

**MALAYSIAN SUSTAINABLE PALM OIL
MSPO OPMC Public Summary Report**☐ **Initial Assessment**☐ **Annual Surveillance Assessment** (Choose an item.)☒ **Recertification Assessment (RA 1)**☐ **Extension of Scope**

GENTING OIL MILLS (SABAH) SDN BHD
Client Company (HQ) Address: 10th Floor, Wisma Genting, Jalan Sultan Ismail 50250 Kuala Lumpur, Malaysia
Certification Unit: Genting Jambongan Oil Mill & Genting Jambongan Estate
Date of Final Report: 02/10/2024

Report prepared by:**Valence Shem** (Lead Auditor)**Report Number: 3984728****Assessment Conducted by:**

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Section 1: Executive Summary

1.1 Organizational Information and Contact Person			
Company Name	Genting Oil Mills (Sabah) Sdn Bhd		
Mill/Estate	Certification Unit	MPOB License No.	Expiry Date
	Genting Jambongan Oil Mill	620052004000	28/02/2025
	Genting Jambongan Estate	509406502000	30/11/2024
Address	Headquarter 10th Floor, Wisma Genting, Jalan Sultan Ismail, 50250 Kuala Lumpur, Malaysia		
Management Representative	1) Mr. Abdul Rahim Wilson Abdullah – Senior Vice President – Plantation (Malaysia) 2) Mr. James Chung Khim Hon – Senior Vice President – Group Processing 3) Ms. Erika Jesham – Sustainability Executive		
Website	https://www.gentingplantation.com	E-mail	1) rahim.abdullah@gentingplantation.com 2) james.chung@gentingplantations.com 3) erika.jesham@gentingplantations.com
Telephone	1) +603 2333 6510 (Head office) 2) +6089 858350 (GJOM)	Facsimile	+603 2333 6575

1.2 Certification Information			
Certificate Number	Mill: MSPO 709462 Estate: MSPO 709464	Certificate Start Date	09/08/2024
Date of First Certification	09/08/2019	Certificate Expiry Date	08/08/2029
Scope of Certification	<input checked="" type="checkbox"/> Mill: Production of Sustainable Palm Oil and Palm Oil Products <input checked="" type="checkbox"/> Estate: Production of Sustainable Oil Palm Fruits		
Visit Objectives	<ul style="list-style-type: none"> Determination of the conformity of the client's management system, or parts of it, with audit criteria. Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory, and contractual requirements 		
Standard	<input type="checkbox"/> MSPO MS 2530-2:2013 – General Principles for Independent Smallholders <input checked="" type="checkbox"/> MSPO MS 2530-3:2013 – General Principles for Oil Palm Plantations and Organized Smallholders <input checked="" type="checkbox"/> MSPO MS 2530-4:2013 – General Principles for Palm Oil Mills		
Recertification Assessment Visit Date (RAV 1)		10-13/06/2024	
Continuous Assessment Visit Date (CAV 1_1)		-	

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Continuous Assessment Visit Date (CAV 1_2)	-
Continuous Assessment Visit Date (CAV 1_3)	-
Continuous Assessment Visit Date (CAV 1_4)	-

1.3 Other Certifications

Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
EU-ISCC-Cert-DE119-60234826	International Sustainability and Carbon Certification (EU)	ASG Cert GmbH	30/11/2024
MSPO 715401	MSPO Supply Chain Certification Standard	BSI Services Malaysia Sdn Bhd	26/08/2024
RSPO 709622	RSPO P&C 2018 for the Production of Sustainable Palm Oil; Malaysia National Interpretation 2019	BSI Services Malaysia Sdn Bhd	25/08/2024

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 Jambongan Oil Mill	Jambongan Island, 90100 Beluran District, Sabah, Malaysia	6° 39' 06.00" N	117° 26' 43.08" E
Genting Jambongan Estate		6° 39' 18.57" N	117° 25' 56.67" E

1.5 Certified Area

Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Genting Jambongan Estate	3,790.14	24.36	247.80	4,062.30	93.30
Total (ha)	3,790.14	24.36	247.80	4,062.30	93.30

1.6 Plantings & Cycle

Estate	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
Genting Jambongan Estate	0	497.03	3,293.11	0	0	3,790.14	0
Total (ha)	0	497.03	3,293.11	0	0	3,790.14	0

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1.7 Certified Tonnage of FFB

Estate	Tonnage / year		
	Estimated (Aug 23 - Jul 24)	Actual (Jun 23 - May 24)	Forecast (Aug 24 - Jul 25)
Genting Jambangan Estate	85,700.00	81,870.68	85,000.00
Bxxxxxx Jxxx	9,500.00	8,189.06	8,350.00
Jxxxxxx Sdn Bhd	800.00	2,051.59	2,200.00
Rxxxxx Hxxxxx	30.00	2.74	10.00
Kxx Sxxx Kxxx	1,200.00	1,159.08	1,290.00
Mxxx Nxxxx Bxx Axxxx Rxxxx	150.00	129.31	150.00
Sxxxxxx Bxx Axxxx	32.00	24.61	30.00
Yxxxx Bxx Sxxxx Rxxxx	20.00	20.52	30.00
Total (mt)	97,432.00	93,447.59	97,060.00

1.8 Uncertified Tonnage of FFB

Estate	Tonnage / year		
	Estimated (Aug 23 - Jul 24)	Actual (Jun 23 - May 24)	Forecast (Aug 24 - Jul 25)
Axxxx Rxxx Bxx Jxxxx	45.00	42.03	45.00
Nxxxxx Bxxxx Axxxx Wxxxx	2.50	-	10.00
Mxxx Bxx Sxxx	8.50	7.46	10.00
Total (mt)	56.00	49.49	65.00

1.9 Certified Tonnage

Mill Capacity: 20 MT/hr SCC Model: MB	Estimated (Aug 23 - Jul 24)	Actual (Jun 23 - May 24)	Forecast (Aug 24 - Jul 25)
	FFB	FFB	FFB
	97,432.00	93,447.59	97,060.00
	CPO (OER: 20.48%)	CPO (OER: 20.93%)	CPO (OER: 20.45%)
	19,954.07	19,557.15	19,850.00
	PK (KER: 4.26%)	PK (KER: 4.26%)	PK (KER: 4.29%)
	4,150.60	3,982.21	4,160.00

1.10 Actual Sold Volume (CPO)

CPO (mt)	MSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
19,557.15	0	1,765.26	144.62	18,117.68	120,027.56

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Notes:

¹The total sales exceeded the production as there is 1,348.01mt balance of certified CPO carried forward from May 2023.

1.11 Actual Sold Volume (PK)

PK (mt)	MSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
3,982.21	0	0	3,214.91	602.44	3,817.35

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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 reassessment was conducted from 10-13/06/2024. The audit programme is included as Section 2.4. The approach to the audit was to treat the Genting Jambongan Oil Mill & Genting Jambongan 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.

Prior to on-site assessment, a MSPO Public Notification has been made on BSI official website on 03/05/2024. The link is <https://www.bsigroup.com/en-MY/RSPO-MSPO-Certification/mspo-clients-and-reports/>

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 2530-2:2013, 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 was 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 were based on the formula $(r\sqrt{n})$; where r is the risk factor (may defers 1, 1.5 and 2 depending on risk), where n is total number of group members ($1\sqrt{3} = 2$). 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 reassessment is detailed in Section 4.2.

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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.

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

Assessment Program					
Name (Mill / Plantation / Group smallholders)	Year 1 (Recertification)	Year 2 (ASA 1_1)	Year 3 (ASA 1_2)	Year 4 (ASA 1_3)	Year 5 (ASA 1_4)
Genting Jambongan Oil Mill	✓	✓	✓	✓	✓
Genting Jambongan Estate	✓	✓	✓	✓	✓

Tentative Date of Next Visit: June 16, 2025 - June 19, 2025

Total No. of Mandays: 7.0

2.1 BSI Assessment Team

Team Member Name	Role	Qualifications
Valence Shem (VSH)	Team Leader	<p>Education: BTech (Hons) Bachelor's Degree in Industrial Technology, University of Science Malaysia</p> <p>Work Experience: 1) 9 years working experience in oil palm plantation industry 2) Management system auditing since 2009 for various standards such as ISO 140001, RSPO P&C, RSPO SCCS, MSPO and SMETA</p> <p>Training attended: 1) ISO 14001 Lead Auditor Course 2) ISO 9001 Lead Auditor Course 3) Endorsed RSPO P&C Lead Auditor Course 4) Endorsed RSPO SCCS Lead Assessor Course 5) MSPO Awareness Training 6) ISO 45001 Lead Auditor Course 7) SMETA Auditor training 8) HCV-HCS training 9) RSPO-endorsed RSPO ISH Standard 2019 Lead Auditors Course 10) RSPO ILO Auditing Guideline</p>

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		<p>11) Application of Fundamental Principles and Rights at Work and Fair Recruitment</p> <p>Aspect covered in this audit:</p> <p><input type="checkbox"/> Good Agriculture Practice</p> <p><input type="checkbox"/> Health and Safety</p> <p><input type="checkbox"/> Supply chain requirements</p> <p><input checked="" type="checkbox"/> Social</p> <p><input type="checkbox"/> Environmental</p> <p><input type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p> <p>Language proficiency: English and Bahasa Malaysia</p>
Ahmad Rofi bin Abu Talib Khan (ARF)	Team Member	<p>Education: Bachelor's Degree in mechanical engineering from Universiti Teknologi MARA Shah Alam</p> <p>Work Experience: He started his career as Assistant Mill Manager at Tradewinds Plantations Bhd (TPB). managing the day-to-day mill operations. In his three years' experience at TPB, he has experience handling the certification of ISO 9001, OHSAS 18001, ISO 14001 as well as Malaysia Sustainable Palm Oil (MSPO). He is then moved to United Malacca Berhad to work as Mill Engineer where he assisted mill manager in daily mill operation and together with his team at the mill, started the ISCC initiatives to certify the mill and the supply bases with the scheme. He is a qualified Lead Auditor for MS 2530:2013 and has accumulated more than 300 audit days throughout his current career as the auditor for multiple disciplines covering all over Malaysia.</p> <p>Training attended:</p> <ol style="list-style-type: none"> 1) CQI – IRCA approved ISO 9001 Lead Auditor Course 2) CQI – IRCA approved ISO 14001 Lead Auditor Course 3) CQI – IRCA approved ISO 45001 Lead Auditor Course 4) MSPO 2530:2013 Lead Auditor Course 5) Endorsed RSPO P&C Lead Auditor Course 6) RSPO SCC Lead Auditor Course. <p>Aspect covered in this audit:</p> <p><input checked="" type="checkbox"/> Good Agriculture Practice</p> <p><input checked="" type="checkbox"/> Health and Safety</p> <p><input type="checkbox"/> Supply chain requirements</p> <p><input type="checkbox"/> Social</p> <p><input checked="" type="checkbox"/> Environmental</p> <p><input type="checkbox"/> Market Communication and claim requirements</p>

		<input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system) Language proficiency: English and Bahasa Malaysia
Muhammad Sufyan Azmi	Peer Reviewer	Education: Master's in Business Administration (MBA) from Open University Of Malaysia and Bachelor Degree in Bioindustry from UPM in 2006. Work Experience: He gained his working exposure in the plantation sector with 15 years' experience, currently serving as a Plantation Manager with TSH Resources Berhad and previously as an Audit Executive with Kulim Malaysia Berhad. Training attended: He has attended MSPO Peer Reviewer 2 - 2017 by MPOCC. Expertise: General Management, Auditing, Environment and Plantation Management.
Dr. Suhaili Bin Sahari	Peer Reviewer	Education: Graduated from University Technology Mara (UiTM), Malaysia in Diploma in Science in 1990. He furthers his first degree in B.Sc (Hons) in Chemistry with Industrial Chemistry in 1995 from Liverpool University, England. He later advances his study in Master in Business Administration (General) in 2002 and graduated in 2005 from University of Multimedia, Malaysia. Completed his PhD from University Science Islam Malaysia (Faculty of Economy and Muamalat - Management) under the supervision of previous University Vice Chancellor Dato' Mohd Muda. Work Experience: Worked with Hong Leong Group of Companies as a production executive cum TQM facilitator and continues to advance in his career as a manager and senior manager in management, production, training and quality for more than 11 years. During his tenure with Hong Leong Group of Companies, he heavily involved in strategic management decision issues such as developing SWOT analysis, Vision, Mission, Business and Corporate Strategy formulation, Acquisition and restructuring strategies. Strategic actions and implementation etc. Then he joint Kumpulan Guthrie and Sime Darby Group of Companies for more than 7 years as a manager, heads of department and Assistant Vice President in management, quality and training. Part of his duty is to strategies the departmental vision; mission, critical success factors and action plan into actions and support the corporate strategic plan. Training attended: 1) ISO 9001:2015 Lead Auditor and Internal Auditor 2) Occupation Health & Safety 3) ISO 14001:2015 Standard 4) RSPO Standards: RSPO P&C 2018 MY-NI 2019 5) MSPO Standards: MS 2530:2013 part 1, 2, 3 and 4 6) Problem Solving Technique: 8 D, ICC, QCC, Systematic PS

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		7) HACCP MS 1480:2019 8) GAP Standard: Global GAP, Euro GAP 9) ASI Peer Reviewer training
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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
	Nil	

2.4 Assessment Plan

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

Date	Time	Subjects	VSH	ARF
Monday 10/06/2024	0900-0930	Opening meeting: <ul style="list-style-type: none"> Opening presentation by audit team leader Confirmation of assessment scope and finalize audit plan (including stakeholder's consultation) 	✓	✓
	0930-1300	Jambongan Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, wastes management, workers housing, clinic, Landfill, etc. and stakeholder consultation	✓	✓
	1300-1400	Lunch break		
	1400-1630	Jambongan Estate Document review P1 – P7 (MSPO Part 3): e.g., Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP, and implementation etc.	✓	✓
	1630-1700	Interim closing briefing	✓	✓
Tuesday 11/06/2024	0900-1300	Jambongan Estate Continue with outstanding elements	✓	✓
	1300-1400	Lunch break		
	1400-1630	Jambongan Estate Continue with outstanding elements	✓	✓

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	1630-1700	Interim closing briefing	✓	✓
Wednesday 12/06/2024	0900-1300	<u>Jambongan Oil Mill</u> Site visit, 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. and stakeholder consultation	✓	✓
	1000-1200	<u>Stakeholder consultation</u> Consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g., neighboring estates, smallholders, villages, workers representative, etc.), etc.	✓	-
	1300-1400	Lunch break		
	1400-1630	<u>Jambongan Oil Mill</u> 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.	✓	✓
	1630-1700	Interim closing briefing	✓	✓
Thursday 13/06/2024	0900-1130	<u>Jambongan Oil Mill</u> Continue with outstanding elements	✓	✓
	1130-1200	Audit team discussion & preparation for closing meeting	✓	✓
	1200-1300	Closing meeting	✓	✓

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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 reassessment there were one (1) Major & three (3) Minor nonconformities and zero (0) OFI raised. The Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

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

Non-Conformity Report						
NCR Ref #:	2502080-202406-M1	Issue Date:		13/06/2024		
Due Date:	11/09/2024	Date of Closure:		09/09/2024		
Area/Process:	Jambongan Estate	Clause & Category: (Major / Minor)		MSPO 2530 Part 3: 4.4.5.4 Major		
Requirements:	Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.					
Statement of Nonconformity:	One of the corrective actions in the previous assessment's NC (#2357551-202306-N1) which reads, "The CC will monitor this compliance in monthly basis and ensure the contractor to top up their workers salary if their have full working days for the month", was not effectively implemented.					
Objective Evidence:	Pay slips for the month of Apr and May 2024 of a contractor's (Yxx Kxxx) worker were sampled. The total wage of the two months was RM1,992.80 and RM1,716.95 respectively. Both wages consist of basic wage (RM1,500) and piece rate wages. However, it was found that the contributions of EPF, SOCSO, and EIS from both employer and employees were not made based on the total wage but based on only the basic wage instead. The details of the contributions are as follows:					
	Month	Item	Actual contributions (RM)		Regulated contributions (RM)	
			Employer	Employee	Employer	Employee
	Apr-24	EPF	195.00	165.00	260.00	220.00
		SOCSSO	25.35	7.25	34.15	9.75
EIS		2.90	2.90	3.90	3.90	

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	May-24	EPF	195.00	165.00	224.00	190.00
		SOCSCO	25.35	7.25	30.65	8.75
		EIS	2.90	2.90	3.50	3.50
Corrections:	<p>Estate has reach out to the owner of the contractor company and brief on false contribution made. The contractor has consulted KSWP and SOCSCO department on how to determine the worker's correct contribution. The contractor will make an additional contribution to reimburse the false pass month and will make correct contributions for June 2024 salary.</p> <p>The contractor will prepare and provide all required documentations to estate to close this issue.</p>					
Root cause analysis:	There are no proper documentation maintains by the estate ensure all required legal requirements complied by the contractor.					
Corrective Actions:	<p>The PIC (Estate CC) will be re-brief on all the compulsory contributions including reference on how to check the correct contributions, by Sustainability Department personnel. She will continue the monthly monitoring of contractor's worker salary. CC will email all contractor salary slip obtained to Sustainability Department personnel for further verification. Any false contributions by the contractor, must be informed immediately and corrected.</p>					
Assessment Conclusion:	<p>Evidence verified:</p> <ol style="list-style-type: none"> 1) June and July 2024 pay slips that shows the reimbursement and correct contributions have been made. 2) Record that shows the PIC has been re-briefed by Sustainability Department on 04/07/2024. 3) Email correspondence between CC and the Sustainability Department dated 13/08/2024 that shows verification process of pay slips is carried out. <p>The evidence of correction and corrective actions was found to be adequate to close the NCR. The continuous effective implementation shall be verified in the next assessment.</p>					

Non-Conformity Report			
NCR Ref #:	2502080-202406-N1	Issue Date:	13/06/2024
Due Date:	Next assessment	Date of Closure:	Open
Area/Process:	Jambongan Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.4.4.2 Minor
Requirements:	<p>The occupational safety and health plan should cover the following:</p> <ol 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. 		
Statement of Nonconformity:	The implementation of OSH Plan is not fully implemented.		
Objective Evidence:	<p>Site visit at the Division 1 housing area found a diesel genset room is available and not running. Interview with the housekeeper found that the genset is running from 6.00 pm to 6.00 am daily. Site inspection found that there is no prominent warning sign to indicate PHP must be worn when operating it. This is not in-line with the recommendation stated in the Initial Noise Risk Assessment dated 24/06/2021</p>		

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	which stated that to put sticker or attach prominent warning signs indicator PHP must be worn when operate them.
Corrections:	The warning signs indicator for PHP will immediately be installed.
Root cause analysis:	The warning signs indicator for PHP is available at however is it miss out to be installed at the New Genset House.
Corrective Actions:	To ensure compliance, this area will be included in the next OSH Meeting, workplace inspection and HA will monitor in monthly basis through Weekly Housing Inspection.
Assessment Conclusion:	The correction and corrective action plan are accepted. Evidence of implementation shall be verified in the next assessment visit.

Non-Conformity Report			
NCR Ref #:	2502080-202406-N2	Issue Date:	13/06/2024
Due Date:	Next assessment	Date of Closure:	Open
Area/Process:	Jambongan Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.4.5.12 Minor
Requirements:	The management shall establish a policy and provide guidelines to prevent all forms of sexual harassment and violence at the workplace.		
Statement of Nonconformity:	Procedure related to sexual harassment prevention was not adequately implemented.		
Objective Evidence:	Stated in procedure document number SMP-GPB-20 issuance date January 2023, sustainability management procedure manual for sexual harassment stated in clause 05, frequency of meeting, that meeting need to be conducted once in every 6 months or when there is any issue raised which required to be settle immediately. For Genting Jambongan Estate Gender committee has been established where the chief clerk has been appointed as the chairperson with other 8 members which consist of 8 other workers representative. Last 2 meetings were conducted on 18/02/2023 and 24/05/2024. This is not in line with the procedure established.		
Corrections:	To conduct the next meeting not later than 6 months from 24/5/2024 which is before 24/11/2024.		
Root cause analysis:	The Women & Children Committee meeting was not included in the Annual Sustainability Program Plan and therefore the execution of the meeting was missed out from being monitored by the Chairman and secretary.		
Corrective Actions:	The Women & Children Committee meeting will be included in the Annual Sustainability Program Plan for the estate and will be monitored by the Chairman and secretary.		
Assessment Conclusion:	The correction and corrective action plan are accepted. Evidence of implementation shall be verified in the next assessment visit.		

Non-Conformity Report			
NCR Ref #:	2502080-202406-N3	Issue Date:	13/06/2024
Due Date:	Next assessment	Date of Closure:	Open

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Area/Process:	Jambongan Oil Mill	Clause & Category: (Major / Minor)	MSPO 2530 Part 4: 4.6.4.1 Minor
Requirements:	In case of the engagement of contractors, they shall be made to understand the MSPO requirements and shall provide the required documentation and information.		
Statement of Nonconformity:	A contractor was not able to provide related legal documents to show evidence of compliance.		
Objective Evidence:	<p>Tenancy agreement dated 01/01/2024 between Genting Jambongan POM and Mohammad Miasin @ Mursidi Abdul Ladis, Muxxxxx Enterprise for renting single story permanent building. Stated in clause 4(1)(k), to comply with all laws, rules and regulations for the time being in force affecting.</p> <p>Site visit conducted by auditor, found out there are rice, wheat flour and LPG Gas being sold. However, there is no application of licenses to KPDNKK was made. This does not comply with the requirement stated in the, Peraturan-Peraturan Kawalan Bekalan 1974 (PPKB 1974).</p> <p>It was also found that the food handler hired has yet to attend the Food Handler training approved by Ministry of health. This does not comply with Peraturan-peraturan Kerbersihan Makan 2009.</p>		
Corrections:	<p>Mill will instruct the shop tenant through an official memo to immediately stop selling rice, wheat flour and LPG Gas together with the canteen operation. They will need to apply for Lesen Runcit Barang Kawalan Berjadual through KPDNKK and sent their canteen operator for Food Handler training by training provider that approved by the KKM. Selling of rice, wheat flour and LPG Gas will be resume once the license is available. Canteen operation also will be resume once all operator is trained.</p> <p>The shop tenant operator will prepare and provide all required documentations to mill to close this issue.</p>		
Root cause analysis:	There are no proper documentation maintains by the mill to ensure all required legal requirements complied by the shop tenant operator.		
Corrective Actions:	The PIC (Mill CC) will monitor the shop tenant operator tenancy agreement compliance on a yearly basis by using the tenancy and legal compliance checklist during the renewal of contract. If the sundry shop found not complied with the legal requirements and tenancy agreement, the contract will not be renewed, and new tender will be issued to find another tenant.		
Assessment Conclusion:	The correction and corrective action plan are accepted. Evidence of implementation shall be verified in the next assessment visit.		

Opportunity For Improvement

Ref:	Nil	Clause:	
Area/Process:			
Objective Evidence:			

Noteworthy Positive Comments

1	Good cooperation by management team/staff/sustainability team
2	Good documentation upkeep and retrieval

3	Good housekeeping at working places e.g., workshop, storage, mill operation areas, etc.
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3.3 Status of Nonconformities Previously Identified and OFI

Previous Non-Conformity Report			
NCR Ref #:	2357551-202306-M1	Issue Date:	15/06/2023
Due Date:	14/09/2023	Date of Closure:	02/08/2023
Area/Process:	Genting Jambongan Oil Mill	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.4.5.11 Major
Requirements:	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.		
Statement of Nonconformity:	The line site inspection was not effectively implemented.		
Objective Evidence:	During the site visit to the Mill linesite compound (Temporary Contractor House and House no. F1), it was observed that 3 units of empty lubricant containers were used for domestic purpose and 2 unit of containers were stored with petrol in the container without adequate label. Linesite inspection was conducted on a weekly basis by the Hospital Assistant, however reference done with "Rekod Pemeriksaan Mingguan Perumahan" dated 07/06/2023 and 29/05/2023 stated as "no issue" at Section 6 "Bahan Buangan Terjadual" and not reflected with actual condition. Since this is a reoccurrence of previously raised minor nonconformity, it is escalated to Major Nonconformity for this assessment.		
Corrections:	All the containers will be cleared immediately from the house and stored in the scheduled waste store.		
Root cause analysis:	The weekly housing inspection is not thoroughly done as the PIC (HA) did not fully cover the entire block and area during conducting the inspection.		
Corrective Actions:	<p>The PIC will be re-brief to conduct the inspection covering entire block and housing area including entering each the workers housing. Any findings will be recorded in the "Rekod Pemeriksaan Mingguan Perumahan" for immediate action by mill management.</p> <p>Workers will be re-brief on Scheduled Waste Management and Procedure so that re-use of containers that is scheduled waste will not be repeated.</p>		
Assessment Conclusion:	<ol style="list-style-type: none"> 1) All containers have been cleared by the management and stored in the Scheduled Waste Store in accordance with the Waste Management Plan. The inventory records of the chemical containers dated 16/06/2023 was verified. 2) A briefing has been conducted on the MSPO Non-conformity that has been raised at the mill. The MA, who was among the attendees, has been briefed on the requirement to conduct housing inspection covering the entire block and housing area. The briefing record dated 18/07/2023 was available for verification. 3) Scheduled Waste Refresher Training was conducted for Genting Jambongan Oil Mill workers on 01/07/2023. Scheduled Waste Refresher Training was 		

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	<p>conducted for the contractors and contractor's workers on 29/06/2023. Records of training were available for verification.</p> <p>4) Line Site Inspection was conducted covering entire block and housing area including entering each individual house. Records of Rekod Pemeriksaan Mingguan Perumahan were verified dated 21/06/2023.</p> <p>The implementation of the correction and corrective action plan was deemed to be able to address the raised non-conformity. Hence, the Major Non-conformity was closed on 02/08/2023.</p>
Verification Statement	<p>Based on site visit at the mill labour quarters which include the unit previously occupied by the temporary contractor, there was no evidence that scheduled wastes, or any type of chemicals are being kept by any occupants. Interview with the HA also showed that he has a good understanding about scheduled wastes and chemicals handling. This is also reflected in his weekly housing inspection records. There was no recurrence of non-conformity and therefore this Major NCR remains closed.</p>

Previous Non-Conformity Report						
NCR Ref #:	2357551-202306-N1		Issue Date:		15/06/2023	
Due Date:	13/06/2024		Date of Closure:		13/06/2024	
Area/Process:	Genting Jambongan Estate		Clause & Category: (Major / Minor)		MSPO 2530 Part 3: 4.4.5.4 Minor	
Requirements:	Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.					
Statement of Nonconformity:	Wages paid to contractor worker was not according with Minimum Wages Order 2022.					
Objective Evidence:	Based on record verification for contractor workers for SXXXXXXX CX workers with passport AU411XXX found not paid with minimum wages salary (rate per day RM57.69). Evidence as below:					
	Month	Working days	Wages, (RM)	Rate/Day (RM)	Wages as per Rate RM 57.69/day	Diff, RM
	Jan 2023	26	1,300.58	50.02	1,499.94	-199.36
	Feb 2023	25	1,349.97	51.92	1,442.25	-92.28
	Apr 2023	27	1,314.82	50.57	1,557.63	-242.81
Corrections:	The contractor will reimburse the different amount to their worker in June 2023 salary payment.					
Root cause analysis:	No top-up being made by the contractor to ensure the worker’s salary meet the current MWO requirements because there is no monitoring done by the estate management to ensure that MWO 2022 requirement is comply by the contractors.					
Corrective Actions:	1) Sustainability Dept. will conduct a refresh briefing regarding MWO 2022 requirement to the estate management so that the monitoring will be done in monthly basis without any misses. 2) Estate will conduct briefing on MWO 2022 requirement to all contractors. All contractors will be advised to top up their workers salary if their have full					

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	<p>working days for the month.</p> <p>3) The CC will monitor this compliance in monthly basis and ensure the contractor to top up their workers salary if their have full working days for the month.</p> <p>4) Sustainability Dept. will monitor this compliance during each follow up visit and in the next MSPO Internal audit.</p>
Assessment Conclusion:	The submitted CAP detailing on proposed actions to be taken to address the raised minor nonconformity, based on the root cause identified were reviewed and deemed to be appropriate. Thus, the effectiveness of the CAP will be verified during the next surveillance assessment.
Verification Statement	With regards to meeting the Minimum Wage Order, the contractor has paid their workers accordingly. This was evident through verification of the sampled payslips. However, through verification of the same payslips, the contributions of EPF and SOCSO from both employer and employee, it was found that it did not meeting the regulated requirements. Since the non-conformity recurred, thus, it is escalated to Major (see NCR #2502080-202406-M1).

Previous Non-Conformity Report			
NCR Ref #:	2357551-202306-N2	Issue Date:	15/06/2023
Due Date:	13/06/2024	Date of Closure:	13/06/2024
Area/Process:	Genting Jambongan Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.6.1.1 Minor
Requirements:	Standard operating procedures shall be appropriately documented and consistently implemented and monitored.		
Statement of Nonconformity:	The SOP for Water Sampling and Analysis was not effectively implemented.		
Objective Evidence:	Based on the Genting Plantations Berhad Sustainability Management Procedure Manual – Water Sampling and Analysis; Doc Number SMP-GPB-15; Issued Date: Jan 2023; 5.2 Management plan/action plan shall be prepared, implemented & monitored when any abnormal results are observed. Based on the Surface Water Quality Report carried out on 31/01/2023 which indicates (DO) did not comply with Class III of NWQSM, there were no evidence that an action plan has been prepared, implemented, or monitored. Hence a Minor Non-Conformity was raised.		
Corrections:	Estate will come out with action plan for the abnormal water analysis result for Dissolved Oxygen (DO).		
Root cause analysis:	The water analysis result in the Environment Compliance Report (ECR) monitoring was not review by the estate management upon receiving the full report.		
Corrective Actions:	<p>Sustainability Department will brief and guide estate in reviewing the water analysis result from the ECR and come out with action plan should it be needed.</p> <p>The Sustainability Co-ordinator will monitor this compliance when New ECR report is available and ensure action is plan and taken if an abnormal result is detected in the water analysis sampling result.</p> <p>Sustainability Department will monitor this compliance during each follow up visit and in the next MSPO Internal audit.</p>		

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Assessment Conclusion:	The submitted CAP detailing on proposed actions to be taken to address the raised minor nonconformity, based on the root cause identified were reviewed and deemed to be appropriate. Thus, the effectiveness of the CAP will be verified during the next surveillance assessment.
Verification Statement	Surface water report was conducted on through the Environmental Compliance report for 01/2024 dated 04/01/2024 found that the water sample result complies with the NWQR standard. Verification on the Internal Audit report found that the Sustainability Department has monitored the water quality test during the internal audit. Thus, the Minor Non-Conformance is effectively closed.

Opportunity For Improvement			
Ref:	Nil	Clause:	N/A
Area/Process:	N/A		
Objective Evidence:	N/A		

3.4 Summary of the Nonconformities and Status

CAR Ref.	Clause & Category (Major / Minor)	Issued Date	Status & Date (Closure)
2357551-202306-M1	MSPO Part 4: 4.4.5.11 Major	15/06/2023	Closed on 02/08/2023
2357551-202306-N1	MSPO Part 3: 4.4.5.4 Minor	15/06/2023	Escalated to Major
2357551-202306-N2	MSPO Part 3: 4.6.1.1 Minor	15/06/2023	Closed on 13/06/2024
2502080-202406-M1	MSPO Part 3: 4.4.5.4 Major	13/06/2024	Closed on 09/09/2024
2502080-202406-N1	MSPO Part 3: 4.4.4.2 Minor	13/06/2024	Open
2502080-202406-N2	MSPO Part 3: 4.4.5.12 Minor	13/06/2024	Open
2502080-202406-N3	MSPO Part 3: 4.6.4.1 Minor	13/06/2024	Open

3.5 Issues Raised by Stakeholders

IS #	Description
1	<p>Issues:</p> <p><u>Local communities representatives (Kg Hujung)</u></p> <p>The surrounding communities have a very good relationship with the company and has been transparent to them should there be any issues of concern. There has been no undissolved issue so far nor land dispute. So far, the activities of the certification unit did not adversely impact the surrounding communities. The company has also always invited their representatives to attend meetings as a channel to discuss any social issues. They were also made to understand the mechanism to lodge complaint or grievance should there be any. In term of contribution, the company always provided them with treated potable water especially during dry season. Apart from that, occasionally, the company has also provided their machinery and manpower to repair or maintain roads and drainage in the village. There are also many villagers who are working for the company.</p>

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	Management Responses: No further issue.
	Audit Team Findings: No further issue.
2	Issues: <u>DOSH Sandakan</u> So far, the relationship between the company and the department has been very well. The company has always been very cooperative when comes to routine site inspections. The department was always invited to their stakeholder consultation session as a channel to discuss any relevant issues. The department has also made aware of the company's safety policy and procedures.
	Management Responses: No further issue.
	Audit Team Findings: No further issue.
3	Issues: <u>Contractors and FFB suppliers</u> The vendors and contractors have a good relationship with the company where they have been providing the service for many years. The contractors also mentioned that the award of contract was done through fair and unbiased tendering process. The FFB suppliers (smallholders and small grower) confirmed that pricing mechanism was clearly explained to them and there has been no issue so far in term of timing of payment. The management and staff of the operating units have also been very accommodating should there be any issues of concern. The company has always invited the contractors to attend the stakeholder meetings as a channel to discuss any social issues. They were also made to understand the mechanism to lodge complaint or grievance should there be any.
	Management Responses: No further issue.
	Audit Team Findings: No further issue.
4	Issues: <u>Gender committee representatives</u> Among the main objectives of the committee are: <ul style="list-style-type: none"> – To raise awareness, identify and address issues of concerns, opportunities, and areas for improvement for workers especially women. – To create a safe community within operations where women can raise issues and concerns at work and in their lives with a focus on zero tolerance to sexual harassment and gender-biased violence. The committee is required to plan annual activities to achieve the objectives. Among the important activity planned were briefing/training to female workers/employees on understanding the meaning of sexual harassment and domestic violence and method of reporting should it happen. The management has also been very supportive with the programmes in term of financial, facilities and other resources. Since the last audit, there was no sexual harassment case reported.
	Management Responses: No further issue.

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	Audit Team Findings: No further issue.
5	Issues: <u>Field workers (estate and mill)</u> The management has been very accommodative to the workers in term of welfare. Safety at the workplace is a top priority imposed by the management. Adequate trainings and free PPE were among the main needs given by the management. With regards to welfare, housing facilities, water & electricity supply were always maintained in good conditions. Workers were also made to understand the mechanism to lodge complaint or grievance should there be any. There has been no issue with regards to delivering the terms & conditions stipulated in the employment contract so far.
	Management Responses: No further issue.
	Audit Team Findings: No further issue.

3.6 List of Stakeholders Contacted

Government Officer: DOSH Sandakan	Community/neighbouring village: Kampung Hujung
Suppliers/Contractors/Vendors: Smallholders Neighbouring estates Contractors – undisclosed names	Worker's Representative/Gender Committee: Estate and mill workers Gender representative




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Section 4: Assessment Conclusion and Recommendation

Acknowledgement of Internal Responsibility and Formal Sign-off of Assessment Findings

Based on the findings during the assessment, Genting Jambongan Oil Mill and Estate Certification Unit complies with the MS 2530-2:2013 or MS 2530-3:2013 or MS 2530-4:2013. It is recommended that the recertification of Genting Jambongan Oil Mill and Estate Certification Unit is to be approved.

Acknowledgement of Assessment Findings		Report Prepared by
Name: James Chung Khim Hon	Name: Abdul Rahim Wilson Abdullah	Name: Valence Shem
Company name: Genting Oil Mills (Sabah) Sdn Bhd	Company name: Genting Plantations Berhad	Company name: BSI Services (Malaysia) Sdn Bhd
Title: Senior Vice President - Group Processing	Title: Senior Vice President - Plantation (Malaysia)	Title: Lead Auditor
Signature: 	Signature: 	Signature: 
Date: 13/09/2024	Date: 13/09/2024	Date: 10/09/2024

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Appendix A: Summary of the findings by Principles and Criteria

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

Criterion / Indicator		Assessment Findings	Compliance
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 developed Malaysian Sustainable Palm Oil (MSPO) Policy, version dated 18/03/2014 signed by President & Chief Operating Officer, Mr. Yong Chee Kong. The company ensure compliance with MSPO and the MPOB Code of Practice requirements. The policy was communicated to internal and external stakeholders through various means such as briefing during morning muster, display on notice boards, and stakeholder's consultation meetings, to name a few.	Complied
4.1.1.2	The policy shall also emphasize commitment to continual improvement. - Major compliance -	In the above-mentioned policy, the company is committed to continue to assess and develop new and innovative techniques, approaches, and practices with the objective of continuous improvement in the journey towards achieving sustainable palm oil.	Complied
Criterion 4.1.2 – Internal Audit			
4.1.2.1	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement. - Major compliance -	Stated in the procedure that internal audit needs to be planned and done at least once year. In Genting Jambongan Estate, internal audit has been done on 20-22/03/2024 Verification of the Internal Audit result found there was two major NC was raised. All closed.	Complied
4.1.2.2	The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order to	Internal audit procedure has been established and documented in the document title "Sustainability internal audit" document number SMP-GPB-03, Rev. 07 issue date June 2022 by Genting Plantations Berhad. Stated	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	implement the necessary corrective action. - Major compliance -	in the procedure under Para 6.5 Auditee required to identify corrective action required and eliminate the nonconformity and root causes. <u>Genting Jambongan Estate</u> Internal audit results have been made available and documented in the document title Internal audit report. Internal Audit was conducted on 20-22/03/2024. Two NC raised and closed.	
4.1.2.3	Report shall be made available to the management for their review. - Major compliance -	Internal audit results have been made available and documented in the document title RSPO, MSPO & ISCC Internal audit report for the respectively estate prepared by the sustainability executive.	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 for Genting Tanjung Complex has been conducted on 07/06/2024 with attendance of all representatives from all operating units. The meeting has been led by SVP-Plantations. The meeting attended by all Estate Managers, Senior Assistant Manager, Assistant manager, Chief Clerk & Document Clerk of all estate. As stated in the minutes meeting, the objective of the management meeting to review of MSPO/RSPO management system to ensure the effective and adequate implementation of these requirement in the company and to review any opportunities for improvement. Issues that have been discussed are status of outstanding issues form previous meeting, change, Internal & External Audit findings, Stakeholders Meeting, Green House value, improvement or modification required, complaint and enquiry register, review of resources and training, follow up action of the management review and any other matters.	Complied

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Criterion / Indicator		Assessment Findings	Compliance						
Criterion 4.1.4 – Continual Improvement									
4.1.4.1	<p>The action plan for continual improvement shall be based on consideration of the main social and environmental impact and opportunities of the company.</p> <p>- Major compliance -</p>	<p>Continual improvement Plans (CIP) has established. it was cover on social, environmental, safety, health, and operational aspects demonstrates a proactive approach to responsible and sustainable business practices. Refer on the plans, it can have a positive impact on an organization's overall performance and reputation. Sighted the evidence:</p> <p>Details information on the Continue Improvement Plan:</p> <table><tr><td>Genting Jambongan Estate</td></tr><tr><td>Year 2024</td></tr><tr><td>Document: CIP Social</td></tr><tr><td>Action Plan: To repair and maintain the workers quarters.</td></tr><tr><td>Document: CIP Environment</td></tr><tr><td>Action Plan: Conserve HCV areas and riparian buffer zones</td></tr></table>	Genting Jambongan Estate	Year 2024	Document: CIP Social	Action Plan: To repair and maintain the workers quarters.	Document: CIP Environment	Action Plan: Conserve HCV areas and riparian buffer zones	Complied
Genting Jambongan Estate									
Year 2024									
Document: CIP Social									
Action Plan: To repair and maintain the workers quarters.									
Document: CIP Environment									
Action Plan: Conserve HCV areas and riparian buffer zones									
4.1.4.2	<p>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.</p> <p>- Major compliance -</p>	<p>System to improve practice in line with new information and techniques were carried out by the estate management through various programs as documented in the annual training program. The management on receiving this information is responsible to disseminate to all employees.</p>	Complied						
4.1.4.3	<p>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.</p> <p>- Major compliance -</p>	<p>The management has established annual training program based on the training needs analysis for the purpose of improving the competency of their employees and to disseminating. information. Any new update or information, it will be disseminated to the employees through the training program.</p>	Complied						

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Criterion / Indicator		Assessment Findings	Compliance
4.2 Principle 2: Transparency			
Criterion 4.2.1 – Transparency of information and documents relevant to MSPO requirements			
4.2.1.1	<p>The management shall communicate 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.</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has developed Procedures for Consultation and Communication with Doc. No.: SMP-GPB-17, Rev. 03 dated 12/12/2023 for the effective internal and external communication of sustainability requirements and responding to communications from local communities and other affected or interested parties. Meeting shall be carried out at least six monthly and annually for internal and external stakeholders. The topics to be discussed such as complaint & grievances, environmental and biodiversity concerns, social issue, and suggestions for improvement. The procedure has been briefed to the internal and external stakeholders. Briefing to the external stakeholders was last conducted during the stakeholder meeting on 16/05/2024. Issues raised and actions taken during the stakeholders meeting were well recorded in a management plan and made available for verification.</p>	Complied
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>Genting Plantations Berhad has developed Procedures on Requests and Responses with Doc. No.: SMP-GPB-25, Rev. 0 dated 14/08/2014 to define the responsibilities to respond constructively and promptly to the information requested by stakeholders. Based on the procedure, the list of documents which are publicly available as follows:</p> <ul style="list-style-type: none"> • Company annual report • Group policies • Reports related to environment such as EIA, EAI • RSPO external audit reports • Pollution prevention plan 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> • Continuous improvement plan • Complaints and grievances book and its procedure • Negotiation and compensation procedure • Sexual harassment procedure <p>Genting Jambongan Estate has issued the list of documents that could be requested by the stakeholders to all the relevant stakeholders of the mill. The stakeholders are required to register in Enquiry Register Book prior to access to the documents. The list of documents not limited to:</p> <ul style="list-style-type: none"> • Land title • Policies • Reports – EAI, SIA, HCV, and audit reports • Management plans • Procedures <p>The stakeholders were briefed on the request and response during the stakeholder meeting conducted on 16/05/2024.</p>	
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>Genting Plantations Berhad has developed Procedures for Consultation and Communication with Doc. No.: SMP-GPB-17, Rev. 03 dated 12/12/2023 for the effective internal and external communication of sustainability requirements and responding to communications from local communities and other affected or interested parties. Meeting shall be carried out at least six monthly and annually for internal and external stakeholders. The topics to be discussed such as complaint & grievances, environmental and biodiversity concerns, social issue and suggestions for improvement.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
4.2.2.2	A management official should be nominated to be responsible for issues related to Indicator 1 at each operating unit. - Minor compliance -	The Estate Manager has been appointed by Senior Manager Operations to be the representative for ISCC, RSPO and MSPO related matters. Appointment letter dated 15/02/2023 was made available for verification.	Complied
4.2.2.3	List of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders should be properly maintained. - Major compliance -	Stakeholder list for Genting Jambongan Estate was made available for verification. The stakeholders such as contractors, suppliers, local communities, and government agencies were included into the list. A combined stakeholder meeting was last conducted on 16/05/2024 at Genting Jambongan Estate. Stakeholders such as local communities, government agencies, contractors and suppliers were invited and most of the invitees attended the meeting. The minutes of meeting were made available for verification.	Complied
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 -	An SOP has been established SOP for traceability and documented in Genting Plantations Berhad, Sustainable Management Procedure Manual SMP-GPB-09 revision 07 dated Jan 2023: Traceability (Estate). Therein describing information of FFB flow chart from harvesting designated block to mill weighbridge (tickets).	Complied
4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system. - Major compliance -	The estates monitor the despatch to the mill on daily basis to tally and tracking the volume harvesting and tonnage despatch to the mill. Factors on the FFB balances in the fields are accounted for in the process. Other records include daily FFB harvested and dispatched and summary in the monthly yield statistics. The daily dispatch to the mill is checked vs the received with the monitoring of the weight differences. Apart from that, internal audit is also conducted annually as a method of inspection on compliance with the traceability system.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
4.2.3.3	The management should identify and assign suitable employees to implement and maintain the traceability system. - Minor compliance -	Appointment letter was available for Ennie Deonna Pidurus (Clerk) dated 04/01/2023 and Nooryani Yatim (Clerk) dated 04/01/2024. Appointed by the Estate Manager. The duties among others include the following: a) Overall responsible for the monitoring and implementation of requirements as specified in the traceability procedure: b) Responsible and monitor over dispatch attendant. c) Train and guide the estate's staff to comply with the traceability procedure	Complied
4.2.3.4	Records of sales, delivery or transportation of FFB shall be maintained. - Major compliance -	Records of storage, sales, delivery or transportation of crude palm oil and palm kernel are maintained in various forms such as: <ul style="list-style-type: none"> Estate's FFB dispatch advice Weighbridge ticket Based on the estate's crop production records, the following information was obtained for the period under review: MSPO certified FFB sent to Genting Jambongan Oil Mill = 93,447.59 mt	Complied
4.3 Principle 3: Compliance to legal requirements			
Criterion 4.3.1 – Regulatory requirements			
4.3.1.1	All operations are in compliance with the applicable local, state, national and ratified international laws and regulations. - Major compliance -	The management diligently monitored compliance with permits and licenses, with oversight from both the operating units and the sustainability team. They ensured that all necessary licenses and permits were obtained and renewed in accordance with legal requirements, meticulously documenting these actions in the file system. Sighted the evidence: Details of sample license information is as the following:	Complied

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Criterion / Indicator		Assessment Findings			Compliance																					
		<u>Genting Jambongan Estate</u> <table><tr><td>License / Permit</td><td>Reference</td><td>Validity Date</td></tr><tr><td>MPOB License (FFB)</td><td>509606502000</td><td>30/11/2024</td></tr><tr><td>Diesel Permit</td><td>PBKB/2024/P/S-000222</td><td>08/06/2024</td></tr><tr><td>Petrol Permit</td><td>PK/2023/B/S-001038</td><td>05/10/2023</td></tr><tr><td>Lesen Pengajian</td><td>JTK.H.SDK.600-4/1/1/01261/005606</td><td>01/10/2023</td></tr><tr><td>Air Receiver</td><td>SB PMT 10428</td><td>06/10/2023</td></tr><tr><td>Permit Potongan Gaji</td><td>JTKSBH/PMT/113/2024/0069</td><td>31/03/2024</td></tr></table>			License / Permit	Reference	Validity Date	MPOB License (FFB)	509606502000	30/11/2024	Diesel Permit	PBKB/2024/P/S-000222	08/06/2024	Petrol Permit	PK/2023/B/S-001038	05/10/2023	Lesen Pengajian	JTK.H.SDK.600-4/1/1/01261/005606	01/10/2023	Air Receiver	SB PMT 10428	06/10/2023	Permit Potongan Gaji	JTKSBH/PMT/113/2024/0069	31/03/2024	
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4.3.1.2	The management shall list all laws applicable to their operations in a legal requirements register. - Major compliance -	The management has established the list of legal register. It was observed the list are updated when any new amendment or any new regulation. The list is listed the Act, Regulation and Industrial code of practice. Legal Requirement Register being updated under document SMP-GPB-22 Revision 12, dated 01/2024. Details information on List of Legal Register: <table><tr><td>Genting Jambongan Estate</td></tr><tr><td>Document: Legal Requirement Register (LRR)</td></tr><tr><td>Reference: SMP-GPB-22</td></tr><tr><td>Date: 01/2024</td></tr><tr><td>Revision: 12</td></tr></table>			Genting Jambongan Estate	Document: Legal Requirement Register (LRR)	Reference: SMP-GPB-22	Date: 01/2024	Revision: 12	Complied																
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Criterion / Indicator		Assessment Findings	Compliance					
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 -	The management has established the list of legal register. It was observed the list are updated when any new amendment or any new regulation. The list is listed the Act, Regulation and Industrial code of practice. Sighted the evidence: Details information on List of Legal Register: <table><tr><td>Genting Jambongan Estate</td></tr><tr><td>Document: Legal Requirement Register (LRR)</td></tr><tr><td>Reference: SMP-GPB-22</td></tr><tr><td>Date: 01/2024</td></tr><tr><td>Revision: 12</td></tr></table>	Genting Jambongan Estate	Document: Legal Requirement Register (LRR)	Reference: SMP-GPB-22	Date: 01/2024	Revision: 12	Complied
Genting Jambongan Estate								
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Reference: SMP-GPB-22								
Date: 01/2024								
Revision: 12								
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 -	The management has appointed a Person In-Charge for overseeing Legal Compliance requirements, tasked with the responsibilities of monitoring and keeping permits and licenses up to date, as well as staying informed about any changes in laws and regulations. Details information on the appointment letter of PIC Legal: Genting Jambongan Estate – Puan Roseyati appointed on 03/05/2021	Complied					
Criterion 4.3.2 – Lands use rights								
4.3.2.1	The management shall ensure that their oil palm cultivation activities do not diminish the land use rights of other users. - Major compliance -	Based on interview with the local communities and verification of the stakeholder’s consultation meeting minutes, the was no evidence that oil palm cultivation activities had diminished the land use rights of others.	Complied					
4.3.2.2	The management shall provide documents showing legal ownership or lease, history of land tenure and the actual use of the land. - Major compliance -	The estate has 597 land titles, and they were summarised in a list which has the information about title no., area size (in Ac and Ha), lease period, and term of use. Copies of the titles were made available for verification. Based on the land titles, the total area is 4,602.30 Ha.	Complied					

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4.3.2.3	Legal perimeter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable. - Major compliance -	The management has maintained the legal boundary of the estate. During a site visit to Div 4 Block 52 – Div 3 and Block 45 of Genting Jambongan Estate, it was confirmed that there were red boundary markers along the perimeter. There was no evidence of any planting beyond these boundaries.	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 the Genting Jambongan Estate at the time of audit. This has been verified through interview with the local community. Genting Plantations Berhad has the right to use the land through possession of land titles. Thus, this Indicator is not applicable.	Not applicable
Criterion 4.3.3 – Customary rights			
4.3.3.1	Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced. - Major compliance -	There is no customary land or negotiated agreements within the Genting Jambongan Estate's land area.	Not applicable
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights land, if any, should be made available. - Minor compliance -	The right to use the land is not disputed and there was no customary land within the Genting Jambongan Estate.	Not applicable
4.3.3.3	Negotiation and FPIC shall be recorded and copies of negotiated agreements should be made available. - Major compliance -	There is no land dispute or customary rights issues in the estate.	Not applicable
4.4 Principle 4: Social responsibility, health, safety and employment condition			

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Criterion / Indicator		Assessment Findings	Compliance
Criterion 4.4.1: Social Impact Assessment (SIA)			
4.4.1.1	<p>Social impact should be identified and plans are implemented to mitigate the negative impacts and promote the positive ones.</p> <p>- Minor compliance –</p>	<p>Social Impact Assessment (SIA) & Human Rights Impact Assessment (HRIM) Report was reviewed in April 2021 for both Genting Jambongan Oil Mill and Genting Jambongan Estate by Sustainability Department. The assessment has involved relevant stakeholders such as schools' representatives, local authorities, and workers. No negative impact was identified during the assessment through interview.</p> <p>An addendum of SIA was made on 19/07/2023 by Division 2 Assistant manager of Jambongan Estate. The report was reviewed and approved by Estate Manager on 28/07/2023. The assessment was to cover the change in social conditions which subsequently have impacts on the people resulted from the construction of 1 new unit (1X4) concrete workers housing and construction of 1 unit (1x4) Auxiliary Police housing. Verification through site visit and interview showed that there is new construction of family housing quarters. Latest social impact assessment was done on 19/09/2023 by Mr Mahmud bin Abu Bakar. The assessment was conducted with consultation of staff/clerk, local workers, and foreign workers. As a result of the assessment, there no significant negative has been identified.</p>	Complied
Criterion 4.4.2: Complaints and grievances			
4.4.2.1	<p>A system for dealing with complaints and grievances shall be established and documented.</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has established Complaints and Grievances procedure with Doc. No.: SMP-GPB-19, Rev. 05 dated June 2022 to provide guidelines on handling complaints & grievances involved internal and external stakeholders. All the written confidential complaints shall be dealt by Manager. The timeframe for the action to be taken depends on seriousness of the complaints or grievance. The accepted timeframe to</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		acknowledge and respond to the complaint or grievances is within 1 month upon receipt.	
4.4.2.2	The system shall be able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties. - Major compliance -	The estate has their Complaints/ Grievances Record Book to record any complaint or grievance received. Most of the complaints were of maintenance of workers' housing facilities. There were no complaints from external parties. Based on verification of the complaints/grievance records, all the issues were resolved in appropriate manner.	Complied
4.4.2.3	A complaint form should be made available at the premises, where employees and affected stakeholders can make a complaint. - Minor compliance -	The Complaints/Grievances Record Book serves as complaint forms and made available in the office. Apart from that, complaints can also be lodged through a complaint box which was available at the labour quarters and security post. Interview with the workers and stakeholders confirmed that they are aware of both mechanisms.	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 -	Briefing to the external communities was last conducted on 16/05/2024 during the stakeholder meeting. Interview with the external stakeholders confirmed that they are aware of the complaint procedure.	Complied
4.4.2.5	Complaints and resolutions for the last 24 months shall be documented and made available to affected stakeholders upon request. - Major compliance -	Records of complaint or grievance for June 2022 were made available for review during the audit.	Complied
Criterion 4.4.3: Commitment to contribute to local sustainable development			
4.4.3.1	Growers should contribute to local development in consultation with the local communities. - Minor compliance -	Genting Jambongan is situated in an island and surrounded by several villages. The company and the local community, including schools, have established good relationship between them ever since the setup of the estate in the island. Among the contributions provided by the company are road maintenance, distribution of clean water to local communities,	Complied

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		transporting building materials for schools, and monetary donations to the schools. The existence of the company has also provided a good job opportunity to the locals and many of them are currently working for the company.	
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 management has OSH Policy established, documented, and communicated as seen at notice boards and entrance of office. The policy approved by President & CEO dated 01/07/2018. The policy was communicated to all employees during the policy training conducted on 04/08/2023 during the safety awareness training and policy was communicated to the external stakeholder during the stakeholder meeting. OSH Management Plan 2024 which contains among other included: 1. Provide safe and healthy workplace. 2. Comply with OSH legal and other related requirements. 3. Create awareness and provide OSH information. 4. All Machinery and equipment maintain properly. 5. Prevent accident, occupational disease, investigate to prevent recurrence.	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.	The occupation safety and health plan cover the following: a) The management has established the Policy on Health, Safety & Environment Policy Statement signed by the President and CEO on 01/07/2018. The policy has been communicated to the staffs and workers through induction training for new workers, morning briefing and displayed at various notice boards within the estate. The policy	Minor non-conformance

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Criterion / Indicator	Assessment Findings	Compliance
<p>c) An awareness and training programme which includes the following requirements for employees exposed to pesticides:</p> <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 <p>d) The management shall provide the appropriate PPE at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC).</p> <p>e) The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 and Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000.</p> <p>f) The management shall appoint responsible person(s) for workers' safety and health. The appointed person(s) of trust must have knowledge and access to latest national regulations and collective agreements.</p> <p>g) The management shall conduct regular two-way communication with their employees where issues affecting their business such as employee's health, safety and welfare are discussed openly. Records from such</p>	<p>has been briefed to all workers in Genting Jambongan Estate during the safety awareness training on 04/08/2023.</p> <p>b) The management have established Standard Operating Procedure for Risk Assessment and documented Ref; (GENP/HIRARC/01/007). The Estates have conducted risk assessments for all the operations and documented in the Hazard Identification, Risk Assessment, and Risk Control (HIRARC). The assessment covers all main operations and support operations. Among the activities verified in the HIRARC included Loading FFB, P&D Circle Application, harvesting (Carriers), Gardening, change and pump tyre, Security rounding, Field monitoring, Nursery, Genset operation, Clinic, Workshop operation, Replanting, FFB Transportation, Store operation, Chemical mixing, Manuring and etc.</p> <p>HIRARC is reviewed as and when there are any accidents that occur in the estate. Verified the latest review of HIRARC for the Genting Jambongan Estate on 05/01/2023.</p> <p>Chemical Health Risk Assessment was conducted in compliance to the OSHA Act 1994 and the Use and Standard of Exposure of Chemicals Hazardous to Health (USECHH) Regulations 2000 to assess the risks associated to hazardous chemicals used in the estate. The CHRA reports were available in the sampled estates as below:</p> <p><u>Genting Jambongan Estate:</u></p> <p>The Chemical Health Risk Assessment Report (Ref. Number: JKKP HQ/11/ASS/00/298-042024/97 conducted by Dab Oh Sdn Bhd on 28/04/2024. The assessor's name: Dr Mohd Azizan Bin Abd Aziz.</p> <p>Medical Surveillance conducted on 07/06/2024, however during the audit, the result is yet to be obtained.</p>	

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Criterion / Indicator	Assessment Findings	Compliance
<p>meeting are kept and the concerns of the employees and any remedial actions taken are recorded.</p> <p>h) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees.</p> <p>i) Employees trained in First Aid should be present at all field operations. A First Aid Kit equipped with approved contents should be available at each worksite.</p> <p>j) Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.</p> <p>- Major compliance -</p>	<p>Noise Risk Assessment Report (NRA) was conducted in compliance to Occupational Safety & Health (Noise Exposure) Regulations 2019 in the estates. The NRA Reports were available in the sampled estates as below.</p> <p><u>Genting Jambongan Estate</u></p> <p>Assessment conducted on 05/04-27/06/2021, the assessment report (Ref. No: HQ/18/PEB/00/00024) was available for verification. The assessment for all personal carried out show that the value was above daily noise exposure limit (DNEL)- at working area farm tractor, backhoe, grass cutter, workshop, genset, superbull & compactor. The recommendations have been made in accordance with the requirement OSH (Noise Exposure) Regulation 2019.</p> <p>Audiometric Test was conducted in the estates as per the recommendation in the Noise Risk Assessment as below.</p> <p><u>Genting Jambongan Estate</u></p> <p>Audiometric test was conducted on 13/02/2024 by for 39 workers identified to be exposed to excessive noise in the estate. The results reported that 36 workers with Normal Hearing, 1 worker with Abnormal Audiogram and 2 workers with Standard Threshold Shift. The follow up medical check-up for 3 abnormal & standard threshold shift has been conducted on 14/03/2024 found that the workers were having temporary STS.</p> <p>Site visit at the Division 1 housing area found a diesel genset room is available and not running. Interview with the housekeeper found that</p>	

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	<p>the genset is running from 6.00 pm to 6.00 am daily. Site inspection found that there is no prominent warning signs indicates PHP must be worn when operate them. This is not in-line with the recommendation stated in the Initial Noise Risk Assessment dated 24/06/2021 which stated that to put sticker or attach prominent warning signs indicator PHP must be worn when operate them. Thus, Minor Non-Conformance is raised.</p> <p>c) The management have established a training program for employees exposed to chemicals used at the palm oil estates to ensure continuous awareness to the employees. The training was conducted by the Manager, Asst. Manager, and representative from the chemical suppliers to the supervisors and operators. Sighted the training records as follows</p> <p>1. <u>Genting Jambongan Estate:</u></p> <p>i. Emergency First Aid and First Aider Training dated 23/05/2024</p> <p>d) The estates have provided appropriate PPE to all workers according to the job type and requirements. The PPE given as per HIRARC and Pictorial Safety Standard (PSS) Palm Oil Estates.</p> <p>Sighted the PPE issuance records documented in 'PPE Issuance Record' logbook. The PPE issued records is available for review at Genting Jambongan Estate.</p> <p>e) Standard Operating Procedures for Handling of Chemicals were available in several documents Ref: Procedure for Store Keeping (GENP/SOP/00/005) dated 11/10/2022, Pesticides Mixing</p>	

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Criterion / Indicator		Assessment Findings	Compliance
		<p>(GENP/SOP/01/003) dated 11/10/2022 and Safe Operating Procedure for Spraying (GENP/SOP/00/002) dated 11/10/22. All explained process of handling and safe operation of chemicals which explained the safety requirement of handling pesticides and spraying process.</p> <p>f) The management has appointed OSH Coordinator Mohamad Asri Bidin Iskandar dated 09/02/2024.</p> <p>The estate management has appointed Safety Committee Members consists of OSH Coordinator, Secretary, representatives from Employer and representatives from Employee as per appointment letter by the Estate Manager.</p> <p>g) The management conducted regular OSH committee meetings on quarterly basis and when necessary due to accidents that occur. The meeting discussed issues on employees' safety, health and welfare such as operational risks and health achievement report, estate security, safety compliance by contractors, workplace inspection, legal compliance, safety and health training. Sighted the OSH Meeting Minutes at Genting Jambongan Estate dated as follows:</p> <ol style="list-style-type: none"> 1. 11/08/2023 2. 10/11/2023 3. 09/02/2024 4. 09/05/2024 <p>h) Accident and Emergency procedures were available in the ESH Management System Manual; Emergency Preparedness & Response Guidelines and Procedures; Doc No: SD/SDP/SQM (ESH)/001-2-6;</p>	

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		<p>Revision: 0; Date 01/07/2012. The estates have established Emergency Response Team lead by the Estate Managers. The ERT chart and Fire Extinguisher Map was also available and verified. Emergency Response Training was conducted as below:</p> <p>1. <u>Genting Jambongan Estate</u></p> <ul style="list-style-type: none"> Emergency First Aid and First Aider Training – 23/05/2024 <p>i) The management had conducted the first aid training dated 23/05/2024. Interview with workers found that they are aware on how to react when any emergency or accident happened in the field.</p> <p>j) The estates sampled recorded all accidents reports and reported to HQ using the PSQM-ESH Monthly update form via online through GSQM ESH Portal. The accident occurred was reviewed on quarterly basis during OSH committee meeting.</p> <p><u>Genting Jambongan Estate</u></p> <p>There were 2 accidents case (JKKP 6) occurred for the year 2023 The JKKP 8 form has been submitted to DOSH for the year ending 2023 on 05/01/2024 (Ref No: JKKP8/155610/2023) and documents available for verification.</p>	
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.	Genting Plantations Berhad has established Social Policy dated 14/09/2020 signed by President & Chief Operating Officer. The company respect human rights and support international human rights law. Briefing of the policy was regularly conducted during morning muster and during	Complied

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	- Major compliance -	stakeholder consultation meeting. The policy is also made available in GPB's website.	
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 -	According to GPB's policy, the company shall not discriminate in terms of hiring, compensation, access to training, promotion, termination, or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, union membership or political affiliation. Based on interview with workers and verification of documents such as employment contract agreement, pay slips, there was no evidence of discrimination in any form.	Complied
4.4.5.3	Management shall ensure that employees' pay and conditions meet legal or industry minimum standards and as per agreed Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage. - Major compliance -	There were employment contracts for staffs and workers. Pay and conditions are documented and achieved the Minimum Wage Order 2022. Sampled of employment contracts confirmed that terms and conditions are clearly outlined as per collective agreement and Sabah Ordinance which have been signed by the worker. Sampled of total 14 payslips for Jul 2023, Dec 2023, and Apr 2024, found that all the workers were paid accordingly.	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 -	The management has ensured the employees of the contractors were paid based on legal and employment agreement through obtaining the pay slips of the employees on monthly basis. Among the elements checked by the management are wages, EPF and SOCSO. Through verification of the sampled workers' pay slips (Apr and May 2024) of the sampled contractors (Yxx Kxxxx), the wages paid were in line with the legal minimum wage. Nonetheless, with regards to EPF and SOCSO, One of the corrective actions in the previous assessment's NC (#2357551-202306-N1) which reads, " <i>The CC will monitor this compliance in monthly basis and ensure the contractor to top up their workers salary if their have full working days for the month</i> ", was not effectively implemented. The total wage of the two months was RM1,992.80 and RM1,716.95 respectively. Both wages	Major non-conformance

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		<p>consist of basic wage (RM1,500) and piece rate wages. However, it was found that the contributions of EPF, SOCSO, and EIS from both employer and employees were not made based on the total wage but based on only the basic wage instead. The details of the contributions are as follows:</p> <table><tr><th rowspan="2">Month</th><th rowspan="2">Item</th><th colspan="2">Actual contributions (RM)</th><th colspan="2">Regulated contributions (RM)</th></tr><tr><th>Employer</th><th>Employee</th><th>Employer</th><th>Employee</th></tr><tr><td rowspan="3">Apr-24</td><td>EPF</td><td>195.00</td><td>165.00</td><td>260.00</td><td>220.00</td></tr><tr><td>SOCSO</td><td>25.35</td><td>7.25</td><td>34.15</td><td>9.75</td></tr><tr><td>EIS</td><td>2.90</td><td>2.90</td><td>3.90</td><td>3.90</td></tr><tr><td rowspan="3">May-24</td><td>EPF</td><td>195.00</td><td>165.00</td><td>224.00</td><td>190.00</td></tr><tr><td>SOCSO</td><td>25.35</td><td>7.25</td><td>30.65</td><td>8.75</td></tr><tr><td>EIS</td><td>2.90</td><td>2.90</td><td>3.50</td><td>3.50</td></tr></table> <p>Thus, the Minor non-conformity report was escalated to Major.</p>						Month	Item	Actual contributions (RM)		Regulated contributions (RM)		Employer	Employee	Employer	Employee	Apr-24	EPF	195.00	165.00	260.00	220.00	SOCSO	25.35	7.25	34.15	9.75	EIS	2.90	2.90	3.90	3.90	May-24	EPF	195.00	165.00	224.00	190.00	SOCSO	25.35	7.25	30.65	8.75	EIS	2.90	2.90	3.50	3.50	
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4.4.5.5	<p>The management shall establish records that provide an accurate account of all employees (including seasonal workers and subcontracted workers on the premises). The records should contain full names, gender, date of birth, date of entry, a job description, wage and the period of employment.</p> <p>- Major compliance -</p>	<p>The estate is maintaining the data base of all their registered workers in the Lintramax system. Among the information available in the system was name, employee no., date joined, gender, date of birth, and type of work, to name a few.</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 is available for each and every employee indicated in the employment records.</p> <p>- Major compliance -</p>	<p>All the workers are employed under direct employment. 14 employment contracts were sampled and found that terms and conditions of the employment were clearly stated in the contract and signed by the workers.</p>						Complied																																										

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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 -	The estate management monitor the attendance and working time through check-roll book. Overtimes will be recorded in Overtime Form which is transparent to workers and the number of overtimes will be shown in the payslips. This has also been confirmed through interview with the workers.	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 -	Interview with the workers confirmed that they have rest time in between of the working hours according to the employment contract agreement. Overtimes were paid according to the rate stated in the agreement and regulatory requirements. The overtime offered upon mutually agreement. Overtimes will be recorded in Overtime Form.	Complied
4.4.5.9	Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements. - Major compliance -	Wages and overtime were paid according to Sabah Ordinance and Overtime Form of the workers. Total hours of overtime and daily attendance were recorded in the Lintramax system and the payslips.	Complied
4.4.5.10	Other forms of social benefits should be offered by the employer to employees, their families or the community such as incentives for good work performance, bonus payment, professional development, medical care and health provisions. - Minor compliance -	Among other benefits offered to the employees were outturn incentive, productivity incentive, clinic, and transport for school children to name a few. Quarters were also equipped with sport facilities and place of worship.	Complied
4.4.5.11	In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities in compliance with the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446) or any other applicable legislation.	The estate management has provided free housing facilities to all the workers. Basic amenities such as water and electricity were provided to the workers. Linesite inspection was carried out on weekly basis by the Estate Hospital Assistant. Based on verification of the inspection records,	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -	any issues identified were recorded and appropriate actions were taken accordingly.	
4.4.5.12	<p>The management shall establish a policy and provide guidelines to prevent all forms of sexual harassment and violence at the workplace.</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has established Social Policy dated 14/09/2020 and People Policy dated 03/08/2009 where physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation is prohibited. Reproductive rights are protected. Briefings of the policy were regularly conducted to the workers during morning muster. Records of training attendance list were made available for verification.</p> <p>Procedure on Prevention and Eradication of Sexual Harassment at the Workplace was established with Doc. No.: SMP-GPB-20, Rev. 0 dated 11/10/2013. Process of handling sexual harassment complaint was outlined in the procedure. Gender Committee was established in the estate and the last meeting was conducted on 24/05/2024. Stated also in the procedure Clause 05, frequency of meeting, that meeting need to be conducted once in every 6 months or when there is any issue raised which required to be settle immediately. For Genting Jambongan Estate Gender committee has been established where the chief clerk has been appointed as the chairperson with other 8 members which consist of 8 other workers representative. However, the last 2 meetings were conducted on 18/02/2023 and 24/05/2024, which is more than 6 months interval. This is not in line with the procedure established. Thus, a Minor non-conformity report was assigned.</p> <p>Since the last assessment, there has been no case of sexual harassment and violence reported.</p>	Minor non-conformance

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Criterion / Indicator		Assessment Findings	Compliance												
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>There is no trade union in the estate. Nonetheless, there is also no restriction for them to join any trade union. This is recognized by the employer through establishment of people Policy dated 03/08/2009.</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 be exposed to hazardous working conditions.</p> <p>- Major compliance -</p>	<p>Based on the records in the employee’s data base system, which has the information about date of birth and date join, there was no children and young person being employed.</p>	Complied												
Criterion 4.4.6: Training and competency															
4.4.6.1	<p>All employees, contractors and relevant smallholders are appropriately trained. A training programme (appropriate to the scale of the organization) that includes regular assessment of training needs and documentation, including records of training shall be kept.</p> <p>- Major compliance -</p>	<p>Established Estate Annual Training Program include training on Policy, OSH, SOP, and environment for Year 2023. Also available Training Plan for Year 2023. Training record listed and recorded as below:</p> <table><tr><td>No</td><td>Training</td><td>Date</td></tr><tr><td colspan="3">Genting Jambongan Estate</td></tr><tr><td>1</td><td>Company’s Policy Training</td><td>22/03/2024</td></tr><tr><td>2</td><td>Manuring Training</td><td>22/02/2024</td></tr></table>	No	Training	Date	Genting Jambongan Estate			1	Company’s Policy Training	22/03/2024	2	Manuring Training	22/02/2024	Complied
No	Training	Date													
Genting Jambongan Estate															
1	Company’s Policy Training	22/03/2024													
2	Manuring Training	22/02/2024													

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Criterion / Indicator		Assessment Findings			Compliance
		3	Spraying Training	10/04/2024	
		4	Motorized Cutter and Heavy Machinery Training	29/01/2024	
		5	Genset Training	27/01/2024	
		6	Rat Baiting Training	10/01/2024	
		7	Compost application training	11/01/2024	
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 -	Available as sampled a Training Need Analysis for Year 2024 involving Executives, Staffs and Workers of Genting Jambongan Estate, listed all work units with related designation of staff such as harvesters, sprayers, Mandores, Sprayers, Assistant Manager, workers and etc. In the format available a competency of current and expected score rating (1-3).			Complied
4.4.6.3	A continuous training programme should be planned and implemented to ensure that all employees are well trained in their job function and responsibility, in accordance to the documented training procedure. - Minor compliance -	Estate has established Annual Training Plan for FY 2024. As part of continual training to ensure that all employees are well trained in their job function and responsibility, in accordance to the documented training procedure covering SOP such as chemical handling, harvesting, manuring, spraying.			Complied
4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services					
Criterion 4.5.1: Environmental Management Plan					
4.5.1.1	An environmental policy and management plan in compliance with the relevant country and state environmental laws shall be developed, effectively communicated and implemented. - Major compliance -	The management has established Environment Policy signed by Mr. Yong Chee Kong (Chief Operating Officer) dated 05/10/2009. The policy and plan were communicated to the employees through various methods such as trainings, briefings and display on notice boards. Details information on the Environment Policy & Training is available during the policy briefing dated 22&23/03/2024.			Complied

Criterion / Indicator		Assessment Findings	Compliance						
		<p>The management also has established the environmental management plan to meet the objective and sustaining the environment and biodiversity. Sighted the evidence:</p> <p>Details information on the Environmental Management Plan:</p> <table><tr><td>Genting Jambongan Estate</td></tr><tr><td>Document: Environment Management Plan</td></tr><tr><td>Action Plan: To monitor water quality To carry out site inspection To provide spillage kit at spill kit</td></tr></table>	Genting Jambongan Estate	Document: Environment Management Plan	Action Plan: To monitor water quality To carry out site inspection To provide spillage kit at spill kit				
Genting Jambongan Estate									
Document: Environment Management Plan									
Action Plan: To monitor water quality To carry out site inspection To provide spillage kit at spill kit									
4.5.1.2	<p>The environmental management plan shall cover the following:</p> <p>a) An environmental policy and objectives;</p> <p>b) The aspects and impacts analysis of all operations.</p> <p>- Major compliance -</p>	<p>The management has established environmental management (EMP) plan based on environment aspect and impacts (EAI) analysis of all operation conducted. Sighted the evidence:</p> <p>Details information on the Environmental Management Plan (EMP):</p> <table><tr><td>Genting Jambongan Estate</td></tr><tr><td>Document: Environment Management Plan</td></tr><tr><td>Action Plan: To monitor water quality To carry out site inspection To provide spillage kit at spill kit</td></tr></table> <p>Details information on the Environmental Impact Aspect (EIA):</p> <table><tr><td>Genting Jambongan Estate</td></tr><tr><td>Document: Environment Impact Aspect</td></tr><tr><td>Assessment Area:</td></tr></table>	Genting Jambongan Estate	Document: Environment Management Plan	Action Plan: To monitor water quality To carry out site inspection To provide spillage kit at spill kit	Genting Jambongan Estate	Document: Environment Impact Aspect	Assessment Area:	Complied
Genting Jambongan Estate									
Document: Environment Management Plan									
Action Plan: To monitor water quality To carry out site inspection To provide spillage kit at spill kit									
Genting Jambongan Estate									
Document: Environment Impact Aspect									
Assessment Area:									

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Criterion / Indicator		Assessment Findings	Compliance			
		Spraying, Manuring, Harvesting, SW Store, Diesel Tank, Tractor Garage, workshop, landfill, Internal Transport, Loading Ramp, Water Catchment Pond,				
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 -	<p>The management has developed Environmental Impact Aspect (EIA)) to mitigate the negative impacts and to promote the positive ones were implemented as per plan. Any workplace area and activities that contribute negative impact has identified in the EIA. The monitoring on the action plan was reviewed on Year 2023. Sighted the evidence:</p> <p>Details information on the Environmental Impact Aspect (EIA):</p> <table><tr><td>Genting Jambongan Estate</td></tr><tr><td>Document: Environment Impact Aspect</td></tr><tr><td>Assessment Area: Spraying, Manuring, Harvesting, SW Store, Diesel Tank, Tractor Garage, workshop, landfill, Internal Transport, Loading Ramp, Water Catchment Pond,</td></tr></table>	Genting Jambongan Estate	Document: Environment Impact Aspect	Assessment Area: Spraying, Manuring, Harvesting, SW Store, Diesel Tank, Tractor Garage, workshop, landfill, Internal Transport, Loading Ramp, Water Catchment Pond,	Complied
Genting Jambongan Estate						
Document: Environment Impact Aspect						
Assessment Area: Spraying, Manuring, Harvesting, SW Store, Diesel Tank, Tractor Garage, workshop, landfill, Internal Transport, Loading Ramp, Water Catchment Pond,						
4.5.1.4	A programme to promote the positive impacts should be included in the continual improvement plan. - Minor compliance -	<p>A programmed to promote the positive impact has been included in the environmental management plan (EMP). The person in charge has appointed for monitoring the progress for monitoring purpose for improvement on the positive impact. Sighted the evidence:</p> <p>Details information on programmed to promote positive impact:</p> <table><tr><td>Genting Jambongan Estate</td></tr><tr><td>Document: CIP Environment</td></tr><tr><td>Action Plan: 1. Conserve HCV areas and riparian buffer zones 2. Place signages on no hunting 3. Socialize the importance of conservation of buffer zone to sprayers and general workers</td></tr></table>	Genting Jambongan Estate	Document: CIP Environment	Action Plan: 1. Conserve HCV areas and riparian buffer zones 2. Place signages on no hunting 3. Socialize the importance of conservation of buffer zone to sprayers and general workers	Complied
Genting Jambongan Estate						
Document: CIP Environment						
Action Plan: 1. Conserve HCV areas and riparian buffer zones 2. Place signages on no hunting 3. Socialize the importance of conservation of buffer zone to sprayers and general workers						

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Criterion / Indicator		Assessment Findings	Compliance			
4.5.1.5	An awareness and training programme shall be established and implemented to ensure that all employees understand the policy and objectives of the environmental management and improvement plans and are working towards achieving the objectives. - Major compliance -	The management has continuously provided training to the workers to create awareness regarding on the environment. This is to ensure the employee were understanding the company policy and working towards achieving the environment objectives. Sighted the evidence: Details information programmed on awareness environmental such as policy briefing, schedule waste training, HCV training records were available and reviewed during the audit.	Complied			
4.5.1.6	Management shall organize regular meetings with employees where their concerns about environmental quality are discussed. - Major compliance -	<div>The management has been discussed the concern of environmental issues. The discussions on environmental issues were discussed with staffs in environmental meeting. Sighted the evidence: Details information programmed environmental meeting:</div> <table><tr><td>Genting Tanjung Estate</td></tr><tr><td>Document: Minutes Meeting</td></tr><tr><td>Date: 09/02/2024</td></tr></table>	Genting Tanjung Estate	Document: Minutes Meeting	Date: 09/02/2024	Complied
Genting Tanjung Estate						
Document: Minutes Meeting						
Date: 09/02/2024						
Criterion 4.5.2: Efficiency of energy use and use of renewable energy						
4.5.2.1	Consumption of non-renewable energy shall be optimized and closely monitored by establishing baseline values and trends shall be observed within an appropriate timeframe. There should be a plan to assess the usage of non-renewable energy including fossil fuel, electricity and energy efficiency in the operations over the base period. - Major compliance -	<div>The management has recorded the following data consumption of diesel and tabulate the ratio against the FFB Produce to determine the efficiency of their operations. This is to ensure the usage diesel within optimum consumption. Sighted the evidence: Details information on diesel consumption & record monitoring:</div> <table><tr><td>Genting Jambongan Estate</td></tr><tr><td>Diesel Consumption: Year 2023 325,563.00 Liter Year 2024 – to-date 132,810.00 Liter</td></tr></table>	Genting Jambongan Estate	Diesel Consumption: Year 2023 325,563.00 Liter Year 2024 – to-date 132,810.00 Liter	Complied	
Genting Jambongan Estate						
Diesel Consumption: Year 2023 325,563.00 Liter Year 2024 – to-date 132,810.00 Liter						

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Criterion / Indicator		Assessment Findings	Compliance		
4.5.2.2	<p>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.</p> <p>- Major compliance -</p>	<p>The management has recorded the following data consumption of diesel and tabulate the ratio against the FFB Produce to determine the efficiency of their operations. This is to ensure the usage diesel within optimum consumption. Sighted the evidence:</p> <p>Details information on diesel consumption & record monitoring:</p> <table><tr><td>Genting Jambongan Estate</td></tr><tr><td>Diesel Consumption: Year 2023 325,563.00 Liter Year 2024 – to-date 132,810.00 Liter</td></tr></table>	Genting Jambongan Estate	Diesel Consumption: Year 2023 325,563.00 Liter Year 2024 – to-date 132,810.00 Liter	Complied
Genting Jambongan Estate					
Diesel Consumption: Year 2023 325,563.00 Liter Year 2024 – to-date 132,810.00 Liter					
4.5.2.3	<p>The use of renewable energy should be applied where possible.</p> <p>- Minor compliance -</p>	<p>The management has applied the renewable energy in the estate. Sighted the evidence:</p> <p>Solar lamp at housing area.</p>	Complied		
Criterion 4.5.3: Waste management and disposal					
4.5.3.1	<p>All waste products and sources of pollution shall be identified and documented.</p> <p>- Major compliance -</p>	<p>The management has identified the waste product generated. It has recorded and documented for their monitoring. The waste product has divided by category of waste. Sighted the evidence:</p> <ul style="list-style-type: none">Schedule Waste: SW 408, SW410, SW 305, SW 306, SW 102Domestic Waste: Household wasteRecycle Waste: Plastic, bottle, glass, Paper, Aluminium	Complied		
4.5.3.2	<p>A waste management plan to avoid or reduce pollution shall be developed and implemented. The waste management plan should include measures for:</p> <p>a) Identifying and monitoring sources of waste and pollution</p>	<p>The management has established the waste management plan. It has identified the waste product generated. It has recorded and documented for their monitoring. For the schedule waste it has recorded in inventory of schedule waste, and it will dispose with certified contractor. While</p>	Complied		

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Criterion / Indicator		Assessment Findings	Compliance												
	<p>b) Improving the efficiency of resource utilization and recycling of potential wastes as nutrients or converting them into value-added by-products</p> <p>- Major compliance -</p>	<p>domestic waste has disposed at designated landfill area. Sighted the evidence:</p> <table><tr><td colspan="2">Genting Tanjung Estate</td></tr><tr><td colspan="2">Document: Waste Management Plan</td></tr><tr><td colspan="2">Date: 29/05/2024</td></tr><tr><td colspan="2">Source Waste: Schedule Waste Domestic Waste Recycle Waste</td></tr><tr><td colspan="2">Monitoring Waste: SW Record E-Swiss RW Record Logbook</td></tr><tr><td colspan="2">Recycle Waste: Plastic, Bottle, Glass, Paper, Aluminium</td></tr></table>	Genting Tanjung Estate		Document: Waste Management Plan		Date: 29/05/2024		Source Waste: Schedule Waste Domestic Waste Recycle Waste		Monitoring Waste: SW Record E-Swiss RW Record Logbook		Recycle Waste: Plastic, Bottle, Glass, Paper, Aluminium		
Genting Tanjung Estate															
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Date: 29/05/2024															
Source Waste: Schedule Waste Domestic Waste Recycle Waste															
Monitoring Waste: SW Record E-Swiss RW Record Logbook															
Recycle Waste: Plastic, Bottle, Glass, Paper, Aluminium															
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>The management has established the procedure of handling schedule waste. The procedure has described form the identification of schedule waste generated, storage, labelling and disposal. The schedule waste it was recorded in inventory of schedule waste, and it will dispose with certified contractor. Sighted the evidence:</p> <p>Details information on handling of schedule waste:</p> <table><tr><td>Document</td><td>Sustainability Management Procedure Manual</td></tr><tr><td>Reference</td><td>SMP-GPB-11</td></tr><tr><td>Date</td><td>September 2020</td></tr><tr><td>Inventory SW</td><td>Genting Jambongan Estate Reference: JAS.SSK.600-3/4/284 Date: 31/05/2024</td></tr><tr><td>Disposal SW</td><td>Genting Jambongan Estate Consignment Note: 2023121915RJED5M</td></tr></table>	Document	Sustainability Management Procedure Manual	Reference	SMP-GPB-11	Date	September 2020	Inventory SW	Genting Jambongan Estate Reference: JAS.SSK.600-3/4/284 Date: 31/05/2024	Disposal SW	Genting Jambongan Estate Consignment Note: 2023121915RJED5M	Complied		
Document	Sustainability Management Procedure Manual														
Reference	SMP-GPB-11														
Date	September 2020														
Inventory SW	Genting Jambongan Estate Reference: JAS.SSK.600-3/4/284 Date: 31/05/2024														
Disposal SW	Genting Jambongan Estate Consignment Note: 2023121915RJED5M														

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Criterion / Indicator		Assessment Findings		Compliance				
			Date: 11/12/2023 SW Dispose: SW408 Consignment Note: CN2406-S039 Date: 11/06/2024 SW Dispose: SW408, W409,SW410,SW410-P					
4.5.3.4	Empty pesticide containers shall be punctured and disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health. The disposal instructions on manufacturer’s labels should be adhered to. Reference should be made to the national programme on recycling of used HDPE pesticide containers. - Major compliance -	The management has practiced the empty pesticide container with punctured and kept all in schedule waste store for disposal. it also has labelling and records for their monitoring. Sighted the evidence: <ul style="list-style-type: none">• Empty pesticide: Punctured & Store in SW Store• It was recorded under SW 409• It was store in designated store & locked		Complied				
4.5.3.5	Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourses. - Minor compliance -	The management has identified the landfill location of domestic waste for proper disposal. The location is far away from water source and waterway. Sighted the evidence: <table><tr><td>Genting Jambongan Estate</td></tr><tr><td>Landfill Area</td></tr><tr><td>There is signboard open & close</td></tr><tr><td>Landfill located far from waterway</td></tr></table>		Genting Jambongan Estate	Landfill Area	There is signboard open & close	Landfill located far from waterway	Complied
Genting Jambongan Estate								
Landfill Area								
There is signboard open & close								
Landfill located far from waterway								
Criterion 4.5.4: Reduction of pollution and emission								
4.5.4.1	An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, scheduled wastes, solid wastes and effluent. - Major compliance -	The management has provided the data for assessment of polluting activities in the estate. It has included the data recorded such FFB dispatch, data Fertilizer usage, data pesticide usage, diesel and lubricant usage. It will calculate to get the data emission produced. Sighted the evidence:		Complied				

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Criterion / Indicator		Assessment Findings	Compliance							
		<ul style="list-style-type: none">GHG Emission CalculationDate: Year 2023								
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented. - Major compliance -	<p>The management has established environmental management (EMP) plan of all operation conducted. The plan has rectified any negative impact from operation and promote to positive impact with the mitigation plan. Sighted the evidence:</p> <p>Details information on the Environmental Management Plan (EMP):</p> <table><tr><td>Genting Tanjung Estate</td></tr><tr><td>Document: Environment Management Plan</td></tr><tr><td>Date: 09/08/2023</td></tr><tr><td>Action Plan:</td></tr><tr><td>1. To monitor water quality</td></tr><tr><td>2. To carry out site inspection</td></tr><tr><td>3. To provide spillage kit at spill kit</td></tr></table>	Genting Tanjung Estate	Document: Environment Management Plan	Date: 09/08/2023	Action Plan:	1. To monitor water quality	2. To carry out site inspection	3. To provide spillage kit at spill kit	Complied
Genting Tanjung Estate										
Document: Environment Management Plan										
Date: 09/08/2023										
Action Plan:										
1. To monitor water quality										
2. To carry out site inspection										
3. To provide spillage kit at spill kit										
Criterion 4.5.5: Natural water resources										
4.5.5.1	<p>The management shall establish a water management plan to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include:</p> <p>a. Assessment of water usage and sources of supply.</p> <p>b. Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the estate’s current activities.</p> <p>c. Ways to optimize water and nutrient usage to reduce wastage (e.g. having in place systems for re-use, night</p>	<p>a) The management has done conducted assessment of water usage and sources of supply. Sighted the evidence:</p> <table><tr><td>Genting Jambongan Estate</td></tr><tr><td>Document: Water Analysis - Domestic</td></tr><tr><td>Date: 07/05/2024 (Ref No: W240418/03)</td></tr><tr><td>Parameter Analysis:</td></tr><tr><td>PH, SS, BOD, COD, Chloride, Turbidity, Coliform, E-Coli</td></tr></table> <p>b) The management has conduct monitoring of outgoing water may have negative impacts into the natural waterways. Sighted the evidence:</p> <table><tr><td>Genting Jambongan Estate</td></tr><tr><td>Document: River Water Sampling</td></tr></table>	Genting Jambongan Estate	Document: Water Analysis - Domestic	Date: 07/05/2024 (Ref No: W240418/03)	Parameter Analysis:	PH, SS, BOD, COD, Chloride, Turbidity, Coliform, E-Coli	Genting Jambongan Estate	Document: River Water Sampling	Complied
Genting Jambongan Estate										
Document: Water Analysis - Domestic										
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PH, SS, BOD, COD, Chloride, Turbidity, Coliform, E-Coli										
Genting Jambongan Estate										
Document: River Water Sampling										

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Criterion / Indicator		Assessment Findings			Compliance																														
	<p>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>	<table><tr><td colspan="3">Date: 27/03/2024 (Ref No: W240314/03)</td></tr><tr><td colspan="3">Parameter Analysis: BOD, COD, SS, AN, DO, PH, P</td></tr></table>			Date: 27/03/2024 (Ref No: W240314/03)			Parameter Analysis: BOD, COD, SS, AN, DO, PH, P			<p>c) The management has established water management plan to optimize the consumption waster & reduce wastage. Sighted the evidence:</p> <table><tr><td colspan="3">Genting Jambongan Estate</td></tr><tr><td colspan="3">Document: Water Management Plan</td></tr><tr><td colspan="3">Date: 24/04/2024</td></tr><tr><td colspan="3">Action Plan: To conduct quality water analysis To provide oil trap at workshop drain</td></tr></table> <p>d) The management has made 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. Sighted the evidence:</p> <table><tr><td>Genting Tanjung Estate</td><td>Genting Layang Estate</td><td>Genting Tenegang Estate</td></tr><tr><td>Sungai Tenegang Besar – Riparian Available</td><td>Sungai Tenegang Besar – Riparian Available</td><td>Sungai Hulu Tenegang – Riparian Available</td></tr><tr><td>Sungai Kilangsat – Riparian Available</td><td>Bukit Garib – Step Area available</td><td>Sungai Simpang Putih – Riparian Available</td></tr><tr><td>Sungai Simpang Putih – Riparian Available</td><td>Nil</td><td>Sungai Layung Pisut – Riparian Available</td></tr></table>	Genting Jambongan Estate			Document: Water Management Plan			Date: 24/04/2024			Action Plan: To conduct quality water analysis To provide oil trap at workshop drain			Genting Tanjung Estate	Genting Layang Estate	Genting Tenegang Estate	Sungai Tenegang Besar – Riparian Available	Sungai Tenegang Besar – Riparian Available	Sungai Hulu Tenegang – Riparian Available	Sungai Kilangsat – Riparian Available	Bukit Garib – Step Area available	Sungai Simpang Putih – Riparian Available	Sungai Simpang Putih – Riparian Available	Nil	Sungai Layung Pisut – Riparian Available
		Date: 27/03/2024 (Ref No: W240314/03)																																	
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Sungai Simpang Putih – Riparian Available	Nil	Sungai Layung Pisut – Riparian Available																																	

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Criterion / Indicator		Assessment Findings	Compliance						
		<p>e) The management has ensured all-natural vegetation in riparian areas are not removed, It was observed and secured. Sighted the evidence:</p> <table><tr><td>Genting Jambongan Estate</td></tr><tr><td>Division 1 – Outlet (Ref No: W240314/04)</td></tr><tr><td>Division 4 – Outlet (Ref No: W240314/06)</td></tr></table> <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> <table><tr><td>Genting Jambongan Estate</td></tr><tr><td>No bore water</td></tr><tr><td>Estate use water treatment from mill</td></tr></table>	Genting Jambongan Estate	Division 1 – Outlet (Ref No: W240314/04)	Division 4 – Outlet (Ref No: W240314/06)	Genting Jambongan Estate	No bore water	Estate use water treatment from mill	
Genting Jambongan Estate									
Division 1 – Outlet (Ref No: W240314/04)									
Division 4 – Outlet (Ref No: W240314/06)									
Genting Jambongan Estate									
No bore water									
Estate use water treatment from mill									
4.5.5.2	No construction of bunds, weirs and dams across main rivers or waterways passing through an estate. - Minor compliance -	During site visit. It was observed that No construction of bunds across main river or waterways. Sighted the evidence: Details information on observation during site visit that there is no bunds, weirs and dams constructed along the waterways.	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 has implemented the roadside drain in the estate. This practice has purposely for harvesting of water. Besides that, the management also has provided the water tank for water harvesting. Sighted the evidence: <ul style="list-style-type: none">Roadside drainage applied in the field blockWater tank at housing area	Complied						
Criterion 4.5.6: Status of rare, threatened, or endangered species and high biodiversity value									

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Criterion / Indicator	Assessment Findings	Compliance
<p>4.5.6.1 Information shall be collated that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors). This information should cover:</p> <ul style="list-style-type: none"> a) Identification of high biodiversity value habitats, such as rare and threatened ecosystems, that could be significantly affected by the grower(s) activities. b) Conservation status (<i>e.g.</i> The International Union on Conservation of Nature and Natural Resources (IUCN) status on legal protection, population status and habitat requirements of rare, threatened, or endangered species), that could be significantly affected by the grower(s) activities. <p>- Major compliance -</p>	<p>The management has established the Biodiversity Report to identify the value habitat ecosystem in the estate. The method of assessment has activities such interview with stakeholder, site visit on the field ground, observation of animal habitat or ecosystem. Sighted the evidence:</p> <p>Genting Jambongan Estate has carried out a High Conservation Value (HCV) Assessment. This is detailed in their report titled "Determination and Management of High Conservation Value (HCV) Sites and Social and Environmental Impact Assessment within the New Planting Sites of Genting Jambongan Estate, Jambongan Island, Sabah" and an inventory of HCV sites within Genting Plantations Berhad Group of Estates (Sabah Region).</p> <p>They identified areas with high biodiversity and important environmental and social functions, known as High Conservation Value (HCV). The key findings include:</p> <ul style="list-style-type: none"> - HCV 1.2: Threatened and Endangered Species – Areas where the Proboscis Monkey and False Gharial are found. - HCV 4.2: Erosion Control – Parts of Blocks 51, 55, and 56 are too steep for planting and are important for preventing soil erosion. - HCV 5: Basic Needs of Local Communities – Areas that are crucial for meeting the basic needs of local communities. 	<p>Complied</p>
<p>4.5.6.2 If rare, threatened or endangered species, or high biodiversity value, are present, appropriate measures for management planning and operations should include:</p> <ul style="list-style-type: none"> a. Ensuring that any legal requirements relating to the protection of the species are met. b. Discouraging any illegal or inappropriate hunting, fishing, or collecting activities; and developing responsible 	<p>The management has established the Biodiversity Report to identify the value habitat ecosystem in the estate. The method of assessment has activities such interview with stakeholder, site visit on the field ground, observation of animal habitat. Management also discourages any illegal of hunting, fishing, or collecting activities as measure for resolve human wildlife conflict. Sighted the evidence:</p> <p>Discouraging of activities to protect the HCV Area:</p>	<p>Complied</p>

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Criterion / Indicator		Assessment Findings	Compliance
	measures to resolve human-wildlife conflicts. - Major compliance -	<ul style="list-style-type: none"> • Installation signboard No Hunting • Installation signboard No Fishing • Installation signboard No Swimming • Installation signboard Prohibited Area. 	
4.5.6.3	A management plan to comply with Indicator 1 shall be established and effectively implemented, if required. - Major compliance -	<p>The management has established the Biodiversity Report to identify the value habitat ecosystem in the estate. The method of assessment has activities such interview with stakeholder, site visit on the field ground, observation of animal habitat.</p> <p>The Biodiversity Report has identification of high biodiversity value habitats, such as rare and threatened ecosystems. status on legal protection, population status and habitat requirements of rare, threatened, or endangered species.</p>	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 -	<p>The management has established the environment Policy in document, Zero Burning Policy signed by President and Chief Operating Officer, Mr. Yong Chee Kong dated 10/8/2011. The management are committed to comply with the policy as per statement in the policy:</p> <ol style="list-style-type: none"> 1. There shall no open burning of any kind at operating units, except were deemed necessary with prior approval of the relevant authorities. This includes domestic waste, agricultural waste, and biomass or by-products generated by the estates and palm oil mills. 2. All types of waste products shall be disposed appropriately e.g., landfill as recyclable waste or schedule waste. 	Complied
4.5.7.2	A special approval from the relevant authorities shall be sought in areas where the previous crop is highly diseased	Not applicable. No significant risk of diseased palm was reported in the estate.	Not applicable

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Criterion / Indicator		Assessment Findings	Compliance
	and where there is a significant risk of disease spread or continuation into the next crop. - Major compliance -		
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. No significant risk of diseased palm was reported in the estate.	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 -	During replanting process, the old palm to be felled, chipped and shredded and the remains will be left on the inter-row for self-decomposed. Thus, comply with the Company SOPs.	Complied
4.6 Principle 6: Best Practices			
Criterion 4.6.1: Site Management			
4.6.1.1	Standard operating procedures shall be appropriately documented and consistently implemented and monitored. - Major compliance -	The estate has implemented Best Practices base on the following Standard Operating Procedures: - Genting Plantations Berhad Oil Palm Manual – updated 30/8/2013; 1. OPM NO 1 – Land clearing, preparation, planting and LCC 2. OPM NO 2 – OP Nursery 3. OPM NO 3 – Planting Density and Technique 4. OPM NO 4 – Soil conservation and terraces 5. OPM NO 5 – Pest & Diseases 6. OPM NO 6 – Weeding 7. OPM NO 7 – Manuring	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>8. OPM NO 8 – Palm Replacement During Immaturity 9. OPM NO 9 – Roads and Drainage 10. OPM NO 10 – Pruning of fronds 11. OPM NO 11 – Harvesting 12. OPM NO 12 – Crop Forecast 13. OPM NO 13 – Managing Difficult Soils 14. OPM NO 14 – Mechanization</p> <p>Walk about during the site visit in the tall palm area, mature area, immature area and replanting area could be conclude that the management has implements the Good Agriculture Practices (GAP) in accordance with the company's SOP. Generally field upkeep is in good condition the soft grasses is maintained and the upright woodies is hardly to been seen.</p>	
4.6.1.2	<p>Where oil palm is grown within permitted levels on sloping land, appropriate soil conservation measures shall be implemented to prevent both soil erosion as well as siltation of drains and waterways. Measures shall be put in place to prevent contamination of surface and groundwater through runoff of either soil, nutrients or chemicals.</p> <p>- Major compliance -</p>	<p>Noticed Genting Plantations Berhad, Sustainability Management Procedure Manual – Document No – SMP-GPB-10, Revision 01, Issue Date – March 2020 stated: -</p> <ul style="list-style-type: none"> • 7.1 No new planting at Steep Slopes <ul style="list-style-type: none"> a. Steep slopes above 25 degrees shall not be developed for oil palm. b. Existing crop and vegetation should be conserved accordingly. Planting of timber or other tree species can be considered according to prevailing company policy. • 7.3 Replanting at Steep Slopes 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>a. Prior to replanting, estate to show map of slope terrains and identify contiguous area of steep terrain above 25 degrees. Contiguous area greater than 25 hectares shall not be replanted. For Sabah, slopes 25 degree and steeper are considered high risk erosion areas and cannot undergo replanting unless approved by Environmental Protection Department (EPD).</p>	
4.6.1.3	<p>A visual identification or reference system shall be established for each field.</p> <p>- Major compliance -</p>	<p>The management has implemented a visual reference system to identify each field or block. Each field has a signboard with block system which states the Block No, Hectarage, Planting Material, Stand Per Hectare and the year planted.</p> <p>The estate has a file known as File 56: Estate Maps & Satellite Images where the following details were available for reference:</p> <ul style="list-style-type: none"> i. Soil Map ii. Slope class map iii. Blocking map iv. Riparian buffer zone map. 	Complied
Criterion 4.6.2: Economic and financial viability plan			
4.6.2.1	<p>A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning.</p> <p>- Major compliance -</p>	Available Documented business management plan established by the management in the document title annual budget template and projection for year 2024 to 2028.	Complied
4.6.2.2	Where applicable, an annual replanting programme shall be established. Long term replanting programme should be established and review annually, where applicable every 3-5 years.	Verification on the palm age found that the planting was conducted in 2004, thus at the moment, there is no replanting plan since the palm is still below 20 years.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
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 Estate Budget/Projection 2024 contained the fiscal outlay essential to finance the estate operational expenditure such as maintenance upkeep and it also contained crop projections to monitor its cost benefit and sustainability.</p> <ul style="list-style-type: none"> a) The record of planting material provides the detail the information of planting material block by block include the year of planting. b) The yield budget was prepared block by block based on the field profile. c) The Budgeted cost statement capture the information of estate expenditure include the Mature Upkeep, Mature Manuring, Mature Harvesting & Collection and Transport. d) Genting Jambongan Estate, send their crop to own mill Genting Jambongan Oil Mill. Thus, the FFB price charge to both estate is FFB transfer price by the Head Office. e) As a business profit center, estate produce their Monthly Profit & Loss Account which will be reviewed in the Monthly management review meeting. The actual against budget will be the indicator of achievement. 	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 conduct the Quarterly Operational Meeting involve all estate personnel to review monthly the effectiveness implementation and monthly achievement of the goals and objective. Any variation of actual against budget in FFB production will be discussed to identify the root cause and the solution. The overspending expenditure will be analysed, and the variation order may request if necessary for head office approval.</p> <p>The Agronomist visit to verify the effectiveness of manuring program conducted yearly by Genting Plantation Research Centre Sabah. The</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		Senior Vice President periodically visit is to monitor the overall estate achievement. The agronomist visit report & minutes of Senior Vice President visit meeting is available for verification.	
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 -	Pricing mechanism for product and services was normally done through opened tender or comparison of quotations. Opened tender is guided by Tender Procedure (doc. no.: PLA-02, rev. 2, dated 17/12/2020) and comparison of quotations is guided by Capital Expenditure, rev. 1, dated 31/05/2013, which has the details about request of quotations and limit of approval by designations. To-date, there has been no complaint lodge by suppliers or service providers with regards to the pricing mechanism.	Complied
4.6.3.2	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. - Major compliance -	Verification of payment advice for transporting FFB showed that the payments were made in timely manner (agreed timing is within 30 days from the date the transportation work is carried out) and amount is in accordance with the contract agreements. Interview with contractors also confirmed that payment was made promptly.	Complied
Criterion 4.6.4: Contractor			
4.6.4.1	Where contractors are engaged, they shall understand the MSPO requirements and shall provide the required documentation and information. - Major compliance -	The contractors engaged by the estate management has signed agreement prior to provide services. There were clauses where the contractors shall ensure compliance with the requirements of RSPO, ISCC, MSPO and OSHA 1994. Interview with the contractor confirmed that MSPO requirements were briefed by the management and has a good understanding with the requirements.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
4.6.4.2	The management shall provide evidence of agreed contracts with the contractor. - Major compliance -	Contract agreements between the estates and the contractors were available for verification. All the agreements are valid until 31/12/2024. Among the contractors verified were Axxxx Mxxx and Yxx Kxxx.	Complied
4.6.4.3	The management shall accept MSPO approved auditors to verify assessments through a physical inspection if required. - Minor compliance -	Genting Jambongan certification unit has no objection to allow BSI auditors to verify the assessment through physical inspection if required. The contractors have signed an addendum of their contract agreement that requires them to provide cooperation and relevant access to appointed CB into their respective operations, systems, and all information when this is announced in advance.	Complied
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 -	Delivery of task is verified by the estates before proceeding for payment. Evaluation of task was normally done through utilisation of the company's "Schedule of Work Completed" (SOWC) – General Work Order. Verification of the forms showed that checking of tasks were done and acknowledged by the contractors.	Complied
4.7 Principle 7: Development of new planting			
Criterion 4.7.1: High biodiversity value			
4.7.1.1	Oil palm shall not be planted on land with high biodiversity value unless it is carried out in compliance with the National and/or State Biodiversity Legislation. - Major compliance -	Not applicable as no development of new planting.	Not applicable
4.7.1.2	No conversion of Environmentally Sensitive Areas (ESAs) to oil palm as required under Peninsular Malaysia's National Physical Plan (NPP) and the Sabah Forest Management Unit under the Sabah Forest Management License Agreement. For	Not applicable as no development of new planting.	Not applicable

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Criterion / Indicator		Assessment Findings	Compliance
	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 -		
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. - Major compliance -	Not applicable as no development of new planting.	Not applicable
Criterion 4.7.3: Social and Environmental Impact Assessment (SEIA)			
4.7.3.1	A comprehensive and participatory social and environmental impact assessment shall be conducted prior to establishing new plantings or operations. - Major compliance -	Not applicable as no development of new planting.	Not applicable
4.7.3.2	SEIAs shall include previous land use or history and involve independent consultation as per national and state regulations, via participatory methodology which includes external stakeholders. - Major compliance -	Not applicable as no development of new planting.	Not applicable
4.7.3.3	The results of the SEIA shall be incorporated into an appropriate management plan and operational procedures developed, implemented, monitored and reviewed. - Major compliance -	Not applicable as no development of new planting.	Not applicable

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Criterion / Indicator		Assessment Findings	Compliance
4.7.3.4	Where the development includes smallholder schemes of above 500ha in total or small estates, the impacts and implications of how each scheme or small estate is to be managed should be documented and a plan to manage the impacts developed, implemented, monitored and reviewed. - Minor compliance -	Not applicable as no development of new planting.	Not applicable
Criterion 4.7.4: Soil and topographic information			
4.7.4.1	Information on soil types shall be adequate to establish the long-term suitability of the land for oil palm cultivation. - Major compliance -	Not applicable as no development of new planting.	Not applicable
4.7.4.2	Topographic information shall be adequate to guide the planning of planting programmes, drainage and irrigation systems, roads and other infrastructure. - Major compliance -	Not applicable as no development of new planting.	Not applicable
Criterion 4.7.5: Planting on steep terrain, marginal and fragile soils			
4.7.5.1	Extensive planting on steep terrain, marginal and fragile soils shall be avoided unless permitted by local, state and national laws. - Major compliance -	Not applicable as no development of new planting.	Not applicable
4.7.5.2	Where planting on fragile and marginal soils is proposed, plans shall be developed and implemented to protect them and to minimize adverse impacts (e.g. hydrological) or significantly increased risks (e.g. fire risk) in areas outside the plantation.	Not applicable as no development of new planting.	Not applicable

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Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
4.7.5.3	Marginal and fragile soils, including excessive gradients and peat soils, shall be identified prior to conversion. - Major compliance -	Not applicable as no development of new planting.	Not applicable
Criterion 4.7.6: Customary land			
4.7.6.1	No new plantings are established on recognised customary land without the owners' free, prior and informed consent, dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions. - Major compliance -	Not applicable as no development of new planting.	Not applicable
4.7.6.2	Where new plantings on recognised customary lands are acceptable, management plans and operations should maintain sacred sites. - Minor compliance -	Not applicable as no development of new planting.	Not applicable
4.7.6.3	Where recognized customary or legally owned lands have been taken-over, the documentary proof of the transfer of rights and of payment or provision of agreed compensation shall be made available. - Major compliance -	Not applicable as no development of new planting.	Not applicable
4.7.6.4	The owner of recognised customary land shall be compensated for any agreed land acquisitions and relinquishment of rights, subject to their free prior informed consent and negotiated agreement.	Not applicable as no development of new planting.	Not applicable

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

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

Criterion / Indicator		Assessment Findings	Compliance
4.1 Principle 1: Management commitment & responsibility			
Criterion 4.1.1 – Malaysian Sustainable Palm Oil (MSPO) Policy			
4.1.1.1	Policy for the implementation of MSPO shall be established. - Major compliance -	Genting Plantations Berhad has developed Malaysian Sustainable Palm Oil (MSPO) Policy, version dated 18/03/2014 signed by President & Chief Operating Officer, Mr. Yong Chee Kong. The company ensure compliance with MSPO and the MPOB Code of Practice requirements. The policy was communicated to internal and external stakeholders through various means such as briefing during morning muster, display on notice boards, and stakeholder's consultation meetings, to name a few.	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 -	In the above-mentioned policy, the company is committed to continue to assess and develop new and innovative techniques, approaches, and practices with the objective of continuous improvement in the journey towards achieving sustainable palm oil.	Complied
Criterion 4.1.2 – Internal Audit			
4.1.2.1	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement. - Major compliance -	Sighted Internal Audit Plan conducted on 23-26/04/2024 conducted by Pawatang Pamalu and Ronlie Ronney. The audit result shown two Major NC and two Observation raised.	Complied
4.1.2.2	The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order to	Internal audit procedure has been established and documented in the document title "Sustainability internal audit" document number SMP-GPB-03, Rev.07 issue date June 2022. Stated in the procedure under	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	implement the necessary corrective action. - Major compliance -	Para 6.5 Auditee required to identify corrective action required and eliminate the nonconformity and root causes. During Internal Audit conducted on 23-26/04/2024 as in the report stated 2 Major NCR, 0 Minor NCR raised and only 2 observations raised accordingly by auditors.	
4.1.2.3	Reports shall be made available to the management for their review. - Major compliance -	Sighted documented Internal Audit Report that was conducted on 23-26/04/2024. The report was communicated mill manager and discussed in the Management Review conducted on 07/06/2023 as stated and recorded in the minutes.	Complied
Criterion 4.1.3 – Management Review			
4.1.3.1	The management shall periodically review the continuous suitability, adequacy and effectiveness of the requirements for effective implementation of MSPO and decide on any changes, improvement and modification. - Major compliance -	<p>Management review for has been conducted on 07/06/2024 with attendance of all representatives from all operating units. The meeting has been led by SVP-Plantations. All Estate & Mill Managers attended Management Review Meeting. Also attended the meeting are estate and mill Senior Assistant Manager, Assistant Manager, Chief Clerk and Document Clerk. As stated in the minutes meeting, the objective of the management meeting to review of MSPO/RSPO management system to ensure the effective and adequate implementation of these requirement in the company and to review any opportunities for improvement.</p> <p>Among issues that has been discussed are status of outstanding issues form previous meeting, internal audit results, change, improvement or modification required, complaint and enquiry register, review of resources and training, follow up action of the management review and any other mother.</p> <p>The minutes has been prepared by Executive of Sustainability Department, dated 07/06/2024.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance								
Criterion 4.1.4 – Continual Improvement											
4.1.4.1	<p>The action plan for continual improvement shall be based on a consideration of the main social and environmental impact and opportunities for the company.</p> <p>- Major compliance -</p>	<p>Continual improvement Plans (CIP) has established. it was cover on social, environmental, safety, health, and operational aspects demonstrates a proactive approach to responsible and sustainable business practices. Refer on the plans, it can have a positive impact on an organization's overall performance and reputation. Sighted the evidence:</p> <p>Details information on the Continue Improvement Plan:</p> <table><tr><td>Document</td><td>Continuous Improvement Plan</td></tr><tr><td>Date</td><td>24/04/2024</td></tr><tr><td>Action Plan</td><td>Action Plan – Social To monitor full availability of workers documents To carry out painting at housing quarters To hold regular meeting with stakeholders to further enhance the communications and feedback</td></tr><tr><td>Action Plan</td><td>Action Plan – Environment To conduct monitoring of water quality To conduct awareness recycling campaign To record the recycling waste</td></tr></table>	Document	Continuous Improvement Plan	Date	24/04/2024	Action Plan	Action Plan – Social To monitor full availability of workers documents To carry out painting at housing quarters To hold regular meeting with stakeholders to further enhance the communications and feedback	Action Plan	Action Plan – Environment To conduct monitoring of water quality To conduct awareness recycling campaign To record the recycling waste	Complied
Document	Continuous Improvement Plan										
Date	24/04/2024										
Action Plan	Action Plan – Social To monitor full availability of workers documents To carry out painting at housing quarters To hold regular meeting with stakeholders to further enhance the communications and feedback										
Action Plan	Action Plan – Environment To conduct monitoring of water quality To conduct awareness recycling campaign To record the recycling waste										
4.1.4.2	<p>The company should establish a system to improve practices in line with new information and techniques; and for disseminating this information throughout the workforce.</p> <p>- Major compliance -</p>	<p>System to improve practice in line with new information and techniques were carried out by the estate management through various programs as documented in the annual training program. The management on receiving this information is responsible to disseminate to all employees.</p>	Complied								

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Criterion / Indicator		Assessment Findings	Compliance
4.2 Principle 2: Transparency			
Criterion 4.2.1 – Transparency of information and documents relevant to MSPO requirements			
4.2.1.1	<p>The management shall communicate adequate information to other stakeholder on environmental, social and legal issues relevant to sustainable practices in the relevant languages and forms.</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has developed Procedures for Consultation and Communication with Doc. No.: SMP-GPB-17, Rev. 03 dated 12/12/2023 for the effective internal and external communication of sustainability requirements and responding to communications from local communities and other affected or interested parties. Meeting shall be carried out at least six monthly and annually for internal and external stakeholders. The topics to be discussed such as complaint & grievances, environmental and biodiversity concerns, social issue, and suggestions for improvement. The procedure has been briefed to the internal and external stakeholders. Briefing to the external stakeholders was last conducted during the stakeholder meeting on 16/05/2024. Issues raised and actions taken during the stakeholders meeting were well recorded in a management plan and made available for verification.</p>	Complied
4.2.1.2	<p>The management documents shall be publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.</p> <p>- Major compliance -</p>	<p>Genting Plantations Berhad has developed Procedures on Requests and Responses with Doc. No.: SMP-GPB-25, Rev. 0 dated 14/08/2014 to define the responsibilities to respond constructively and promptly to the information requested by stakeholders. Based on the procedure, the list of documents which are publicly available as follows:</p> <ul style="list-style-type: none"> • Company annual report • Group policies • Reports related to environment such as EIA, EAI • RSPO external audit reports 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> • Pollution prevention plan • Continuous improvement plan • Complaints and grievances book and its procedure • Negotiation and compensation procedure • Sexual harassment procedure <p>Genting Jambongan Estate has issued the list of documents that could be requested by the stakeholders to all the relevant stakeholders of the mill. The stakeholders are required to register in Enquiry Register Book prior to access to the documents. The list of documents not limited to:</p> <ul style="list-style-type: none"> • Land title • Policies • Reports – EAI, SIA, HCV, and audit reports • Management plans • Procedures <p>The stakeholders were briefed on the request and response during the stakeholder meeting conducted on 16/05/2024.</p>	
Criterion 4.2.2 – Transparent method of communication and consultation			
4.2.2.1	Procedures shall be established for consultation and communication with the relevant stakeholders. - Major compliance -	Genting Plantations Berhad has developed Procedures for Consultation and Communication with Doc. No.: SMP-GPB-17, Rev. 03 dated 12/12/2023 for the effective internal and external communication of sustainability requirements and responding to communications from local communities and other affected or interested parties. Meeting shall be carried out at least six monthly and annually for internal and external stakeholders. The topics to be discussed such as complaint &	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		grievances, environmental and biodiversity concerns, social issue and suggestions for improvement.	
4.2.2.2	The management shall nominate management officials at the operating unit responsible for issues related to <i>indicator 1</i> . - Minor compliance -	The Mill Manager has been appointed by Senior Manager Operations to be the representative for ISCC, RSPO and MSPO related matters. Appointment letter dated 15/02/2023 was made available for verification.	Complied
4.2.2.3	A list of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders shall be properly maintained. - Major compliance -	Stakeholder list for Genting Jambongan Oil Mill was made available for verification. The stakeholders such as contractors, suppliers, local communities, and government agencies were included into the list. A combined stakeholder meeting was last conducted on 16/05/2024 at Genting Jambongan Estate. Stakeholders such as local communities, government agencies, contractors and suppliers were invited and most of the invitees attended the meeting. The minutes of meeting were made available for verification.	Complied
Criterion 4.2.3 – Traceability			
4.2.3.1	The management shall commit itself to implement and maintain the requirements for the traceability and shall establish a standard operation procedure for traceability. - Major compliance -	An SOP has been established SOP for traceability and documented in Genting Plantations Berhad Sustainability Management Procedure Manual – Supply Chain and Traceability (Palm Oil Mill), Doc Number: SMP-GPB-23; Revision: 14; Issue Date: June 2022. The objectives of the procedure are as follows: <ul style="list-style-type: none"> - To ensure that handling of incoming FFB and outgoing CPO and PK are carried out in a proper manner to meet the sustainability requirements for traceability and mass balance. - To ensure appropriate controls are in place to manage various types of certified and non-certified products according to ISCC EU, MSPO and RSPO requirements. 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system. - Major compliance -	Inspection on the compliance of the traceability system were made on daily basis. The weighbridge operator key in all the related data into the system and verified by the executive at the end of the day. Weighbridge records and FFB delivery notes for incoming FFB and outgoing CPO and PK from the mill were verified. Apart from that, internal audit is also conducted annually as a method of inspection on compliance with the traceability system.	Complied
4.2.3.3	The management shall identified and assign suitable employees to implement and maintain traceability system. - Minor compliance -	Appointment letter was available for Norlizah Hj Abd Rauf (Account Clerk) dated 03/01/2022. Appointed by the Mill Manager, Mr Yee Chee Fui. Duties among others include the following: - Overall responsible for the monitoring and implementation of requirements specified in the relevant procedures. - Monitor stock balance of both sustainable and non-sustainable CPO through MB worksheet. - Updating of MB worksheet.	Complied
4.2.3.4	Records of storage, sales, delivery or transportation of crude palm oil and palm kernel shall be maintained. - Major compliance -	Records of storage, sales, delivery or transportation of crude palm oil and palm kernel are maintained in various forms such as: <ul style="list-style-type: none"> • Mass Balance Worksheet – monthly input • Local Sales Delivery Advice (LSDA) • Incoming FFB Records • Outgoing CPO Records • Outgoing PK Records Based on the mass balance accounting for the period under review, the following information was obtained:	Complied

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Criterion / Indicator		Assessment Findings	Compliance																		
		MSPO certified FFB received = 93,447.59 mt MSPO certified FB processed = 93,447.59 mt MSPO certified CPO produced = 19,557.15 mt MSPO certified CPO sold = 0 MSPO certified PK produced = 3,982.21 mt MSPO certified PK sold = 0																			
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 -	The management diligently monitored compliance with permits and licenses, with oversight from both the operating units and the sustainability team. They ensured that all necessary licenses and permits were obtained and renewed in accordance with legal requirements, meticulously documenting these actions in the file system. Sighted the evidence: Details information on the license & permit with validity: <table><tr><th>License / Permit</th><th>Reference</th><th>Validity Date</th></tr><tr><td>MPOB License</td><td>620052004000</td><td>28/02/2025</td></tr><tr><td>Lesen Alam Sekitar</td><td>005264</td><td>30/06/2024</td></tr><tr><td>Permit Potongan Gaji</td><td>JTKSBH/PMT/113/2023/0129</td><td>18/06/2025</td></tr><tr><td>Perakuan BOMBA</td><td>JBPM-SB/7/06/2024</td><td>08/01/2025</td></tr><tr><td>Permit Wanita Kerja Malam</td><td>JTKSBH/PMT/75/2023/0006</td><td>16/02/2025</td></tr></table>	License / Permit	Reference	Validity Date	MPOB License	620052004000	28/02/2025	Lesen Alam Sekitar	005264	30/06/2024	Permit Potongan Gaji	JTKSBH/PMT/113/2023/0129	18/06/2025	Perakuan BOMBA	JBPM-SB/7/06/2024	08/01/2025	Permit Wanita Kerja Malam	JTKSBH/PMT/75/2023/0006	16/02/2025	Complied
License / Permit	Reference	Validity Date																			
MPOB License	620052004000	28/02/2025																			
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Permit Wanita Kerja Malam	JTKSBH/PMT/75/2023/0006	16/02/2025																			

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Criterion / Indicator		Assessment Findings			Compliance						
		Permit Kerja Lebih Masa	JTKSBH/PMT/104/2023/0008	16/02/2025							
Details information on the competency license with validity:											
License		Reference		Registration Date							
Steam Engineer G2		7935		24/07/2017							
Boilerman G1		SB/14/EIS/01/5		14/05/2014							
Boilerman G2		SB/EIS/02/00379		13/04/2022							
Engine Driver G2		SB/22/EIP/02/00339		13/04/2022							
Chargeman A4		PJT1B05352014		02/09/2019							
4.3.1.2	The management shall list all relevant laws related to their operations in a legal requirements register. - Major compliance -	The management has established the list of legal register. It was observed the list are updated when any new amendment or any new regulation. The list is listed the Act, Regulation and Industrial code of practice. Legal Requirement Register being updated under document SMP-GPB-22 Revision 11, dated 01/2024.			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 -	The management has established the list of legal register. It was observed the list are updated when any new amendment or any new regulation. The list is listed the Act, Regulation and Industrial code of practice. Legal Requirement Register being updated under document SMP-GPB-22 Revision 11, dated 01/2024.			Complied						
4.3.1.4	The management should assign a person responsible to monitor compliance and to track update the changes in regulatory requirements. - Minor compliance -	The management has appointed a Person In-Charge for overseeing Legal Compliance requirements, tasked with the responsibilities of monitoring and keeping permits and licenses up-to-date, as well as staying informed about any changes in laws and regulations. Details information on the appointment letter of PIC Legal: <table><tr><td>Document</td><td>Appointment Letter PIC</td></tr><tr><td>Date</td><td>03/01/2022</td></tr><tr><td>PIC Name</td><td>Zetty Rahiza Hamzaril</td></tr></table>			Document	Appointment Letter PIC	Date	03/01/2022	PIC Name	Zetty Rahiza Hamzaril	Complied
Document	Appointment Letter PIC										
Date	03/01/2022										
PIC Name	Zetty Rahiza Hamzaril										

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Criterion / Indicator		Assessment Findings	Compliance
Criterion 4.3.2 – Lands use rights			
4.3.2.1	The management shall ensure that their oil palm milling activities do not diminish the land use rights of other users. - Major compliance -	Based on interview with the local communities and verification of the stakeholder's consultation meeting minutes, there was no evidence that oil palm milling activities had diminished the land use rights of others.	Complied
4.3.2.2	The management shall provide documents showing legal ownership or lease, history of land tenure and the actual legal use of the land. - Major compliance -	Genting Jambongan Oil Mill is located inside the land of Genting Jambongan Estate, Title No. Country Lease 08532xxxx. Copy of the land title was made available for verification.	Complied
4.3.2.3	Legal parameter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable. - Major compliance -	Since the mill is located inside Genting Jambongan Estate, there is no necessity to have legal parameter boundary markers. Nevertheless, perimeter fencing is established and maintained for security purpose of the premise.	Complied
4.3.2.4	Where there are, or have 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 be made available and that these should have been accepted with free prior informed consent (FPIC). - Minor compliance -	There is no land dispute in the Genting Jambongan Oil Mill at the time of audit. This has been verified through interview with the local community. Genting Plantations Berhad has the right to use the land through possession of land titles. Thus, this Indicator is not applicable.	Not applicable
Criterion 4.3.3 – Customary rights			
4.3.3.1	Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced. - Major compliance -	There is no customary land or negotiated agreements within the Genting Jambongan Oil Mill's land area.	Not applicable

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Criterion / Indicator		Assessment Findings	Compliance
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights shall be made available. - Minor compliance -	The right to use the land is not disputed and there was no customary land within the Genting Jambongan Oil Mill.	Not applicable
4.3.3.3	Negotiation and FPIC shall be recorded and copies of the relevant agreements should be made available. - Major compliance -	There is no land dispute or customary rights issues in the mill.	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 -	<p>Social Impact Assessment (SIA) & Human Rights Impact Assessment (HRIM) Report was reviewed in April 2021 for both Genting Jambongan Oil Mill and Genting Jambongan Estate by Sustainability Department. The assessment has involved relevant stakeholders such as schools' representatives, local authorities, and workers. No negative impact was identified during the assessment through interview.</p> <p>An addendum of SIA was made on 19/07/2023 by Division 2 Assistant manager of Jambongan Estate. The report was reviewed and approved by Estate Manager on 28/07/2023. The assessment was to cover the change in social conditions which subsequently have impacts on the people resulted from the construction of 1 new unit (1X4) concrete workers housing and construction of 1 unit (1x4) Auxiliary Police housing.</p> <p>Verification through site visit and interview showed that there is new construction of family housing quarters. Latest social impact assessment was done on 19/09/2023 by Mr Mahmud bin Abu Bakar. The assessment was conducted with consultation of staff/clerk, local</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		workers, and foreign workers. As a result of the assessment, there no significant negative has been identified.	
Criterion 4.4.2: Complaints and grievances			
4.4.2.1	A system for dealing with complaints and grievances shall be established and documented. - Major compliance -	Genting Plantations Berhad has established Complaints and Grievances procedure with Doc. No.: SMP-GPB-19, Rev. 05 dated June 2022 to provide guidelines on handling complaints & grievances involved internal and external stakeholders. All the written confidential complaints shall be dealt by Manager. The timeframe for the action to be taken depends on seriousness of the complaints or grievance. The accepted timeframe to acknowledge and respond to the complaint or grievances is within 1 month upon receipt.	Complied
4.4.2.2	The system shall be able to resolve dispute in an effective, timely and appropriate manner, which is accepted by all parties. - Major compliance -	The mill has their Complaints/ Grievances Record Book to record any complaint or grievance received. Most of the complaints were of maintenance of workers' housing facilities. There were no complaints from external parties. Based on verification of the complaints/grievance records, all the issues were resolved in appropriate manner.	Complied
4.4.2.3	A complaint form should be made available at the premises, where employees and affected stakeholders can make complaints. - Minor compliance -	The Complaints/Grievances Record Book serves as complaint forms and made available in the office. Apart from that, complaints can also be lodged through a complaint box which was available at the labour quarters and security post. Interview with the workers and stakeholders confirmed that they are aware of both mechanisms.	Complied
4.4.2.4	Employees and surrounding communities should be made aware of its existence and that complaints or suggestions may be made at any time. - Minor compliance -	Briefing to the external communities was last conducted on 16/05/2024 during the stakeholder meeting. Interview with the external stakeholders confirmed that they are aware of the complaint procedure.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
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 -	Records of complaint or grievance for June 2022 were made available for review during the audit.	Complied
Criterion 4.4.3: Commitment to contribute to local sustainable development			
4.4.3.1	Palm oil miller should contribute to local development in consultation with the local communities. Where the mill is an integral part of plantation, such contribution to local community development may be regarded as a joint effort by the mill and the plantation. - Minor compliance -	Genting Jambongan is situated in an island and surrounded by several villages. The company and the local community, including schools, have established good relationship between them ever since the setup of the estate in the island. Among the contributions provided by the company are road maintenance, distribution of clean water to local communities, transporting building materials for schools, and monetary donations to the schools. The existence of the company has also provided a good job opportunity to the locals and many of them are currently working for the company.	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 -	OSH Policy established, documented and communicated as seen at notice boards and entrance of mill office. The policy approved by the President & CEO dated 01/07/2018. OSH Plan 2024 which contains among other included: <ul style="list-style-type: none"> • Provide safe and healthy workplace • Comply with OSH legal and other related requirements • Create awareness and provide OSH information • All Machinery and equipment maintain properly 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> Prevent accident, occupational disease, investigate to prevent recurrence. 	
4.4.4.2	<p>The occupational safety and health plan should cover the following:</p> <p>c) A safety and health policy, which is communicated and implemented.</p> <p>d) The risk of all operations shall be assessed and documented.</p> <p>e) An awareness and training programme which includes the following requirements for employees exposed to chemicals used at the palm oil mill:</p> <p>i. All employees involved are adequately trained on safeworking practices;</p> <p>ii. All precautions attached to products should be properly observed and applied;</p> <p>f) The management shall provide the appropriate PPE at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC).</p> <p>g) 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>h) The management shall appoint responsible person(s) for workers' safety and health. The appointed person(s) of trust</p>	<p>The occupational safety and health plan covers the following:</p> <p>a) Sighted OSH policy communicated and posted at notice board and communicated to workers in Morning Roll Call meeting of Genting Jambongan Oil Mill. Training on policy for safety and health already been conducted on 15/01/2024.</p> <p>b) A Hazard Identification, Risk Assessment and Risk Control Procedure (SP-MGR-01) Rev.01 dated 01/08/2017 was documented as sampled. Risk Assessment Scoring 1-3 (Low), 4-7 (Medium), 8-16 (High). Only Low Risk is acceptable and not require having new control measure. Any new control measure propose need to write a timeline of implementation in the HIRARC form.</p> <p>OSH Risk was assessed as recorded in Risk Assessment Form (SP-MGR-01-F01-0 Rev.05) dated reviewed on 01/09/2023 for various activities in Beltpress, ESP Plant, Weightbridge & Office, FFB Grading, Security, Loading Ramp, Crane Station, Engine Room and other activities assessed as sighted in the HIRARC.</p> <p>Found in the HIRARC Form such as Engine Room, Confined Space, Press, Boiler Plant with risk score 4-6 not proposed with new control measure and dateline of implementation. The current Risk Control should be considered first before assessment conducted.</p> <p>Verified the HIRARC confirmed that the management had reviewed HIRARC of shredded/fiber to avoid spark from cigarette buds at the storage area. The warning signboard No Smoking being fixed at the fiber station.</p>	Complied

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<p>shall have knowledge and access to latest national regulations and collective agreements.</p> <p>i) 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>j) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees.</p> <p>k) Employees trained in First Aid shall be present at all mill operations. First Aid equipment should be available at each worksite.</p> <p>l) Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.</p> <p>- Major compliance -</p>	<p>Chemical Health Risk Assessment was conducted in compliance to the OSHA Act 1994 and the Use and Standard of Exposure of Chemicals Hazardous to Health (USECHH) Regulations 2000 to assess the risks associated to hazardous chemicals used in the Mill. The CHRA reports were available Report (Ref. Number: RSSB/CHRA/2019-156) conducted by Rehpro Scientific Sdn Bhd DOSH Registration: HQ/11/ASS/00/290) dated 10/12/2019 by assessor: Chm Suzanna J Rice Oxley.</p> <p>Medical Surveillance was conducted for workers exposed to chemicals and welding fumes in the Mill as recommended in the CHRA. The medical surveillance was conducted to monitor the level of exposure on the workers towards the chemicals and fumes. Medical Surveillance was conducted on 16/08/2023 by Dab Oh Sdn Bhd for 8 Mill workers from workshop & laboratory who have been exposed to chemicals and fumes. The medical surveillance result stated all workers are fit to work without MRP</p> <p>Noise Risk Assessment Report (NRA) was conducted in compliance to Occupational Safety & Health (Noise Exposure) Regulations 2019 in the Mills. The NRA assessment conducted on 19-20/04/2021. The assessment report (Ref. No: SSS/NOISE-302/21) was available for verification. The assessment for all station i.e Nut & Kernal Plant, Press & Threshing Station, Boiler Plant & Engine Room, Oil Clarification, Steriliser Station, Mechanical Workshop, Water Treatment Plant, Ramp & Background Noise. The recommendations has been made in</p>	

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		<p>accordance to the requirement OSH (Noise Exposure) Regulation 2019.</p> <p>Audiometric Test was conducted by on 13/02/2024 for 40 millworkers identified to be exposed to excessive noise in the Mill. The results are 36 workers having Normal Hearing and 3 workers with Abnormal Audiogram 1 worker having STS. The follow-up Audiometry Test for 3 Abnormal Audiogram and 1 STS affected worker conducted on 28/03/2024 found that the STS is temporary STS and remaining 3 workers having non occupational hearing loss.</p> <p>c) Training record for Chemicals Handling conducted on 23/02/2024 attended by lab operators. Attendance list available and kept as record. Compliance, chemical risk, exposure and safe handling explained as summary/content of training sampled.</p> <p>d) PPE record for issuance records are available for review, the management has established the PPE matrix for each station in the mill. Records of PPE issuance is available for review. Site visit in the mill found that workers are using proper PPE while working.</p> <p>e) Standard Operating Procedure (SOP) for handling of chemicals to ensure proper and safe handling and storage under Chemical Management (SP-MGR-08), Rev.01 dated 01/08/2017. Explained safe handling as in USECHH 2000, CLASS 2013, Pesticides Act 1974, SWR 2005.</p> <p>f) Available an Appointment Letter issued dated 13/03/2024 from Mill Manager for the appointment of OSH Coordinator for En Zolkifli Bin Bedjo.</p>	

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		<p>g) Regular SHC meeting was conducted as evidence from minutes of meeting and meeting notices dated 23/04/2024, 23/01/2024, 31/10/2023, 28/07/2023 in current year 2024 and 2023 in Genting Jambongan Oil Mill.</p> <p>h) Noticed that the management had established ERP procedure (SP-MGR-04) dated 01/08/2017. Observed that the ERP layout had established and displayed on the mill signboard. Also observed were displayed on the signboard the list of emergency telephone number, flowchart of ERP and organization chart. The assembly point was designated at the mill compound. The safety briefing had conducted by PIC (Mill Engineer). The ERP training conducted 07/05/2024 Fire Fighting training</p> <p>i) Trained First Aider attend training conducted on 25/02/2022. The sample Certificate;</p> <ul style="list-style-type: none"> • Name: Rajili Ronie • Name: Zetty Rahiza Hamzaril • Name: Mohd Mardan Bin Muslihin • Name: Yusri Ayok <p>j) Accident statistic discussed as sighted in the minutes of SHC Meeting conducted. Reported that 0 accident occurred during for last one year. The JKPP 8, JKPP 8/161819/2023 submission was on 11/01/2024.</p>	
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	Genting Plantations Berhad has established Social Policy dated 14/09/2020 signed by President & Chief Operating Officer. The company respect human rights and support international human rights	Complied

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	policy shall be signed by the top management and communicated to the employees. - Major compliance -	law. Briefing of the policy was regularly conducted during morning muster and during stakeholder consultation meeting. The policy is also made available in GPB's website.	
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 -	According to GPB's policy, the company shall not discriminate in terms of hiring, compensation, access to training, promotion, termination, or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, union membership or political affiliation. Based on interview with workers and verification of documents such as employment contract agreement, pay slips, there was no evidence of discrimination in any form.	Complied
4.4.5.3	Management shall ensure that employees' pay and conditions meet legal or industry minimum standards as per Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage. - Major compliance -	There were employment contracts for staffs and workers. Pay and conditions are documented and achieved the Minimum Wage Order 2022. Sampled of employment contracts confirmed that terms and conditions are clearly outlined as per collective agreement and Sabah Ordinance which have been signed by the worker. Sampled of total 8 payslips for Jul 2023, Dec 2023, and Apr 2024, found that all the workers were paid accordingly.	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 -	The mill did not engage any permanent contractor to work in the mill. Only based on project basis and there were no permanent workers engaged by the contractor.	Complied
4.4.5.5	The management shall establish records that provide an accurate overview of all employees (including seasonal workers and subcontracted workers on the premises). The records should	The mill is maintaining the data base of all their registered workers in the Lintramax system. Among the information available in the system was name, employee no., date joined, gender, date of birth, and type of work, to name a few.	Complied

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	contain full names, gender, date of birth, date of entry, a job description, wage and the period of employment. - Major compliance -		
4.4.5.6	All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract shall be made available for each and every employee indicated in the employment records. - Major compliance -	All the workers are employed under direct employment. 8 employment contracts were sampled and found that terms and conditions of the employment were clearly stated in the contract and signed by the workers.	Complied
4.4.5.7	The management shall establish a time recording system that makes working hours and overtime transparent for both the employees and employers. - Major compliance -	The mill management is implementing punch card system to monitor the working hours and overtime of the workers. All the records were transparent to the workers and the number of overtimes will be shown in the payslips. This has also been confirmed through interview with the workers.	Complied
4.4.5.8	The working hours and breaks of the individual worker indicated in the time records shall comply with legal regulations and collective agreements. Overtime shall be mutually agreed upon and shall meet the legal requirements applicable. - Major compliance -	Interview with the workers confirmed that they have rest time in between of the working hours according to the employment contract agreement. Overtimes were paid according to the rate stated in the agreement and regulatory requirements. The overtime offered upon mutually agreement.	Complied
4.4.5.9	Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements. - Major compliance -	Wages and overtime were paid according to Sabah Ordinance and punch card of the workers. Total hours of overtime and daily attendance were recorded in the Lintramax System and the pay slips.	Complied
4.4.5.10	Other forms of social benefits should be offered by the employer to employees, their families or community such as incentives for good work performance, bonus payment, support of professional development, medical care provisions and improvement of social surroundings.	Among other benefits offered to the employees were outturn incentive, productivity incentive, clinic, and transport for school children to name a few. Quarters were also equipped with sport facilities and place of worship.	Complied

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	- Minor compliance -		
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>	The mill management has provided free housing facilities to all the workers. Basic amenities such as water and electricity were provided to the workers. Linesite inspection was carried out on weekly basis by the Estate Hospital Assistant. Based on verification of the inspection records, any issues identified were recorded and appropriate actions were taken accordingly.	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>Genting Plantations Berhad has established Social Policy dated 14/09/2020 and People Policy dated 03/08/2009 where physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation is prohibited.</p> <p>Procedure on Prevention and Eradication of Sexual Harassment at the Workplace was established with Doc. No.: SMP-GPB-20, Rev. 1 dated Jan 2023. Process of handling sexual harassment complaint was outlined in the procedure.</p> <p>Women and Children Committee (formerly known as Gender Committee) was established in the estate and seen the last meeting was conducted on 20/12/2023. There was no case of sexual harassment and violence reported.</p>	Complied
4.4.5.13	The management shall respect the right of all employees to form and join trade union and allow workers' own representative(s) to facilitate collective bargain in accordance with applicable laws and regulations. Employees shall be given freedom to join trade unions relevant to the industry or organize themselves for collective bargaining. Employees shall have the right to organize and negotiate their work conditions. Employees exercising this right should not be discriminated against or suffer repercussions.	There is no trade union in them mill. Nonetheless, there is also no restriction for them to join any trade union. This is recognized by the employer though establishment of Social Policy dated 14/10/2020.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
4.4.5.14	Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation. - Major compliance -	Based on the records in the employee's data base system, which has the information about date of birth and date join, there was no children and young person being employed.	Complied
Criterion 4.4.6: Training and competency			
4.4.6.1	All employees and contractors shall be appropriately trained. A training programme shall include regular assessment of training needs and documentation, including records of training. - Major compliance -	Available Training Plan 2024. Training were conducted as per the plan. Sample of the training records are as the following: 1. Emergency Response and Spillage Training dated 05/08/2024 2. Fire Fighting Training dated 07/05/2024 3. CEMS Monitoring Training dated 24/05/2024 4. Compost Plant Operation Training dated 06/05/2024 5. Kernel Plant SOP dated 04/05/2024 6. Permit to work training dated 07/04/2024 7. Environment Control Procedure dated 06/05/2024 8. Environment Aspect Impact Training dated 06/05/2024 9. Schedule Waste Management Training dated 11/07/2023 10. PPE Training dated 10/07/2023 11. Chemical Handling Training dated 23/02/2024	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.	The management of Genting Jambongan Oil Mill has identified the training needs for employees according to their job function. Targeted employees from all levels and trained according to the needs identified according to the work description to ensure they obtain specific skills and competency. Training Matrix and Program 2024 was sighted.	Complied

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Criterion / Indicator		Assessment Findings	Compliance						
	- Major compliance -								
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 -	Continuous training planned and implemented to ensure workers in the mill operation competence and able to perform their duties. The training program covers Policy, operation, OSH, environmental and others and the training programs carried throughout the year.	Complied						
4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services									
Criterion 4.5.1: Environmental Management Plan									
4.5.1.1	An environmental policy and management plan shall be in line with the relevant country and state environmental laws shall be established, effectively communicated and implemented. - Major compliance -	<p>The management has established Environment Policy signed by Mr. Yong Chee Kong (Chief Operating Officer) dated 05/10/2009. The policy and plan were communicated to the employees through various methods such as trainings, briefings and display on notice boards. Policy was communicated to all workers on 15/01/2024.</p> <p>The management also has established the environmental management plan to meet the objective and sustaining the environment and biodiversity. Sighted the evidence:</p> <p>Details information on the Environmental Management Plan:</p> <table><tr><td>Document</td><td>Environment Management Plan (EMP)</td></tr><tr><td>Date</td><td>21/02/2024</td></tr><tr><td>Action Plan</td><td>To monitor water quality for river To monitor water quality for domestic To carry out site inspection To provide spill kit at lubricant store</td></tr></table>	Document	Environment Management Plan (EMP)	Date	21/02/2024	Action Plan	To monitor water quality for river To monitor water quality for domestic To carry out site inspection To provide spill kit at lubricant store	Complied
Document	Environment Management Plan (EMP)								
Date	21/02/2024								
Action Plan	To monitor water quality for river To monitor water quality for domestic To carry out site inspection To provide spill kit at lubricant store								

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Criterion / Indicator		Assessment Findings	Compliance												
4.5.1.2	<p>The environmental management plan shall cover the following:</p> <p>a) An environmental policy and objectives;</p> <p>b) The aspects and impacts analysis of all operations</p> <p>- Major compliance -</p>	<p>The management has established environmental management (EMP) plan based on environment aspect and impacts (EAI) analysis of all operation conducted. Sighted the evidence:</p> <p>Details information on the Environmental Management Plan:</p> <table><tr><td>Document</td><td>Environment Management Plan (EMP)</td></tr><tr><td>Date</td><td>21/02/2024</td></tr><tr><td>Action Plan</td><td>To monitor water quality for river To monitor water quality for domestic To carry out site inspection To provide spill kit at lubricant store</td></tr></table> <p>Details information on the Environmental Impact Aspect (EIA):</p> <table><tr><td>Document</td><td>Environment Impact Aspect (EIA)</td></tr><tr><td>Date</td><td>01/06/2023</td></tr><tr><td>Area Assessment</td><td>Office, FFB Ramp, Sterilizer Station, Threshing Station, Pressing Station, Clarification Station, Kernel Station, Power Generation, Effluent Plant, Laboratory, Canteen, Water Treatment Plant, Product Storage, Workshop, Store, Linesite</td></tr></table>	Document	Environment Management Plan (EMP)	Date	21/02/2024	Action Plan	To monitor water quality for river To monitor water quality for domestic To carry out site inspection To provide spill kit at lubricant store	Document	Environment Impact Aspect (EIA)	Date	01/06/2023	Area Assessment	Office, FFB Ramp, Sterilizer Station, Threshing Station, Pressing Station, Clarification Station, Kernel Station, Power Generation, Effluent Plant, Laboratory, Canteen, Water Treatment Plant, Product Storage, Workshop, Store, Linesite	Complied
Document	Environment Management Plan (EMP)														
Date	21/02/2024														
Action Plan	To monitor water quality for river To monitor water quality for domestic To carry out site inspection To provide spill kit at lubricant store														
Document	Environment Impact Aspect (EIA)														
Date	01/06/2023														
Area Assessment	Office, FFB Ramp, Sterilizer Station, Threshing Station, Pressing Station, Clarification Station, Kernel Station, Power Generation, Effluent Plant, Laboratory, Canteen, Water Treatment Plant, Product Storage, Workshop, Store, Linesite														
4.5.1.3	<p>An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, implemented and monitored.</p> <p>- Major compliance -</p>	<p>The management has developed Environmental Impact Aspect (EIA)) to mitigate the negative impacts and to promote the positive ones were implemented as per plan. Any workplace area and activities that contribute negative impact has identified in the EIA. The monitoring on the action plan was reviewed on Year 2024. Sighted the evidence:</p> <p>Details information on the Environmental Impact Aspect (EIA):</p> <table><tr><td>Document</td><td>Environment Impact Aspect (EIA)</td></tr><tr><td>Date</td><td>01/06/2023</td></tr></table>	Document	Environment Impact Aspect (EIA)	Date	01/06/2023	Complied								
Document	Environment Impact Aspect (EIA)														
Date	01/06/2023														

Criterion / Indicator		Assessment Findings		Compliance						
		Area Assessment	Office, FFB Ramp, Sterilizer Station, Threshing Station, Pressing Station, Clarification Station, Kernel Station, Power Generation, Effluent Plant, Laboratory, Canteen, Water Treatment Plant, Product Storage, Workshop, Store, Linesite							
4.5.1.4	A programme to promote the positive impacts should be included in the continual improvement plan. - Minor compliance -	A programmed to promote the positive impact has been included in the environmental management plan (EMP). The person in charge has appointed for monitoring the progress for monitoring purpose for improvement on the positive impact. Sighted the evidence: Details information on programmed to promote positive impact: <table><tr><td>Document</td><td>Continuous Improvement Plan</td></tr><tr><td>Date</td><td>21/02/2024</td></tr><tr><td>Action Plan</td><td>Action Plan – Environment To conduct monitoring of water quality To conduct awareness recycling campaign To record the recycling waste</td></tr></table>		Document	Continuous Improvement Plan	Date	21/02/2024	Action Plan	Action Plan – Environment To conduct monitoring of water quality To conduct awareness recycling campaign To record the recycling waste	Complied
Document	Continuous Improvement Plan									
Date	21/02/2024									
Action Plan	Action Plan – Environment To conduct monitoring of water quality To conduct awareness recycling campaign To record the recycling waste									
4.5.1.5	An awareness and training programme shall be established and implemented to ensure that employees understand the policy, objectives and management plans and are working towards achieving objectives. - Major compliance -	The management has continuously provided training to the workers to create awareness regarding on the environment. This is to ensure the employee were understanding the company policy and working towards achieving the environment objectives. Sighted the evidence: Details information programmed on awareness environmental: <table><tr><td>Document</td><td>Training Policy – 15/02/2024</td></tr><tr><td>Document</td><td>Training Impact Aspect – 06/05/2024</td></tr><tr><td>Document</td><td>Training Waste Handling – 11/07/2024</td></tr></table>		Document	Training Policy – 15/02/2024	Document	Training Impact Aspect – 06/05/2024	Document	Training Waste Handling – 11/07/2024	Complied
Document	Training Policy – 15/02/2024									
Document	Training Impact Aspect – 06/05/2024									
Document	Training Waste Handling – 11/07/2024									

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Criterion / Indicator		Assessment Findings	Compliance								
4.5.1.6	The management shall organize regular meetings with workers where concerns of workers about the environmental quality are discussed. - Major compliance -	The management has been discussed the concern of environmental issues. The discussions on environmental issues were discussed with staffs in environmental meeting. The meeting was conducted together with the Safety meeting. Details of the meeting conducted on as evidence from minutes of meeting and meeting notices dated 23/04/2024, 23/01/2024, 31/10/2023, 28/07/2023 in current year 2024 and 2023 in Genting Jambongan Oil Mill.	Complied								
Criterion 4.5.2: Efficiency of energy use and use of renewable energy											
4.5.2.1	Consumption of non-renewable energy shall be optimized and closely monitored by establishing baseline values and trends shall be observed within appropriate timeframe. There should be a plan to assess the usage of non-renewable energy including fossil fuel, electricity in the operations over the base period - Major compliance -	<div>The management has recorded the following data consumption of diesel and tabulate the ratio against the FFB Produce to determine the efficiency of their operations. This is to ensure the usage diesel within optimum consumption. Sighted the evidence: Details information on diesel consumption & record monitoring:</div> <table><tr><td>Document</td><td>Diesel Consumption</td></tr><tr><td>Date</td><td>Year 2024 – To-date</td></tr><tr><td>Total (Litter)</td><td>118,043.50</td></tr><tr><td>Total (L/MT FFB)</td><td>3.41</td></tr></table>	Document	Diesel Consumption	Date	Year 2024 – To-date	Total (Litter)	118,043.50	Total (L/MT FFB)	3.41	Complied
Document	Diesel Consumption										
Date	Year 2024 – To-date										
Total (Litter)	118,043.50										
Total (L/MT FFB)	3.41										
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 -	<div>The management has recorded the following data consumption of diesel and tabulate the ratio against the FFB Produce to determine the efficiency of their operations. This is to ensure the usage diesel within optimum consumption. Sighted the evidence: Details information on diesel consumption & record monitoring:</div> <table><tr><td>Document</td><td>Diesel Consumption</td></tr><tr><td>Date</td><td>Year 2024 – Todate</td></tr><tr><td>Total (Litter)</td><td>118,043.50</td></tr><tr><td>Total (L/MT FFB)</td><td>3.41</td></tr></table>	Document	Diesel Consumption	Date	Year 2024 – Todate	Total (Litter)	118,043.50	Total (L/MT FFB)	3.41	Complied
Document	Diesel Consumption										
Date	Year 2024 – Todate										
Total (Litter)	118,043.50										
Total (L/MT FFB)	3.41										

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Criterion / Indicator		Assessment Findings	Compliance										
		The estimation of diesel usage was recorded in the mill budget book. Which details the consumption of diesel for every machinery.											
4.5.2.3	The use of renewable energy should be applied where possible. - Minor compliance -	<div>The management has applied the renewable energy in the mill for processing and other purpose. Sighted the evidence: Details information on renewable energy applied at mill:</div> <table><tr><td>Fiber</td><td>Use for boiler fuel</td></tr><tr><td>Shell</td><td>Use for boiler fuel</td></tr><tr><td>Decanter cake</td><td>Use for estate application</td></tr><tr><td>Boiler Ash</td><td>Use for estate application</td></tr><tr><td>Empty Bunch</td><td>Use for estate application</td></tr></table>	Fiber	Use for boiler fuel	Shell	Use for boiler fuel	Decanter cake	Use for estate application	Boiler Ash	Use for estate application	Empty Bunch	Use for estate application	Complied
Fiber	Use for boiler fuel												
Shell	Use for boiler fuel												
Decanter cake	Use for estate application												
Boiler Ash	Use for estate application												
Empty Bunch	Use for estate application												
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 -	<div>The management has identified the waste product generated. It has recorded and documented for their monitoring. The waste product has divided by category of waste. Sighted the evidence: Details information on waste generated at the premise:</div> <table><tr><td>Document</td><td>Waste Management Plan</td></tr><tr><td>Schedule Waste</td><td>SW 409, SW410, SW 305, SW 306, SW 102, SW 110</td></tr><tr><td>Domestic Waste</td><td>Household waste</td></tr><tr><td>Recycle Waste</td><td>Plastic, bottle, glass, Paper, Aluminum</td></tr></table>	Document	Waste Management Plan	Schedule Waste	SW 409, SW410, SW 305, SW 306, SW 102, SW 110	Domestic Waste	Household waste	Recycle Waste	Plastic, bottle, glass, Paper, Aluminum	Complied		
Document	Waste Management Plan												
Schedule Waste	SW 409, SW410, SW 305, SW 306, SW 102, SW 110												
Domestic Waste	Household waste												
Recycle Waste	Plastic, bottle, glass, Paper, Aluminum												
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.	The management has established the waste management plan. It has identified the waste product generated. It has recorded and documented for their monitoring. For the schedule waste it has recorded in inventory of scheduled wastes, and it will dispose with	Complied										

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Criterion / Indicator		Assessment Findings	Compliance										
	b) Improving the efficiency and recycling potential of mill by-products by converting them into value-added products. - Major compliance -	<p>certified contractor. While domestic waste has disposed at designated landfill area. Sighted the evidence:</p> <p>Details information on waste generated at the premise:</p> <table><tr><td>Document</td><td>Waste Management Plan</td></tr><tr><td>Schedule Waste</td><td>SW 409, SW410, SW 305, SW 306, SW 102, SW 110</td></tr><tr><td>Domestic Waste</td><td>Household waste</td></tr><tr><td>Recycle Waste</td><td>Plastic, bottle, glass, Paper, Aluminum</td></tr></table>	Document	Waste Management Plan	Schedule Waste	SW 409, SW410, SW 305, SW 306, SW 102, SW 110	Domestic Waste	Household waste	Recycle Waste	Plastic, bottle, glass, Paper, Aluminum			
Document	Waste Management Plan												
Schedule Waste	SW 409, SW410, SW 305, SW 306, SW 102, SW 110												
Domestic Waste	Household waste												
Recycle Waste	Plastic, bottle, glass, Paper, Aluminum												
4.5.3.3	<p>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</p> - Major compliance -	<p>The management has established the procedure of handling schedule waste. The procedure has described form the identification of schedule waste generated, storage, labelling and disposal. The schedule waste it was recorded in inventory of scheduled waste, and it will dispose with certified contractor. Sighted the evidence:</p> <p>Details information on handling of schedule waste:</p> <table><tr><td>Document</td><td>Sustainability Management Procedure Manual</td></tr><tr><td>Reference</td><td>SMP-GPB-11</td></tr><tr><td>Date</td><td>May 2024</td></tr><tr><td>Inventory SW</td><td>Reference: JAS.SSK.600-3/1/87 Date: September 2023</td></tr><tr><td>Disposal SW</td><td>SW102, SW110, SW305, SW306, SW322, SW323, SW408, SW409, SW410</td></tr></table> <p>Sample taken for the schedule waste was dispose on 11/06/2024 through license schedule waste operator. Site visit at Schedule Waste Store verified that the area is well maintained, with proper labelling is available.</p>	Document	Sustainability Management Procedure Manual	Reference	SMP-GPB-11	Date	May 2024	Inventory SW	Reference: JAS.SSK.600-3/1/87 Date: September 2023	Disposal SW	SW102, SW110, SW305, SW306, SW322, SW323, SW408, SW409, SW410	Complied
Document	Sustainability Management Procedure Manual												
Reference	SMP-GPB-11												
Date	May 2024												
Inventory SW	Reference: JAS.SSK.600-3/1/87 Date: September 2023												
Disposal SW	SW102, SW110, SW305, SW306, SW322, SW323, SW408, SW409, SW410												

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Criterion / Indicator		Assessment Findings	Compliance						
4.5.3.4	Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourse. - Minor compliance -	Domestic waste is handled by the Genting Jambongan Estate. Site visit at areas found that the rubbish bin is place accordingly, the estate management collect the rubbish at minimum twice a week.	Complied						
Criterion 4.5.4: Reduction of pollution and emission									
4.5.4.1	An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, particulate and soot emissions, scheduled wastes, solid wastes and effluent. - Major compliance -	<p>The management has provided the data for assessment of polluting activities in the mill. It has included the data recorded such FFB processing, data diesel usage, data POME generates and EFB generate. It will calculate to get the data emission produced. Sighted the evidence:</p> <p>Details information on GHG data generated:</p> <table><tr><td>Document</td><td>GHG Calculation Record</td></tr><tr><td>Date</td><td>Year 2023</td></tr><tr><td>Data Calculate</td><td>FFB Processing, Diesel Usage, POME Generated, EFB Generated</td></tr></table> <p>The management has conducted the boiler stack emission dated 28/02/2024 for the year 2024. All parameter was met and within the requirement.</p>	Document	GHG Calculation Record	Date	Year 2023	Data Calculate	FFB Processing, Diesel Usage, POME Generated, EFB Generated	Complied
Document	GHG Calculation Record								
Date	Year 2023								
Data Calculate	FFB Processing, Diesel Usage, POME Generated, EFB Generated								
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented. - Major compliance -	<p>The management has established environmental management (EMP) plan of all operation conducted. The plan has rectified any negative impact from operation and promote to positive impact with the mitigation plan. Sighted the evidence:</p> <p>Details information on the Environmental Management Plan (EMP):</p> <table><tr><td>Document</td><td>Environment Management Plan (EMP)</td></tr><tr><td>Date</td><td>21/02/2024</td></tr><tr><td>Action Plan</td><td>To monitor water quality for river</td></tr></table>	Document	Environment Management Plan (EMP)	Date	21/02/2024	Action Plan	To monitor water quality for river	Complied
Document	Environment Management Plan (EMP)								
Date	21/02/2024								
Action Plan	To monitor water quality for river								

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Criterion / Indicator		Assessment Findings		Compliance								
			To monitor water quality for domestic To carry out site inspection To provide spill kit at lubricant store									
4.5.4.3	Palm oil mill effluent (POME) shall be treated to ensure compliance with standards as stipulated in the relevant Environmental Quality (Prescribed Premises) (Crude Palm Oil) Regulations 1977. POME discharge limits and method should be in accordance with the respective state and national policies and regulations. - Major compliance -	The management has treated the effluent water, and it was discharge to the composting. There is no POME discharge to land application nor water course. Thus, there is no monitoring conducted for the POME discharge.		Complied								
Criterion 4.5.5: Natural water resources												
4.5.5.1	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: a) Assessment of water usage and sources. b) Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the mill’s current activities. c) Ways to optimize water and nutrient usage and reduce wastage (e.g. having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.). - Major compliance -	a) The management has done conducted assessment of water usage and sources of supply. Sighted the evidence: <table><tr><td>Document</td><td>Certificate of Analysis Domestic Water</td></tr><tr><td>Reference</td><td>W240418/03</td></tr><tr><td>Date</td><td>07/05/2024</td></tr><tr><td>Parameter</td><td>PH, SS, BOD, COD, Chloride, Turbidity, Coliform, E-Coli</td></tr></table> The mill has recorded the water consumption, with 2024 YTD consumption is at 34488 m3. With the mill processing water is at 9108 m3. The water to FFB ratio is at 1.00. The mill also conducted the CSR by supplying treated water to nearby villagers. b) The management does not conduct the outgoing water monitoring as there is no POME discharge to water course.		Document	Certificate of Analysis Domestic Water	Reference	W240418/03	Date	07/05/2024	Parameter	PH, SS, BOD, COD, Chloride, Turbidity, Coliform, E-Coli	Complied
Document	Certificate of Analysis Domestic Water											
Reference	W240418/03											
Date	07/05/2024											
Parameter	PH, SS, BOD, COD, Chloride, Turbidity, Coliform, E-Coli											

Criterion / Indicator		Assessment Findings	Compliance						
		<div>c) The management has established water management plan to optimize water and nutrient usage and reduce wastage. Sighted the evidence:<table><tr><td>Document</td><td>Water Management Plan</td></tr><tr><td>Date</td><td>21/04/2024</td></tr><tr><td>Action Plan</td><td>To provide & supply clean & safe water To remove impurities in water To conduct regular monitoring water test</td></tr></table></div>	Document	Water Management Plan	Date	21/04/2024	Action Plan	To provide & supply clean & safe water To remove impurities in water To conduct regular monitoring water test	
Document	Water Management Plan								
Date	21/04/2024								
Action Plan	To provide & supply clean & safe water To remove impurities in water To conduct regular monitoring water test								
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 management has treated the effluent water, and it was discharge to the composting. There is no POME discharge to land application nor water course. Thus, there is no monitoring conducted for the POME discharge.	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 -	Genting Plantations Berhad has established and documented a procedure for consistent implementation and monitoring of mill operations as below sampled: 1. General (SOM-MGR-01) 2. Reception (SOM-MGR-02) 3. Fruit Handling Station (SOM-PRD-03) 4. Sterilizer Station (SO22) M-PRD-04) 5. Thresher Station (SOM-PRD-05) 6. Press Station (SOM-PRD-06) until Automation Monitoring System (SOM-MNT-22)	Complied						

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Criterion / Indicator		Assessment Findings	Compliance
		<p>Another category of 48 documents under Safety Operating Procedure established such as:</p> <ol style="list-style-type: none"> 1. Security (SOP-MGR-01) 2. Office (SOP-MGR-02) 3. Weighbridge (SOP-MGR-03) 4. Canteen (SOP-MGR-04) 5. Toilet Use (SOP-MGR-05) until Painting and Cleaning (SOP-MGR-10) 6. Extraction (SOP-LAB-06) etc. 	
4.6.1.2	<p>All palm oil mills shall implement best practices.</p> <p>- Major compliance -</p>	<p>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.</p>	Complied
Criterion 4.6.2: Economic and financial viability plan			
4.6.2.1	<p>A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning.</p> <p>- Major compliance -</p>	<p>Sighted Projection for Year 2024 to 2028 for Genting Jambongan Oil Mill as stated with crop intake from own estates and external. Processing cost with extraction rates for OER and KER for 2024 to 2028. Capital expenditures clearly considered for year 2024 to 2028.</p>	Complied
Criterion 4.6.3: Transparent and fair price dealing			

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Criterion / Indicator		Assessment Findings	Compliance
4.6.3.1	Pricing mechanisms for the products and other services shall be documented and effectively implemented. - Major compliance -	Pricing mechanisms for the products and other services were clearly written in the contract and purchase order. For CPO and PK transporter, fees of services are mentioned under Third Schedule under the contract agreement. For supplier, specific terms and conditions are mentioned under notes and conditions on the transport and payment documentation. For FFB suppliers, there is a policy agreement that shows the price calculation formula which is signed by the buyer and the seller. Based on the formula, among the factors taken into consideration are OER, MPOB average price (for CPO & PK), MPOB cess, Sabah's CPO sales tax and processing fees to name a few.	Complied
4.6.3.2	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. - Major compliance -	Payments to the contractors were found to be fair, legal, transparent, and timely manner in accordance with the established contract agreements. So far there has been no complaints with regards to payments. Further confirmation was also obtained during stakeholders' consultation. The payments for FFB suppliers were also found to be made in timely manner i.e., not later than the 15th day of the subsequent month (ref.: Polisi Perolehan Tandan Buah Segar (TBS) Luar, clause 4.1).	Complied
Criterion 4.6.4: Contractor			
4.6.4.1	In case of the engagement of contractors, they shall be made to understand the MSPO requirements and shall provide the required documentation and information. - Major compliance -	The mill did not engage any permanent contractor to work in the mill. Only based on project basis and there were no permanent workers engaged by the contractor. The contractors have been briefed on RSPO/MSPO management policies during stakeholder consultation and record of attendance was made available for verification. With regards to sundry shop however, the tenant was found not able to provide related legal documents to show evidence of compliance. The following detail of evidence is referred:	Minor non-conformance

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		<p>Tenancy agreement dated 01/01/2024 between Genting Jambongan POM and Mohammad Miasin @ Mursidi Abdul Ladis, Mursidi Enterprise for renting single story permanent building. Stated in clause 4(1)(k), to comply with all laws, rules and regulations for the time being in force affecting.</p> <p>Site visit conducted by auditor, found out there are rice, wheat flour and LPG Gas being sold. However, there is no application of licenses to KPDNKK was made. This does not comply with the requirement stated in the, Peraturan-Peraturan Kawalan Bekalan 1974 (PPKB 1974).</p> <p>It was also found that the food handler hired has yet to attend the Food Handler training approved by Ministry of health. This does not comply with Peratuaran-peraturan Kerbersihan Makan 2009.</p> <p>Thus, a Minor non-conformity report was assigned.</p>	
4.6.4.2	<p>The management shall provide evidence of agreed contracts with the contractor.</p> <p>- Major compliance -</p>	<p>Sampled the contract agreement/letter of award for services provider and external FFB suppliers as below:</p> <p>Contractor: Hxx Hxxx for CPO & PK transport which valid until 30/04/2025.</p>	Complied
4.6.4.3	<p>The management shall accept MSPO approved auditors to verify the assessments through a physical inspection, if required.</p> <p>- Minor compliance -</p>	<p>Genting Jambongan certification unit has no objection to allow BSI auditors to verify the assessment through physical inspection if required. Clause 38 (e) of the agreement above has clearly mentioned that the transporter shall ensure to provide cooperation and relevant access to the appointed CB into their respective operations, systems and any all information, when this is announced in advance.</p>	Complied

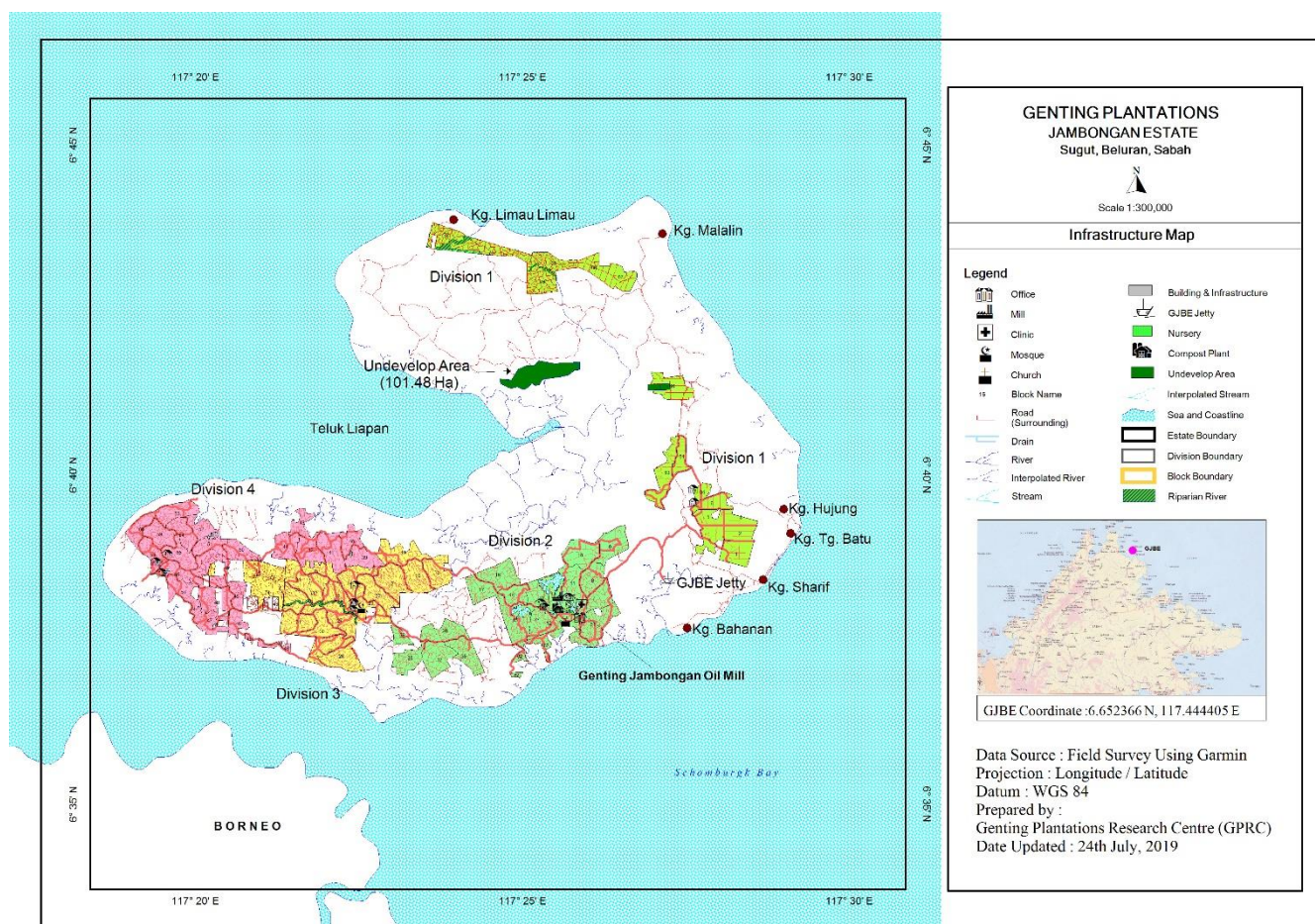
MSPO Public Summary Report
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No.	Smallholder		Location of Planted Area (District)	GPS Coordinates		Certified Area (ha)	Planted Area (ha)
	Name	MPOB License Number		Latitude	Longitude		
	NA						

Appendix C: Location and Field Map**Genting Jambongan Oil Mill and Genting Jambongan Estate**

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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
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
SDS	Safety Data Sheet
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure