assessment finding	Compliance
		Chit Number: CPOMB21000274W Buyer: CARotino Sdn Bhd Lorry Number: JLW5781 Weight: 37.84 MT PK Date: 22/11/2021 Chit Number: PKIP21000250W Buyer: PGEO Oil Mill Sdn Bhd Lorry Number: DBQ3222 Weight: 28.08 MT	
4.3 Principle 3: Compliance to legal requirements			
Criterion 4.3.1 – Regulatory requirements			
4.3.1.1	All operations shall be in compliance with applicable local, state, national and ratified international laws and regulations. - Major compliance -	Mill operations are in compliance with the applicable local, state, national and ratified international laws and regulations. Legal Requirement Register (LRR) Document No. SMP-GPB-22 (rev 06) was available for verification. Sampling the compliance of respective areas only, Genting Ayer Item POM has obtained several permits from authorities and others. Sampled of the permits as below: i. MPOB License 500056-704000 was valid from 1/2/2022 until 31/1/2023 ii. PMT 47883 for steriliser no. 1 license was available and valid until 1/5/2022	Complied

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Criterion / Indicator		Assessment finding	Compliance
		<p>iii. KPDNKK license as per PPDNKK/J/BP/PBK 0069 was valid from 6/12/2021 until 5/12/2024</p> <p>iv. Weighbridge no. 1 certificate no D055289 already calibrate by Metrology dated 29/6/2021</p> <p>Sodium hydroxide license no 7459 was valid from 1/1/2021 until 31/12/2022.</p>	
4.3.1.2	<p>The management shall list all relevant laws related to their operations in a legal requirements register.</p> <p>- Major compliance -</p>	<p>The relevant laws were listed in Legal Requirement Register (LRR) [SMP-GPB-22 (rev 09) dated October 2020]. Among the laws covered in the list were EQA, Employment Act, OSHA, FMA to name a few. The amendment/update of the list is done by Systems, Methods, Insurance and Risk Management Department (based in KL).</p>	Complied
4.3.1.3	<p>The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force.</p> <p>- Major compliance -</p>	<p>In Genting Plantations Berhad, the Legal register and requirement already been updated by System and Method department. Among the newly registered laws were:</p> <ul style="list-style-type: none"> i. Minimum Wages Order 2020 ii. Minimum Housing Standard and Amenities Act 1990 (Act 446) (Revised 2020) iii. Prevention and Control Disease 1988 (Act342) (Revised 2020) <p>Related to List of Legal Registers and List of Laws and Regulation as per SMP-GPB-22, Management should ensure the consistency of their updated document. No updated since 2020.</p>	Complied
4.3.1.4	<p>The management should assign a person responsible to monitor compliance and to track update the changes in regulatory requirements.</p> <p>- Minor compliance -</p>	<p>A mechanism for tracking changes in law is guided by SMPM Procedures on Regional, National and International Laws [SMP-GPB-21 (rev 07) dated October 2020]. Generally, the mechanism is by monitoring or consultation with various sources (e.g. Government agencies, electronic & non-</p>	Complied

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Criterion / Indicator		Assessment finding	Compliance
		<p>electronic media, legal firms, professional bodies, industry association/organization and NGO).</p> <p>As per letter of Appointment as Person In-Charge for Updating Changes in Laws of Mohd Isa Karjah (Chief Clerk) dated 1/1/2020.</p>	
Criterion 4.3.2 – Lands use rights			
4.3.2.1	<p>The management shall ensure that their oil palm milling activities do not diminish the land use rights of other users.</p> <p>- Major compliance -</p>	<p>The mill is located in the Genting Sing Mah Estate land title under lot no. 227 and 228 with land title no. 96424</p> <p>The mill complex is 4.05 hectares and this is mapped out.</p> <p>Mill activities do not diminishing any other users’ rights as verified through interview with the smallholders and local communities.</p>	Complied
4.3.2.2	<p>The management shall provide documents showing legal ownership or lease, history of land tenure and the actual legal use of the land.</p> <p>- Major compliance -</p>	<p>The mill is located in the Genting Sing Mah Estate land title under lot no. 227 and 228 with land title no. 96424</p> <p>The mill complex is 4.05 hectares and has been verified base on the estate map.</p>	Complied
4.3.2.3	<p>Legal parameter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable.</p> <p>- Major compliance -</p>	<p>There is evidence that legal parameter boundary markers have been established with bulk wire and according to legal land title.</p>	Complied
4.3.2.4	<p>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).</p> <p>- Minor compliance -</p>	<p>Mill is situated in the Genting Sing Mah Estate land and not diminishing any other users’ rights. There is no land dispute in the mill compound at the time of audit verified through interviewed with the smallholders and local communities.</p>	Complied

Criterion / Indicator		Assessment finding	Compliance
Criterion 4.3.3 – Customary rights			
4.3.3.1	Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced. - Major compliance -	There is no customary land encumbrance in the mill compound at the time of audit verified through interviewed with the smallholders and local communities.	Not applicable
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 encumbrance in the mill compound at the time of audit verified through interviewed with the smallholders and local communities.	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 customary land encumbrance in the mill compound at the time of audit verified through interviewed with the smallholders and local communities.	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 -	Latest Social impact Assessment was conducted for Genting Kulai Besar Estate, Genting Sungei Rayat Estate and Genting Ayer Item Oil Mill, social impact assessment has been done on 29/01/2021 and management plan has been updated on 23/02/2021. As per assessment that has been done, there is no negative feedback that has been identified. Social management plan has been updated on 10/02/2022. It has been verified that management plan that has been established has been implement and monitored.	Complied
Criterion 4.4.2: Complaints and grievances			

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Criterion / Indicator		Assessment finding	Compliance
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 documented in Sustainability Management Procedure Manual, Complaints and Grievances. Refer doc. no. SMP-GPB-19, rev. 04 dated March 2020.	Complied
4.4.2.2	The system shall be able to resolve dispute in an effective, timely and appropriate manner, which is accepted by all parties. - Major compliance -	All complaints and grievances have been recorded in the logbook title "Complaint/ Grievances record book" and most of the complaint that has been received is on labor quarters repair. There is evidence that all complaint has been responded on timely manner and compliance with the SOP. Minor non-conformities 2167146-202202-N2 Genting Plantations Berhad has established SOP for dealing with complaints and documented in Sustainability Management Procedure Manual, Complaints and Grievances. Refer doc. no. SMP-GPB-19, rev. 04/03/2020. Stated in the procedure, timeframe to settle any complaint depending of the seriousness of the issues and the limit is within 1 months of complaint received. One complaint has been received by the management on 08/12/2021 from the canteen requested to change main cable at the canteen. However, there is no evidence that the complaint has been responded as per stated in the procedure (within 1 month). Thus, Minor conformities has been raised.	Minor Non Conformities
4.4.2.3	A complaint form should be made available at the premises, where employees and affected stakeholders can make complaints. - Minor compliance -	All complaints and grievances have been recorded in the logbook title "Complaint/ Grievances record book". There is only 1 complaint has been received in year 2021 where 1 worker requested for door repair at labour quarters on 03/11/2021 and has been settle 20/11/2021.	Complied

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Criterion / Indicator		Assessment finding	Compliance
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 -	Complaint and grievance book have been placed at the office for the workers and stakeholders can lodge any complaint. As per interview with the workers, it has been verified that all workers and stakeholders aware about the mechanism to lodge the complaint.	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 -	Noted all workers were aware on the complaints and grievances book/form as per SIA report. Noted during interview with workers/gender committee representative and stakeholders, the awareness on the complaints procedure is satisfactory. As the Movement Control Order prevent the stakeholder meeting to be conducted FY 2020, the estate has made initiative to send the correspondent email/Stakeholder Suggestion/ Complaints/ Feedback form.	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 plantations, such contribution to local community development may be regarded as a joint effort by the mill and the plantations. - Minor compliance -	Donation of chicken during Eid Fitri and donation of meat for Eid Adha to all workers at Genting Ayer Item POM.	Complied
Criterion 4.4.4: Employees safety and health			
4.4.4.1	An occupational safety and health policy and plan which is in line with Occupational Safety and Health Act 1994 and Factories and Machinery Act 1967 (Act 139) shall be documented, effectively communicated and implemented. - Major compliance -	The Occupational Safety and Health Policy was established, Signed by President and Chief Operating Officer on 01/07/2018. The policy was communicated during Policy briefing from time to time. The policy was displayed prominently on notice boards in English and local language Bahasa Malaysia. The Policy is implemented through the OSH activities by	Complied

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Criterion / Indicator		Assessment finding	Compliance
		<p>the on-site Safety Officers and monitored by OSH personnel from Head Office. Included in the policy is the commitment of the Company to provide and maintain a safe and healthy working environment of its employees & contractors & visitors. In interviews with the workers and staff during the site visit revealed that the employees had been briefed and had understood the policy.</p> <ul style="list-style-type: none"> - The OSH plan was available for verification, dated Jan 2022. The plan was included to comply with safety and health policy, legal requirement, awareness programme, risk analysis, and others. The plan was communicated during periodically OSH meeting and implemented accordingly. 	
4.4.4.2	<p>The occupational safety and health plan should cover the following:</p> <ul style="list-style-type: none"> a) A safety and health policy, which is communicated and implemented. b) The risk of all operations shall be assessed and documented. c) An awareness and training programme which includes the following requirements for employees exposed to chemicals used at the palm oil mill: <ul style="list-style-type: none"> i. All employees involved are adequately trained on safe working practices; ii. All precautions attached to products should be properly observed and applied; d) The management shall provide the appropriate PPE at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as 	<ul style="list-style-type: none"> a) The Occupational Safety and Health Policy was established, signed by President and Chief Operating Officer on 01/07/2018. Latest policy has been communicated on 21/03/2020 to all workers. Refer PM-MGR-05-F02-0. b) The risk for all operation have been identified by management referred Doc no SP-MGR-01-F01-0 Revision 01 dated 12/11/2020. Noise Risk Assessment (NRA) also been conducted on 26-29/1/2021 by Eurofins NM Laboratory Sdn Bhd. The audiometric test already conducted on Oct -Nov 2021 by Poliklinik Intan (RZ Intan Medicare Sdn Bhd). c) Training matrix was established by the management. A formal training programmed on all aspects of MSPO requirement has been established and implemented. The training program for 2022/2023 includes training for all categories of workers. Evidence of adequate and appropriate training on safe working practices provided to workers. 	Complied

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Criterion / Indicator	Assessment finding	Compliance
<p>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>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>d) The estates provide PPE to the employees relevant to the work handled by the workers. The list of PPE that were provided by the estates are as below: Boiler - Safety Helmet, Hand Glove, safety Boots, ear muff, heat resistant apron and respirator(N95) Engine room - Safety Helmet, Hand Glove, safety Boots and ear muff. Sterilizer - Safety Shoes, hard hat, glove and ear plug</p> <p>e) The following manuals contained SOP for chemical handling and used as a procedure in handling chemicals. SOP (safety working instruction) SOP-PRD-14 dated 30 June 2019, to handle the chemical for water testing must be handle by competent person with proper PPE and the test must be conduct at specific area as per requirement. Both were issued from Head Office and used in all operating units within the Group. SDS were kept in the file and workplace through verification during interview.</p> <p>f) The management already appoint a person to responsible for workers safety and health. The committee been appointed verified as per appointment letter dated 1/9/2017 for all OSH committee.</p> <p>g) OSH meeting conducted 3 monthly basis dated and latest OSH record was on 26/1/2022The previous record was on 23/11/2021.</p> <p>h) Genting Ayer Item POM has site specific Plans in the OSH Manual (OM-GPB-04, Rev:0, Dated 1/1/10) including ERP for accident, ERP for Fire, ERP for chemical spillage, maps showing assembly areas and up to date lists of emergency contacts with training conducted to communicate the Plan.</p>	

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Criterion / Indicator		Assessment finding	Compliance
		i) First aid Training been given by CERT Academy dated 19-20/11/2019. This course title was BOFA-C. attended by 15 person and valid for 3 year as per certificate of each person attended. j) JKKP 8/107163/2021 was send to DOSH on 24/1/2022 with LTA 9.71 (1 days - 200 day MC). JKKP 6 record also available dated 17/2/2021. Accident happen on 16/2/2021 with MC 200 day.	
Criterion 4.4.5: Employment conditions			
4.4.5.1	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. - Major compliance -	The estates have established Social Policy signed by the President and Chief Operating Officer dated 14/09/2020. In the policy stated the company commitment to ensure that the workers and employees are treated fairly, equally, with respect according to local, national and ratified international law. The policy was communicated to all the employee and stakeholders through briefing, training, and meeting and displayed at notice boards in the operating units.	Complied
4.4.5.2	The management shall not engage in or support discriminatory practices and shall provide equal opportunity and treatment regardless of race, colour, sex, religion, political opinion, nationality, social origin or any other distinguishing characteristics. - Major compliance -	The estates have established Social Policy signed by the President and Chief Operating Officer dated 14/09/2020. In the policy stated the company commitment to not discriminate in term of hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, union membership or political affiliation. The policy was communicated to all the employee and stakeholders through briefing, training, and meeting and displayed at notice boards in the operating units.	Complied

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Criterion / Indicator		Assessment finding	Compliance
4.4.5.3	<p>Management shall ensure that employees' pay and conditions meet legal or industry minimum standards as per Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage.</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has established the template for employment agreement for all workers entitled "Perjanjian Pekerjaan". Refer template no. HRAD WM, rev.4 dated 07/01/2019.</p> <p>All the terms and conditions stated in the employment agreement were as per Labour Act 1955, latest MAPA/NUPW Agreement 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>	<ul style="list-style-type: none"> • Employment contract between the contractors and their employees • Evidence that shows management had ensured the employees of contractors are paid based on legal or industry minimum standards 	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>The estates have established workers master list including the contractor workers. The list includes information on the workers name, gender, nationality, identification (passport, permit and Malaysian identify card), age,</p>	Complied
4.4.5.6	<p>All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract shall be made available for each and every employee indicated in the employment records.</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has established the template for employment agreement for all workers entitled "Perjanjian Pekerjaan". Refer template no. HRAD WM, rev.4 dated 07/01/2019.</p> <p>All the terms and conditions stated in the employment agreement were as per Labour Act 1955, latest MAPA/NUPW Agreement and Minimum Wage Order 2020 (amendment).</p> <p>The contract was also been brief to all the workers in their own mother language to ensure the understanding.</p>	Complied

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Criterion / Indicator		Assessment finding	Compliance
4.4.5.7	The management shall establish a time recording system that makes working hours and overtime transparent for both the employees and employers. - Major compliance -	The estates sampled implement the checkroll system to records the working hours for all workers. The data from checkroll were transferred to Lyntramax computer system for salary calculation. Verified the working hours and overtime data in checkroll, Lyntramax and payslips found all the data were consistent	Complied
4.4.5.8	The working hours and breaks of the individual worker indicated in the time records shall comply with legal regulations and collective agreements. Overtime shall be mutually agreed upon and shall meet the legal requirements applicable. - Major compliance -	The mill recorded the working hours and overtime using the punch card system which is overtime for both the employees and employers.	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 -	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. 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. The overtime rate after 8 hours daily rated is: General Workers <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 The overtime rate after 8 hours piece rated is: Harvester <ul style="list-style-type: none"> • Mon - Sat – flat rate • Sunday – flat rate x 2.0 	Complied

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Criterion / Indicator		Assessment finding	Compliance
		<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.</p>	
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 unit of certification provides for its employees, free houses, subsidised water and electricity, free medical treatment and facilities, worshipping facilities such as mosque, Hindu and Buddhist temples, chapel, futsal court, volleyball court, transport allowance for field checkers, mandores, and auxiliary police.</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 bedroom and a bathroom. Utilities i.e. water and electricity is provided free. Rubbish is collected alternate days. "Sijil layak menduduki" (certificate of fitness) has been awarded to 14 blocks of workers quarters in year 1995, September.</p>	Complied
4.4.5.12	<p>The management shall establish a policy to prevent all forms of sexual harassment and violence at the workplace.</p> <p>- Major compliance -</p>	<p>Sexual harassment policy has been established by the management of Genting Plantations Berhad and has been documented in the document title "Sexual harassment policy" that has been sign by chief executive officer date 03/08/2009.</p> <p>Genting Plantations Berhad has established internal procedure for sexual harassment in the document title SMP-GPB-20 dated 11/10/2013 title sustainability management procedure manual. Stated in the procedure that gender committee need to be established with participation wives of</p>	Complied

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Criterion / Indicator		Assessment finding	Compliance
		<p>executives, female office staff, female workers and female resident/dependent.</p> <p>Gender committee for Genting Ayer Item Oil Mill has been established and sighted chart that has been led by Puan Azizah binti Khamis and Puan Nur Addawiyah binti Ridzuan as secretary. Latest meeting has been conducted on 14/12/2021 with attendance of 7 female workers. However, not all female workers attended the meeting.</p>	
4.4.5.13	<p>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>- Major compliance -</p>	<p>The management of Genting Plantations Berhad has established internal policy related to rights of employees to form or join trade union in the document title Social policy that has been signed by chief operating officer, Mr Tan Wee Kok. Stated that the management committed to respect the rights of workers to join or form legal trade unions.</p> <p>Interview with workers representative for NUPW confirm that the management allow any of the workers to joins any legal trade union. Sighted also the management contribute MYR2.00 per workers for membership allowance. It has been verified base on payment voucher number 7675 dated 02/02/2022.</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.</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 was 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 underage 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

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Criterion / Indicator	Assessment finding	Compliance	
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 established the training program for the mill executive, workers and contractors base on training need analysis conducted and documented in Training Schedule for Employee/Contractors. Sighted the training records as follows: Policies training by management dated 1/3/2021 to all workers. First aid training given by CERT Academy dated 19-20/11/2019. This course title was BOFA-C. attended by 15 persons Hearing conservation training dated 5/1/2021 conducted by Dr. Zainuddin Muid from Poliklinik Intan. Training for working at High for all driver included contractor dated 18/2/2021.	Complied
4.4.6.2	Training needs of individual employees shall be identified prior to the planning and implementation of the training programmes in order to provide the specific skill and competency required to all employees based on their job description. - Major compliance -	The mill has established the training program for the mill executive, workers and contractors base on training need analysis conducted. The training need analysis was documented in Training Matrix analysis. The analysis was based on job designation and type of training needs for the employee. The training type was divided into 3 type, Core training, Non-core training – theoretical training and non-core training – theoretical and hands on training.	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 -	The mill has training program which updated annually based on training need analysis. The training identified were programmed throughout the year 2022.	Complied
4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services			

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Criterion / Indicator		Assessment finding	Compliance
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 -	Genting Plantations Berhad has established environmental and documented in Quality, Occupational Safety and Health and Environmental Policy signed by the CEO on 05/10/2009. The policy was communicated through training, briefing and displayed on notice board at several placed in the mill.	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 assessment of all polluting activities has been conducted and monitored. This included the gaseous emissions, particulate/soot emissions and effluent. The CU has continued to maintain its environmental aspect & impact register associated with their activities. Environmental aspect and impact (EAI) records i.e. which covers estates and mill activities/operation. 'Pollution Identification Environmental Improvement Action Plan' is established to identify the waste products and sources of pollution and outlined the action to be taken in order to minimised the risk of pollution. <u>Minor non-conformities: 2167146-202202-N5</u> Sighted environmental aspect and impact (Doc No; SP-MGR-02-F01-0 rev: 02) reviewed on 7/11/2018. Found electrostatic precipitators already been operate since 2019 however no record of aspect and impact analysis for this machine. Thus, minor non-conformities have been raised	Minor Non-Conformities
4.5.1.3	An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, implemented and monitored. - Major compliance -	Third party audit as per environmental plan 2022 already conducted on 30/12/2021. Referred as per audit Tracking; ASJ(B)31/152/000/004 Jld. 10(3)/2021/01	Complied

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Criterion / Indicator		Assessment finding	Compliance																				
		<p>Chimney Gas Emission monitoring report (EIH2112(027)/GOMSB(BOI6) dated 7/12/2021 and (EIH2107(032)/GOMSB(BOI4) dated 7/12/2021 This assessment conducted by Envilab Sdn Bhd. The result as per below:</p> <table border="1"> <thead> <tr> <th>Parameter</th> <th>Chimney 6</th> <th>Chimney 4</th> <th>DOE Limits</th> </tr> </thead> <tbody> <tr> <td>Total particulate matter</td> <td>43</td> <td>108</td> <td>150 mg/m3</td> </tr> <tr> <td>Sum of SO2</td> <td>184</td> <td>233</td> <td>400 mg/m3</td> </tr> <tr> <td>Sum of NO</td> <td>214</td> <td>263</td> <td>400 mg/m3</td> </tr> <tr> <td>Carbon Monoxide</td> <td>175</td> <td>245</td> <td>1000 mg/m3</td> </tr> </tbody> </table>	Parameter	Chimney 6	Chimney 4	DOE Limits	Total particulate matter	43	108	150 mg/m3	Sum of SO2	184	233	400 mg/m3	Sum of NO	214	263	400 mg/m3	Carbon Monoxide	175	245	1000 mg/m3	
Parameter	Chimney 6	Chimney 4	DOE Limits																				
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Sum of NO	214	263	400 mg/m3																				
Carbon Monoxide	175	245	1000 mg/m3																				
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 mill has established program and management plan to promote positive impact identified in the aspects and impacts analysis conducted and documented in Environmental Management plan. Sighted the program to promote the positive impact as follows:</p> <p>a) To minimize the emission of smoke from moving vehicle</p> <p>b) Changes of machinery to control of noise generate from mill operation.</p>	Complied																				
4.5.1.5	<p>An awareness and training programme shall be established and implemented to ensure that employees understand the policy, objectives and management plans and are working towards achieving objectives.</p> <p>- Major compliance -</p>	<p>A training program is available in the Mill Training Plan updated on yearly basis and revised as per the management requirement. Included in this plan is the internal and external program. Among the subjects identified related to environment are schedule waste training, water analysis training, POME analysis, chemical handling training and others.</p>	Complied																				
4.5.1.6	<p>The management shall organize regular meetings with workers where concerns of workers about the environmental quality are discussed.</p> <p>- Major compliance -</p>	<p>The management already organize regular meeting with workers regarding to environmental. EPMC meeting conducted by management dated 19/1/2022. On this meeting discuss regarding to flatbed and furrow system, Scheduled waste and black smoke control device. This meeting involves 13 persons including manager and assistant.</p>	Complied																				
<p>Criterion 4.5.2: Efficiency of energy use and use of renewable energy</p>																							

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Criterion / Indicator		Assessment finding	Compliance						
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 -	The mill has established baseline for consumption of non-renewable energy monitored on monthly basis. Sighted the records of Diesel consumption per FFB processed FY 2021 as per monthly report. The data as per below: <table border="1"> <tr> <td>Year/estate</td> <td>2020</td> <td>2021</td> </tr> <tr> <td>GAIOM</td> <td>0.141</td> <td>0.188</td> </tr> </table> Plan to reduce the usage of the non-renewable energy has been established by using renewable energy such as shell and kernel as fuel for boiler to reduce the usage of diesel.	Year/estate	2020	2021	GAIOM	0.141	0.188	Complied
Year/estate	2020	2021							
GAIOM	0.141	0.188							
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 -	Estimation of direct usage of non-renewable energy was determine in annual budget. The estimation of direct usage of non-renewable energy (diesel & petrol) for operations to determine energy efficiency of their operations inclusive of fuel use by contractors (transport & machinery).	Complied						
4.5.2.3	The use of renewable energy should be applied where possible. - Minor compliance -	The mill has established baseline for consumption of non-renewable energy monitored on monthly basis. Sighted the records of Diesel consumption per FFB processed FY 2021 as per monthly report. The data as per below: <table border="1"> <tr> <td>Year/estate</td> <td>2020</td> <td>2021</td> </tr> <tr> <td>GAIOM</td> <td>0.141</td> <td>0.188</td> </tr> </table> Plan to reduce the usage of the non-renewable energy has been established by using renewable energy such as shell and kernel as fuel for boiler to reduce the usage of diesel.	Year/estate	2020	2021	GAIOM	0.141	0.188	Complied
Year/estate	2020	2021							
GAIOM	0.141	0.188							
Criterion 4.5.3: Waste management and disposal									

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Criterion / Indicator		Assessment finding	Compliance								
4.5.3.1	All waste products and sources of pollution shall be identified and documented. - Major compliance -	The mill has identified all waste products and source of pollutions and documented in Identification of Source and Type of Waste. The waste identified as follows: i. Scheduled Waste - Mill Operation – Used PPE, Used lubricant and hydraulic oil - Office and housing – Lamp, Electronic device ii. Non-schedule waste - mill operation – used tyre, scrap iron - office and housing – Paper, Plastic, domestic waste iii. mill by-product - EFB, POME, Shell, Mesocarp fibre	Complied								
4.5.3.2	A waste management plan shall be developed and implemented, to avoid or reduce pollution. The waste management plan should include measure for: a) Identifying and monitoring sources of waste and pollution. b) Improving the efficiency and recycling potential of mill by-products by converting them into value-added products. - Major compliance -	The mill has established waste management plan base on the identification and source of pollutions and documented in Identification of Source and Type of Waste. POME been disposed through land application that will give nutrient to oil palm. The record was available as per below: <table border="1" data-bbox="1025 874 1659 1010"> <thead> <tr> <th>Month</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Jan 2022</td> <td>7590 mt</td> </tr> <tr> <td>Dec 2022</td> <td>4160 mt</td> </tr> <tr> <td>Nov 2022</td> <td>12330 mt</td> </tr> </tbody> </table>	Month	Total	Jan 2022	7590 mt	Dec 2022	4160 mt	Nov 2022	12330 mt	Complied
Month	Total										
Jan 2022	7590 mt										
Dec 2022	4160 mt										
Nov 2022	12330 mt										
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 -	SOP for handling scheduled wastes has been established entitled Waste Management. Ref doc no. SP-MGR-09 rev. 4 dated 10/09/2020 in order to comply with the Environmental Quality Regulations (Scheduled Waste) 2005. The mill has a proper Scheduled Waste Store for storing scheduled waste (inventory record) until time of disposal by DOE authorized waste disposal contractor.	Complied								
4.5.3.4	Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourse.	Domestic waste was managed by neighbouring estates and dispose in designated landfill. The landfill located far from the housing area and watercourses. Domestic waste was managed by neighbouring estates and	Complied								

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Criterion / Indicator		Assessment finding	Compliance														
	- Minor compliance -	dispose in designated landfill. The landfill located far from the housing area and watercourses.															
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, particulate and soot emissions, scheduled wastes, solid wastes and effluent. - Major compliance -	The mill and estates have conducted Environmental Aspect Impact analysis to identify the impact of mill and plantations activities to the environment. Environmental Management Plan has been established base on the significant impact identified sampling in POM dated 11/2/2022. Monitoring plan was established based on Environment Aspect and Impact assessment DOE license compliance schedule which include scheduled waste storage and disposal record, POME final discharge BOD and boiler stack sampling.	Complied														
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented. - Major compliance -	<p>The monitoring of water outgoing been conducted, the result was available as per sampling in POM (ref no: WR07/2022) dated 3/2/2022 as per below:</p> <table border="1"> <thead> <tr> <th>Parameter</th> <th>Result</th> </tr> </thead> <tbody> <tr> <td>pH</td> <td>7.5</td> </tr> <tr> <td>BOD</td> <td>0.98</td> </tr> <tr> <td>Suspended Solid</td> <td>34</td> </tr> <tr> <td>AN mg/l</td> <td>ND</td> </tr> <tr> <td>Phosphorus mg/l</td> <td>0.06</td> </tr> <tr> <td>DO</td> <td>10</td> </tr> </tbody> </table> <p>This water analysis been conducted at Chemical Laboratory (M) Sdn Bhd. There also EPMC meeting conducted by management dated 19/1/2022. On this meeting discuss regarding to flatbed and furrow system, Scheduled waste and black smoke control device. This meeting involves 13 persons including manager and assistant.</p>	Parameter	Result	pH	7.5	BOD	0.98	Suspended Solid	34	AN mg/l	ND	Phosphorus mg/l	0.06	DO	10	Complied
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Criterion / Indicator		Assessment finding	Compliance																
4.5.4.3	<p>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.</p> <p>- Major compliance -</p>	<p>Mill effluent is treated through biological anaerobic treatment. Regular monitoring was conducted as per requirement. Monthly and quarterly report was submitted to DOE accordingly. Sighted the Quarterly Return Form to DOE as follows:</p> <table border="1"> <thead> <tr> <th>Month</th> <th>BOD</th> <th>pH</th> </tr> </thead> <tbody> <tr> <td>Oct 2021</td> <td>252</td> <td>9</td> </tr> <tr> <td>Nov 2021</td> <td>120</td> <td>9</td> </tr> <tr> <td>Dec 2021</td> <td>87</td> <td>9</td> </tr> </tbody> </table>	Month	BOD	pH	Oct 2021	252	9	Nov 2021	120	9	Dec 2021	87	9	Complied				
Month	BOD	pH																	
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Dec 2021	87	9																	
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> <p>a) Assessment of water usage and sources.</p> <p>b) Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the mill’s current activities.</p> <p>c) Ways to optimize water and nutrient usage and reduce wastage (<i>e.g.</i> having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.).</p> <p>- Major compliance -</p>	<p>a. Mill has established the Water Management Plan and latest review was sighted on Jan 2022. The management plan focusing on water shortage/contamination and water usage efficiency. In the plan stated the root cause, mitigation plan and Person In Charge for each plan programmed.</p> <p>b. Water analysis been conducted on 21/1/2022 by Envilab Sdn Bhd (report: Genting/RW/POM9592(A&B))</p> <table border="1"> <thead> <tr> <th>Parameter</th> <th>Result</th> </tr> </thead> <tbody> <tr> <td>pH</td> <td>5</td> </tr> <tr> <td>COD</td> <td>142</td> </tr> <tr> <td>BOD</td> <td>6</td> </tr> <tr> <td>Suspended Solid</td> <td>16</td> </tr> <tr> <td>AN mg/l</td> <td>0.2</td> </tr> <tr> <td>Oil & Greese</td> <td>ND</td> </tr> <tr> <td>DO</td> <td>5.9</td> </tr> </tbody> </table>	Parameter	Result	pH	5	COD	142	BOD	6	Suspended Solid	16	AN mg/l	0.2	Oil & Greese	ND	DO	5.9	Complied
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Criterion / Indicator		Assessment finding	Compliance
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 -	The mill conducted river water sampling on monthly basis as required by 'Jadual Pematuhan'. Sighted the results of river water sampling for Sg. Erong by quarterly report to DOE under Online environmental report. Verification latest 3-month record was available during audit.	Complied
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 -	The SOP for the estates and mill operations are available which is prepared on Group basis. There are levels/types of the documentation identified as follows: a. Quality, Environmental, Safety & Health & Sustainability Manual – 01/7/17 b. System Procedure – 01/1/2012 c. Procedure Manual – 02/1/2018 d. SOM Standard Operating Manual – 2013 e. Safe Operating Procedure – 01/1/2011 f. Environmental Control Procedure – 01/9/2018 g. Store Operating Manual – 2014 h. Jobs description - 2012 The mill operations are supervised by the staff, Engineers of the Mill.	Complied
4.6.1.2	All palm oil mills shall implement best practices. - Major compliance -	The monitoring of the mill process is made through the shift supervision headed by An Engineer/Executives. All process parameters are documented and summarized in a daily report. The external monitoring is made through visits i.e. SVP and the mill management team.	Complied

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Criterion / Indicator		Assessment finding	Compliance
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 business plan for the mill is presented in the form of annual budget and the projection for 5 years prepared as guidance for future planning. The business plan contains production CPO, PK and, operational & maintenance cost and CAPEX. The business or management plan for the estates were presented in the form of annual budget with 5 years projection. The annual budget contains the crop projection and the finance allocation for field operation & administrations and CAPEX. The management has their monthly progress report and regular meetings to monitor the expenditure to ensure the budget is not overrun.	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 mechanism was conducted as per contract agreement between the CPO Transporter and Genting Oil Mill Sdn. Bhd. Stated in the agreement under section The Schedule. Pricing of the CPO transportation per ton shown in the Schedule (iii) in the contract agreement. Sighted sampled contract between: 1. Makmur Transport Sdn. Bhd. and Genting Oil Mill Sdn. Bhd. dated 29/10/2021. 2. Teo Tuan Kwee Sdn. Bhd. and Genting Oil Mill Sdn. Bhd. dated 29/10/2021.	Complied
4.6.3.2	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. - Major compliance -	There are only 2 contractors that has been appointed in Genting Ayer Item Oil Mill which for CPO transport (Teo Tuan Kwee Sdn Bhd and Makmur Transport Sdn Bhd). Sample of invoices for May and June 2021.Details as per below	Complied

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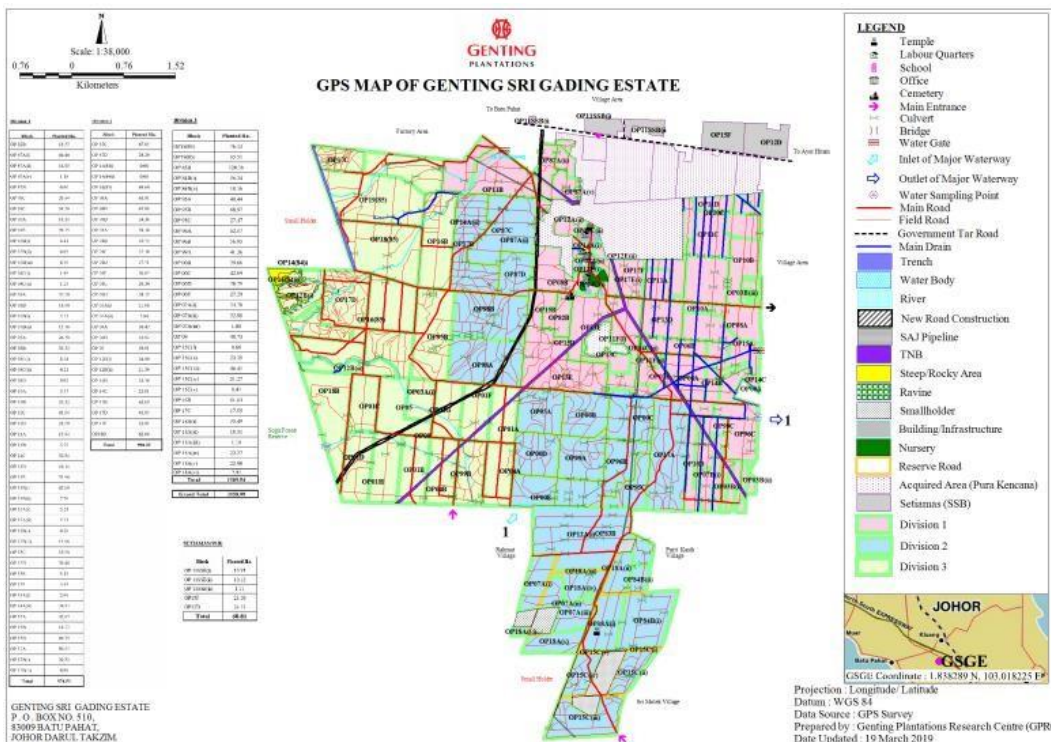
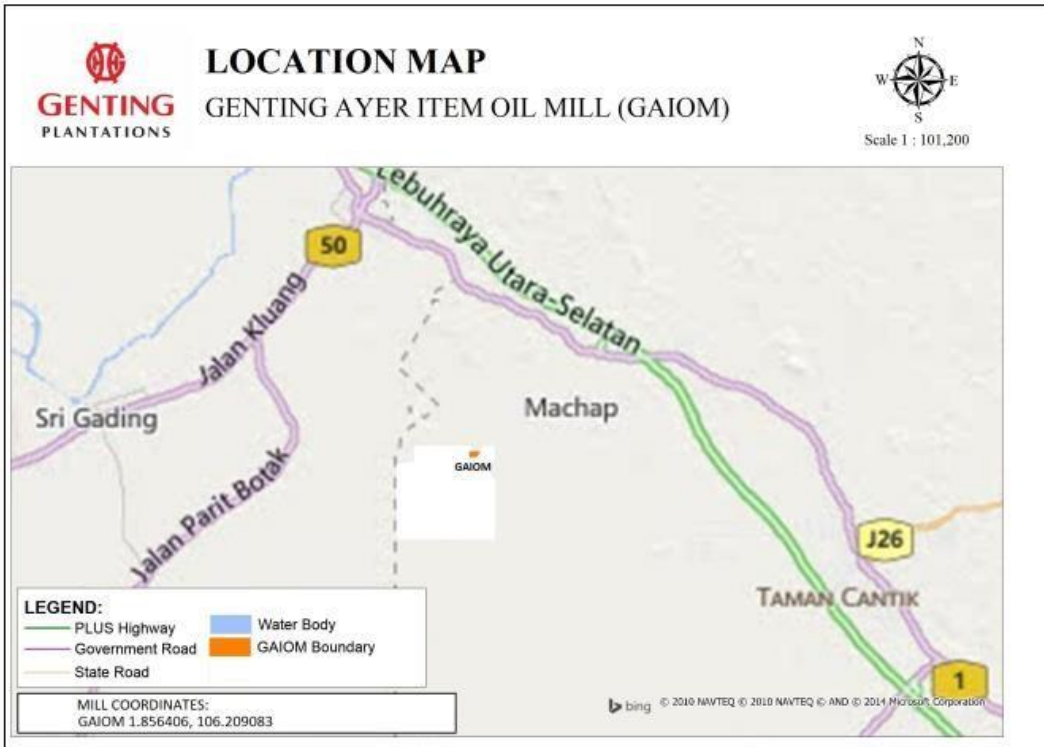
Criterion / Indicator		Assessment finding	Compliance
		<u>Teo Tuan Kwee Sdn Bhd</u> Invoice number TV21050042 dated 31/05/2021 Payment voucher 524422160100005 dated 26/08/2021 <u>Makmur transport Enterprise</u> Bill Number AI/MAY/2021/01 dated 31/01/2021 Payment on 537218xxxx	
Criterion 4.6.4: Contractor			
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. All contractors to be appointed by the mill must understand and complied with the MSPO requirement as stated in the tender document under section 8.2 Clause for RSPO and MSPO and Sustainability Requirement Clause.	Complied
4.6.4.2	The management shall provide evidence of agreed contracts with the contractor. - Major compliance -	The pricing mechanism was conducted as per contract agreement between the CPO Transporter and Genting Oil Mill Sdn. Bhd. Stated in the agreement under section. Sighted sampled contract between: <ol style="list-style-type: none"> 1. Makmur Transport Sdn. Bhd. and Genting Oil Mill Sdn. Bhd. dated 29/10/2021. 2. Teo Tuan Kwee Sdn. Bhd. and Genting Oil Mill Sdn. Bhd. dated 29/10/2021 	Complied
4.6.4.3	The management shall accept MSPO approved auditors to verify the assessments through a physical inspection, if required.	All mill under Genting Plantations has no objection to allow BSI auditors to verify the assessment through physical inspection if required.	Complied

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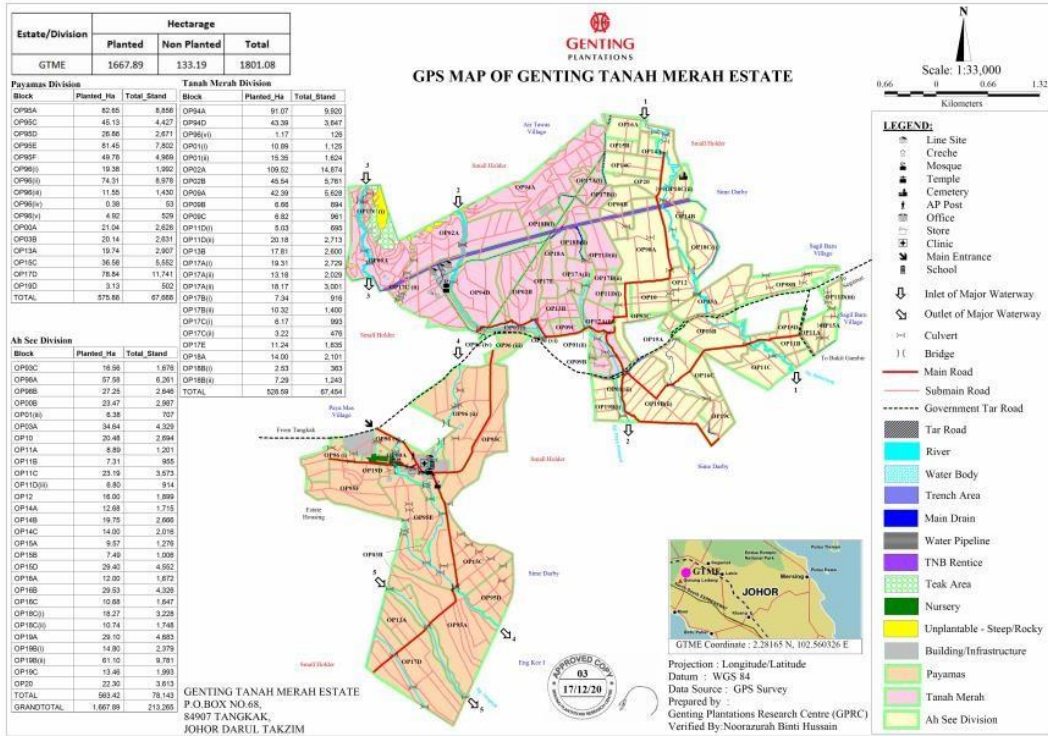
Criterion / Indicator	Assessment finding	Compliance
	- Minor compliance -	

Appendix C: Location and Field Map

Genting Ayer Item Oil Mill & Genting Sri Gading Estate



Genting Tanah Merah Estate



Appendix D: List of Abbreviations

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