

RSPO PRINCIPLE AND CRITERIA PUBLIC SUMMARY REPORT

- ☐ Initial Assessment
- ☐ Annual Surveillance Assessment (Choose an item.)
- ☒ Recertification Assessment (RA 1)
- ☐ Extension of Scope

Client Company Name / Parent Company: GENTING PLANTATIONS BERHAD
Client Company / Parent Company Address: 10th Floor, Wisma Genting, Jalan Sultan Ismail, 50250 Kuala Lumpur, Malaysia.
Certification Unit: Genting Oil Mills (Sabah) Sdn. Bhd. – Genting Jambongan Oil Mill
Location of Certification Unit: Jambongan Island, 90100 Beluran District, Sabah, Malaysia
Date of Final Report: 01/10/2024

TABLE of CONTENTS
Page No

Section 1: Scope of the Assessment.....	3
1. Company Details	3
2. Certification Information	3
3. Other Certifications.....	4
4. Location(s) of Mill & Supply Bases	4
5. Description of Supply Base	4
6. Plantings & Cycle.....	4
7. Summary of Certified Tonnage of FFB (Own Certified Scope)	5
8. Summary of Certified Tonnage of FFB (from other certified unit(s))	5
9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate).....	5
10. Summary of Certified Tonnage (not applicable for ISS)	6
11. Summary of Actual Volume sold	7
12. Independent Smallholders Certified Tonnage / Volume	8
13. Independent Smallholders Actual Sold Tonnage / Volume	9
Section 2: Assessment Process	10
2.1 Assessment Methodology, Programme, Site Visits.....	10
2.2 BSI Assessment Team	11
2.3 Assessment Plan.....	13
Section 3: Assessment Findings	16
3.1 Multiple Management Units and Time Bound Plan.....	16
3.2 Progress of scheme smallholders and/or outgrowers.....	19
3.3 Details of Nonconformities	28
3.3.1 Status of Nonconformities Previously Identified and Observations.....	34
3.3.2 Summary of the Nonconformities and Status	40
3.4 Stakeholders and previous land owner / user consultation.....	40
3.5 Impartiality and conflict of interest	43
Formal Signing-off of Assessment Conclusion and Recommendation	44
Appendix A: Summary of Findings	45
Appendix B: GHG Reporting Executive Summary	137
Appendix C: Location Map of Certification Unit and Supply bases.....	139
Appendix D: Estate Field Map	140
Appendix E: List of Smallholder Registered and/or sampled	141
Appendix F: List of Abbreviations	142

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Genting Plantations Berhad		
RSPO Membership Number	1-0086-06-000-00	Membership Approval Date	14/11/2006
Address	10th Floor, Wisma Genting, Jalan Sultan Ismail, 50250 Kuala Lumpur, Malaysia.		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	Genting Oil Mills (Sabah) Sdn. Bhd. – Genting Jambongan Oil Mill		
Location / Address	Jambongan Island, 90100 Beluran District, Sabah, Malaysia		
Website	http://www.gentingplantations.com		
Management Representative	Mr. Abdul Rahim Wilson Abdullah – Senior Vice President – Plantation (Malaysia) Mr. James Chung Khim Hon – Senior Vice President – Group Processing Ms. Erika Jesham – Sustainability Executive –	E-mail	rahim.abdullah@gentingplantations.com james.chung@gentingplantations.com erika.jesham@gentingplantations.com
Telephone	+603 2333 6510 (Head Office) +6089 858350 (GJOM)	Facsimile	+603 2333 6575

2. Certification Information			
Certificate Number	RSPO 709622	Certificate Start Date	26/08/2024
Date of First Certification	26/08/2019	Certificate Expiry Date	25/08/2029
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
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. 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input type="checkbox"/> Annual Surveillance Assessment (ASA Choose an item.) <input checked="" type="checkbox"/> Recertification Assessment (RA 1) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 of the RSPO P&C 2018		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	20 MT/HR

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
Is this a remote audit or on-site audit	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 709464	MS 2530-3:2013 – General Principles for Oil Palm Plantations and Organized Smallholders	BSI Services (Malaysia) Sdn Bhd	08/08/2024
MSPO 709462	MSPO MS 2530-4 – General Principles for Palm Oil Mills		08/08/2024
MSPO 715401	MSPO Supply Chain Certification Standard 2018		26/08/2024
EU-ISCC-Cert-DE119-60234826	ISCC EU	ASG Cert GmbH	30/11/2024

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		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	Jambongan Island, 90100 Beluran District, Sabah, Malaysia	6° 38' 59.04" N	117° 27' 03.07" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No		<input type="checkbox"/> Yes		
Estate / Smallholders	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	93.3
Total	3,790.14	24.36	247.80	4,062.30	93.3

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Genting Jambongan Estate	0	506.27	3,283.87	0	3,790.14	0

Total (ha)	0	506.27	3,283.87	0	3,790.14	0
-------------------	----------	---------------	-----------------	----------	-----------------	----------

Note: Only Mature area is considered as production area

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Aug 23 – Jul 24)	Actual (Jun 23 - May 24)		Forecast (Aug 24 - Jul 25)
		Previous license period (Jun 23 - Jul 23)	Current license period (Aug 23 - May 24)	
Genting Jambangan Estate	85,700.00	11,281.98	70,588.70	95,000.00
Total	85,700.00	81,870.68		95,000.00

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Aug 23 – Jul 24)	Actual (Jun 23 - May 24)		Forecast (Aug 24 - Jul 25)
		Previous license period (Jun 23 - Jul 23)	Current license period (Aug 23 - May 24)	
N/A		N/A	N/A	
Total		N/A		

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Aug 23 – Jul 24)	Actual (Jun 23 - May 24)		Forecast (Aug 24 - Jul 25)
		Previous license period (Jun 23 - Jul 23)	Current license period (Aug 23 - May 24)	
Bahagia Jaya	9,500.00	1,066.73	7,122.33	8,350.00
Joyland Sdn Bhd	800.00	266.43	1,785.16	2,200.00
Abdul Rauf Bin Jalil	38.00	8.78	33.25	45.00
Koh Shuk Kien	1,200.00	157.96	1,001.12	1,290.00
Mohd Najar Bin Abdul Razak	150.00	15.76	113.55	150.00
Muji Bin Sani	8.50	0.00	7.46	15.00
Norlia Binti Abdul Wahid	0.00	0.00	0.00	10.00
Roziah Binti Hariri	30.00	0.00	2.74	10.00

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Shamsul Bin Abang	32.00	2.63	21.98	30.00
Yazid Bin Sarip Rahman	20.00	2.62	17.90	30.00
Total	11,890.50	11,626.40		12,130.00

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	Jun-2023	5,192.53	725.43	5,917.96
2	Jul-2023	6,089.45	795.48	6,884.93
3	Aug-2023	7,171.07	1,065.89	8,236.96
4	Sep-2023	8,660.87	1,198.76	9,859.63
5	Oct-2023	9,115.66	1,141.90	10,257.56
6	Nov-2023	7,772.19	1,391.65	9,163.84
7	Dec-2023	7,650.78	948.02	8,598.80
8	Jan-2024	6,941.17	933.24	7,874.41
9	Feb-2024	6,066.63	793.34	6,859.97
10	Mar-2024	6,230.52	820.03	7,050.55
11	Apr-2024	5,766.93	870.36	6,637.29
12	May-2024	5,212.88	942.30	6,155.18
TOTAL		81,870.68	11,626.40	93,497.08

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Aug 23 – Jul 24)	Actual (Jun 23 - May 24)		Forecast (Aug 24 - Jul 25)
	Previous license period (Jun 23 - Jul 23)	Current license period (Aug 23 - May 24)	
FFB	FFB		FFB
85,700.00 mt	11,281.98 mt	70,588.70 mt	95,000.00 mt
	TOTAL	81,870.68 mt	
CPO (OER: 20.46%)	CPO (OER: 23.90%)		CPO (OER: 23.41%)
17,550.10 mt	2,517.17 mt	17,050.32 mt	22,239.50 mt
	TOTAL	19,567.49 mt	
PK (KER: 4.36%)	PK (KER: 4.87%)		PK (KER: 4.82%)
3,750.00 mt	437.18 mt	3,547.13 mt	4,579.00 mt

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

	TOTAL	3,984.31 mt	
Note: Volume extension 18/08/2023: CPO = 2,271.40 MT; PK = 554.00 MT; FFB = 11,080.00 MT			

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	Jun-2023	1,161.61	210.07
2	Jul-2023	1,355.56	227.11
3	Aug-2023	1,708.97	296.94
4	Sep-2023	2,054.89	446.70
5	Oct-2023	2,282.64	520.65
6	Nov-2023	1,920.33	393.75
7	Dec-2023	1,660.62	314.76
8	Jan-2024	1,599.55	333.78
9	Feb-2024	1,460.32	333.06
10	Mar-2024	1,524.56	361.53
11	Apr-2024	1,488.43	301.49
12	May-24	1,350.01	244.47
TOTAL		19,567.49	3,984.31

11. Summary of Actual Volume sold					
Current License period (Aug 23 - May 24)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	-	1,765.26	-	14,391.91	16,157.17
PK (MT)	2,862.35	-	-	15.08	2,877.43
Credits	-	-	-	-	-
Previous License period (Jun 23 - Jul 23)					
CPO (MT)	144.62	-	-	1,096.14	1,240.76
PK (MT)	352.56	-	-	16.43	368.99
Credits	-	-	-	-	-
Note: Conventional is RSPO certified material but sold as non-RSPO.					

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	GMMR	RSPO_PO1000005763	144.62	-
2	IOI	RSPO_PO1000007211	-	2,862.35
3	SEO	RSPO_PO1000006087	-	352.56
TOTAL			144.62	3,214.91

11B. Records of certified CPO & PK Sold under other schemes since the last audit (if any)				
No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	A	ISCC	1,765.26	-
TOTAL			1,765.26	-

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
1	A	15,488.05	-
2	B	-	31.51
TOTAL		15,488.05	31.51

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
1	N/A	N/A	N/A
TOTAL			N/A

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year (Not Applicable)			Actual (Not Applicable)			Forecast (Not Applicable)		
	Eligibility	MS A	MS B	Eligibility	MS A	MS B	Eligibility	MS A	MS B
	40%	70%	100%	40%	70%	100%	40%	70%	100%
FFB			N/A			N/A			N/A
IS-CSPO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKE	N/A	N/A		N/A	N/A		N/A	N/A	

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

CSPK	N/A	N/A		N/A	N/A		N/A	N/A	
------	-----	-----	--	-----	-----	--	-----	-----	--

12A. Monthly Records of Certified CPO, PK & PKE (equivalent) produced since the last audit						
No.	Month - Year	FFB (MT)	Certified CPO (MT)	Certified PK (MT)	Certified PKO (MT)	Certified PKE (MT)
N/A	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL		N/A	N/A	N/A	N/A	N/A
Note: 1 mt = 1 credit						

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
Current License period (Aug 23 - May 24)							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				
Previous License period (Jun 23 - Jul 23)							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				

13A. Records of Certified FFB, CPO, PK & PKE (including credits) sold since the last audit							
No.	Buyers Name	PalmTrace Trading License Number	FFB Sold (MT)	Certified CPO Sold (MT/credit)	Certified PK Sold (MT/credit)	Certified PKO Sold (MT/credit)	Certified PKE Sold (MT/credit)
1	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL			N/A	N/A	N/A	N/A	N/A

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)

Suite 29.01 Level 29, The Gardens North Tower,

Mid Valley City, Lingkaran Syed Putra,

59200 Kuala Lumpur, Malaysia.

Tel +60 (3) 9212 9638; Fax +60 (3) 9212 9639

Representative: Dr. Chaiyaporn Seekao (Chaiyaporn.Seekao@bsigroup.com)

Website: www.bsigroup.com

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 is the UK's National Standards Body. BSI provides independent, third-party certification of management systems. BSI is ASI Accredited (ASI-ACC-067) to conduct RSPO assessment since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia.

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **10/06/2024 – 12/06/2024**. The audit programme is included as Section 2.3. Where applicable, prior to the initial certification and recertification audit, 30 days Public Notification was made through the RSPO and BSI website on **24/04/2024** as per website link as following:

https://rspo.org/wp-content/uploads/RSPO-Public-Notification_Recertification_Genting-Jambongan-Oil-Mill-Supply-Base_English.pdf.

The approach to the audit was to treat the mill and supply base as an RSPO Certification Unit. A range of occupational health and safety, environmental, best practice management, and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas, local communities engagement and workers welfare and safety.

The Critical NC close out on-site assessment was conducted off-site on emailed documents of CAP implementation evidence by client. The CAP evidence submitted was verified to be effective to address the Critical NC and its root cause.

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. Malaysia National Interpretation 2019 of the RSPO P&C 2018 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The minimum sample size is four estates. Sample size for certification unit with more than four (4) estates were determined based on formula $N = (\sqrt{y}) \times (z)$ where y is the number of estates and where z is the multiplier defined by risk assessment. While, the sampling of smallholders were based on the formula $(\sqrt{y}) \times (z)$; where y is total number of group member and where z is the multiplier defined by the risk assessment. The sampled smallholder listed in Appendix E.

Meetings were held with stakeholders to seek their views on the performance of the certification unit with respect to the RSPO 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 3.4.

The non-conformities for this audit are detailed in Section 3.3 and unless it is stated in this section, all previous nonconformities including minor nonconformities are remains closed.

This report is structured to provide a summary of assessment finding as provided in Appendix A. The assessment was conducted based on risk based approach sampling and therefore nonconformities may exist.

For Initial, Re-certification and Extension of Scope assessment, the report was externally reviewed by approved external peer reviewer prior to certification 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 / Supply Base)	Year 1 (Re- Certification)	Year 2 (ASA1-1)	Year 3 (ASA1-2)	Year 4 (ASA1-3)	Year 5 (ASA1-4)
Genting Jambongan Oil Mill	✓	✓	✓	✓	✓
Genting Jambongan Estate	✓	✓	✓	✓	✓

Tentative Date of Next Visit: June 9, 2025 - June 11, 2025

Total Number of Mandays: 9 Mandays

2.2 BSI Assessment Team

Name	Role	Competency
Hafriazhar Mohd. Mokhtar (HMM)	Team Leader	<p>Education: Bachelor of Engineering (Hons.) Chemical Engineering, UTM</p> <p>Work Experience: Environmental Officer (2002-2003), Mill Engineer (2003-2008), Project Control Engineer (2008-2011), Auditor/Client Manager (2011-present)</p> <p>Training attended: Social Auditing & SMETA Training (2021), ISO 45001 LA Training (2018), RSPO LA Training (2017), RSPO SCCS LA Training (2016), RSPO P&C LA Training (2015), ISO 9001 LA Training (2013), ISO 50001 LA Training (2012), ISO 14001 LA Training (2011)</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English Language.</p> <p>Aspect covered in this audit:</p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input checked="" type="checkbox"/> Supply chain requirements</p> <p><input type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input checked="" type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>

Mohamed Hidhir bin Zainal Abidin (MHZ)	Team Member	<p>Education: Bachelor Degree in Chemical Engineering, National University of Malaysia, 2006</p> <p>Work Experience:</p> <ol style="list-style-type: none"> 1) 7 years working experience in palm oil industry specifically on palm oil milling for 5 years 2) Auditor for several standards including ISO 9001, ISO 140001, OHSAS 18001, MSPO and RSPO since 2012 <p>Training attended:</p> <ol style="list-style-type: none"> 1) ISO 9001 Lead Auditor Course 2) ISO 14001 Lead Auditor Course 3) OHSAS 18001 Lead Auditor Course in 2012 4) Endorsed RSPO P&C Lead Auditor Course in 2013 5) MSPO Awareness Training in 2014 6) Endorsed RSPO SCCS Lead Auditor Course 7) SMETA Auditor training <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English.</p> <p>Aspect covered in this audit:</p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p> <p><input type="checkbox"/> Social <input type="checkbox"/> Environmental <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>
Mohd Razaleigh bin Mohamad (MRM)	Team Member	<p>Education: Holds a Bachelor Degree in Plantation Management and Agrotechnology, University Technology Mara (UiTM).</p> <p>Work Experience: He has 5 years' experience in Oil Palm Estate Management with Tradewinds Plantation Berhad. The last position held was Senior Assistant Manager. He has more than 4 years of experience in Third Party Certification Audit with Control Union (M) Sdn Bhd for RSPO P&C, MSPO P&C and GLOBALG.A.P. IFA Fruits and Vegetables. Qualified as RSPO Lead Auditor and approved to conduct Environmental and Social elements.</p> <p>Training attended: He has completed ISO 9001-2015 Lead Auditor Course, ISO14001- 2015 Lead Auditor Course, ISO45001-2018 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed MSPO P&C Lead Auditor Course, Social Accountability SA8000 Auditor Course, RSPO Independent Smallholder (IHS) Auditor Training and Endorsed RSPO Refresher Trainings (P&C and SCCS).</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English.</p> <p>Aspect covered in this audit:</p> <p><input type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p> <p><input checked="" type="checkbox"/> Social <input type="checkbox"/> Environmental <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>
Dr. Suhaili Sahari	Peer Reviewer	<p>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,</p>

		<p>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.</p> <p>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.</p> <p>Training attended:</p> <ol style="list-style-type: none"> 1. ISO 9001:2015 Lead Auditor and Internal Auditor 2. ASI reviewer training 3. Safety and Health 4. ISO 14001:2015 Standard 5. RSPO Standards: RSPO P&C 2018 MY-NI 2019 6. MSPO Standards: MS 2530: 2013 part 1, 2, 3 and 4 7. Problem Solving Technique: 8 D, ICC, QCC, Systematic PS 8. HACCP MS 1480:2019 9. GAP Standard: GLOBALGAP, Euro GAP 10. MSPO Peer Reviewer Training 2 - 2017 by MPOCC. <p>Expertise: General Management, Auditing, Environment and Plantation Management.</p>
--	--	---

Accompanying Persons:

Name	Role
N/A	N/A

2.3 Assessment Plan

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

Date	Time	Subjects	HMM	MHZ	MRM
Sunday, 09/06/2024	PM	Audit team travel Sandakan via AK5196 ETA 2105. Check in at MJ Hotel, Sandakan	✓	✓	✓

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Date	Time	Subjects	HMM	MHZ	MRM
Monday, 10/06/2024 Day 1 Genting Jambongan Estate	7:30 AM – 1:30 PM	Audit team travel to Jambongan Island via Paitan. Check in at GJOM guest house and lunch	✓	✓	✓
	1:30 PM – 2:00 PM	Opening meeting <ul style="list-style-type: none"> Opening Presentation by Audit team leader Confirmation of assessment scope Audit plan including stakeholder's consultation Verification on previous audit findings 	✓	✓	✓
	2:00 PM – 4:30 PM	Genting Jambongan Estate Document Assessment P1 – P7: General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM, HCV records, SEIA documents & records, OSH records, assessment on pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	✓	✓	✓
	4:30 PM – 5:00 PM	<ul style="list-style-type: none"> Auditors' discussion Day 1 Interim Closing Briefing 	✓	✓	✓
Tuesday, 11/06/2024 Day 2 Genting Jambongan Estate	9:00 AM – 12:30 PM	Genting 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, Schedule waste management, worker housing, clinic, Landfill etc.	✓	✓	✓
	10:00 PM – 12:00 PM	Meeting with stakeholders (Government, village representatives, smallholders, employee union representatives, vendor etc.)	-	-	✓
	12:30 PM – 1:30 PM	Lunch break	✓	✓	✓
	1:30 PM – 4:30 PM	Document Assessment P1 – P7: SOPs, assessment on management plans, SEIA documents, GHG records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation	✓	✓	✓
	4:30 PM – 5:00 PM	<ul style="list-style-type: none"> Auditors' discussion Day 2 Interim Closing Briefing 	✓	✓	✓

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Date	Time	Subjects	HMM	MHZ	MRM
Wednesday, 12/06/2024 Day 3 Genting Jambongan Oil Mill	9:00 AM – 12:30 PM	Genting Jambongan Oil Mill Mill visit: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment. Laboratory, weighbridge and palm product storage area, staff, workers and contractor interview, housing and facility inspection, clinic, lab, weighbridge, and palm product storage area etc.	✓	✓	✓
	10:00 PM – 12:00 PM	Meeting with stakeholders (Government, village representatives, smallholders, employee union representatives, vendor etc.)	-	-	✓
	12:30 AM – 1:30 PM	Lunch break	✓	✓	✓
	1:30 PM – 4:30 PM	Document Review P1 – P7: SOPs, review on management plans, SEIA documents, GHG records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation	✓	✓	✓
	4:30 PM – 5:00 PM	<ul style="list-style-type: none"> Auditors' discussion Day 4 Interim Closing Briefing 	✓	✓	✓
	5:00 PM	Travel to Segamat	✓	✓	✓
Thursday, 13/06/2024 Day 4 Genting Jambongan Oil Mill	9:00 AM – 12:00 PM	Genting Jambongan Oil Mill RSPO SCC general requirements, supply chain for CPO mill, internal audit, management review, sales and purchasing documents, mass balance accounting and other relevant documents and records.	✓	-	-
	12:00 AM – 12:30 PM	<ul style="list-style-type: none"> Auditors' discussion Preparation for Closing Meeting 	✓	✓	✓
	12:30 PM – 1:00 PM	Closing Meeting	✓	✓	✓

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	The time bound plan has included all the subsidiaries of Genting Plantations Berhad. The TBP includes all units in Malaysia and Indonesia. The detail of the subsidiaries and the management units is as per Approved Time Bound Plan dated 29/3/2023.	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	No. As reported in the approved time bound plan dated 29/3/2023, plan to certify all the Genting Plantations Berhad management units by December 2025.	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.	No new acquisition as of December 2023. TBP deviation approval dated 29/3/2023 was obtained from RSPO.	Complied

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Any deviations from the maximum periods requires approval by the RSPO Secretariat.	The maximum period has ended by June 2023. Nonetheless, Genting Plantations Berhad has obtained TBP deviation approval dated 29/3/2023 and extended until December 2025.	Complied
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	Changes to the time-bound plan incorporated in the certification plan and approved by RSPO on 29/3/2023. ACOP reporting has been verified and found to be consistent as per link as following: https://rspo.org/members/1-0086-06-000-00/	Complied
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	No isolated lapses observed.	Complied
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	No fundamental failure found.	Complied
Un-Certified Units or Holdings		
No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.	NPP documents were publicly available at the RSPO website link as following: https://rspo.org/as-an-organisation/certification/npp-public-comments/page/4/ Registered HCSA reports Completed Peer Review Reports were published via website link as following: https://highcarbonstock.org/forest-conservation-monitoring/assessment-reports/	Complied
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	New plantings involved the operation units which were completed its Peer Review Process and HCVN ALS Evaluation as following: PT Sawit Mitra Abadi: https://www.hcvnetwork.org/reports/hcv-pt-sawitmitra-abadi-additional-1-000-ha-ketapang-regencywest-kalimantan-provice-indonesia PT United Agro Indonesia:	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	https://www.hcvnetwork.org/reports/hcv-in-thepermit-area-pt-united-agro-indonesia PT Agro Abadi Cemerlang: https://www.hcvnetwork.org/reports/hcvconcession-area-of-pt-agro-abadi-cemerlangsanggau-regency-west-kalimantan-provinceindonesia PT Kharisma Inti Usaha (KIU): https://www.hcvnetwork.org/reports/highconservation-value-identification-pt-kharismainti-usaha PT Palma Agro Lestari Jaya: https://www.hcvnetwork.org/reports/hcv-ptpalma-agro-lestari-jaya-sintang-regency-westkalimantan-indonesia PT Sepanjang Intisurya Mulia: https://www.hcvnetwork.org/reports/laporan-hcvhcs-integrasi-di-areal-izin-penambahan-luasan-ptsepanjang-intisurya-mulia-kabupaten-ketapangprovinsi-kalimantan-barat	
Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.	Based on RSPO Complaints System or Dispute Settlement Facility website link as following: https://rspo.my.site.com/Complaint/s/casetracker there is an on-going complaint as per link as following: https://rspo.my.site.com/Complaint/s/case/500GB00003opMTTYA2/detail . The complaint was filed on 04/04/2024 and the respondent to be PT Citra Sawit Cemerlang, a subsidiary of Genting Plantations Berhad with complaint status under Investigation / Deliberation.	Complied
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	No labour disputes issue raised.	Complied
Any Legal non-compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	No legal non-compliance issue raised.	Complied
Did the company conduct internal audit for those uncertified estates against the uncertified management units	Yes, GPB's Sustainability Department conducted the internal audits in several dates January 2024 for the uncertified estates. Positive Assurance Statement for 2024 was made available for verification.	Complied

requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.		
Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?	No Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	Yes. NGOs were engaged especially in developing the HCV documentations for the uncertified units. Among the NGOs consulted were: <ul style="list-style-type: none"> - WWF (Sintang) - Rainforest Alliance (Sintang and Ketapang) - Tropenbos International (Ketapang) - YIARI (Ketapang) - BOSF (Kapas) 	Complied

3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification? OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.	There are no scheme smallholders and/ or outgrowers include in the scope of certification.	Not Applicable

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Approved Time Bound Plan

TIME BOUND PLAN (TBP)														
Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Location Address	GPS Coordinates (in decimal degree)		Total Managed Area (Ha)	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	Date of Last TBP Verified and Approved by CB	REVISION OF THE TBP <i>(Only applicable when revision is made)</i>			
				Latitude	Longitude						Any revision from the last approved TBP?	New Proposed Year for Certification	Justification of changes for each UoC	Date of approval from RSPO
1. Genting Ayer Item Oil Mill	Malaysia	Genting Ayer Item Oil Mill	Batu 54, Jalan Johor (Ayer Hitam – Spg Renggam), 86100 Ayer Hitam, Johor.	1.856709	103.209995		Certified	2014	2014					
		Genting Sri Gading Estate	Jalan Bt Pahat – Kluang KM 12, Sri Gading, 83009 Bt Pahat, Johor.	1.838289	103.018225	3,731.38	Certified	2014	2014					
		Genting Sungai Rayat Estate	Jalan Sri Gading - Pt Yaani KM 5, Sri Gading, 83009 Bt	1.904037	103.010690	2,378.98	Certified	2014	2014					

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

			Pahat, Johor.										
		Genting Kulai Besar Estate	No. 1213-1215, Jalan Kasturi 36/45, Indahpura, 81000 Kulai, Johor.	1.61 5371	103.61 0985	2,842 .05	Certified	2014	2014				
		Genting Tanah Merah Estate	Jalan Tangak – Segamat KM 3, 84907 Tangkak, Johor.	2.28 1650	102.56 0326	2,242 .05	Certified	2015	2015				
		Genting Tebong Estate	Jalan Tebong – Batang Melaka KM 4, 76460 Tebong, Melaka.	2.45 7442	102.37 5965	3,009 .73	Certified	2015	2015				
2. Genting Bukit Sembilan Estate	Malaysia	Genting Bukit Sembilan Estate	Kampung Batu Dua, 09300 Kuala Ketil, Kedah.	5.57 6390	100.68 5991	1,234 .16	Certified	2017	2017				
3. Genting Selama Estate	Malaysia	Genting Selama Estate	KM 6, Jalan Serdang – Selama, 09800 Serdang, Kedah, Malaysia	5.22 2173	100.65 6989	1,830 .84	Certified	2019	2019				
4. Genting Sabapalm Oil Mill	Malaysia	Genting Sabapalm Oil Mill	KM 25, Down Sg. Labuk, Mukim Tagas-Tagas, 90000 Beluran, Sandakan, Sabah.	5.96 5083	117.37 4111		Certified	2015	2015				
		Genting Sabapalm Estate	KM 25, Down Sg. Labuk, Mukim Tagas-Tagas, 90000 Beluran, Sandakan, Sabah.	5.96 5083	117.37 4111	4,358 .58	Certified	2015	2015				

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

5. Genting Tanjung Oil Mill	Malaysia	Genting Tanjung Oil Mill	Mile 97, Sandakan Lahad Datu Road, Tenegang, Jalan Jeroco, 90200 Kinabatangan, Sabah.	5.42 3000	118.27 3306		Certified	2016	2016					
		Genting Tanjung Estate	Mile 97, Sandakan Lahad Datu Road, Tenegang, Jalan Jeroco, 90200 Kinabatangan, Sabah.	5.42 3000	118.27 3306	4,466 .27	Certified	2016	2016					
		Genting Tenegang Estate	Mile 97, Sandakan Lahad Datu Road, Tenegang, Jalan Jeroco, 90200 Kinabatangan, Sabah.	5.34 6117	118.22 5611	3,652 .54	Certified	2016	2016					
		Genting Layang Estate	Mile 97, Sandakan Lahad Datu Road, Tenegang, Jalan Jeroco, 90200 Kinabatangan, Sabah.	5.42 2750	118.23 4264	2,077 .41	Certified	2016	2016					
		Genting Bahagia Estate	Mile 97, Sandakan Lahad Datu Road, Tenegang, Jalan Jeroco, 90200 Kinabatangan, Sabah.	5.36 3750	118.27 6028	4,427 .13	Certified	2016	2016					
		Genting Landworthy Estate	Mile 97, Sandakan Lahad Datu Road, Tenegang, Jalan Jeroco, 90200 Kinabatangan, Sabah.	5.42 0389	118.30 6833	4,039 .00	Certified	2016	2016					
6. Genting Mewah Oil Mill	Malaysia	Genting Mewah Oil Mill	Km20, Genting Mewah Rd, Off 75th Km, Sandakan – Lahad Datu Rd, 90200	5.51 8740	117.70 7716		Certified	2017	2017					

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

			Kinabatangan, Sabah,											
		Genting Mewah Estate	Km20, Genting Mewah Rd, Off 75th Km, Sandakan – Lahad Datu Rd, 90200 Kinabatangan, Sabah,	5.51 6414	117.70 7833	3,266 .40	Certified	2017	2017					
		Genting Lokan Estate	Km20, Genting Mewah Rd, Off 75th Km, Sandakan – Lahad Datu Rd, 90200 Kinabatangan, Sabah,	5.46 8919	117.74 3497	2,314 .37	Certified	2017	2017					
7. Genting Trushidup Oil Mill	Malaysia	Genting Trushidup Oil Mill	Sukau Road KM5, 90710 Kinabatangan, Sabah.				Certified	2017	2017					
		Genting Sekong Estate	Sukau Road KM5, 90710 Kinabatangan, Sabah.	5.56 3278	117.81 2889	3,037 .17	Certified	2017	2017					
		Genting Suan Lamba Estate	KM 11 Sukau Road Sungai Kinabatangan, Sabah.	5.94 3306	118.41 2417	3,717 .97	Certified	2017	2017					
8. Genting Jambongan Oil Mill	Malaysia	Genting Jambongan Oil Mill	Jambongan Island, 90100 Beluran District, Sabah.	6.65 1667	117.44 5300		Certified	2019	2019					
		Genting Jambongan Estate	Jambongan Island, 90100 Beluran District, Sabah.	6.64 9733	117.45 0853	4,062 .30	Certified	2019	2019					
9. Genting Indah Oil Mill	Malaysia	Genting Indah Oil Mill	KM34, Off Jalan Telupid, Tongod, 90000, Kinabatangan, Sabah.	5.37 5647	116.93 4208		Certified	2022	2022					
		Genting Indah Estate	KM34, Off Jalan Telupid, Tongod,	5.38 5712	116.93 8092	3,620 .00	Certified	2022	2022					

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

			90000, Kinabatangan, Sabah.											
		Genting Permai Estate	KM34, Off Jalan Telupid, Tongod, 90000, Kinabatangan, Sabah.	5.365 707	116.89 4554	2,560. 00	Certified	2022	2022					
		Genting Kencana Estate	KM34, Off Jalan Telupid, Tongod, 90000, Kinabatangan, Sabah.	5.378 137	116.87 8274	2,650. 00	Certified	2022	2022					
10. Mulia Oil Mill	Ind one sia	Mulia Oil Mill	Nanga Tayap Sub District, Ketapang District, Kalimantan Barat Province.	1.383 333	110.47 9167		Certified	2017	2017					
		Mulia 1 & 2	Pangkalan Teluk and Mensubang Village, Nanga Tayap Sub District, Ketapang District, Kalimantan	1.381 111	110.51 4444	3,841.64	Certified	2017	2017					
		Koperasi Sawit Trimulya Lestari (406 members)	Pangkalan Teluk and Mensubang Village, Nanga Tayap Sub District, Ketapang District, Kalimantan	1.381 111	110.51 4444	812.00	Certified	2017	2017					
		Mulia 3 & 4	Sepakat Jaya Village, Nanga Tayap Sub District, Ketapang District, Kalimantan Barat Province.	1.426 389	110.56 3611	4,198.39	Certified	2017	2017					
		Koperasi Sawit Harapan Jaya	Sepakat Jaya Village, Nanga	1.426 389	110.56 3611	1,400.02	Certified	2017	2017					

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		(700 members)	Tayap Sub District, Ketapang District, Kalimantan Barat Province.											
		Mulia 5 & 6	Sepakat Jaya Village, Nanga Tayap Sub District, Ketapang District, Kalimantan Barat Province.	1.404 444	110.61 6389	4,308.53	Certified	2017	2017					
		Abadi 1 & 2	Pangkalan Teluk and Mensubang Village, Nanga Tayap Sub District, Ketapang District, Kalimantan	1.707 778	110.47 4167	4,225.51	Certified	2017	2017					
		Koperasi Jasa Panca Mitra Abadi (597 members)	Pangkalan Teluk and Mensubang Village, Nanga Tayap Sub District, Ketapang District, Kalimantan	1.707 778	110.47 4167	690.00	Certified	2017	2017					
		Abadi 3 & 4	Pangkalan Teluk and Mensubang Village, Nanga Tayap Sub District, Ketapang District, Kalimantan	1.620 833	110.60 3611	3,458.61	Certified	2017	2017					
10. Mulia Oil Mill	Indonesia	PT Sepanjang Intisurya Mulia	Kec. Nanga Tayap, Kab. Ketapang, Kalimantan Barat.	1.442 6667	110.52 25278	199.00	Not Certified	Oct, 2023		11/Nov/202 2	Yes	Oct, 2025	NPP in progress.	29/Mar/2023
		PT Sepanjang Intisurya Mulia	Kec. Nanga Tayap, Kab. Ketapang, Kalimantan Barat.	1.396 4167	110.56 95833	1300.00	Not Certified	Oct, 2023		11/Nov/202 2	Yes	Oct, 2025	NPP & HGU in progress.	29/Mar/2023
		PT Sepanjang	Kec. Nanga Tayap,	1.381 1111	110.51 44444	100.00	Not Certified	Oct, 2023			Yes	Oct, 2025	NPP in progress.	10/Jul/2023

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		Intisurya Mulia	Kab. Ketapang, Kalimantan Barat.											
		PT Sawit Mitra Abadi	Kec. Nanga Tayap, Kab. Ketapang, Kalimantan Barat.	1.275 9722	110.38 66667	1,000.00	Not Certified	Oct, 2023		11/Nov/202 2	Yes	Oct, 2025	NPP & HGU in progress.	29/Mar/2023
		CSC Estate 1, 2	Desa Demit Kec Sandai Kab. Ketapang	1.258 4167	110.66 44722	1,918.60	Not Certified	Oct, 2023		11/Nov/202 2	Yes	Oct, 2025	HGU in progress.	29/Mar/2023
		CSC Estate 3, 4	Desa Demit Kec Sandai Kab. Ketapang	1.260 2500	110.73 11111	2,207.70	Not Certified	Oct, 2023		11/Nov/202 2	Yes	Oct, 2025	HGU in progress.	29/Mar/2023
		CSC Estate 5, 6	Desa Cinta manis Kec Sandai Kab. Ketapang	1.197 8889	110.73 21389	1,387.58	Not Certified	Oct, 2023		11/Nov/202 2	Yes	Oct, 2025	HGU in progress.	29/Mar/2023
														29/Mar/2023
11. Globalindo Oil Mill	Indonesia	Globalindo Oil Mill	Kec. Mentangai & Dadahup, Kab. Kapas, Kalimantan Tengah	2.585 1389	114.59 56111		Not Certified	Aug, 2022		11/Nov/202 2	Yes	Dec, 2025	RACP-Completed Oct 2022	29/Mar/2023
		Lamunti Barat Estate 1	Kec. Mentangai & Dadahup, Kab. Kapas, Kalimantan Tengah	2.589 5000	114.49 21389	619.01	Not Certified	Aug, 2022		11/Nov/202 2	Yes	Dec, 2025	RACP-Completed Oct 2022	29/Mar/2023
		Lamunti Timur Estate 1	Kec. Mentangai & Dadahup, Kab. Kapas, Kalimantan Tengah	2.591 3611	114.58 90556	2,173.61	Not Certified	Aug, 2022		11/Nov/202 2	Yes	Dec, 2025	RACP-Completed Oct 2022	29/Mar/2023
		Mangkatip Estate	Kec. Mentangai & Dadahup, Kab. Kapas, Kalimantan Tengah	2.518 2500	114.66 95278	3,799.96	Not Certified	Aug, 2022		11/Nov/202 2	Yes	Dec, 2025	RACP-Completed Oct 2022	29/Mar/2023
		Bakuta Estate 1	Kec. Mentangai & Dadahup, Kab. Kapas, Kalimantan Tengah	2.455 4722	114.71 16667	908	Not Certified	Aug, 2022		11/Nov/202 2	Yes	Dec, 2025	RACP-Completed Oct 2022	29/Mar/2023
		PT UAI 1 & 2;	Kec. Dadahup,	2.563 8056	114.64 74722	2,325.69	Not Certified	Oct, 2023		11/Nov/202 2	Yes	Oct, 2025	RaCP Process (review 4 in progress); HGU in Progress	29/Mar/2023

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		UAI Plasma	Kap. Kapuas, Kalimantan Tengah											
														29/Mar/2023
		Lamunti Barat Estate 2	Kec. Mentangai & Dadahup, Kab. Kapas, Kalimantan Tengah	2.639 5278	114.45 11667	2,353.32	Not Certified	Oct, 2023		11/Nov/202 2	Yes	Oct, 2025	In the process of obtaining HGU	29/Mar/2023
		Lamunti Timur Estate 2	Kec. Mentangai & Dadahup, Kab. Kapas, Kalimantan Tengah	2.605 8611	114.57 27500	1,508.21	Not Certified	Oct, 2023		11/Nov/202 2	Yes	Oct, 2025	In the process of obtaining HGU	29/Mar/2023
		Bakuta Estate 2	Kec. Mentangai & Dadahup, Kab. Kapas, Kalimantan Tengah	2.400 0556	114.74 92222	581.29	Not Certified	Oct, 2023		11/Nov/202 2	Yes	Oct, 2025	In the process of obtaining HGU	29/Mar/2023

3.3 Details of Nonconformities

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

During this Assessment there were three (3) Critical; one (1) Minor nonconformities and one (1) Opportunity For Improvement raised. The Genting Jambongan Oil Mill 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 Critical Nonconformity(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			
NCR Ref #	2506088-202406-M1	Issued Date	12/06/2024
Due Date	10/09/2024	Closure Date	03/09/2024
Indicator & Category (Critical / Minor)	2.2.2 – Critical		
Statement of Nonconformity:	The mechanism to monitor compliance of legal requirement for contracted parties was not fully effective.		
Requirement Reference:	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.		
Objective Evidence:	<p><u>Genting Jambongan POM</u></p> <p>Tenancy agreement dated 01/01/2024 between Genting Jambongan POM and Mohammad Miasin @ Mursidi Abdul Ladis, Mursidi Enterprise for renting single storey permanent. 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 sold. However, there is no application of licenses to KPDNKK has been made. This not complied with the requirement stated in the, Peraturan-Peraturan Kawalan Bekalan 1974 (PPKB 1974).</p> <p>As per verification, sighted that food handler did not attend the Food Handler training approved by Ministry of health. This does not comply with Peraturan-peraturan kerbersihan makan 2009.</p> <p><u>Genting Jambongan Estate</u></p> <p>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:</p>		

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

	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
	May-24	EPF	195.00	165.00	224.00	190.00
		SOCSSO	25.35	7.25	30.65	8.75
		EIS	2.90	2.90	3.50	3.50
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>Estate has reach out to the owner of the contractor company and brief on false contribution made. The contractor has consulted KSWP and SOCSSO 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 shop tenant operator and contractor will prepare and provide all required documentations to mill and estate to close this issue.</p>					
Root Cause Analysis:	There are no proper documentation maintains by the estate and mill to ensure all required legal requirements complied by the shop tenant operator and the contractor.					
Corrective Actions:	<p>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.</p> <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>Verification of accepted CAP implementation was conducted off-site with evidence as following:</p> <p>Genting Jambongan POM:</p>					

RSPO P&C Public Summary Report**Revision 15 (Nov 2023)**

	<ul style="list-style-type: none"> - Evidence of Memo from GJOM to Mursidi Enterprise dated on 15/06/2024 - Evidence of reply Memo from Mursidi Enterprise - Stop Selling of LPG Gas dated on 17/08/2024 - Evidence of Food Handler Training certificates attended by food handler dated on 15/07/2024 - Evidence of Full Briefing for RSPO & MSPO ASA Major NC by Sustainability personnel to mill management dated on 04/07/2024 <p>Genting Jambongan Estate:</p> <ul style="list-style-type: none"> - Evidence of reimbursements of EPF, SOCSO and EIS contributions by contractor of affected workers for the month of April, May and June 2024 including payslips records - Evidence of reimbursements of EPF, SOCSO and EIS contributions by contractor of affected workers for the month of July 2024 including payslips records monitored by estate - Evidence of Full Briefing for RSPO & MSPO ASA Major NC by Sustainability personnel to estate management dated on 04/07/2024 <p>Evidence of CAP implementations verified sufficient and effective to address the nonconformity and root cause. Hence, Major NC closed on 03/09/2024.</p>
--	--

Non-conformity			
NCR Ref #	2506088-202406-M2	Issued Date	12/06/2024
Due Date	10/09/2024	Closure Date	03/09/2024
Indicator & Category (Critical / Minor)	3.6.1 – Critical		
Statement of Nonconformity:	Risk assessment to identify H&S issues and mitigation plans were not effectively documented and implemented.		
Requirement Reference:	All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.		
Objective Evidence:	<p><u>Genting Jambongan Estate</u></p> <p>i) Risk assessment dated 5/1/2023 has not been revised to include accident(s) occurrence at harvesting operation on 28/10/23 and 10/11/23 which involved in total 4 LTI. Furthermore, likelihood and related control measures has not been revised after occurrence of accident in October and November 2023.</p> <p>ii) Additional PPE requirement for specific work unit i.e. spraying activity based on CHRA recommendation by DAB OH, DOSH registration HQ/11/ASS/00/298 dated 28/04/2024 has to be updated in the risk assessment register.</p>		
Corrections:	<p>Estate with guide form SHO will immediately review the HIRARC on likelihood and related control measures for the occurrence of accident and for the additional PPE requirement for the specific work unit.</p> <p>New appointed OSH Coordinator will be sent to training on August 2024</p>		

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

	Estate will fully provide cotton hand glove to all sprayers.
Root Cause Analysis:	The OSH Manual Procedure on HIRARC, OM-GPB-07, was not effectively implemented in the estate. Due to no replacement yet for the last OSH Coordinator that has been transferred to other OU.
Corrective Actions:	New OSH Coordinator will be monitoring this compliance to ensure risk assessment is done upon occurrence of accident and ensure all required PPE are provided for free to all sprayer as per CHRA recommendation. Safety Officer will brief and guide new OSH Coordinator for the HIRARC procedure, OM-GPB-07.
Assessment Conclusion:	<p>Verification of accepted CAP implementation was conducted off-site with evidence as following:</p> <p>i) Genting Jambongan Estate:</p> <ul style="list-style-type: none"> - Evidence of appointment of new OSH coordinator with endorsed training records attended by him dated on 18-20 July 2024 - Evidence of briefing record to OSH Coordinator for the HIRARC procedure, OM-GPB-07, by SHO dated on 19/08/2024 - Evidence of relevant HIRARC been reviewed dated on 23/08/2024 <p>ii) Genting Jambongan Estate:</p> <ul style="list-style-type: none"> - Evidence of PPE issuance records indicated cotton hand glove issuance to sprayers dated on 16/07/2024 - Photos of PPE issuance day dated on 16/07/2024 <p>Evidence of CAP implementations verified sufficient and effective to address the nonconformity and root cause. Hence, Major NC closed on 03/09/2024.</p>

Non-conformity			
NCR Ref #	2506088-202406-M3	Issued Date	12/06/2024
Due Date	10/09/2024	Closure Date	03/09/2024
Indicator & Category (Critical / Minor)	4.2 – Critical		
Statement of Nonconformity:	A corporate communications was made using the RSPO Trademark without a valid trademark licence number.		
Requirement Reference:	<p>In corporate communications, a member is allowed to:</p> <ol style="list-style-type: none"> display its RSPO membership status display the RSPO web address (www.rspo.org) state that the member supports the work of RSPO state the member's history with regard to RSPO use the RSPO Trademark (as shown below) with a valid trademark licence number to promote its RSPO membership 		
Objective Evidence:	Review of Genting Plantations Berhad Integrated Annual Report 2023 (GENP-IAR-2023) found the RSPO Trademark was used on page 18 of the report under title Sustainability Highlights for statement 100% RSPO certified in Malaysia. However,		

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

	the RSPO Trademark was used without a valid trademark licence number as per License Agreement between The "Roundtable On Sustainable Palm Oil (RSPO)" and Genting Plantations Berhad"
Corrections:	<p>SD to provide training to Corporate Dept on the latest 'RSPO Rules on Market Communications and Claims 2022' and its application, especially on the two reports at GENP website - Annual Report & Sustainability Report.</p> <p><i>Note: GENP unable to add 'valid trademark licence number' to the logo at the current copy of the 2023 IAR at website because it is a mirror copy submitted to Bursa.</i></p> <p><i>Therefore, the updated logo with valid trademark licence number will only be reflected at future reports at GENP website.</i></p>
Root Cause Analysis:	Sustainability Dept (SD) had communicated to Corporate Dept on the logo usage in Aug 2021. However, SD not aware on the new requirement (to add the 'valid trademark licence number' below the logo as per 'RSPO Rules on Market Communications and Claims 2022'), which further caused SD failed to brief/update Corporate Dept accordingly.
Corrective Actions:	<p>1. SD to update & advise Corporate Dept accordingly whenever new requirements on 'RSPO Rules on Market Communications and Claims' issued by RSPO.</p> <p>2. Corporate Department shall communicate with SD on the logo usage / latest requirements - before finalizing future GENP's Annual Report & Sustainability Report, and before publish them at website.</p>
Assessment Conclusion:	<p>Verification of accepted CAP implementation was conducted off-site with evidence as following:</p> <ul style="list-style-type: none"> - Evidence online training of RSPO, MSPO & ISCC Logo Usage at AR SR Website via Microsoft Training provided by GeNP Sustainability Manager dated on 02/08/2024 - Evidence of Slides - Training provided by GeNP Sustainability Manager on RSPO, MSPO & ISCC logo usage dated on 02/08/2024 - Evidence of Attendance Form Records of Training provided by GeNP Sustainability Manager on RSPO, MSPO & ISCC logo usage dated on 02/08/2024 - Evidence of photos of Training provided by GeNP Sustainability Manager on RSPO, MSPO & ISCC logo usage dated on 02/08/2024 <p>Evidence of CAP implementations verified sufficient and effective to address the nonconformity and root cause. Hence, Major NC closed on 03/09/2024.</p>

Non-conformity			
NCR Ref #	2506088-202406-N1	Issued Date	12/06/2024
Due Date	Next Assessment Visit	Closure Date	Open
Indicator & Category (Critical / Minor)	3.3.2 – Minor		

Statement of Nonconformity:	Implementation of procedure has not been effectively monitored.
Requirement Reference:	A mechanism to check consistent implementation of procedures is in place.
Objective Evidence:	<p>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 on when there are any issues raised which required to be settle immediately.</p> <p>For Genting Jambongan Estate Gender committee has been established where Mdm. Roseyati binti Onwin has been appointed as chairman with other 8 members which consist of 8 other workers representative. Latest meeting has been conducted on 18/02/2023 and 24/05/2024. The frequency of the meeting conducted is not in line with the procedure established.</p>
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:	CAP has been accepted. Evidence of CAP implementation will be verified its effectiveness during next assessment.

Opportunity for Improvements	
OFI #	Description
OFI 1	<p>2506088-202406-I1</p> <p><u>Indicator 6.5.3</u></p> <p>New mother assessment can be further improved by conducting the assessment after childbirth to ensure that the needs as a new mother after delivery can be efficiently identified and to include the gender committee during the new mother assessment.</p>

Positive Findings	
PF #	Description
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, etc.
4	Positive feedbacks received from external stakeholders during on-site consultation

3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement

Previous Audit Critical (Major) Non-conformity									
NCR Ref #	2360338-202306-M1	Issued Date	15/06/2023						
Due Date	14/09/2023	Closure Date	11/09/2023						
Indicator & Category (Critical / Minor)	3.4.1 – Critical								
Statement of Nonconformity:	Identification of social impact has not been done for new operations.								
Requirement Reference:	(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented. - Critical (Major) compliance								
Objective Evidence:	New workers quarters constructed end of 2022 nearby of staff quarters which current around 90% of completion. However, there is no evidence that social impact has been identified by the management.								
Corrections:	Sustainability Department (SD) will assist estate to conduct the social impact for the new quarters involving all staff who quarters is nearby.								
Root Cause Analysis:	The procedure of SMPM, SMP-GPB-32 Procedure for Social Management, point 6.1 SIA and SEIA, was not fully implemented.								
Corrective Actions:	SD will brief to estate and mill management on SMPM, SMP-GPB-32 Procedure for Social Management, point 6.1 SIA and SEIA, "SIA assessment must be conducted whenever necessary, at every estate and mill and the assessment is based on key areas such as:								
	<table><tr><td>No.</td><td>Key Areas</td><td>Details</td></tr><tr><td>10</td><td>New Projects</td><td>Building new roads etc. Constructing new infrastructures</td></tr></table>			No.	Key Areas	Details	10	New Projects	Building new roads etc. Constructing new infrastructures
	No.	Key Areas	Details						
	10	New Projects	Building new roads etc. Constructing new infrastructures						
Estate and mill team will inform to SD on any new plan for building and construction of new infrastructures so that SD will plan to assist OU for conducting social impact assessment.									
This will further verify during each follow up visit and in the next internal audit for RSPO.									
Assessment Conclusion:	Off-site major NC close out Verification: i) The addendum SIA was carried out on 19/7/2023 by Division 2 Assistant manager of Jambongan Estate. The report was reviewed and approved by estate manager on 28/7/2023. The SIA has covered the construction of 1 unit (1X4) concrete workers and construction of 1 unit (1x4) Auxiliary Police housing as to assess change in social conditions which subsequently have impacts on the people. ii) Briefing for the GJOM and estate team was carried out on 18/7/2023 by sustainability team for the ASA related findings and action plan. Re-training of the SOP, SMPM, SMP-GPB-32 Procedure for Social Management was also carried out as to ensure that if there is any new plan for building and construction of								

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

	<p>new infrastructures or operation, it shall be assessed and incorporated in the SIA.</p> <p>iii) Interview with the affected parties has confirmed that a consultation process was held with them for the said projects on 19/7/2023. Assessment components with regards to safety and health, social and environmental were covered in the questionnaire/checklist. Any issues arise from the session will be captured in the SIA together with the recommendation and related mitigation plan.</p> <p>The major NC was effectively closed on 11/9/2023 with sufficient evidence of implementation. Continuous implementation will be further verified in the next assessment.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>Social impact assessment (SIA) & forced labour assessment report has been conducted latest on 07-10/03/2023, 25-26/03/2023 by Ms Erika Jesham. The assessment has been conducted with consultation of affected parties such as government agencies (Pondok Polis Jambongan Island, Terengganu Darat Malaysia, Klinik Pulau Jambongan, Sekolah Kebangsaan Jambongan) and local communities (Kampung Limau-Limau and Kampung Tawakkal)</p> <p>As per verification through site visit and interview, there is new construction of family housing quarters. Latest social impact assessment has been done on 19/09/2023 conducted by Mr Mahmud Bin Abu Bakar. The assessment has been conducted with consultation of staff/clerk, local workers, and foreign workers. As per input, there is no significant negative has been identified.</p>

Previous Audit Minor Non-conformity			
NCR Ref #	2360338-202306-N1	Issued Date	15/06/2023
Due Date	Next Assessment Visit	Closure Date	10/06/2024
Indicator & Category (Critical / Minor)	3.3.3 – Minor		
Statement of Nonconformity:	Records of water sampling to measure and monitor the impact of estate's water quality and related action taken was not effectively maintained.		
Requirement Reference:	Records of monitoring and any actions taken are maintained and available.		
Objective Evidence:	Based on SOP, water sampling and analysis: SMP-GPB-15, rev:2 dated 11/1/2023, river or stream water sampling shall be carried out every 6 months and currently in line with Approved Environmental Condition @ AEC sampling frequency for water analysis. Based on ECR for August 2022 – January 2023, one (1) parameter Dissolved Oxygen (DO) exceeded the limit of class III under NWQSM for 3 sampling points namely W2, W3 and W4. However, there was no follow up and investigation conducted to measure and monitor the overall impact as required under procedure, Corrective Action: SMP-GPB-04, rev:0 dated 1/8/23.		
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 reviewed by the estate management upon receiving the full report.		
Corrective Actions:	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>The Sustainability Coordinator 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 RSPO Internal audit.</p>
Assessment Conclusion:	<p>Verification of CAP implementation was conducted on-site during ASA 2024 with evidence as following:</p> <p>1) Microsoft excel spreadsheet monitoring records by sustainability personnel of river water monitoring maintained by estate management</p> <p>2) GJBE maintained their riparian zones well based on the observation during site visits with efforts to maintained and enhanced the area were demonstrable. Among the efforts observed were demarcation of riparian zones, restriction of herbicides or fertilizer application in the zones, enrichment of vegetation and installation of signboards.</p> <p>To ensure natural stream water not affected by the mill and estate activities, regular water quality monitoring conducted as per sample sighted as following:</p> <ul style="list-style-type: none"> - River Water Test Report # CK/CL405/5909/23; date: 22/11/2023 by Chemsain Konsultant Sdn. Bhd. <p>The results indicated all parameters tested were within standard requirements. This indicated effectiveness of CAP implementation that lead to no recurrence of issue hence Minor NC closed on 10/06/2024.</p>

Previous Audit Minor Non-conformity			
NCR Ref #	2360338-202306-N2	Issued Date	15/06/2023
Due Date	Next Assessment Visit	Closure Date	10/06/2024
Indicator & Category (Critical / Minor)	2.1.2 – Minor		
Statement of Nonconformity:	Documented system for ensuring compliance was not effectively demonstrated.		
Requirement Reference:	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.</p> <p>- Minor Compliance -</p>		
Objective Evidence:	<p>Genting Jambongan Oil Mill – List of evaluation of compliance (January – December 2023), section 5 (2) evaluated as complied and not reflected in actual current compliance status. One (1) notice raised by DOSH in September 2022 regarding the issue of not having enough steam engineer (grade 1 and 2) aggregated heating surface in common line.</p>		
Corrections:	<p>The PIC, Chief Clerk, will immediately review and updated the List of evaluation of compliance to actual current compliance status and will be verified by Sustainability Department.</p>		
Root Cause Analysis:	<p>The list was not review/updated with according to the procedure SMPM, SMP-GPB-21 Procedure/System to Track Changes to the Law and Regulations.</p>		

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Corrective Actions:	<p>Mill has already employed Steam Engineer Grade 1 and the second Steam Engineer Grade 2 will transfer in from other OU to GJOM in July 2023, thus GJOM will have 2 Steam Engineer Grade 1 and Grade 2. These actions will close the notice raised by DOSH.</p> <p>The PIC in updating changes of Law in the mill, CC, will be re-brief on this requirement by Sustainability Department. The List of evaluation of compliance will further verify during each follow up visit and in the next internal audit for RSPO.</p>
Assessment Conclusion:	<p>Verification of CAP implementation was conducted on-site during ASA 2024 with evidence as following:</p> <ul style="list-style-type: none"> - The latest updated list of evaluation of compliance (review period: January – December 2024) was verified with the current status of compliance on each relevant regulations in the register. Compliance status has been accurately done and if there is any non-compliance issue, the status will be evaluated as not comply with the remark/action plan. <p>This indicated effectiveness of CAP implementation that lead to no recurrence of issue hence Minor NC closed on 10/06/2024.</p>

Previous Audit Minor Non-conformity			
NCR Ref #	2360338-202306-N3	Issued Date	15/06/2023
Due Date	Next Assessment Visit	Closure Date	10/06/2024
Indicator & Category (Critical / Minor)	3.4.2 – Minor		
Statement of Nonconformity:	Environmental and social management plan has not been developed with participation of affected stakeholders.		
Requirement Reference:	<p>For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.</p> <p>- Minor Compliance -</p>		
Objective Evidence:	<p>i. Environmental management plan dated 26/5/23 has not included POME disposal method by composting for zero discharge to land or waterways. Related action was assigned based on other method of POME disposal and not composting method for zero discharge.</p> <p>ii. As per interview with workers representative, auditor has been informed that there is no HUMANA in Genting Jambongan Estate and they have requested to the management during the workers representative meeting.</p> <p>Sighted workers representative minutes meeting documented in document "Mesyuarat Jawatankuasa wakil pekerja pertama 2022" dated 11/08/2022 and there is evidence workers representative for each division and the management responded that the request will be included in the management plan.</p> <p>As per interview with the management, the request will only proceed once there is sufficient number of kids inside the estate.</p> <p>However, there is no management plan has been established for the issues.</p>		

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Corrections:	<p>i. The environment Management plan for GJOM will be review and updated to include in the POME disposal method is by composting for Zero Discharge oil mill.</p> <p>ii. The management plan for the HUMANA issue will be include in the Continues Improvement Plan where the benchmark of implementation is when there is sufficient number of kids inside the estate, which is required by the HUMANA to send in teachers to Pulau Jambongan, minimum is total 120 kids between ages of 6 to 12 years old.</p>
Root Cause Analysis:	Trainings provided by Sustainability Department to the PIC on updating Sustainability Documentations for estate and mill was not fully affected.
Corrective Actions:	<p>PIC of updating sustainability documentations, which is the Sustainability Coordinator and Document Controller will be re-brief on updating documentations regarding environment and social. Environment Management Plan monitoring must be based on what is the current implementations on the estate/mill site.</p> <p>Future improvement plan regarding sustainability best practices, social, environment and legal compliance must be fully stated in the estate/mill Continues Improvement Plan for compliance benchmark and monitoring status documentation.</p> <p>This will further verify during each follow up visit and in the next internal audit for RSPO.</p>
Assessment Conclusion:	<p>Verification of CAP implementation was conducted on-site during ASA 2024 with evidence as following:</p> <ul style="list-style-type: none"> - Issues that related to HUMANA has been included in the "Continuous improvement plan" updated on 29/05/2024. Stated in the management plan, that the management will monitor total number of dependent and will inform HUMANA once the total number of kids exceed 120 people. Monitoring has been done through the master list of dependents which include information of workers name and ages of dependent. Currently total 116 dependent has been identified. The management will keep monitor total numbers of dependent. <p>This indicated effectiveness of CAP implementation that lead to no recurrence of issue hence Minor NC closed on 10/06/2024.</p>

Previous Audit Minor Non-conformity			
NCR Ref #	2360338-202306-N4	Issued Date	15/06/2023
Due Date	Next Assessment Visit	Closure Date	10/06/2024
Indicator & Category (Critical / Minor)	2.2.2 – Minor		
Statement of Nonconformity:	There is no mechanism to monitor contractor workers salary by the management.		
Requirement Reference:	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.</p> <p>- Minor Compliance -</p>		

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Objective Evidence:	<p>Based on record verification for contractor workers for Syarikat C.M. workers with passport AU411XXX found not paid with minimum wages salary (rate per day RM57.69). Evidence as below:</p> <table><tr><th>Month</th><th>Working Days</th><th>Wages, RM</th><th>Rate/Day, RM</th><th>Wages as per Rate RM 57.69/day</th><th>Diff, RM</th></tr><tr><td>January</td><td>26</td><td>1,300.58</td><td>50.02</td><td>1,499.94</td><td>-199.36</td></tr><tr><td>February</td><td>25</td><td>1,349.97</td><td>51.92</td><td>1,442.25</td><td>-92.28</td></tr><tr><td>April</td><td>27</td><td>1,314.82</td><td>50.57</td><td>1,557.63</td><td>-242.81</td></tr></table>	Month	Working Days	Wages, RM	Rate/Day, RM	Wages as per Rate RM 57.69/day	Diff, RM	January	26	1,300.58	50.02	1,499.94	-199.36	February	25	1,349.97	51.92	1,442.25	-92.28	April	27	1,314.82	50.57	1,557.63	-242.81
Month	Working Days	Wages, RM	Rate/Day, RM	Wages as per Rate RM 57.69/day	Diff, RM																				
January	26	1,300.58	50.02	1,499.94	-199.36																				
February	25	1,349.97	51.92	1,442.25	-92.28																				
April	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:	<p>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.</p> <p>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 working days for the month.</p> <p>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>Sustainability Dept. will monitor this compliance during each follow up visit and in the next RSPO Internal audit.</p>																								
Assessment Conclusion:	Verification of CAP implementation was conducted on-site indicated an ineffectiveness of CAP implementation that leads to recurrence of issue hence Minor NC escalated to Major on 13/06/2024.																								

Previous Audit Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement: N/A</p> <p>Verification / Follow-up actions: N/A</p>

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1776587-201904-M1	Major	2.1.1	16/05/2019	Closed on 10/07/2019
1776587-201904-M2	Major	6.5.2	16/05/2019	Closed on 10/07/2019
1776587-201904-N1	Minor	2.1.3	16/05/2019	Closed on 27/08/2020
1946100-202008-M1	Critical	4.1.1	27/08/2020	Closed on 30/10/2020
1946100-202008-N1	Minor	1.2.1	27/08/2020	Closed on 25/06/2021
1946100-202008-N2	Minor	2.2.2	27/08/2020	Closed on 25/06/2021
1946100-202008-N3	Minor	3.5.1	27/08/2020	Closed on 25/06/2021
1946100-202008-N4	Minor	3.5.2	27/08/2020	Closed on 25/06/2021
1946100-202008-N5	Minor	7.11.3	27/08/2020	Closed on 25/06/2021
2073507-202106-M1	Critical	2.2.2	25/06/2021	Closed on 11/09/2021
2073507-202106-M2	Critical	3.8.17	25/06/2021	Closed on 11/09/2021
2216487-202206-M1	Critical	2.1.1	24/06/2022	Closed on 30/08/2022
2216487-202206-M2	Critical	6.2.4	24/06/2022	Closed on 30/08/2022
2216487-202206-M3	Critical	3.6.2	24/06/2022	Closed on 30/08/2022
2216487-202206-M4	Critical	7.2.10	24/06/2022	Closed on 30/08/2022
2216487-202206-N1	Minor	4.2.2	24/06/2022	Closed on 15/06/2023
2360338-202306-M1	Critical	3.4.1	15/06/2023	Closed on 11/09/2023
2360338-202306-N1	Minor	3.3.3	15/06/2023	Closed on 10/06/2024
2360338-202306-N2	Minor	2.1.2	15/06/2023	Closed on 10/06/2024
2360338-202306-N3	Minor	3.4.2	15/06/2023	Closed on 10/06/2024
2360338-202306-N4	Minor	2.2.2	15/06/2023	Escalated to Major NC
2506088-202406-M1	Critical	2.2.2	12/06/2024	Closed on 03/09/2024
2506088-202406-M2	Critical	3.6.1	12/06/2024	Closed on 03/09/2024
2506088-202406-M3	Critical	4.2	12/06/2024	Closed on 03/09/2024
2506088-202406-N1	Minor	3.3.2	12/06/2024	Open

3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss Genting Jambongan Oil Mill Certification Unit's environmental and social performance, legal and any known dispute issues.

Meetings were conducted with stakeholders to seek their views on the performance of the company with respect to the RSPO 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 later was verified with the management team. Any comment which is not complying to the RSPO P&C requirements have been incorporated as an assessment finding.

Structured worker interviews with male and female workers and staff were held in private at the workplace. 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 below.

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Contractor	Sien Ket Thien, Abadimaju Enterprise	Face to face
Local communities	Norman bin Hashimuddin, Ketua Kampung Kampung Hujung	Face to face
Neighbouring estate	Rolando S. Bentulan Bahagia Jaya Plantations	Face to face
Internal stakeholder (Sundry shop)	Mohd Muasin@ Mursidi Abd Ladis, Mursidi Enterprise	Face to face
Government agencies	Asrol bin Hawari, DOSH Sandakan	Phone call

Stakeholders comment	
1	<p>Feedbacks: Sien Ket Thien, Abadimaju Enterprise</p> <p>All the contractor has been appointed through the tendering process where all the registered contractors need to submit some document and quotation for each works that has been opened for tender. All of them mentioned that the tendering process has been done transparently to all contractors. There is no issues of payment where all contractors has been paid according to payment term. They also mentioned that they has signed contract agreement that will be renewed annually with the statement of compliance of legal requirement and no force, child and trafficked labour.</p> <p>Audit Team verification and response: No further verification required</p>
2	<p>Feedbacks: Norman bin Hashimuddin, Ketua Kampung Kampung Hujung</p> <p>As per interview, he mentioned there is no issues of land dispute. He also mentioned that good relationship has been maintained and contribution has been provided by both operating units upon request.</p> <p>Audit Team verification and response: No further verification required</p>
3	<p>Feedbacks: Rolando S. Bentulan Bahagia Jaya Plantations</p> <p>Bahagia Jaya Plantations is neighbouring estate for Genting Jambongan Estate , which mentioned that he have maintained good relationship with the management of for both operating units. He mentioned that the boundaries has been clearly demarcated where perimeter drain has been constructed and poles has been place is signed. There is no issues of land and there is no signal of intrusion. They mentioned if there is any land issues, they will directly contact with the OU head. They also can demonstrate their understanding on the communication and consultation procedure.</p> <p>Audit Team verification and response: No further verification required</p>

4	<p>Feedbacks: Mohd Muasin@ Mursidi Abd Ladis, Mursidi Enterprise</p> <p>Mr Mursidi has been operating Jambongan POM canteen more than 10 years where there are 3 workers has been recruited comes from his family member. As per interview, tendering process has been done where all potential contractors have been appointed and submit document required and quotations. He mentioned he are not aware requirement to send for food handling courses that approved by Ministry of Health.</p> <p>Audit Team verification and response: Further verification by auditor through documentation confirmed that all workers at the sundry shops has not attended the food handling course. Non-conformities has been raised under indicator 2.2.2</p>
5	<p>Feedbacks: Worker's representative</p> <p>Workers representative has been interviewed for each operating units and confirmed that there is no prohibition to be member of any trade union. They also mentioned that there has been selected through election that has been conducted during morning muster call and there is no interference by the management. Meeting has been conducted and they invited to discuss any issues during the meeting and will be resolved by the management</p> <p>Audit Team verification and response: No further verification required</p>
6	<p>Feedbacks: Gender committee</p> <p>5 female workers has been interviewed for each operating units and has been confirmed that there is no discrimination has been practices in the POM and estates. All of them has been paid equally and according to the minimum wages. They also mentioned that pregnancy test only been conducted for those handling chemicals when they has been delayed on menstruation. They also mentioned that they has been invited to be part of gender committee and aware the objective of the gender committee.</p> <p>Audit Team verification and response: No further verification required</p>
7	<p>Feedbacks: Asrol bin Hawari, DOSH Sandakan</p> <p>As per interviewed, it has been confirmed that good relationships has between both parties and they has been often invited for stakeholder consultations. He also mentioned that he aware about procedure and policy that has been established. There is no issues related to safety has been highlighted and received by them. He also mentioned the management has consistently contacted him for consultations and advise</p> <p>Audit Team verification and response: No further verification required</p>

List of land owner / user contacted

Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Not Applicable as Genting Jambongan Certification Unit have already undergone 2nd Cycle of Replanting					

Previous land owner / user comment

N/A	Feedbacks: N/A
	Audit Team verification and response: N/A

3.5 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.

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Formal Signing-off of Assessment Conclusion and Recommendation

<p>The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Genting Jambongan Oil Mill has complied with the Malaysia National Interpretation 2019 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that Genting Jambongan Oil Mill is remain certified.</p>		
Report prepared by	Acceptance of Assessment Conclusion	Acceptance of Assessment Conclusion
Name: Hafriazhar Mohd. Mokhtar	Name: James Chung Khim Hon	Name: Abdul Rahim Wilson Abdullah
Company Name: BSI Services Malaysia Sdn. Bhd.	Company Name: Genting Oil Mills (Sabah) Sdn Bhd	Company Name: Genting Plantations Berhad
Title:	Title: SVP - Group Processing	Title: SVP - Plantation (Malaysia)
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
Date: 06/09/2024	Date: 13/09/2024	Date: 13/09/2024

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Appendix A: Summary of Findings

Criterion / Indicator		Assessment Findings	Compliance
Principle 1: Behave ethically and transparently			
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	(C) Documents that are specified in the RSPO P&C are made available to the public. - Critical (Major) compliance -	Genting Jambongan POM and Genting Jambongan Estate are transparent and open to communicate its information on environmental, social and legal issues relevant to sustainability practice to the public, through the Procedure on Requests and Responses dated 14/08/24, Doc No: SMP-GPH-25 <ul style="list-style-type: none"> • Company annual report • Group policies • Reports related to environment i.e., EAI (Environmental Aspect Impact Assessment), EIA (environmental Impact Assessment etc. • MSPO/RSPO external audit reports • Pollution prevention plan • Continuous improvement plan • Complaints and grievances book and its procedure • Negotiation and compensation procedure • Sexual harassment procedure 	Complied
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders. - Minor compliance -	All the document/information has been established in both Bahasa Malaysia and English. As per conversation with the management, if there is any request from the stakeholder who need explanation, the management of each operating unit is responsible to explain the information to the stakeholders.	Complied

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

1.1.3	(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -	There is no information request has been received for all operating units and has been verified based on the records and interview with stakeholders where there is only request for assistance recorded. As per interview, any information request will be recorded in the logbook.	Complied
1.1.4	(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative. - Critical (Major) compliance -	Consultation and communication procedure has been documented in the procedure number SMP-GPB-17 issuance date 12/12/2023 title "Procedure for consultations and communication". The objective of the procedure is for effective consultations and communication of sustainability requirement/issues related to the internal and external stakeholders. The procedure has been disclosed and posted at the notice board and also has been communicated to stakeholder during stakeholder consultations has been conducted on 16/05/2024 for both operating units with attendance of all stakeholders. Sighted that, the consultation and communication procedure has been briefed during the stakeholders meeting based on the minute's meetings and as per interview, they can demonstrate their understanding on the procedure.	Complied
1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives. - Minor compliance -	List of stakeholders has been maintained and will be updated on annual basis or if there is any amendment of the stakeholders. Sighted information for the stakeholders has been maintained such as address and contact number.	Complied
Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts. - Minor compliance -	Genting Plantation Berhad adopts the same policy for ethical conduct as per documented in the document "The Ethical Conduct and Integrity Policy" signed by President & COO dated 22/06/2015 and it was communicated to the stakeholders including contractors and third party. As per stated in the policy, any Genting Plantation Berhad executive, and staff found did not comply with the policy will be investigate by	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		the management. As per interview with the management for each operating units can demonstrate their understanding on the policy. Sample of implementation has been taken for dealing with contractors and suppliers where it has been verified that payment has been made according as per contract base on the May 2023 and January 2023 payment records. As per verification by auditor, there is no issues of incompliance of the policy.				
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice. - Minor compliance -	System to monitor compliance and the implementation of the policy established through the finance internal audit RSPO conducted by internal audit department (IAD) on 12/04/2023 until 09/05/2023 which total 6 findings has been raised. There is no issues on ethical conduct has been raised. Other than that, it`s has been monitored through the whistleblowing policy that has been established which established on 01/06/2020 where any stakeholders can raise to the management if there is any incompliance of the ethical policy.	Complied			
Principle 2: Operate legally and respect rights						
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.						
2.1.1	(C) The Unit of Certification complies with legal requirements - Critical (Major) compliance -	<div>The unit of certification continued to comply with legal requirements. Permits and licenses verified: <u>Genting Jambongan Oil Mill</u> i) Mill's compliance schedule under license no. 005264, ref: ASSH(B)31/152/000/185 valid from 1/7/23 until 30/6/24. Mill processing capacity is 20 mt/hr with zero discharge method of POME disposal (composting) ii) List of competent persons</div> <table><tr><td>Competency</td><td>Certificate reference</td><td>Validity period</td></tr></table>	Competency	Certificate reference	Validity period	Complied
Competency	Certificate reference	Validity period				

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	CePPOME (Certified Professional in Palm Oil Mill Effluent)	CePPOME/00073	Effective from 20/2/18
	CePSWaM (Certified Professional in Scheduled Waste Management)	CePSWaM/02033	Effective from 1/11/18
	AGT (Authorized Gas Tester)	HQ/23/AGTES/01/17682	20/01/23 – 08/09/24
	Electrical charginan, A4	PJ-T-4-B-0578-2020	Valid until 14/9/24
	Engine driver, grade 1	SB/14/EIS/01/5	Effective from 14/5/14
	Internal combustion engine, grade 2	SB/22/EIS/02/00339	Effective from 13/04/22
	Engine driver, grade 2	SB/22/EIS/02/00379	Effective from 7/10/22
iv) Energy Commission, Private electrical installation, ref. no. ECOS/E/LEP1/3cbbc8fb for 4,840 kW and valid from 27/04/2024 to 26/04/2025			
v) MPOB license no. 620052004000 with 120,000 mt processing capacity and valid for 1 year (1/03/2024 – 28/02/2025)			

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>vi) Mill inspection (SB/14/01/2625), Steam boiler (SB) and Unfired Pressure Vessel (UPV) inspection was carried out on 16/5/2024 by DOSH inspector. List SB and UPV inspected:</p> <table><tr><td>CF number</td><td>Type of UPV and SB</td></tr><tr><td>SB PMD 2645</td><td>Steam boiler</td></tr><tr><td>SB PMT 12670</td><td>Thermal deaerator</td></tr><tr><td>SB PMT 12671</td><td>Softener vessel</td></tr><tr><td>SB PMT 12674</td><td>Filter vessel</td></tr><tr><td>SB PMT 12666</td><td>Sterilizer no.1</td></tr><tr><td>SB PMT 12667</td><td>Sterilizer no.2</td></tr><tr><td>SB PMT 12676, SB PMT 12677, SB PMT 12678, SB PMT 12679, SB PMT 12890, SB PMT 13964, SB PMT 15085, SB PMT 15111</td><td>Air receiver</td></tr></table> <p>Based on DOSH comments in the logbook, all machinery inspected all in serviceable condition. No notice issued by DOE with regards to SB and UPV inspection.</p> <p>vii) Weighbridge stamping, serial no. 133750576, capacity: 60,000 kg (Avery, EN10). Stamping date: 6/12/2023.</p> <p>viii) Fire Certificate, ref. no JBPM: SB/7/06/2024, serial no. 337662 valid from 9/01/24 to 8/01/25</p> <p>ix) Permit to employ non-resident workers, license no. JTK.H.SDK.600-4/1/1/10401/0007217 valid from 13/9/2023 to 12/09/2024.</p>	CF number	Type of UPV and SB	SB PMD 2645	Steam boiler	SB PMT 12670	Thermal deaerator	SB PMT 12671	Softener vessel	SB PMT 12674	Filter vessel	SB PMT 12666	Sterilizer no.1	SB PMT 12667	Sterilizer no.2	SB PMT 12676, SB PMT 12677, SB PMT 12678, SB PMT 12679, SB PMT 12890, SB PMT 13964, SB PMT 15085, SB PMT 15111	Air receiver	
CF number	Type of UPV and SB																		
SB PMD 2645	Steam boiler																		
SB PMT 12670	Thermal deaerator																		
SB PMT 12671	Softener vessel																		
SB PMT 12674	Filter vessel																		
SB PMT 12666	Sterilizer no.1																		
SB PMT 12667	Sterilizer no.2																		
SB PMT 12676, SB PMT 12677, SB PMT 12678, SB PMT 12679, SB PMT 12890, SB PMT 13964, SB PMT 15085, SB PMT 15111	Air receiver																		

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>x) Permit for Overtime Restriction, Section 104(7) Labour Ordinance (Sabah Cap 67), maximum limit per month: 120 hours valid from 17/2/2023 – 16/2/2025, serial no. JTKSBH/PMT/104/2023/0008.</p> <p>xi) Permit for Restriction Women Working at Night, Section 75, Sabah Labour Ordinance valid from 17/2/2023 – 16/2/2025, serial no. JTKSBH/PMT/75/2023/0006.</p> <p>x) Permit for Salary Deduction, Section 113(4), Sabah Labour Ordinance; <i>Bayaran Pemprosesan Dokumen Perjalanan (tidak termasuk bayaran levi, jaminan bank, bayaran perkhidmatan agensi kerajaan dan pemeriksaan kesihatan (GROWARISAN))</i> valid from 17/02/2023 – 16/02/2025, serial no. JTKSBH/PMT/113/2023/0006</p> <p><u>Genting Jambongan Estate</u></p> <p>i) MPOB license no. 509406502000, valid from 1/12/2023 – 30/11/2024 for 4,062.3 ha for selling and transporting FFB.</p> <p>ii) Permit to employ non-resident workers, license no. JTK.H.SDK.600-4/1/1/01261/005606 for Indonesian: 374, Philippines: 6 valid from 2/10/2023 to 1/10/2024</p> <p>iii) Permit for Salary Deduction, Section 113(4), Sabah Labour Ordinance;</p> <ul style="list-style-type: none"> - <i>Bayaran Pemprosesan Dokumen Perjalanan (tidak termasuk bayaran levi, jaminan bank, bayaran perkhidmatan agensi kerajaan dan pemeriksaan kesihatan (WH MEDICARE))</i> - <i>Bayaran passport (orang tanggungan pekerja)</i> - <i>Bayaran kos perubatan</i> valid from 1/04/24 – 31/03/26, serial no. JTKSBH/PMT/113/2024/0069 	
--	--	---	--

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>iv) Diesel permit no. PBKB/2024/P/S/-000222, ref: PPDNKK.SDK.09/2005(SK), storage capacity: 50,000 litre valid from 9/06/2024 – 08/06/27.</p> <p>v) Petrol permit, serial no. PK/2023/B/S-001038, ref: KPDNHEP.SDK.68/2021(PK), storage capacity: 200 litre/day valid from 8/10/2023 – 5/10/2024.</p> <p>vi) Energy Commission, Private electrical installation, serial no. 63064, license no. 2023/02223 for 85 kW and valid from 1/01/2024 to 31/12/2024.</p> <p>vii) Air receiver license, SB PMT 13039 and SB PMT15087 valid until 6/9/2024</p> <p>viii) Proposal for Mitigation Measure (PMM) for Proposed Oil Palm Plantation on 496.56 ha at Jambongan Island, Beluran District Sabah. Report reference: CK/EV406-4022/14 dated September 2015. Approved Environmental Condition (AEC), ref: JPAS/PP/02/600-1/11/1/229 dated 13th January 2016 was verified. Environmental compliance reporting (ECR) carried out on 6 monthly basis by Environmental Protection Department @ EPD approved assessor.</p>	
2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.</p> <p>- Minor compliance -</p>	<p>The system to track changes in law is implemented through the head office Sustainability Team. They are responsible for tracking and ensuring that all legal requirements applicable to Operating Units have been identified and for evaluating their potential impact on the company's operations. They are guided by the Legal Requirement Register; Document Number: SMP-GPB-22; Revision: 11; Issue Date: January 2023.</p> <p>Means of tracking and identifying include the respective authority website visits and direct communication with those agencies.</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		Among the laws covered in the list were EQA, Employment Act, OSHA, FMA to name a few. The amendment/update of the list is done by Sustainability Department on 10/06/2024.	
2.1.3	Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries. - Minor compliance -		Complied
Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	A list of contracted parties is maintained. - Minor compliance -	List of contracted parties has been maintained in the stakeholders list. For Genting Jambongan POM, there is 2 contracted parties which Hai Heng Enterprise for CPO and PK transport which contracted under Genting Oil Mills (Sabah) Sdn Bhd and canteen, Mursidi Enterprise. While for Genting Jambongan Estate, there is one sundry shops under Kedai Runcit Tabanar Trading and 4 FFB transport contractors which are Pengangkutan Yee Kiun, Pengangkutan Sukses Jaya, Syarikat Abadi Maju and Terus Sukses.	Complied
2.2.2	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available. - Minor compliance -	Sample of agreement contract between Genting Oil Mills (Sabah) Sdn Bhd and Hai Heng Enterprise Sdn Bhd. <u>Genting Jambongan Estate</u> a) Pengangkutan Yee Kiun- GJBE/MOA/23/01/03 The requirements to comply with applicable laws are stipulated in the contract agreements under Clause 2 and 3. Among the applicable laws mentioned are OSHA, EQA, FMA to name a few. Engagement of contract works, and purchasing is guided by procedures namely:	Non-compliance

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		a) Procedural Instructions: Tender Procedures PLA 02, dated 15/1/2013. b) Procedural Instructions: Contract Works PLA 04, dated 15/1/2013 The procedures outlined the process of awarding contracts and the establishment of system of various contracts and set guidelines for control on the execution, processing and payment of contract works.	
2.2.3	All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection. - Minor compliance -	Sample of agreement contract between Genting Oil Mills (Sabah) Sdn Bhd and Hai Heng Enterprise Sdn Bhd. <u>Genting Jambongan Estate</u> a) Pengangkutan Yee Kiun- GJBE/MOA/23/01/03 The requirements to comply with applicable laws are stipulated in the contract agreements under Clause 2 and 3. Among the applicable laws mentioned are OSHA, EQA, FMA to name a few. Engagement of contract works, and purchasing is guided by procedures namely: b) Procedural Instructions: Tender Procedures PLA 02, dated 15/1/2013. c) Procedural Instructions: Contract Works PLA 04, dated 15/1/2013 The procedures outlined the process of awarding contracts and the establishment of system of various contracts and set guidelines for control on the execution, processing and payment of contract works.	Complied
Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	(C) For all directly sourced FFB, the mill requires: <ul style="list-style-type: none"> Information on geo-location of FFB origins Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder 	A list of all directly sourced FFB is available for verification in the list for all directly source updated under Genting Jambongan Oil Mill FFB supplier list. It has the information about names of the suppliers, MPOB License number, geo-location and the status of the third party FFB suppliers land ownership.	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<ul style="list-style-type: none"> • One or more supporting documents for claims • Valid MPOB license <p>- Critical (Major) compliance -</p>	<p>Genting Jambongan receives RSPO certified FFB from its own estates which is Genting Jambongan Estate. The mill also receives FFB from 2 outgrower and 7 smallholders registered from outside the certification scope. The information related to the third party FFB suppliers were available and sampled as below:</p> <p>1. Outgrower Name: Bahagia Jaya Plantations Sdn Bhd; Land Area: 241.51 Ha; MPOB License: 616684002000; License Validity Period: 01/08/2022 – 31/07/2023.</p> <p>Evidence of right/claim to the land: 69 native titles as referred to MPOB license</p> <p>2. Outgrowers Name: Joyland Sdn Bhd; Land Area: 79.41 Ha; MPOB License: 618233002000; License Validity Period: 01/05/2023 – 30/04/2024</p> <p>Evidence of right/claim to the land: 18 native titles as referred to MPOB license</p> <p>3. Smallholder Name: Yazid Bin Sarif Rahman; Land Area: 12.13 Ha; MPOB License: 619514001014; License Validity Period: 04/10/2018 – 30/09/2023.</p> <p>Evidence of right/claim to the land: Official receipt for land application registration fees from State Government of Sabah dated 18/08/2011. Ref. no. 20-11081915.</p> <p>4. Smallholder Name: Roziah Binti Hariri; Land Area: 6.0690 Ha; MPOB License: 822935001014; License Validity Period: 15/09/2020 – 31/08/2025.</p> <p>Evidence of right/claim to the land: Official receipt for land application registration fees from State Government of Sabah dated 18/08/2011. Ref. no. 20-11081901.</p>	
--	--	--	--

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>5. Smallholder Name: Koh Shuk Kien; Land Area: 35.69 Ha; MPOB License Number: 781071001014; License Validity Period: 23/08/2019 – 31/07/2024.</p> <p>Evidence of right/claim to the land:</p> <p>5 Native titles (NT083229903, NT083229912, NT083229921, NT083229930, NT083229949, NT083229958, NT083229967)</p> <p>6. Smallholder Name: Abdul Rauf Bin Jalil; Land Area: 1.214 Ha; MPOB License Number: 872484001014; License Validity Period: 28/02/2022 – 31/07/2027.</p> <p>Evidence of right/claim to the land: Official receipt for land application registration fees from State Government of Sabah dated 24/4/2014. Ref. no. 20-14081489.</p> <p>7. Smallholder Name: Mohd Najar Bin Abdul Razak; Land Area: 3.642 Ha; MPOB License Number: 866606001014; License Validity Period: 9/12/2021 – 30/11/2026.</p> <p>Evidence of right/claim to the land: Official receipt for land application registration fees from State Government of Sabah dated 24/4/2014. Ref. no. 20-14081483.</p> <p>8. Smallholder Name: Shamsul bin Abang; Land Area: 12.14 Ha; MPOB License Number: 864377001014; License Validity Period: 7/11/2021 – 31/10/2026.</p> <p>Evidence of right/claim to the land: Official receipt for land application registration fees from State Government of Sabah dated 18/08/2011. Ref. no. 20-11081903.</p>	
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.</p> <p>- Minor compliance -</p>	<p>No indirectly sourced FFB received at Genting Jambongan Oil Mill. Thus, this indicator is not applicable.</p>	Not Applicable

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Principle 3: Optimise productivity, efficiency, positive impacts and resilience			
Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.			
3.1.1	<p>(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.</p> <p>- Critical (Major) compliance -</p>	<p><u>Genting Jambongan Oil Mill</u></p> <p>Genting Jambongan Oil Mill have established a management plan with 5-year projection plan (2024 to 2028). The palm oil mill budget includes the projected FFB processed, CPO and PK production, OER and KER, production cost, training, insurance, environment conservation.</p> <p><u>Genting Jambongan Estate</u></p> <p>Estate have the management plan for FY24/25 with 5-year projection plan for (2024 to 2028) which includes on, Plant machinery, Road & Bridges, Operation Expenditure and Capital Expenditures amongst others.</p>	Complied
3.1.2	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>The estate has yet to go for replanting plan for the next 5 years, as the oldest planted palm tree was planted in 2004.</p>	Complied
3.1.3	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake.</p> <p>- Minor compliance -</p>	<p>In response to the internal audit findings and other relevant matters, a comprehensive management review was carried out for both the mill and estate. The minutes of the management review meeting were made available for verification. Additionally, the RSPO P&C Management Meeting took place at each operating unit. Specifically, the management meeting for Genting Jambongan Oil Mill and estate carried out on 7/06/2024. The meeting provided an opportunity to discuss and address various aspects related to the operations and compliance of both entities.</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Criterion 3.2: The unit of Certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable Continuous improvement in key operations.

3.2.1	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>Documented in "Continuous improvement plan" updated on 29/05/2024. For social, the management has plan to improve interior and exterior condition of working housing, the management will monitor total number of dependent and will inform HUMANA once the total number of kids exceed 120 people for the estate entitle for teacher in HUMANA and to ensure stakeholders consultation conducted on annual basis.</p> <p>Monitoring has been done through the master list of dependents which include information of workers name and ages of dependent. Currently total 116 dependent has been identified. The management will keep monitor total numbers of dependent. Stakeholder consultations conducted on 16/05/2024.</p> <p>As per GJBE Continuous Improvement Plan; Date: 29/05/2024 as per sample as following:</p> <table><tr><th>Requirement</th><th>Objective</th><th>Action plan</th></tr><tr><td>Minimize use of certain pesticides</td><td>Mainly targeted at usage of Highly Toxic Pesticides Class 1a and 1b chemical i.e. Paraquat, Metamidophos and other chemicals such as rat bait etc.</td><td>Use of alternative pesticides that are safe and less toxic i.e. Basta and Glyphosate Improvement actions: Change from paraquat to other alternative</td></tr></table>	Requirement	Objective	Action plan	Minimize use of certain pesticides	Mainly targeted at usage of Highly Toxic Pesticides Class 1a and 1b chemical i.e. Paraquat, Metamidophos and other chemicals such as rat bait etc.	Use of alternative pesticides that are safe and less toxic i.e. Basta and Glyphosate Improvement actions: Change from paraquat to other alternative	Complied
Requirement	Objective	Action plan							
Minimize use of certain pesticides	Mainly targeted at usage of Highly Toxic Pesticides Class 1a and 1b chemical i.e. Paraquat, Metamidophos and other chemicals such as rat bait etc.	Use of alternative pesticides that are safe and less toxic i.e. Basta and Glyphosate Improvement actions: Change from paraquat to other alternative							

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

				chemicals i.e. Glphosate for VOPs at mature areas or kenlon for spot spraying, except Stenochlaena Monix used at immature areas instead of Paraquat	
				Monthly pesticides issue record Improvement Actions: Briefing to staffs and executives on minimizing pesticides and continue monitoring, avoid wastage	
			Expand IPM Programme	Planted with 250 ha of Tunera	
		As per GJOM Continuous Improvement Plan; Date: 24/04/2024 as per sample as following:			
		Requirement	Objective	Action plan	
		Minimize use of certain pesticides	Mainly targeted at usage of Highly	Use of alternative pesticides that are	

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

			Toxic Pesticides Class 1a and 1b chemical i.e. Paraquat, Metamidophos and other chemicals such as rat bait etc.	safe and less toxic i.e. Basta and Glyphosate Improvement actions: Change from paraquat to other alternative chemicals i.e. Glphosate for VOPs at mature areas or kenlon for spot spraying, except Stenochlaena Monix used at immature areas instead of Paraquat	
				Monthly pesticides issue record Improvement Actions: Briefing to staffs and executives on minimizing pesticides and continue monitoring, avoid wastage	
			Expand IPM Programme	Planted with 250 ha of Tunera	

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the [RSPO metrics template].</p> <p>PROCEDURAL NOTE:</p> <p>The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed.</p> <p>Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>	The raw data source records for RSPO template verified including mill production reports, estate yield reports, chemical and fertilizer bin cards, JKPP reports, and complaints and grievances records etc. All data submitted were acceptable and consistent with verified records.	Complied
Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.			
3.3.1	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>Genting Jambongan Oil Mill and the estate are guided by a number of SOPs that have been established for standardization as well as to ensure implementations and operations are in accordance with the legal requirements and best practises. The following manuals were available for verification.</p> <p><u>Genting Jambongan Oil Mill</u></p> <ol style="list-style-type: none"> 1. Genting Plantations Berhad; Control of Document; Doc Number: SMP-GPB-01; Issue Date: August 2013 Revision: 00. 2. Genting Plantations Berhad; Complaints and Grievances; Doc Number: SMP-GPB-19; Issue Date: March 2020; Revision: 04. 3. Genting Plantations Berhad; Sustainability Internal Audit; Doc Number: SMP-GPM-03; Issue Date August 2021; Revision: 06. 	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>4. Genting Plantations Berhad; Supply Chain and Traceability (Palm Oil Mill); Doc Number: SMP-GPM-23; Issue Date: February 2022; Revision: 13.</p> <p><u>Genting Jambongan Estates</u></p> <p>1. Standard Operating Procedures (SOP); Genting Sabah Estates; Revision 3; Dated: 11/10/2013 has been established. Among the subcategories available were:</p> <ul style="list-style-type: none"> a) Chemical, Lubricant and Fertilizer Handling and Management b) Trunk Injection – Bagworm c) Rat Bait Application d) Manuring e) Harvesting f) Vehicle and Heavy Machineries g) Workshop h) Water Treatment i) General <p>Manual Keselamatan & Kesehatan Pekerjaan (OSH Manual/OM); Effective: 01/01/2016.</p>	
3.3.2	A mechanism to check consistent implementation of procedures is in place. - Minor Compliance -	<p>Internal audits were conducted by Genting Sustainability Department to confirm consistent implementation of SOPs. During mill and estates visit it was noted that that operating parameters were consistently recorded by the operators. Internal Audit records were available for verification as below:</p> <p><u>Genting Jambongan Oil Mill and estate</u></p>	Non-compliance

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>Internal Audit (RSPO P&C 2019) and RSPO SCCS was conducted on 20-22/03/2024 by the Sustainability Manager. During the internal audit, 2 major NC were raised on the RSPO P&C Standard. Notwithstanding, it was found that there was stated in procedure document number SMP-GPB-20 issuance date January 2023, sustainability management procedure manual for sexual harassment where in clause 05, frequency of meeting, the meeting need to be conducted once in every 6 months on when there are any issues raised which required to be settle immediately. Verification of records and interview with PIC found that the frequency of the meeting conducted is not in line with the procedure established.</p> <p>This indicated that the implementation of procedure has not been effectively monitored. Hence, a nonconformity has been raised.</p>	
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor Compliance -</p>	<p>The monitoring of the SOP implementation was implemented through all levels of the supervisory personnel with records maintained and verified. Among others the records are:</p> <ul style="list-style-type: none"> a) Daily production/work records for the core activities at the estates and mill b) Field Costing Books c) Monthly Chemical Consumption Record d) Mature/immature field work program e) Fertilizer application Records f) Herbicide Work Program g) Rat Baiting Census Records h) Harvesting Standard Checklist i) Worksite Inspection Form 	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Criterion 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.			
3.4.1	<p>(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented.</p> <p>- Critical (Major) compliance -</p>	<p>The management adopt the same social impact assessment, documented in the document Social Impact Assessment (SIA) & Human Rights Impact Assessment (HRIM) Report was reviewed on April 2021 for both Genting Jambongan POM and Genting Jambongan Estate by Sustainability Department. The assessment has involved relevant stakeholders such as schools' representatives, local authorities, and workers. No negative impact was identified during the assessment through interviewed.</p> <p>The addendum SIA was carried out on 19/7/2023 by Division 2 Assistant manager of Jambongan Estate. The report was reviewed and approved by estate manager on 28/7/2023. The SIA has covered the construction of 1 unit (1x4) concrete workers and construction of 1 unit (1x4) Auxiliary Police housing as to assess change in social conditions which subsequently have impacts on the people.</p> <p>As per verification through site visit and interview, there is new construction of family housing quarters. Latest social impact assessment has been done pm 19/09/2023 conducted by Mr Mahmud Bin Abu Bakar. The assessment has been conducted with consultation of staff/clerk, local workers and foreign workers. As per input, there no significant negative has been identified.</p> <p>Mills based on DOE License # 005264 Compliance Schedule Ref. # JAS.SHQ.600-3/3/1/185; Validity period 01/07/2023 – 30/06/2024. Effluent disposal method: Zero discharge; Processing capacity: 20 mt/hr</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

3.4.2	<p>For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.</p> <p>- Minor Compliance -</p>	<p>The Social Management Plan for period 2024 is available for the CU. The plan among others incorporated the objectives, category, action, frequency, person in charge and monitoring period. Among others issues as extracted below:</p> <ul style="list-style-type: none"> a) To ensure compliance to SOP and legal requirement regarding social (appointment of person in charge/committee to handle social matters, communication on policies/SOP on social to relevant stakeholders, monitoring of pay and agreement of workers and contractor's workers and to maintain housing and facilities provided to workers). b) To contribute to local communities development c) Introduction of "Anti-Bribery Management System" policy d) Enhance understanding on LOTO guidelines in mill. e) Health awareness among employees. f) Work offer to employees where necessary for OT works <p>GJOM Environmental Aspect and Impact Register; Doc. # SP-MGR-02-F01-1; Rev. # 01; Date: 03/05/2023.</p>	Complied
3.4.3	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>The Social/Environmental Action Plan 2024 is available for each unit were available having information i.e. issues, management plan, PIC and time frame. The input are gathered from the meeting minutes among others;</p> <ul style="list-style-type: none"> a) Gender Committee, union b) Safety Meeting, c) Complaint & Request from internal & external stakeholders d) Management meeting at estates/mill and regional level. e) Dialogue during the morning muster. f) Interview approach with employees. 	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>Sample monitoring includes the following:</p> <ul style="list-style-type: none"> - Environmental Compliance Audit Report (1/2023) – DOE License # 005264 Genting Jambongan Oil Mill; DOE Audit Tracking # ASSH(B)31/152/000/185/AUDIT2023/1; Visit date: 14/05/2023 by The Best Solutions - 2024 Environmental Compliance Audit planned date: 18/06/2024 by RehPro Scientific Sdn. Bhd. as per letter to DOE Sabah ref. # Ref. # RSSB/CORR/24/06/13; Date: 04/06/2024 - Stack Emission Monitoring Report for Boiler # 1 & Boiler # 2 Year 2024; Report ref. # RSSB/STACK/2024-021; Sampling date: 28/02/2024 by RehPro Scientific Sdn. Bhd. - Quarterly Return Form; File ref. # JAS.SSK-600-3/1/87; Date: 17/04/2024. 	
Criterion 3.5: A system for managing human resources is in place.			
3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.</p> <p>- Minor Compliance -</p>	<p>Documented in the document "Foreign workers ethical & responsible recruitment procedures" document number GEN-13 dated 17/05/2023 for recruitment, selection, retirement and terminations. It has been classified as publicly available and available at both estate and POM.</p>	Complied
3.5.2	<p>Employment procedures are implemented, and records are maintained.</p> <p>- Minor Compliance -</p>	<p>Sample of 12 newly recruited workers in year 2023 has been taken by auditor for verification which include workers from different origin countries, gender and races. It has been verified that the recruitment procedure has been implemented and all records have been maintained.</p> <p>For local workers, verified job application form, records for interview, medical check-up records and offer letter. While for</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>foreign workers, records verified is medical check-up (FOMEMA), and offer letter.</p> <p>As per interview with workers, it has been confirmed that the recruitment process is in line with the procedure.</p> <p>There is no promotion and termination has taken place in year 2023 and has been confirmed through interview, document review.</p>	
Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	<p>(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>Risk assessments were identified and assessed in the mill for all operations and as legal compliance monitoring. Example of risk assessments carried out for both mill and estate as per the following:</p> <ol style="list-style-type: none"> 1. Hazard Identification, Risk Assessment and Risk Control (HIRARC) was established to assess all hazards and risk related to operations in the mill. Among the HIRARC verified were Sterilizer, Excavator Driver, Water Treatment Plant, Workshop and Engine Room. The HIRARC was updated on 02/05/2023 which to include the new Air Pollution Control System (APCS) named Electrostatic Precipitator or ESP. 2. Chemical Health Risk Assessment (CHRA) was conducted in compliance with OSHA Act 1994 and USECHH, 2000 for Genting Jambongan Oil Mill by Rehpro Scientific Sdn Bhd on 10/12/2019. The CHRA Report (Report Reference Number: RSSB/CHRA/2019-156) was available for verification. 3. Noise Risk Assessment (NRA) was conducted as part of the OSH (Noise Exposure) Regulations 2019 for Genting Jambongan Oil Mill by Sherman Services & Supply on 19-20/04/2021. The NRA Report (Report Reference Number: SSS/NOISE-301/21) was available for verification. 	Non-compliance

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p><u>Genting Jambongan Estate</u></p> <p>1. Risk Assessment (HIRARC)</p> <p>i) Risk assessment dated 5/1/2023 has not been revised to include accident(s) occurrence at harvesting operation on 28/10/23 and 10/11/23 which involved in total 4 LTI. Furthermore, likelihood and related control measures has not been revised after occurrence of accident in October and November 2023.</p> <p>ii) Additional PPE requirement for specific work unit i.e., spraying activity based on CHRA recommendation by DAB OH, DOSH registration HQ/11/ASS/00/298 dated 28/04/2024 has to be updated in the risk assessment register.</p> <p>Thus, a major NC was raised.</p> <p>2. The Chemical Health Risk Assessment Report (Report Number: HQ/11/ASS/00/298-042024/97) dated 28/04/2024 conducted by DAB OH Sdn Bhd, DOSH registration no. HQ/11/ASS/00/298 in 28/03/2024 was available for verification. Recommendation by OHD is to continue current medical surveillance for sprayers/pesticides handlers.</p> <p>3. The Initial Noise Risk Assessment was conducted on 19 – 24/06/2021 by Chemclass Sdn Bhd. The assessment report (Ref. No: CC/0621/061) was available for verification. It was concluded that an excessive noise exposure (exceeded noise level of 140 dB) recorded for farm tractor driver</p>	
3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p><u>Genting Jambongan Oil Mill and estate</u></p> <p>Genting Jambongan Oil Mill have implemented a Safety & Health Management Plan for the year 2024 and available for verification. Among the objectives are to provide and maintain a working environment that is safe without risk to health and adequate as</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>regard to welfare at work. Among OSH compliance programme/plan carried out:</p> <ol style="list-style-type: none">1. Annual Medical Surveillance was conducted on 12/10/2023 by OHD under Kilinik Mabello (Paris) Sdn Bhd, DOSH registration no. HQ/16/DOC/00/557 in accordance with recommendations stated in the CHRA for workers exposed to chemicals listed under USECHH 2000 Regulations such as Welding Fumes, Hexane and Diesel. A total of 8 workers were deemed to be exposed and results indicated that there was no occupational disease with do detrimental of health reported.2. Medical surveillance for Competent Person for Confined Space Entry Programme was carried out on annual basis by OHD under Kilinik Mabello (Paris) Sdn Bhd, DOSH registration no. HQ/16/DOC/00/557. Health Fitness Certificate dated 23/11/2024 is available for verification and concluded that all 3 confined space competent person are fit to work/ to enter the confined space.3. Audiometric Test was conducted in compliance with the recommendations in the NRA by Dab OH Sdn Bhd on 13/02/2024. Total of 30 workers were tested with the results stating that 36 workers were having normal audiogram and 3 workers with abnormal audiogram and one (1) under STS @ Standard Threshold Shift. The worker with abnormal audiogram and STS was sent to OHD for further checking by OHD on 28/3/2024. Based on the report, no Noise Induced Hearing Loss (NIHL) and permanent STS case recorded4. Annual LEV inspection and testing was carried out on 24th April 2024 by Dynakey Laboratories Sdn Bhd, report no. IHT(II)/2024/0409/GJOM. Based on the report, all measured duct velocity were above recommended value by ACGIH. Internal LEV	
--	--	--	--

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>inspection was done on monthly basis by mill's technician. Report dated 4/06/2024 concluded that the LEV in good running condition.</p> <p><u>Genting Jambongan Estate</u></p> <p>1. Annual Audiometric Test was conducted on 13/02/2024 for total 39 workers by DAB OH Sdn Bhd and the Audiometric Report was available for verification. The report stated that there were 36 workers with normal hearing, 1 worker with abnormal results, to be examined by OHD and 2 worker with STS, to be conducted retest within 3 months. The retest was conducted on 13/4/2024 for those reported under abnormal result and STS. Based on the report, no Noise Induced Hearing Loss (NIHL) and permanent STS case recorded.</p> <p>2. Details for sprayer/pesticides handler medical surveillance programme reported under 7.10.2</p>	
Criterion 3.7: All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.			
3.7.1	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out-growers, taking into account gender-specific needs, and which covers applicable aspects of the RSPOP&C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>As sampled in Jambongan Oil Mill, the Training Needs Analysis for year 2024 and training plan was available for each section and verified as Training Scheduled FY 2024.</p> <ol style="list-style-type: none"> 1. QESH Policy, Sustainability Policy 2. Procedure of Handling New workers, contractor and visitor 3. ESH Committee and Environmental Committee 4. Chemical Management & Emergency Action, Emergency Response Plan, Fire Fighting and Evacuation, First Aid 5. PPE Training 6. Recycling Awareness 7. Zero burning 	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>This training plan included safety, environment, supply chain, social and work specialist needed. Sighted Sustainability Annual Programme Year 2024. As planned included:</p> <ol style="list-style-type: none"> 1. Internal stakeholder meeting 2. External stakeholder meeting 3. Workers committee meeting 4. Water Sampling, Scheduled waste disposal. 5. OSH Committee training 6. Environment committee meeting. <p>Sighted in Genting Jambongan Estate a Workers Training Programme 2024. The programme contained information on training to be conducted, the targeted participant among various level of employees, date to be held (Jan-Dec). Among others included:</p> <ol style="list-style-type: none"> 1. Safe driving of vehicles (lorry, excavator, tractor, lorry) 2. Spraying Training 3. Manuring Training 4. Harvesting Training 5. Safety and Health 	
3.7.2	<p>Records of training are maintained.</p> <p>- Minor Compliance -</p>	Record of training (pre/post) for both estate and mill was made available for verification.	Complied
3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	Supply Chain & Traceability Refresher Training was conducted on 5/1/2024 for the critical control point personnel such as weighbridge operators and Document Controller who are responsible for traceability.	Complied
Criterion 3.8: Supply chain requirement for mills			

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

(note: All supply chain requirements are considered as Critical (C) . However, it will not contribute to suspension if there is more than 5 non-compliance within a principle)			
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	N/A since GJOM implements MB module.	Not Applicable
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	The Palm Oil Mill receives and processes both certified and non-certified FFB. Therefore, it uses the Mass Balance supply chain system and module. During the P&C assessment, the audit team verified the volumes and sources of certified and non-certified FFB entering the mill, the implementation of processing controls and volume sales of RSPO certified Products.	Complied
3.8.3	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in Table 10 of this public summary report.	Complied
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	Company has registered their mill in the PalmTrace: – License ID: CB154353	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<ul style="list-style-type: none"> - Members Name: Genting Oil Mills (Sabah) Sdn. Bhd - Genting Jambongan Oil Mill - Members ID: RSPO_PO1000003777 - Type Of Business: Oil Mill 	
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill. 	<p>Documented procedures established as per Sustainability Management Procedure Manual (SMPM) – Supply Chain and Traceability (Palm Oil Mill); Doc. # SMP-GPB-23; Rev. 15; Issue date: 15/04/2024 to ensure the 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. Other procedures relevant were developed by mill as following:</p> <ul style="list-style-type: none"> - Incoming Inspection (Direct Material), Doc. No. PM-PRD-04 dated 02/01/2018 - Product Identification & Traceability, Doc. No. PM-PRD-01 dated 02/01/2018 - Handling, Storage, Preservation and Delivery, Doc. No. PM-LAB-03 dated 02/01/2018 - Genting Plantations Berhad; RSPO SCCS Requirement, Documentation Guidelines and Compliance Status; Prepared By: Sustainability Department; Last Amended: 20/04/2018. 	Complied
3.8.6	<p>Internal Audit</p> <ul style="list-style-type: none"> i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill: <ul style="list-style-type: none"> a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. 	<p>The internal audits conducted by sustainability personnel based on Sustainability Management Procedure Manual – Sustainability Internal Audit; Doc. # SMP-GPB-03; Rev. 08; Issue date: 15/04/2024. Latest SCCS internal audit was conducted in Genting Jambongan POM on 22/03/2024.</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<p>b. Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	Nonconformities raised by internal auditors were addressed by the mill management and action taken were verified accordingly by internal auditors prior to findings resolution.	
3.8.7	<p>Purchasing and Goods In</p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>The accompanying documents of incoming FFB from own estate are estate's weighing bridge tickets which has the info about name of estate, RSPO certificate number, weighbridge ticket number, date of delivery, field number, number of bunches. Upon arrival at the mill, the mill issues its weighbridge ticket as confirmation of receipt. The estate's ticket number is recorded in the mill's ticket number as per sample as following:</p> <ul style="list-style-type: none"> - Certified FFB Supplier: Genting Jambongan Estate; Weighbridge ticket # FFB24003196W; DO # D4-40/193440; Net weight:13,300 kg - Uncertified FFB Supplier: Abdul Rauf Bin Jalil; Weighbridge ticket # FFB24002896W; Net weight: 600 kg - As per Procedure Manual Title: Control of Nonconforming/Noncertified Product; Doc. # PM-PRD-05; Rev. 01; Issue date: 12/12/2019 	Complied
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p>	<p>All information required by the standard was available in various shipping documents such as transporter's delivery order, mill's weighbridge, buyer's receiving notes as per sample CPO despatch as following:</p> <p>i) The name and address of the buyer: Genting MusimMas Refinery Sdn. Bhd., 10th Floor Wisma Genting, Jalan Sultan Ismail, 50250 Kuala Lumpur</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<ul style="list-style-type: none"> a) The name and address of the buyer; b) The name and address of the seller; c) The loading or shipment / delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation; i) A unique identification number. 	<ul style="list-style-type: none"> ii) The name and address of the seller: Genting Jambongan Oil Mill, Wisma Genting Plantations, KM12 Jalan Labuk, 9000 Sandakan, Sabah iii) The loading or shipment / delivery date: 21/06/2023 iv) The date on which the documents were issued: 21/06/2023 v) RSPO certificate number: RSPO 709622 vi) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations): CPO RSPO MB vii) The quantity of the products delivered: 36,230 kg viii) Any related transport documentation: Ticket # CPOMB23000108W ix) A unique identification number: Contract # SGOMS/CPO/2305/J01 	
3.8.9	<p>Outsourcing Activities</p> <ul style="list-style-type: none"> i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification ii) The mill shall ensure the following: <ul style="list-style-type: none"> a) The mill has legal ownership of all input material to be included in outsourced processes b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary. 	<p>There is no milling activity outsourced by the mill. Transportation of CPO and PK is outsourced to two contractors. Verification of the contract agreements showed that the requirements of RSPO SCCS were also included in the contract involving CPO and PK Transport Agreement as following:</p> <ul style="list-style-type: none"> - Transporter: Hai Heng Enterprise Sdn. Bhd. - Contract: Carrier to transport crude palm oil and palm kernels from GJOM to the port or refineries in Sandakan - Validity period: 02/05/2022 -30/04/2025 	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>		
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	The name and contact details of the transporters were recorded in the mill's list of stakeholders and updated whenever necessary.	Complied
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	Due to its locality in an island, there's limited availability of transport services provider by new contractor to engaged by GJOM. Hence, the same transporter was maintained since the last assessment.	Complied
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p> <p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p>	<p>The facility opted for three monthly basis record and balance. Excel format is used for the mass balance calculation. Among the information available in the format is month, FFB processed, OER, CPO amount (opening, produced, and closing), dispatch of CPO & PK and balance of CPO & PK both in virtual and physical. Verification of the MB sheet showed that the mill was able to demonstrate the products were delivered from positive stocks. Should there be any short sale, it will be balanced within three months. Relevant records and reports retained for 2 years as per sample as following:</p> <p>i) Daily Production Figure (Report) for 31/05/2022; FFB production</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</p>		
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	Conversion factor of CPO and PK production is depending on the actual OER and KER. The previous actual OER & KER can be seen in Table 10 of this report.	Complied
3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	Conversion factor of CPO and PK production is depending on the actual OER and KER. The previous actual OER & KER and estimation can be seen in Table 10 of this report.	Complied
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	NA. The facility opted for mass balance model.	Not Applicable
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after</p>	Registration of Transactions carried out as per Sustainability Management Procedure Manual (SMPM) – Supply Chain and Traceability (Palm Oil Mill); Doc. # SMP-GPB-23; Rev. 15; Issue date: 15/04/2024.	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<p>dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>i) The procedure specified that the Marketing Palm Products Department (MPPD) to perform Shipping Announcement in Palm Trace within 3 months from the date of the first physical dispatch of the contract as per sample for Transaction ID # TR-d0f85134-2159; Created date: 11/07/2023; Confirmation date: 13/08/2023</p> <p>ii) The procedure also specified that the MPPD to remove the RSPO volumes sold under ISCC, MSPO or conventional at least once a year</p> <p>Non-certified/other despatches:</p> <p>Conventional:</p> <ul style="list-style-type: none"> - Product: Crude Palm Oil (CPO Conventional) - Ticket # CPO24000101W - Net weight: 36,150 kg - Total CPO conventional sold = 15,488.05 MT <p>CPO ISCC</p> <ul style="list-style-type: none"> - Product: CPO ISCC EU - Ticket # CPOEU24000001W - Net weight: 36,120 kg - Total CPO ISCC sold = 1,765.26 MT 	
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>No product claims made except for corporate communications with details in General Corporate Communications indicators below.</p>	Complied
General corporate communications			

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

4.1	A corporate communication is one made by any RSPO member that highlights its RSPO membership and/or its commitment to the objectives and principles of RSPO. Corporate communication is a “non-product related” claim.	A corporate communication was made in Genting Plantations Berhad Integrated Annual Report 2023 (GENP-IAR-2023) as per web link as following: https://www.gentingplantations.com/wp-content/uploads/2024/04/GENP-IAR-2023.pdf .	Complied
4.2	In corporate communications, a member is allowed to: A. display its RSPO membership status B. display the RSPO web address (www.rspo.org) C. state that the member supports the work of RSPO D. state the member’s history with regard to RSPO E. use the RSPO Trademark (as shown below) with a valid trademark licence number to promote its RSPO membership	Review of Genting Plantations Berhad Integrated Annual Report 2023 (GENP-IAR-2023) found the RSPO Trademark was used on page 18 of the report under title Sustainability Highlights for statement 100% RSPO certified in Malaysia. However, the RSPO Trademark was used without a valid trademark licence number as per License Agreement between the “Roundtable On Sustainable Palm Oil (RSPO)” and Genting Plantations Berhad” with details as following: - RSPO License Number: 1-0086-06-100-00 - Trademark Licensee Name: Genting Plantations Berhad - License Start Date: 07/06/2023 - License Expiration Date: 06/06/2025 This indicated that a corporate communication was made using the RSPO Trademark without a valid trademark licence number. Hence a non-conformity was raised.	Non-compliance
4.3	Members are not allowed to use the RSPO corporate logo as shown below. This is for the sole use of the RSPO Secretariat.	Verified records and reports confirmed that no RSPO corporate logo has been used in GJOM certified product shipping documentations and corporate communications.	Complied
4.4	In corporate communications, RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO certified palm oil products.	No statement made by GJOM that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO certified palm oil products.	Complied

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

4.5	<p>Additionally, RSPO certified members are allowed to make statements that highlight their RSPO certification status and product-related claims in their corporate communication tools. Some permitted examples include:</p> <ul style="list-style-type: none"> • "We have been sourcing RSPO certified palm oil since (YEAR)." • "We have used (X) tonnes of RSPO certified palm oil for our products manufactured in the last year." • "We have been RSPO certified since (YEAR)." • "We have (X NUMBER OF PRODUCTS) produced using RSPO certified MB/SG palm oil." • "In (YEAR), our company sourced (X%) of palm oil derivative volumes that was used across our products manufactured as MB certified." • "Our company covered (X%) of palm oil derivative volumes used across all our products manufactured in (YEAR) with smallholder credits." • "We are RSPO certified. Ask us for our RSPO certified products." 	<p>A general statement of RSPO certification status highlights made in Genting Plantations Berhad Integrated Annual Report 2023 (GENP-IAR-2023) with no statement on product-related claims.</p>	Complied
4.6	<p>RSPO non-certified members are allowed to make product-related claims in their corporate communication tools by doing the following:</p> <p>A. Use the RSPO Trademark with a valid trademark licence number to promote its membership of RSPO. It is sufficient for non-certified members to indicate this only once in their communication.</p> <p>B. Claim statements are limited to the following examples:</p> <ol style="list-style-type: none"> i. "The rate of RSPO-certified palm oil procurement was (X%). We aim to achieve (X%) sustainable procurement by fiscal year (YEAR)." ii. X% of palm oil sourced by our organisation are certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book and Claim. <p>C. In cases wherein an organisation/member would like to indicate their commitment to sourcing RSPO certified volumes, the statement shall be accompanied with a disclaimer: "This reported figure is not audited through RSPO Certification".</p>	<p>Not applicable as GJOM is a certified member.</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Product-specific communications			
5.1 General			
5.1.1	Product-specific communications refer to any public statement about an individual product that contains RSPO certified sustainable palm oil. These product-specific communications can be made on pack and/or off pack such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews.	Product specific communications made off pack on shipping documents as per sample for CSPO despatch Ticket # CPOMB23000108W as per indicator 3.8.8 above.	Complied
5.1.2	Product-specific communications are voluntary.	No Product-specific communications are being made by GJOM. Hence, this requirement is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
5.1.3	Wherever the RSPO Label is displayed for product-specific communications, the applicable trademark licence number must be shown immediately under or next to the RSPO Label or the statement itself.	No Product-specific communications are being made by GJOM. Hence, this requirement is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
5.1.4	Use of any other trademark or label to highlight the presence of RSPO certified sustainable palm oil products is an unauthorised product-specific communication.	No Product-specific communications are being made by GJOM. Hence, this requirement is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
5.1.5	If any organisation, which does not further modify end products or does not need to undergo Supply Chain Certification such as retailers, traders or distributors, enters into any agreement whereby the RSPO certified supplier labels products with the retailers/traders/distributors RSPO	No Product-specific communications are being made by GJOM. Hence, this requirement is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

	<p>Trademark licence number, the following conditions shall be met as shown below</p> <ul style="list-style-type: none"> • RSPO members should be registered on the RSPO IT Platform and complete the information under 'description of products' field. • Both parties shall inform their certification body in writing about the agreement. • The RSPO certified supplier is responsible for ensuring that the buyer's RSPO Trademark licence number is used only on products that are supplied to that buyer. 		
5.1.6	Organisations that do not further modify end products or that do not need to undergo Supply Chain Certification such as retailers, traders, or distributors who intend to use the RSPO Label with their own RSPO Trademark licence number in any of their product-specific communications, can do so by undergoing a remote audit. A remote audit shall be conducted by an RSPO-accredited certification body (CB) prior to the use of the RSPO Label whereby the organisation will need to demonstrate that the use is in compliance with the rules contained within this document and that the claim itself can be supported through a certified supply chain	No Product-specific communications are being made by GJOM. Hence, this requirement is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Complied
5.2 Off pack claims			
5.2.1	Off pack claims are product-specific communications regarding the certified sustainable palm oil contained within the product(s) made on any communication materials such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews. The RSPO Label should be used together with the valid trademark licence number wherever an off pack claim is made.	No off-pack claim made hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
5.2.2	When confirming the sale of certified palm oil products, members must adhere to the requirements of the RSPO SCCS. This includes stating the	The mill announced the certified sales while the buyers confirmed the receipt as of Table 11 above via Palm Trace.	Complied

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

	supply chain model and certificate number under which the claim is being made.		
5.2.3	<p>Where a distributor or wholesaler takes title to products containing certified sustainable palm oil products, the requirements of the RSPO SCCS can follow either one of these two options:</p> <ul style="list-style-type: none"> • If the distributor or wholesaler holds only a distributor licence, it may only communicate RSPO certified palm oil products by linking the product to the manufacturer using the manufacturer's SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products, it is essential that customers are aware that the products have been made on behalf of the distributor or wholesaler, with specific evidence either through on pack claims or documentation. • If the distributor or wholesaler is supply chain certified, they should follow the requirements outlined in section 5.2.2. 	This is not applicable since the mill is neither a distributor nor wholesaler.	Not Applicable
5.3 On pack claims			
5.3.1	Only RSPO members who have supply chain certification and members who have undergone remote audit as per 5.1.6 are allowed to make on pack claims about the certified sustainable palm oil contained within the product(s) as per Module A, B, C and E. RSPO members who have purchased RSPO Credits are entitled to claim their support for the production of certified sustainable palm oil as per Module D.	No on-pack claims made hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
5.3.2	<p>In case of limited space, RSPO allows flexibility to use a one-line arrangement claim together with a valid trademark licence number for on pack communications as below without having to use any RSPO Label. The licence number has to measure at least 4pt (1.4mm) in size and the font must be Calibri. The following options shall be considered:</p> <p>A) For Identity Preserved (IP)/ Segregated (SG) Certified Products:</p> <ul style="list-style-type: none"> • RSPO IP/SG CERTIFIED* 	No on-pack claims made hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

	<ul style="list-style-type: none"> Contains RSPO IP/SG palm oil* Contains RSPO certified palm oil (IP/SG)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>		
	<p>B) or Mass Balance (MB) Certified Products:</p> <ul style="list-style-type: none"> RSPO MIXED* Contributes to the production of RSPO certified palm oil* Contains RSPO certified palm oil (MB)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	No on-pack claims made hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
	<p>C) For Partially Certified Products:</p> <ul style="list-style-type: none"> RSPO 50% MIXED* Contains at least 50% RSPO certified palm oil* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	No on-pack claims made hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
	<p>D) For Products covered with Book and Claim (B&C):</p> <ul style="list-style-type: none"> RSPO CREDITS* Supports the production of RSPO certified palm oil* Contains palm oil covered by the purchase of RSPO Credits* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	No on-pack claims made hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
5.3.3	On pack claims shall not include information about the claimant's RSPO membership status.	No on-pack claims made hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
5.3.4	Members shall not communicate to consumers information about their suppliers' RSPO membership status.	No on-pack claims made hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
5.3.5	Use of the RSPO Label is restricted to claims about RSPO certified sustainable palm oil contained in products and is not authorised for use in relation to any other ingredient.	No on-pack claims made hence, this is not applicable as no packings required for the mill products as deliveries made in bulk	Not Applicable

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

		via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	
5.3.6	All members making on pack claims are encouraged to submit the information and images of their end products that carry the RSPO Label via the MyRSPO portal.	No on-pack claims made hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
MODULE A – IDENTITY PRESERVED			
	95% of the palm oil content must be RSPO IP certified.	N/A since GJOM implements MB module.	Not Applicable
	If 100% of RSPO IP certified palm oil content cannot be sourced, a maximum of 5% volume from other non-certified sources is allowed and the reason for this must be fully justified. The volume of the non-certified palm oil content shall be covered by the purchase of RSPO Credits of equivalent volume.	N/A since GJOM implements MB module.	Not Applicable
Messaging			
	<p>Messaging ALLOWED for storytelling in product-specific communications may include any of the following elements:</p> <ul style="list-style-type: none"> • The palm oil products contained in this product have been certified to come from RSPO sources. www.rspo.org • By choosing this product, you are sure that it contains RSPO certified palm oil. For more information: www.rspo.org • RSPO certified sustainable palm oil products were kept apart from other palm oil products throughout the supply chain. www.rspo.org • Certified sustainable palm oil products can be traced back to RSPO certified mills and plantations. www.rspo.org • The entire supply chain is monitored by independent, RSPO-accredited auditors. www.rspo.org • RSPO certified sustainable palm oil has been produced according to stringent environmental and social criteria. www.rspo.org 	N/A since GJOM implements MB module.	Not Applicable

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Product-Specific Communications Labelling			
	Members are allowed to use the RSPO Label in one of the following ways: <ul style="list-style-type: none"> RSPO Trademark that includes the tag "CERTIFIED"; or RSPO Trademark that includes the tag "This product contains certified sustainable palm oil". 	N/A since GJOM implements MB module.	Not Applicable
MODULE B – MASS BALANCE SPECIFIC RULES			
Mass Balance palm oil content			
	95% of the palm oil content must be RSPO MB-certified.	Based on the excel sheet mass balance accounting of the mill, production of certified products was calculated correctly according to fractions of FFB received from both certified and non-certified suppliers. Therefore, 100% of certified oil palm content in the products can be achieved.	Complied
	If 100% of RSPO MB certified palm oil content cannot be sourced, a maximum of 5% volume from other non-certified sources is allowed and the reason for this must be fully justified. The volume of the non-certified palm oil content shall be covered by the purchase of RSPO Credits of equivalent volume.	Based on the excel sheet mass balance accounting of the mill, production of certified products was calculated correctly according to fractions of FFB received from both certified and non-certified suppliers. Therefore, 100% of certified oil palm content in the products can be achieved.	Complied
Messaging			
	Messaging ALLOWED in storytelling in product-specific communications includes: <ul style="list-style-type: none"> [Palm oil products]/[palm oil]/[palm kernel oil] from RSPO certified mills and plantations were mixed with non-certified palm oil products in the supply chain. The volume of [palm oil products]/[palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. 	GJOM only apply MB model and the conventional CPO are downgraded from MB whenever demanded.	Complied

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Product-Specific Communications Labelling			
	<p>Members are allowed to use the RSPO Label in one of the following ways:</p> <ul style="list-style-type: none"> The RSPO Label MUST contain the tag "MIXED". The tag "MIXED" designates palm oil products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag "MIXED" on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim. The RSPO Label can also include the statement: "[The palm oil contained in this product] contributes to the production of certified sustainable palm oil". 	<p>No on-pack claims made hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.</p>	Not Applicable
Principle 4: Respect community and human rights and deliver benefits			
Criterion 4.1: The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented in the document "social policy signed by Mr Yong Chee Kong, president and chief operating officer dated 22/06/2015.</p> <p>The management has conducted the stakeholders meeting on 16/-01/2024. The stakeholder meeting was conducted for both operating units Sighted the minute of meeting and attendance list. The stakeholder was briefed regarding the sustainability of the estate, the management plan, policy and complaint/grievances procedure.</p> <p>Socialization of the procedure by the mill manager for all the workers during the morning briefing and has been verified base on the training records and interview conducted to the workers.</p>	Complied
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment in their operations.</p>	<p>As per verification through interview and documentation, there is evidence that both operating units, Genting Jambongan POM and Genting Jambongan Estate did instigate violence or use any form or</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	- Minor compliance -	harassment There is no cases of harassment included sexual harassment, bullying and abuse has been reported and identified by auditor during the audit.	
Criterion 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties			
4.2.1	<p>(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistle-blowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>Mechanism for lodge any complaint has been raised in the document number SMP-GPB-19 revision 05 issuance date June 2022 title "Sustainability management Procedure manual", 3.0, complaints and grievances handling procedure. Stated in the procedure that the time timeframe for the action taken depend on the seriousness of the complaint or grievance. It also mentioned that accepted time frame to acknowledge and respond to the complaint (s) is within 1 months period. For complaint channel, stated in that written complaint can be delivered to management through email, post of short messaging systems. Other than that complaint can be extended via careline to VP-HRAD at head office.</p> <p>Other than that, for female workers, there is specific procedure has been established in the document title Procedure on prevention and eradication of sexual harassment at the workplace document number SMP-GPB-20 dated January 2023. Stated in the procedure, any complaint related to female can be lodge through gender committee, immediate supervisor, head of department or Human resources and administration department (HRAD).</p> <p>Stated in the procedure will be given option of access to independent legal and technical advice, to choose individuals or groups to support them and act as observer as well as the option of third-party mediator.</p>	Complied
4.2.2	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p>The management has conducted the stakeholders meeting on 16/05/2024. The stakeholder meeting was conducted for both operating units. Sighted the minute of meeting and attendance list. The stakeholder was briefed regarding the sustainability of the</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>estate, the management plan, policy and complaint/grievances procedure.</p> <p>Socialization of the procedure by the mill manager for all the workers during the morning briefing and has been verified base on the training records and interview conducted to the workers. There is evidence that all workers can demonstrate their understanding on the procedure. There is no illiterate parties has been identified.</p>	
4.2.3	<p>The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>All complaints have been recorded in the "Complaints/Grievances and enquiry record book, Buku Rekod Aduan/Kilanan dan pertanyaan". For Genting Jambongan Estate, sample of complaint received on 04/05/2024 and 04/07/2024 which related to housing repair which has been responded within the timeline where all the complainers need to acknowledge that the issues have been settle. While for Genting Jambongan POM, latest complaint received on 23/02/2024 where related to housing repairs and has been settle on 04/03/2024 and within the timeline stated in the procedure.</p>	Complied
4.2.4	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p> <p>- Minor compliance -</p>	<p>There is no changes compare to last year where the management for both operating units adopt the same mechanism for lodge any complaint has been raised in the document number SMP-GPB-19 revision 05 issuance date June 2022 title "Sustainability management Procedure manual", 3.0, complaints and grievances handling procedure.</p> <p>Stated in the procedure will be given option of access to independent legal and technical advice, to choose individuals or groups to support them and act as observer as well as the option of third-party mediator</p>	Complied
Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.			

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

4.3.1	Contributions to community development that are based on the results of consultation with local communities are demonstrated. - Minor compliance -	There is evidence that contributions to community has been done by both operating units which based on the consultation with local communities. 1. 17/02/2024- Water supply to Pondok Polis Jambongan based on application on 16/02/2024. 2. 15/02/2024- Water supply to Kenduri Kampung Maladin based on application on 13/02/2024. 3. 09/02/2024- Water supply to Kampung Hujung 4. 27/10/2024- Assist of transporting toilet construct material to Kampung Limau-Limau.	Complied
Criterion 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1	(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available. - Critical (Major) compliance -	Genting Jambongan certification units has been leased for 99 years from the Sabah state government and it has been verified total of 597 land titles under country lease (CL) with total of 4,062.3 ha. Sample of land titles checked. CL085336018 and NT083194685 owned by Sabah Development Company Sdn Bhd rebrand to Genting Plantations Berhad	Complied
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	There is no evidence of any use local community land that requires negotiations or agreements detailing FPIC processes. Details of the land ownership are as per Indicator 4.4.1 above. All palms that have been planted has entered 2 nd cycle of planting. Therefore, this indicator is not applicable.	Not Applicable
4.4.2a	Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making.	There is no evidence of any local community land that requires discussions or with affected community groups. Details of the land historical ownership are as per Indicator 4.4.1 above. Therefore, this indicator is not applicable.	Not Applicable

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	- Minor compliance -		
4.4.2b	Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken. - Minor compliance -	There is no evidence of any local community land that requires discussions or with affected community groups. Details of the land historical ownership are as per Indicator 4.4.1 above. Therefore, this indicator is not applicable.	Not Applicable
4.4.2c	Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land. - Minor compliance -	There is no evidence of any local community land that requires discussions or with affected community groups. Details of the land historical ownership are as per Indicator 4.4.1 above. Therefore, this indicator is not applicable.	Not Applicable
4.4.3	(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities). - Critical (Major) compliance -	There is no evidence of any local community land that requires maps of appropriate scale showing the extent of recognized legal, customary or user rights affected local communities. Therefore, this indicator is not applicable.	Not Applicable
4.4.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. - Minor compliance -	All available relevant documents are as per details in Indicator 4.4.1 which show legal ownerships of each operating units above. There is no land conflict involved and no proposed benefit sharing nor legal arrangements. All palms that have been planted has entered 2 nd cycle of planting. Therefore, this indicator is not applicable.	Not Applicable
4.4.5	(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose. - Critical (Major) compliance -	There is no evidence of any local community land involved and so this indicator is not applicable.	Not Applicable
4.4.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.	There is no evidence of any local community land involved and so this indicator is not applicable.	Not Applicable

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	- Minor compliance -		
Criterion 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.			
4.5.1	(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available. - Critical (Major) compliance -	Genting Jambongan certification units has been leased for 99 years from the Sabah state government and it has been verified total of 597 land titles under country lease (CL) with total of 4,062.3 ha. Sample of land titles checked. CL085336018 and NT083194685 owned by Sabah Development Company Sdn Bhd rebrand to Genting Plantations Berhad	Complied
4.5.2	(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation. - Critical (Major) compliance -	There is no new planting for all operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Complied
4.5.3	Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations. - Minor compliance -	There is no new planting for all operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Not Applicable
4.5.4	To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples,	There is no new planting for all operating units. It has been verified by the auditor through Global Risk Assessment Services System	Not Applicable

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	the full range of food and water provisioning options are considered. There is transparency of the land allocation process. - Minor compliance -	(GRASS) and interview with local communities and neighbouring estate.	
4.5.5	Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands. - Minor compliance -	There is no new planting for all operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Not Applicable
4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator. - Minor compliance -	There is no new planting for all operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Not Applicable
4.5.7	New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations. - Minor compliance -	There is no new planting for all operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Not Applicable
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	There is no new planting for all operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Not Applicable
Criterion 4.6: Any negotiations Concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.	The management of Genting Plantations Berhad adopt the same procedure title "Negotiation, compensations and handling procedure document number SMP-GPB-18 issuance date	Not Applicable

	- Critical (Major) compliance -	05/09/2014. Stated in the clause 2.0 land/boundary disputes where has outline the process of handling any issues related land dispute and identification of legal, customary and user rights. Identification of persons entitle to compensation also stated in the same procedure	
4.6.2	<p>(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	The management of Genting Plantations Berhad adopt the same internal procedure title "Negotiation, compensations and handling procedure document number SMP-GPB-18 issuance date 05/09/2014. The objective of the procedure is to ensure implementation of a fair compensation for any issue/ disputes related land power to claim rights, ownership and access to land between parties involved in considering differences in ethic groups' gender differences etc. It is also to ensure any negotiation concerning compensation are dealt with through a documented system that enables indigenous people, local communities and other stakeholders are treated fairly and to have mutual benefit of the company and the parties involved. Based on documentation review and interviews conducted with local communities, there is no evidence of any land dispute.	Not Applicable
4.6.3	<p>Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings.</p> <p>- Minor compliance -</p>	There is no scheme smallholder involved in the certification unit.	Not Applicable
4.6.4	<p>The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them.</p> <p>- Minor compliance -</p>	SOP refer to Indicator 4.6.1. There was no land dispute reported since last. This has verified through interview with the stakeholders.	Not Applicable
Criterion 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

4.7.1	<p>(C) A mutually agreed procedure for identifying people entitled to compensation is in place.</p> <p>- Critical (Major) compliance -</p>	<p>The management of Genting Plantations Berhad adopt the same internal procedure title "Negotiation, compensations and handling procedure document number SMP-GPB-18; Rev. 03; Date: 29/12/2017. The objective of the procedure is to ensure implementation of a fair compensation for any issue/ disputes related land power to claim rights, ownership and access to land between parties involved in considering differences in ethic groups' gender differences etc. It is also to ensure any negotiation concerning compensation are dealt with through a documented system that enables indigenous people, local communities and other stakeholders are treated fairly and to have mutual benefit of the company and the parties involved. Based on documentation review and interviews conducted with local communities, there is no evidence of any land dispute.</p>	Not Applicable
4.7.2	<p>(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>The management of Genting Plantations Berhad adopt the same internal procedure title "Negotiation, compensations and handling procedure document number Doc no: SMP-GPB-18; Rev. 03; Date: 29/12/2017. The objective of the procedure is to ensure implementation of a fair compensation for any issue/ disputes related land power to claim rights, ownership and access to land between parties involved in considering differences in ethic groups' gender differences etc. It is also to ensure any negotiation concerning compensation are dealt with through a documented system that enables indigenous people, local communities and other stakeholders are treated fairly and to have mutual benefit of the company and the parties involved. Based on documentation review and interviews conducted with local communities, there is no evidence of any land dispute.</p>	Not Applicable

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development. - Minor compliance -	Not applicable since there is no issues of land has been identified.	Not Applicable
Criterion 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	There are no customary right lands both operating units under Genting Jambongan Certification Units. It has been confirmed through interview with local communities and neighbouring estate.	Complied
4.8.2	(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms. - Critical (Major) compliance -	There are no customary right lands both operating units under Genting Jambongan Certification Units. It has been confirmed through interview with local communities and neighbouring estate.	Complied
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4) - Minor compliance -	There are no customary right lands both operating units under Genting Jambongan Certification Units. It has been confirmed through interview with local communities and neighbouring estate.	Complied
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).	There are no customary right lands both operating units under Genting Jambongan Certification Units. It has been confirmed through interview with local communities and neighbouring estate.	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	- Minor compliance -		
Principle 5: Support smallholder inclusion			
Criterion 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders. - Minor compliance -	Current and previous period prices paid for FFB has been posted at the weighbridge station and also calculation of FFB pricing has been classified as publicly available. As per interview with FFB supplier, it has been confirmed that information of FFB price is accessible by the smallholders.	Complied
5.1.2	(C) Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request). - Critical (Major) compliance -	Briefing of FFB pricing to smallholders conducted individually and sighted base on the training records and attendance of the smallholders. It has been further confirmed through interview with smallholders where they can demonstrate their understanding on the FFB pricing.	Complied
5.1.3	(C) Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented. - Critical (Major) compliance -	Fair pricing has been calculated and sighted in the document FFB pricing formula which the average price provided by MPOB with less of ocean freight/Sabah discount, MPOB cess, Sabah sales tax and CPO transport.	Complied
5.1.4	(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable. - Critical (Major) compliance -	There is evidence that women has been given chance in decision making for smallholders that supplying FFB to Genting Jambongan POM. It has been confirmed through interview with the FFB supplier itself.	Complied
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe. - Minor compliance -	There is evidence that contracts are fair, legal and transparent for all sample smallholders. As per stated in the contracts, payment for FFB will be done before 15 th next months.	Complied

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

5.1.6	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	There is evidence that payment has been made before 15 th after the closing month which has been confirmed by the smallholders itself. Verification that has been done confirmed that payment is tally as per weighbridge tickets.	Complied
5.1.7	<p>Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government).</p> <p>- Minor compliance -</p>	<p>Calibration has been done on annual basis with Malaysia metrology Corporation Sdn Bhd and evidence as per below</p> <p>a. Equipment serial number 133750576 valid until 1/12/2024</p> <p>b. Equipment serial number 193830143 valid until 1/12/2024</p>	Complied
5.1.8	<p>The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.</p> <p>- Minor compliance -</p>	Genting Jambongan POM is the group manager for smallholder in Pulau Jambongan smallholders for RSPO certification. Initial audit for RSPO Independent Smallholders done by BSI (M) Services Sdn Bhd for total 3 smallholders. Currently Jambongan ISH under eligibility certification and preparing for milestone A certification audit.	Complied
5.1.9	<p>(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	Mechanism for smallholders is using the same grievance mechanism for other stakeholders which has been documented in the document Sustainability Management Procedure Manual for Complaints & Grievances, Doc No: SMP-GPB-19, Rev: 03, Dated 21/03/2018. There is no complaint/grievances has been received by the management as at day of audit.	Complied
Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	<p>The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>	Genting Jambongan POM is the group manager for smallholder in Pulau Jambongan smallholders for RSPO certification. Initial audit for RSPO Independent Smallholders done by BSI (M) Services Sdn Bhd for total 3 smallholders. Currently Jambongan ISH under	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		eligibility certification and preparing for milestone A certification audit.	
5.2.2	The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS). - Minor compliance -	Genting Jambongan certification units established support programme in term of consultation and recommendation to smallholder by the agronomist. Other than, field visit also has been done by estate representative as part of continuous improvement. For example, the latest briefing/training given to ISH group was carried out on 5/1/2024.	Complied
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	Not applicable, all smallholder supplied to Genting Jambongan POM need to have MPOB licences. Sample has been taken for 3 smallholders confirmed that all the smallholders has valid MPOB licences.	Not Applicable
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	Not applicable since there is no scheme smallholders supplying to Genting Jambongan POM.	Not Applicable
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	Smallholder support program has been reviewed during the management review meeting that has been conducted on yearly basis. The latest session was done on 5/1/2024 concurrently during ISH training/briefing session.	Complied
Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. - Critical (Major) compliance -	The company still adopt the same policy that has been document in the document Social Policy dated 14/09/2020 and People Policy dated 03/08/2009. Besides, Procedures for Social Management (Doc. No.: SMP-GPB-32, Rev. 01 dated April 2021) was developed and implemented where the migrant workers are provided with safe living condition, post-arrival orientation on the employment condition, safety & health, sustainability and law & regulations. No	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		discrimination, no recruitment fee and no contract substitution was implemented in the company.	
6.1.2	<p>(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers.</p> <p>- Critical (Major) compliance -</p>	<p>Based on interviews with workers at both sites, documents sighted, and observations made, there is no evidence that there has been any form of discrimination against any local or foreign employees.</p> <p>Review of pay checks and employment contracts also confirm that all workers irrespective of nationalities, gender, religion, etc. are accorded the same employment terms and receive the same wages for the same scope of work.</p> <p>All foreign workers sampled confirmed that they enjoy the same benefits and amenities such as sick leave, annual leave.</p> <p>There is also no evidence of recruitment fee has been imposed on any of the workers sampled. As per verification, the system that has been established since last year is effective to ensure that there is no discrimination in both operating units</p>	Complied
6.1.3	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>Genting Jambongan certification units able to demonstrate that there is no discrimination in term of recruitment and hiring. Sample has been taken for 6 workers in both operating units that has been recruited in year 2023 which is both from Indonesia and Malaysia. In term of training, all workers has attended training base on their nature of workers such as spraying, harvesting and fertilizer application. General training such as complain procedure has been done during the morning muster call. Promotion are based on skills, capabilities, qualities for the job/task available.</p>	Complied
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p> <p>- Minor compliance -</p>	<p>Pregnancy test only been done upon request by the female workers or spouse. This has been confirmed through interview with sample female workers.</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

6.1.5	<p>(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>- Critical (Major) compliance -</p>	<p>Gender committee was established under Jawatankuasa Persatuan Wanita dan Kanak-kanak where the objective is as part of communication for female workers, to improve the ability of the female workers and parts to improve relationship between female workers.</p> <p>For Genting Jambongan Estate Gender committee has been established where Mdm. Roseyati binti Onwin has been appointed as chairman with other 8 members which consist of 8 other workers representative. Latest meeting has been conducted on 18/02/2023 and 24/05/2024.</p> <p>While for Genting Jambongan POM, gender committee has been led by Mdm. Zatty Rahiz Hamzaril and 10 members which consist of representative from employer (office staff) and employee. Latest meeting conducted on 20/12/2023.</p>	Complied
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	<p>There is evidence of equal pays for all the workers which either has been paid based on daily rated (RM57.69/day) or piece rate. Rate for piece rate work has been defined in the "2024, Sabah approved rate, (Jambongan)" which clearly stated the rate of each works. Sample has been taken for harvesting, pruning and circle spraying. It has been verified based on the pay slips and interview with sample workers.</p>	Complied
Criterion 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	<p>(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand.</p> <p>- Critical (Major) compliance -</p>	<p>Both operating units located in Sabah where there is no collective agreement is available. The management of Genting Jambongan Estate refers to the document "2024, Sabah approved rate (Jambongan) which details up rate of every works. Other than that, for daily rate, the management refers to Minimum Wages Order 2022. There is evidence that it has been communicated to all</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		workers which can be refer to training records and further verified through interview with workers.	
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.</p> <p>- Critical (Major) compliance -</p>	<p>Sample of 18 workers in Genting Jambongan Estate and 8 in Genting Jambongan POM has been taken by auditor which consist of different categories (gender, origin countries, types of works, period of works). Employment contract has been verified which has been provided to the workers and signed by both parties. It has been confirmed during interview with sample workers.</p> <p>Details included in the employment contract.</p> <ol style="list-style-type: none"> 1. Working hours: 8 hours/day and 6 days/week 2. Overtime: Normal day: 1.5, Rest Day 2.0 and public holiday:3.0 3. Rest day: 1 day in 1 week decided by the management. 4. Public holiday: 15 days 5. Housing accommodation: Provided by the management with free electricity and water. 6. Medical: Through estate clinic 7. Sick leave: 14 days for less than 2 years services, 18 day for more 2 years and less than 5 years services and 22 day for more than 5 years services. 8. Maternity leave: 60 days 9. Annual leave: 8days for less than 2 years services, 12 days for more 2 years and less than 5 years services and 16 day for more than 5 years services. 10. Notice of termination: 1 month 11. Reason of dismissal 	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		Pay slips has been verified which include details normal works, public holiday, overtime, allowances, EPF and SOCSO and contribution and deduction.	
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>As per verification through documentation of payslips, employment contract and interview with sample workers, there is evidence that both operating units comply with regular working hours as per stated in Sabah Labour Ordinance 1960 which stated that working hours is 8 hours per day. For Genting Jambongan Estate, working hours start at 6.00 and end at 2pm while for Genting Jambongan POM, there are 2 shift which is from 8am-4pm, 4pm until 12pm and 12pm to 8am.</p> <p>In term of overtime, there is evidence that overtime has been paid according where it has been paid at 1.5 rate for normal day and 2.0 for rest day. For Genting Jambongan POM, overtime has been paid on the next month of overtime done. There is evidence no workers done overtime more than 104 hours.</p> <p>All workers entitled for annual leave, sick leave, public holiday. For annual leave, for those works not more than 2 years, workers entitle for 8 days annual leave, 2- 5 years, 12 days and more than 5 year, 16 days</p> <p>For maternity leave, female workers entitled 60 days of maternity leave after the childbirth</p>	Complied
6.2.4	<p>(C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the</p>	<p>Adequate housing has been provided to all workers which divided into 4 different division. The worker's housing has been classified into married and bachelor house. All house equipped with the toilet and shower. Water has been supplied to water treatment plan for each division (Div 1,3, and 4) and mill water treatment plant for division 2.</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<p>upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>Stated in the procedure, document number SMP-GPB-15 dated January 2023 title Sustainability Management Procedure Manual for water sampling and analysis that water sampling needs to be conducted quarterly (January, April, July and October)</p> <p><u>Drinking water analysis</u></p> <p>Div 01 - Dated of sampling 11/07,2023, 05/10/2023, 08/12/2023 and 14/03/2024.</p> <p>Reference: W240314/04</p> <p>Div 03 - Dated of sampling 11/07,2023, 05/10/2023, 08/12/2023 and 14/03/2024.</p> <p>Reference: W240314/05</p> <p>Div 04 - Dated of sampling 11/07,2023, 05/10/2023, 08/12/2023 and 14/03/2024.</p> <p>Reference: W240314/06</p> <p><u>Electricity supply</u></p> <p>Div 1,3,4- From genset- 6, 6pm to 6am</p> <p>Jambongan POM housing and Div 2- generate from mill, 24hours.</p> <p>Each division has their own creche which fully managed by the estate management.</p> <p>There is government school available in Pulau Jambongan which is SK Jambongan, SK Limau-Limau and SK Malalin. While for secondary school, SMK Jambongan K9.</p>	
--	---	---	--

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

		Religion facilities that available is mosque and church. The management also provided football field, takraw, volleyball for recreational activities. Line site inspection conducted on 07/05/2024,15/05/2024, 17/05/2024 07/06/2024,	
6.2.5	The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food. - Minor compliance -	Sundry shops are available at the housing area. Workers have access to foods and daily need items easily. Interviewed with the workers confirmed that the prices are reasonable and comparable with the prices at town areas. Pricing monitoring was carried out by the management. During the visit to the shops, it was observed prices are displayed.	Complied
6.2.6	A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours. PROCEDURAL NOTE: STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate). <i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i> In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include	There is no changes compare to last year where Genting Plantations Berhad adopted the same prevailing wage calculation last updated on 27/5/2022 to include all the in-kind benefits provided to the workers in Genting Jambongan Estate and Genting Jambongan Oil Mill. In-kind benefit calculated is RM 991.78 and average take home salary is around RM1700. The prevailing wages is more than the Minimum Wage Order 2022.	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<p>other approaches and/or methods to calculate the applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation with relevant stakeholders such as palm oil industry members, workers' union, authorities and/or relevant organisations.</p> <p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage (RSPO Guidance for Implementing a Decent Living Wage). The RSPO will also develop further guidance and tools to calculate DLW in line with the RSPO endorsed methodology which may include independent studies by local experts in their respective region or country).</i></p> <p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> • Updated assessment on prevailing wages and in-kind benefits • There is annual progress on the implementation of living wages • Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment • The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation. <p>- Minor compliance -</p>		
6.2.7	<p>Permanent, full-time employment including contractors' workers and contracted workers is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal</p> <p>- Minor compliance -</p>	<p>There is evidence that permanent, full-time employment is used for all core work in all operating units. It has been verified base on the workers master list, employment contract, site visit and interview with sample workers. Contractor only been appointed for FFB transport for field to POM using lorry and CPO and PK transport.</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Criterion 6.3: The unit of Certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.			
6.3.1	<p>(C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>Genting Plantations Berhad adopted the same policy as per previous audit in the documented in the Social Policy dated 14/09/2020 and People Policy dated 03/08/2009 which state that that the management of Genting Plantations Berhad is committed will respect the rights of our workers to join or form legal trade unions of their own choosing and to bargain collectively.</p> <p>Socialization of the policy by the mill manager for all the workers during the morning briefing and has been verified base on the training records and interview conducted to the workers. There is evidence that all workers can demonstrate their understanding on the procedure. There is no illiterate parties has been identified. As per interview, the workers can demonstrate their understanding on the policy and their right for association.</p> <p>There is no union for both operating units, but the management has taken initiatives to established workers representatives as one of the methods for communication/consultation between workers and the management and as part of grievance channel.</p>	Complied
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.</p> <p>- Minor compliance -</p>	<p>Since there is no trade union in Genting Jambongan POM operating units, the management has taken initiatives to conduct meeting with workers representative that has been elected through the election process that has been documented in the document "Pemilihan wakil pekerja AJK Komiti Kebajikan Sesi 2024". Latest meeting has been conducted in 27/04/2024 and 27/12/2023. The minutes meeting has been documented in Bahasa Malaysia and has been classified as publicly available document.</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

6.3.3	<p>Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p>As per verification, there is evidence that the management of both operating does not interfere with the selection of workers representative. This has been confirmed through the election document and interview with the sample workers.</p>	Complied
Criterion 6.4: Children are not employed or exploited.			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>Genting Plantations Berhad adopt the same policy for protection of children including prohibition of child labour in the document title Social Policy dated 14/09/2020 and People Policy dated 03/08/2009 where the company shall not use any child labour. Children's right is respected. There was specific clause under 2.6 of the agreement with contractors mentioned the contractor shall ensure no minor (Below 18 years old) are employed</p>	Complied
6.4.2	<p>(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	<p>Stated in the Sustainability Management Procedure Manual, Procedure for social management document number SMP-GPB-32 dated 12/12/2023 clearly stated that operating units (OU) shall not employ workers less than 18 years of age nor illegal workers.</p> <p>As per verification through sample of workers from different categories which are origin countries, gender, types of workers found that there is no workers below than minimum ages has been recruited. It has been verify base on master list, personal file and interview by the workers itself. Procedure for age screening has been established for both migrant and local workers in the recruitment procedure.</p>	Complied
6.4.3	<p>(C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>Stated in the Sustainability Management Procedure Manual, Procedure for social management document number SMP-GPB-32 dated 12/12/2023 clearly stated that operating units (OU) shall not employ workers less than 18 years of age nor illegal workers.</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		As per verification through sample of workers from different categories which are origin countries, gender, types of workers found that there is no workers below than 18 years old has been recruited. It has been verify base on master list, personal file and interview by the workers itself.	
6.4.4	The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live. - Minor compliance -	<p>Communication of the policy has been conducted to all the workers during the morning muster call.</p> <p>The management has conducted the stakeholders meeting on 16/05/2024. The stakeholder meeting was conducted both operating. Sighted the minute of meeting and attendance list. The stakeholder was briefed regarding the sustainability of the estate, the management plan, policy and complaint/grievances procedure.</p>	Complied
Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce. - Critical (Major) compliance -	<p>There no changes compare to last year where both operating units adopt the same policy which are "Sexual Harassment Policy" dated 03/08/2009 was developed to ensure harassment-free environment and avoid behavior that may create an atmosphere of hostility and intimidation of any kind at the workplace.</p> <p>Other than that, it has been stated in the social policy dated 22/06/2015 which clearly stated that physical abuse or discipline the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidations shall be prohibited.</p> <p>Communication of the policy conducted to all workers during the morning muster call</p> <p>Genting Jambongan Estate: 22/03/2024, 26/03/2024 and 30/04/2024</p> <p>Genting Jambongan POM: 15/01/2024</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes compare to last year where both operating units adopt and implemented a Social Policy (Incorporating the Labour and Human Rights requirements) dated 22/6/2015. In the policy statement, it mentioned that reproductive rights are protected. There is evidence that the policy has been communicated to all workers and details as per below.</p> <p>Communication of the policy conducted to all workers during the morning muster call</p> <p>Genting Jambongan Estate: 22/03/2024, 26/03/2024 and 30/04/2024</p> <p>Genting Jambongan POM: 15/01/2024</p>	Complied
6.5.3	<p>Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified.</p> <p>- Minor compliance -</p>	<p>There 8new mothers has been identified in Genting Jambongan POM and Estate, which assessment has been conducted during the identification of pregnancy. Questions that have been asked during the assessment such as needs, vaccination and knowledge related to pregnancy. Based on the assessment, there is only 1 request from the new mothers which is related to transportations to monthly check up.</p> <p>OFI:</p> <p>It can be further improved by conducting the assessment after childbirth to ensure that the needs as a new mother after delivery can be efficiently identified.</p> <p>It can be further improved to include the gender committee during the new mother assessment.</p>	OFI
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>Grievance procedure which respects anonymity and protect complainant has been outline in 2 procedure which are "procedure on prevention and eradication of sexual harassment at the workplace" document number SMP-GPB-20 dated January 2023 and Sustainability management Procedure manual", 3.0, complaints and grievances handling procedure document SMP-GPB-19 revision 05</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>issuance date June 2022. Stated in the procedure that complainants will be protected, and investigation will be done confidentially. It was also 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 on when there are any issues raised which required to be settle immediately.</p> <p>For Genting Jambongan Estate Gender committee has been established where Mdm. Roseyati binti Onwin has been appointed as chairman with other 8 members which consist of 8 other workers representative. Latest meeting has been conducted on 18/02/2023 and 24/05/2024.</p> <p>As of the date of onsite assessment, there is no complaint related to harassment and abuse has been received by the management for both Genting Jambongan POM and estate since last audit.</p>	
Criterion 6.6: No forms of forced or trafficked labour are used.			
6.6.1	<p>(C) All workers have entered into employment voluntarily and the following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes) • Charging the workers for recruitment fees. • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages 	<p>Based on interviews with the workers, and observations made, the following were verified:</p> <p>a. Retention of documents: All workers are free to keep their own passports. There is no retention of identity documents or passports unless these are needed for passport/work permit renewal. Some Indonesian, and Pilipino workers has been interviewed and confirmed that passport has been kept by the workers itself. It has been confirmed during site visit to line site where verification passport has been kept at their house. Also sighted acceptance document "Pengakuan Penerimaan Passport Asal" dated 18/05/2024.</p> <p>b. Charging of recruitment fee: Workers are not charged any recruitment fees. Interviews conducted with workers also</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	- Critical (Major) compliance -	<p>confirmed that they have not been charged any recruitment fees.</p> <p>c. Involuntary overtime: Based on interviews conducted with the workers, all overtime work was carried out on a voluntary basis. Workers are free to decline any offers for overtime work.</p> <p>d. Lack of freedom to resign: Workers are free to resign as per stated in their employment contracts. This was confirmed during interviews with workers. There is no term and condition for any resignation and the flight tickets will bear by the operating units.</p> <p>e. Debt bondage: There is no evidence of any incidence of debt bondage. It has been verified based on sample of pay slips where there is no deduction of salary for debt. Further verification has been done through interview where there is no loan/borrowing money has been given by the management to the workers. There is also no recruitment fee has been charged to the workers hence confirmed that there is debt bondage implement.</p> <p>f. Withholding of wages: There is no evidence of withholding of wages. Workers' wages have been paid by account and can be withdraw at the nearest bank and sighted evidence of payment that has been signed by the workers. There is evidence that there no workers' wages have been withheld. It has been further confirmed through interview.</p>	
6.6.2	<p>(C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>There are migrant workers has been recruited from Indonesia and Philippine to work in both operating units.</p> <p>The company adopt the same policy document in the document title Social Policy dated 14/09/2020 and People Policy dated 03/08/2009. Besides, Procedures for Social Management (Doc. No.: SMP-GPB-32, Rev. 01 dated April 2021) was developed and implemented</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>where the migrant workers are provided with safe living condition, post-arrival orientation on the employment condition, safety & health, sustainability and law & regulations. No discrimination, no recruitment fee and no contract substitution was implemented in the company.</p> <p>As per interview, it has been confirmed that all facilities and benefits has been provided equally for all foreign workers. Passport has been kept by the workers itself. There is no evidence of contract substitution where all migrant workers have been explained the content of the employment contract at the origin countries. It has been confirmed through interview with the workers itself.</p>	
Criterion 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.			
6.7.1	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>Both operating units have formed an OSH Committee in the respective mill and estate to address all issues associated to Health and Safety in the operating units. The OSH Organisation Charts were available and displayed at the workstations.</p> <p>OSH Committee of the respective operating units conducts regular OSH Meetings to address all issues related to OSH in the operating units. Workplace Inspections are conducted prior to the OSH Meeting.</p> <p>1. <u>Genting Jambongan Oil Mill</u></p> <p>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.</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>Sighted the OSH Meeting Minutes dated 23/01/2024, 23/4/2024</p> <p>2. <u>Genting Jambongan Estate</u></p> <p>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.</p> <p>Sighted the OSH Meeting Minutes dated 10/2/23, 11/5/2023, 11/8/2023 and 10/11/2023 FY 2023, 9/2/2024 and 9/5/2024 (FY 2024)</p> <p>Sampled information discussed found attached with evidence of workplace inspection summary, accident statistics, other OSH matters.</p>	
6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p><u>Genting Jambongan POM</u></p> <p>1. Emergency Response Procedures was available in the document Genting Jambongan POM; Emergency Response Procedures; Doc Number: SP-MGR-04; Doc Date: 01.08.2017. The ERP includes plans and procedures for emergency incidences such as fire outbreak, oil/chemical spillage, effluent overflow and accident. An emergency response team have been created in the mill to combat the incidences mentioned above. Regular trainings and drills are conducted for the team to handle emergencies. Latest training on emergency drill and first aid treatment was carried out on 23/05/2024.</p> <p>2. First aid kit inventory was available for verification. It was acknowledged that all required items were stated in the inventory and does not contain consumable medicines. The first</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>aid holder's summary list was also available to include all important operations and worksites. The mill's personnel have attended Basic Life Support & First Aid Training on 22/05/2023 and remain valid for 2 years.</p> <p>3. SOP for Handling and Reporting Accidents were available in the document System Procedure: NADOPOD; Doc Number: SP-MGR-06; Doc Date: 01/08/2017. The mill recorded all accidents reports and reported to HQ using the GJOM – Accident Statistic Report Monthly update form. The accident occurred was reviewed on quarterly basis during OSH committee meeting. There was zero accident case for the year 2023 and to date 2024 reported and verified via JKPP 8 declaration to DOSH.</p> <p><u>Genting Jambongan Estate</u></p> <p>1. Emergency Response Procedures was available in the document Genting Jambongan Estate; Emergency Response Procedures; Doc Number: SP-MGR-04; Doc Date: 01/08/2017. The ERP includes plans and procedures for emergency incidences such as fire outbreak, oil/chemical spillage, effluent overflow and accident. An emergency response team have been created in the mill to combat the incidences mentioned above. Regular trainings and drills are conducted for the team to handle emergencies.</p> <p>2. First aid kit inventory was available for verification. It was acknowledged that all required items were stated in the inventory and does not contain consumable medicines. The first aid holder's summary list was also available to include all important operations and worksites. The estate personals have attended Basic Life Support & First Aid Training on 95/05/2023 and remain valid for 2 years.</p>	
--	--	---	--

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		The estate recorded all accidents reports and reported to HQ using the GJBE – Accident Statistic Report Monthly update form. The accident occurred was reviewed on quarterly basis during OSH committee meeting. There were 2 accident (4 Days LTA) case for the year 2023 and zero accident to date 2024 reported and verified via JKKP 8 declaration to DOSH.	
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>All workers have been provided with appropriate personal protective equipment (PPE), which is provided by the management free of charge. During the field visit to the Spraying Gang and Manuring Gang and visit to the stores of the respective estates and mill, it was sighted that all required and appropriate PPEs were worn by the personals.</p> <p>The estates have well maintained facilities for the workers to sanitise themselves prior to returning home from work. The showers rooms were all in good working condition. Interview with workers indicated that they were all well aware that they have to sanitise themselves before returning home due to the hazard that the chemical residues could cause them.</p> <p>The estate has provided appropriate PPE to all workers according to the job type and requirements. All PPE were provided in accordance with the risk assessment and recommendations as per legal documents such as CHRA, NRA and SDS. All PPEs are provided free of charge by the management to the workers. Sighted the PPE issuance records documented in 'PPE Issuance Record' logbook. The PPE issued recorded by workers and job designation.</p>	Complied
6.7.4	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law.</p> <p>- Minor compliance -</p>	<p>Medical care is provided to all the employees. Local workers and foreign workers were covered under SOCSO scheme. Sighted the contribution form (8A) for March – May 2024 for both Genting Jambongan Oil Mill and Genting Jambongan Estate.</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics. - Minor compliance -	Accident statistic reported via MyKKP using JKPP8 form was verified as the following: <table><tr><td>Operating units</td><td>2023</td><td>2024 (to date)</td></tr><tr><td>GJOM</td><td>0</td><td>0</td></tr><tr><td>GJOE</td><td>2 (4 LTI)</td><td>0</td></tr></table>	Operating units	2023	2024 (to date)	GJOM	0	0	GJOE	2 (4 LTI)	0	Complied
Operating units	2023	2024 (to date)										
GJOM	0	0										
GJOE	2 (4 LTI)	0										
Principle 7: Protect, conserve and enhance ecosystems and the environment												
Criterion 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.												
7.1.1	(C) IPM plans are implemented and monitored to ensure effective pest control. - Critical (Major) compliance -	Genting Jambongan Estate has been diligently implementing biological control measures to effectively manage oil palm pests within the plantation, including leaf-eating pests and rats, among others. Their Integrated Pest Management (IPM) techniques involve closely monitoring pest populations and employing specific triggers to initiate control measures. To combat rat infestations, the estate has introduced Barn owls (Tyto Alba) for biological control, with strategically placed owl boxes at a rate of 1 box per 20 hectares. This has proven effective in curbing rat populations. Moreover, census records indicate that there have been minimal outbreaks of leaf-eating pests, attesting to the success of their pest management strategies. To further enhance natural pest control, Genting Jambongan Estate has taken the initiative to establish beneficial plants along roadsides, promoting the attraction of natural predators and consequently reducing the occurrence of outbreaks. Notable among the planted beneficial plants are Cassia cobanensis, Turnera subulate, and Antigonon leptopus.	Complied									

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>Looking ahead, the estate has prepared specific plans for the year 2024, designed to strengthen their IPM approach:</p> <ul style="list-style-type: none"> 12. Biological Trap: The installation of pheromone traps to reduce the reliance on pesticides, ensuring a more environmentally friendly pest control approach. 13. Beneficial Plant: An expansion of the planting area for beneficial plants, further encouraging the presence of natural pest predators. 14. Grass Cutting/Rotor Slasher: Regular grass cutting and the use of rotor slashers to manage vegetation, supporting the overall pest control efforts. <p>Cow Cattle Grazing - Mature Area: Utilizing cow cattle grazing in mature areas, contributing to pest control by managing vegetation and promoting biodiversity.</p>	
7.1.2	<p>Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented.</p> <p>- Minor compliance -</p>	<p>Species referenced in the Global Invasive Species Database and CABI.org were not used in Genting Jambongan Estate.</p>	Complied
7.1.3	<p>There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities.</p> <p>- Minor compliance -</p>	<p>There is no use of fire for pest control in Genting Jambongan Estate. This was verified via documents and interview with the workers.</p>	Complied
Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	<p>(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p>	<p>All pesticides used were those officially registered under the Pesticide Act 1974. All estates use only class II, class III & class IV pesticides as verified via the chemical register and the chemicals available in the chemical store of the respective estates.</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<p>- Critical (Major) compliance -</p>	<p>a. No illegal agrochemicals (stated by local and international laws) such as paraquat was used in their estates.</p> <p>b. The usage of the agrochemicals was based on the Sustainability Management Procedure; Doc No: SMP-GPB-28; Titled: Justification of Pesticides Used; Revised on: 17/03/2015. SOP and in the Pictorial Safety Standard Book where written justifications had been provided for various fields operations.</p> <p>The Manual has included chemical register list which indicates the use of selective products that are specific to the targeted pest, weed or disease. The procedures also covered the use of PPE when handling the chemicals. The estates continued to use pesticides as per the SOPs.</p>													
7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>Records of pesticides use (including active ingredients used and their LD 50, area treated, amount of a.i applied per ha and number of applications) had been maintained by the estate in the Pesticide Usage Monitoring Record from year 2020 to 2024 and submitted to the Head Quarters monthly. Verified the records as below:</p> <table><tr><td>Year</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td><td>2024 (to date May 24)</td></tr><tr><td>Ai/Ha</td><td>0.99</td><td>0.98</td><td>1.01</td><td>1.20</td><td>0.38</td></tr></table>	Year	2020	2021	2022	2023	2024 (to date May 24)	Ai/Ha	0.99	0.98	1.01	1.20	0.38	Complied
Year	2020	2021	2022	2023	2024 (to date May 24)										
Ai/Ha	0.99	0.98	1.01	1.20	0.38										
7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>The estate has implemented a Continuous Improvement Plan where they have stated the intention to reduce the usage of chemical through implementation of Integrated Pest Management Plan. Sighted during the site visit at the estate, the establishment of beneficial plants along the estate roads and immature areas as well as barn owl boxes placed at strategic areas. Paraquat was eliminated. In its place, alternatives such as Glyphosate is used</p>	Complied												

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		instead. Monocrotophos was eliminated and in its place Acephate is used.	
7.2.4	There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines. - Minor compliance -	There is no evidence of prophylactic use of pesticides in Genting Jambongan Estate.	Complied
7.2.5	Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to: a) Judgment of the threat and verify why this is a major threat b) Why there is no other alternative which can be used c) Which process was applied to verify why there is no other less hazardous alternative d) What is the process to limit the negative impacts of the application e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak. - Minor compliance -	Genting Jambongan Estate does not use chemical that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions or Paraquat in their daily operations. This was established during the verification of the chemical register and interview with the management representative. This can also be evident in the estates Continual Improvement Plans which the estate has committed to: 1. Use of alternative pesticides that are safe and less toxic. Change from Paraquat to other alternative chemicals i.e. Glyphosate, Glufosinate and, Monosodium. 2. Briefing to staffs and executives on minimizing pesticides and continue monitoring, avoid wastage and leakage, etc. 3. Planting cover crops at immature fields. Strive to establish covers before planting. 4. Increase Beneficial Plant areas. 5. Implement Cattle Grazing at suitable areas for reducing pesticides use which in changing spraying technique from circle and path spraying to circle spraying only. 6. Commence manual uprooting/slashing for selective weed control.	Complied

7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <p>- Critical (Major) compliance -</p>	Pesticide operators are given training on the safe handling and application of the pesticides. Suitable personal protective equipment's and application equipment provided to the operators	Complied
7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	Pesticides were found stored in the mill and estate's Chemical Store in accordance with the Occupational Safety and Health Act 1994 (Act 514) and Pesticides Act 1974 (Act 149) and their Regulations. The stores were at all times locked and at the time of visit the store clerk was seen to unlock the padlock to open entrance door for auditor to inspect the store. At the entrance door, signage requiring donning of PPE were visibly posted. The Chemical Store signage with required Hazard Symbols were available at the entrance. The facility ventilation fan was found working with adequate ventilation available, up-to-date chemical register, trade and generic names, and their Safety data Sheet were available.	Complied
7.2.8	<p>All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes.</p> <p>- Minor compliance -</p>	<p>Used chemical container triple rinsed, pierced, and no longer categorized as schedule waste. Based on exemption letter from DOE, ref. no. AS(BB)91/110/619/001 Jld 22 dated 26/3/2013.</p> <p>Disposal arrangement of empty chemical container is based on national recycling programme for HDPE container. Letter from Department of Agriculture @ DOA, reference letter: JP/KRP 207/12/47/VI Dated 16/1/14 and JP KRP(SBH)207/12/467/2020(1) dated 16/12/20 are referred to. G-Planter is DOA's the appointed contractor for empty chemical container collection in Sabah based on the said letter. Latest disposal made by G-Planter on 23/5/2024, lorry no. SAC366A for the following waste:</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<u>Plastic pesticide container</u> 4 litre – 113 pcs 20 litre – 160 pcs 10 kg – 401 pcs Ally bottle 500g – 478 pcs	
7.2.9	(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying. - Critical (Major) compliance -	The management representative has concluded that there is no aerial spraying conducted in the estates.	Complied
7.2.10	(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated. - Critical (Major) compliance -	Genting Jambongan Estate has established annual medical surveillance programme consistent with the latest CHRA recommendation as to monitor the level of exposure on the workers towards the chemicals and fumes. For FY 2024, total of 233 workers from spraying, P&D gang/rat baiting/workshop/store and mandore were sent for surveillance programme. An OHD registered clinic, Dab OH Sdn Bhd, HQ/11/ASS/00/298 was appointed. Result of monitoring is still pending and to be further verified in the next assessment.	Complied
7.2.11	(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work. - Critical (Major) compliance -	Upon verification with sprayers during site visits in interview session found no persons under the age of 18, pregnant or breastfeeding women work with pesticides. All of them understood on the requirement and able to explain the reason behind it.	Complied
Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.			

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>The waste management plans that includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics are documented in all operating units as per sample GJOM Waste Management Plan as following:</p> <table><tr><th>Source</th><th>Management & monitoring/action plan</th><th>Data/records</th></tr><tr><td>Scheduled waste</td><td>EQ SW 2005 Reg. 2005 handling: - Designated storage max 180 days - Labelling - Disposal via DOE authorized contractor</td><td>- 2nd schedule - 5th schedule - 6th schedule - 7th schedule</td></tr><tr><td>Domestic waste</td><td>Segregation & landfill</td><td>- Collection 3x/weeks - 1-2ft filling trench & sandwich method weekly</td></tr><tr><td>Recyclable waste</td><td>Segregation & recycle – paper, aluminium can & plastic bottles</td><td>- Collection weekly - Storage & sell 6 monthly</td></tr></table> <p>The Waste Management Plan – Genting Jambongan Estate, for identified type of waste # (1) Scheduled Waste (Including Clinical Waste), Management Plan – Collection/disposal by DOE approved contractor Scheduled Waste: Lagenda Bumimas; Clinical Waste: Sedafiat – to call contractor every 6 month or when waste exceeds 20mt, whichever comes first – however, based on the Waste Management Plan for identified type of waste # (1) Scheduled Waste (Including Clinical Waste), Management Plan – Collection/disposal by DOE approved contractor Scheduled Waste:</p>	Source	Management & monitoring/action plan	Data/records	Scheduled waste	EQ SW 2005 Reg. 2005 handling: - Designated storage max 180 days - Labelling - Disposal via DOE authorized contractor	- 2 nd schedule - 5 th schedule - 6 th schedule - 7 th schedule	Domestic waste	Segregation & landfill	- Collection 3x/weeks - 1-2ft filling trench & sandwich method weekly	Recyclable waste	Segregation & recycle – paper, aluminium can & plastic bottles	- Collection weekly - Storage & sell 6 monthly	Complied
Source	Management & monitoring/action plan	Data/records													
Scheduled waste	EQ SW 2005 Reg. 2005 handling: - Designated storage max 180 days - Labelling - Disposal via DOE authorized contractor	- 2 nd schedule - 5 th schedule - 6 th schedule - 7 th schedule													
Domestic waste	Segregation & landfill	- Collection 3x/weeks - 1-2ft filling trench & sandwich method weekly													
Recyclable waste	Segregation & recycle – paper, aluminium can & plastic bottles	- Collection weekly - Storage & sell 6 monthly													

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		Lagenda Bumimas; Clinical Waste: Sedafiat – to call contractor every 6 month or when waste exceeds 20mt, whichever comes first. However, verification of disposal records found the last disposal made was exceeded 6 months or 180 days period.							
7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated. - Minor compliance -	Proper disposal of waste material was fully understood by all personnel and demonstrated as per sample records as following: - SW 410: Rags, plastics, papers or filters contaminated; Consignment # 2024013099DG48QW; Date: 29/05/2024; Quantity: 0.0860 mt - SW 305: Spent lubricating oil; Consignment # 2042010909UV6IS0; Date: 29/05/2024; Quantity: 0.60 mt - SW 404 - Clinical waste; Consignment # 2024063016N0VH6Y; Date: 29/05/2024; Quantity: 0.0175 mt	Complied						
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	Based on site verification and interview with internal and external stakeholders, there is no use of fire in wastes disposal observed. Domestic and household wastes were landfilled.	Complied						
Criterion 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.									
7.4.1	Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts. - Minor compliance -	Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts as per sample Genting Plantations Berhad Oil Palm Manual by Genting Plantation Research Centre; An update as at April 2021 for contents subject as following: <table><tr><td>Code</td><td>Subject</td></tr><tr><td>OPM # 01</td><td>Land Clearing, Preparation Planting and Legume Covers Establishment</td></tr><tr><td>OPM # 02</td><td>Oil Palm Nursery Practices</td></tr></table>	Code	Subject	OPM # 01	Land Clearing, Preparation Planting and Legume Covers Establishment	OPM # 02	Oil Palm Nursery Practices	Complied
Code	Subject								
OPM # 01	Land Clearing, Preparation Planting and Legume Covers Establishment								
OPM # 02	Oil Palm Nursery Practices								

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		OPM # 03	Planting Density and Planting Techniques	
7.4.2	Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health. - Minor compliance -	Periodic tissue and soil sampling is carried out by Genting Plantations Research Centre (GPRC) Annual Plant Test Report as per latest Soil Test Report # STR 11/2021; Annual Soil Sampling; Date tested: 27/10/20221 – 25/11/2021; Date issued: 06/12/2021.		Complied
7.4.3	A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers. - Minor compliance -	A nutrient recycling strategy is in place as per sample EFB application as following: - Mature area: 25mt/ha - Immature area: 16mt/ha		Complied
7.4.4	Records of fertiliser inputs are maintained. - Minor compliance -	Records of fertilisers input is maintained in Genting Plantations Research Centre - 2023 & 2024 Fertiliser Program for Genting Jambongan Estate, which have the information about type of fertiliser, quantity (bags and kg), dates of application and field number. Verification of records confirmed that the applied fertilisers were tally with the agronomist recommendation. The application of the fertilizers is recorded in the program upon completion of each field.		Complied
Criterion 7.5: Practices minimise and control erosion and degradation of soils.				
7.5.1	(C) Maps identifying marginal and fragile soils, including steep terrain, are available. - Critical (Major) compliance -	Maps identifying marginal and fragile soils, including steep terrain, are available as GJBE Soil Map; Projection: Longitude/Latitude; Datum: WGS 84; Data Source: Param Agricultural Soilsurvey (M) Sdn. Bhd.; Prepared by: GPRCS; WEF date: 3/7/2020.		Complied
7.5.2	No replanting on steep slopes (above 25 degrees) unless approved by state governments. In case of replanting is permitted, no replanting in contiguous area of steep terrain (greater than 25 degrees) larger than 25 Ha within the Unit of Certification. - Minor compliance -	Based on site visit at the replanting areas, there were no observation of planting on steep slopes. Generally, slope areas that are more than 25° are left unplanted and natural vegetation is maintained.		Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	No new planting in Genting Jambongan Estate (GJBE).	Complied
Criterion 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	(C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations. - Critical (Major) compliance -	There's no new planting in GJBE. Nonetheless, the estates continuously implement practices good agricultural practices as guided in their SOPs (Oil Palm Manual, dated 30/08/2013). They are followed to manage the soil fertility to levels ensuring optimal and sustainable yields. Based on the soil maps, there were no marginal or fragile soils identified. The major soil series at GJBE were Maliau (41.94%) and Dalit (29.94%).	Complied
7.6.2	Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices. - Minor compliance -	Not applicable since no new planting in GJBE.	Not Applicable
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	Not applicable since no new planting in GJBE.	Not Applicable
Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -	Not applicable since no peat soil in GJBE.	Not Applicable
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. PROCEDURAL NOTE:	Not applicable since no peat soil in GJBE.	Not Applicable

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below). - Minor compliance -		
7.7.3	(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	Not applicable since no peat soil in GJBE.	Not Applicable
7.7.4	(C) A documented water and ground cover management programme is in place. - Critical (Major) compliance -	Not applicable since no peat soil in GJBE.	Not Applicable
7.7.5	(C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation. This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure. Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition. - Critical (Major) compliance -	Not applicable since no peat soil in GJBE.	Not Applicable
7.7.6	(C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance. - Critical (Major) compliance -	Not applicable since no peat soil in GJBE.	Not Applicable

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

7.7.7	<p>(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as “peatland conservation areas”; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the ‘RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat’, version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	Not applicable since no peat soil in GJBE.	Not Applicable
Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.			
7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>b) Workers have adequate access to clean water.</p> <p>- Minor compliance -</p>	<p>Water management plan are in place in both GJOM and GJBE. The plan documented as GJOM Water Management Plan for Raw Water & Drinking Water; Rev. 00; Date: 20/02/2024 ensured the continued availability of water sources and avoidance of negative impacts on other users in the catchment.</p> <p>Water analysis report carried out on quarterly basis based on established plan and procedure, SMP-GPB-15: Water Sampling and Analysis Rev. # 2 dated January 2023 to ensure domestic water provide to workers is safe for human consumption and comply with Drinking Water Quality Standard (DWQS) as part of adequate access to clean water provided to workers. The latest quarter of domestic water analysis at (Division 1, 3 & 4) checked and comply with Drinking Water Quality Standard (DWQS). as following:</p> <ul style="list-style-type: none"> - Div 01 - Dated of sampling 11/07,2023, 05/10/2023, 08/12/2023 and 14/03/2024; Analysis report ref. # W240314/04 - Div 03 - Dated of sampling 11/07,2023, 05/10/2023, 08/12/2023 and 14/03/2024; Analysis report ref. # W240314/05 - Div 04 - Dated of sampling 11/07,2023, 05/10/2023, 08/12/2023 and 14/03/2024; Analysis report ref. # W240314/06 	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

7.8.2	<p>(C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental deterioration having occurred during the previous cycle.</p> <p>- Critical (Major) compliance -</p>	<p>GJBE maintained their riparian zones well based on the observation during site visits with efforts to maintained and enhanced the area were demonstrable. Among the efforts observed were demarcation of riparian zones, restriction of herbicides or fertilizer application in the zones, enrichment of vegetation and installation of signboards.</p> <p>To ensure natural stream water not affected by the mill and estate activities, regular water quality monitoring conducted as per sample sighted as following:</p> <ul style="list-style-type: none"> - River Water Test Report # CK/CL405/5909/23; date: 22/11/2023 by Chemsain Konsultant Sdn. Bhd. 	Complied
7.8.3	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.</p> <p>- Minor compliance -</p>	<p>GJOM was awarded with "Zero-Discharge" license by Department of Environment (DOE) whereby all effluent were channel to the compost plant to be use in the EFB composting process. Notwithstanding, the effluent quality was still monitored regularly via sampling from Bio-compost plant Leachate Pit. Verified sample latest sampling conducted as following:</p> <ul style="list-style-type: none"> - Certificate of Analysis Ref. # E240513-02-0; Sample date: 10/05/2024; Report date: 24/05/2024 by Dynakey Laboratories Sdn. Bhd.; BOD: 35,300 mg/L 	Complied
7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <p>- Minor compliance -</p>	<p>Mill water use per tonne of FFB is monitored and recorded as per verified GJOM Mill & Domestic Water Monitoring Report as following:</p> <ul style="list-style-type: none"> - Jan – May 2024: 34,587.02 litres (Mill: 9,108.00 litres; Domestic: 34,488.00 litres); Water: 1.00 litres/FFB process - Jan – Dec 2023: 84,635.90 litres (Mill: 52,759.00 litres; Domestic: 52,759.00 litres); Water: 0.93 litres/FFB process 	Complied
Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised			

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

7.9.1	<p>A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented.</p> <p>- Minor compliance -</p>	<p>The plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored, and documented as per records of GJOM Monitoring of Renewable Energy as following:</p> <p>GJBE diesel consumption January – December 2023:</p> <ul style="list-style-type: none"> - Own: 325,563.00 litres - Contractor: 42,443.00 litres - FFB production: 82,125.47 mt <p>GJBE diesel consumption January – May 2024:</p> <ul style="list-style-type: none"> - Own: 132,810.00 litres - Contractor: 20,012.00 litres - FFB production: 30,218.12 mt <p>GJOM diesel consumption Jan – Dec 2023: 303,815.00 litres</p> <p>FFB processed Jan – Dec 2023: 93,230.14 mt</p> <p>CPO production Jan – Dec 2023: 19,167.88 mt</p> <p>Ratio: 3.26 litres/mt FFB processed; 15.85 litres/mt CPO produced</p> <p>GJOM diesel consumption Jan – May 2024: 118,043.50 litres</p> <p>FFB processed Jan – Dec 2023: 34,587.02 mt</p> <p>Ratio: 3.41 litres/mt FFB processed</p>	Complied
<p>Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.</p>			
7.10.1	<p>(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>GHG emissions are identified and assessed with plans to reduce or minimize as per sample management plan to improve efficiency of diesel usage as following:</p> <ul style="list-style-type: none"> - Drivers' education training - Mechanization in field implementation <p>Records monitoring of consumption are as per sample as following:</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>GJBE diesel consumption January – December 2023:</p> <ul style="list-style-type: none"> - Own: 325,563.00 litres - Contractor: 42,443.00 litres - FFB production: 82,125.47 mt <p>GJBE diesel consumption January – May 2024:</p> <ul style="list-style-type: none"> - Own: 132,810.00 litres - Contractor: 20,012.00 litres - FFB production: 30,218.12 mt <p>GJOM diesel consumption Jan – Dec 2023: 303,815.00 litres</p> <p>FFB processed Jan – Dec 2023: 93,230.14 mt</p> <p>CPO production Jan – Dec 2023: 19,167.88 mt</p> <p>Ratio: 3.26 litres/mt FFB processed; 15.85 litres/mt CPO produced</p> <p>GJOM diesel consumption Jan – May 2024: 118,043.50 litres</p> <p>FFB processed Jan – Dec 2023: 34,587.02 mt</p> <p>Ratio: 3.41 litres/mt FFB processed</p>	
7.10.2	<p>(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	<p>No new planting/development in GJBE. For existing operations, both GJBE and GJOM has calculated the GHG using RSPO Palm GHG calculator and the calculation option used is Option 1. The data and calculations in Palm GHG has been verified and approved accordingly.</p>	Complied
7.10.3	<p>(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>Other significant pollutants identified mainly sourced from the boiler stack emissions as per sample monitoring by GJOM as following:</p> <ul style="list-style-type: none"> - Stack Emission Monitoring Report for Boiler # 1 & Boiler # 2 Year 2024; Report ref. # RSSB/STACK/2024-021; Sampling date: 28/02/2024 by RehPro Scientific Sdn. Bhd. 	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area			
7.11.1	(C) Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -	No new planting within GJBE. For replanting, fire is not used for preparing land as per method established in the SOP – Plantation Division Title: Fire Prevention and Control Measures; Doc. # SOP-PD-12; Rev. 00; Issue date: Oct 2020. This also include the prevention of fire use in the managed area such as boundary with adjacent stakeholders. These stakeholders were engaged by GJBE on fire prevention during latest stakeholder consultation conducted on 16/05/2024.	Complied
7.11.2	The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification. - Minor compliance -	Fire Prevention and Control Measures (Doc No.: SOP-PD- 12; Revision: 00; Issue Date: Oct 2020) has been established to provide guidance to the estates on the prevention of fire and its management during the dry season and replanting stage should there is any fire breakout. Based on the SOP, proper actions were taken when there was a total of 9 police reports made due to forest fire occurred within the managed and boundary of Jambongan Estate for the period from March to May 2024 based on earliest report dated 13/03/2024 and latest report dated on 24/05/2024.	Complied
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures. - Minor compliance -	For replanting, fire is not used for preparing land as per method established in the SOP – Plantation Division Title: Fire Prevention and Control Measures; Doc. # SOP-PD-12; Rev. 00; Issue date: Oct 2020. This also include the prevention of fire use in the managed area such as boundary with adjacent stakeholders. These stakeholders were engaged by GJBE on fire prevention during latest stakeholder consultation conducted on 16/05/2024.	Complied
Criterion 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.			

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

7.12.1	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests.</p> <p>A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.</p> <p>- Critical (Major) compliance -</p>	No land clearing since no new planting/development in GJBE since last audit.	Complied
7.12.2	<p>(C) HCVs, HCS forests and other conservation areas are identified as follows:</p> <p>a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.</p> <p>b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p> <p>PROCEDURAL NOTE: Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019).</p> <p>- Critical (Major) compliance -</p>	<p>HCVs, HCS forests and other conservation areas are identified based on the report Inventory on HCV Sites Within Genting Plantations Berhad Group of Estates (Sabah Region 2) by Dr. Yap Son Kheong of SK Yap Forestry and Landscape Advisory Services; Report acknowledged received date: October 2014 the following aspects areas were assessed as to their state and management:</p> <ul style="list-style-type: none"> - Area of HCV-Shared management of forest reserve and boundary areas/buffer zones - The presence of large mammals and birds and how they are protected from poaches. - IPM: use of plants to attract parasitoids to control bagworms & barn owls for rat management and success - Drainage and the conditions. Determining the presence of fishes as a bio-indicator of water health <p>No new land clearing in GJBE as reported in the documented Full Report on the 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:</p> <p>Prepared for: Genting Plantations Berhad, 3rd Floor, Wisma Genting, Jalan Sultan Ismail, 50250 Kuala Lumpur</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		Author: Dr. Yap Son Kheong, SK Yap Forestry and Landscape Advisory Services, 31 Loring Zaaba, Taan Tun Dr. Ismail, 60000 Kuala Lumpur.													
7.12.3	Indicator is not applicable in Malaysia context	Not Applicable	Not Applicable												
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	<p>An HCV management plan established based on the result of the assessment mentioned in Indicator 7.12.2. Verification on-site confirmed that the plan was satisfactorily implemented. Among identified HCV are HCV 1.1, 1.2 and 4.2. The management plans include regular patrols within to identified areas with findings recorded by the respective estate executives to monitor the conservation and riparian zones areas. Monitoring and control of any illegal hunting, fishing or collecting activities was also implemented. Specific plan based on area implemented as following:</p> <table><tr><td></td><td>HCV area</td><td>Management & Monitoring</td></tr><tr><td>1</td><td>Protected areas</td><td>Boundary markers estate/forest reserve Signage on no illegal hunting/collecting & no authorised entry</td></tr><tr><td>2</td><td>RTE</td><td>Patrol the boundary area Inform all stakeholders on HCV assessment and protection Education & awareness for workers Ensure no agrochemicals activities at bordering water bodies</td></tr><tr><td>3</td><td>Sacred sites</td><td>Clear demarcation and proper fencing at identified HCV</td></tr></table>		HCV area	Management & Monitoring	1	Protected areas	Boundary markers estate/forest reserve Signage on no illegal hunting/collecting & no authorised entry	2	RTE	Patrol the boundary area Inform all stakeholders on HCV assessment and protection Education & awareness for workers Ensure no agrochemicals activities at bordering water bodies	3	Sacred sites	Clear demarcation and proper fencing at identified HCV	Complied
	HCV area	Management & Monitoring													
1	Protected areas	Boundary markers estate/forest reserve Signage on no illegal hunting/collecting & no authorised entry													
2	RTE	Patrol the boundary area Inform all stakeholders on HCV assessment and protection Education & awareness for workers Ensure no agrochemicals activities at bordering water bodies													
3	Sacred sites	Clear demarcation and proper fencing at identified HCV													

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

			<p>Inform community concerning utilisation of site</p> <p>To maintain cleanliness / upkeep of areas</p> <p>Maintain a buffer in order to secure the areas from fire and other disturbances</p> <p>To include areas in HCV map</p>	
		4	<p>Ecosystem</p> <p>Place clear boundary markers between estate and forest reserve.</p> <p>Place signage on no illegal activities</p> <p>Patrol boundary areas within forest reserve regularly</p> <p>Socialise the HCV assessment consisting of identification management and monitoring to all employees</p> <p>Information to stakeholders on the HCV</p>	
		<p>As GJOM certification units located in Jambongan Island, the main transport to get to the mainland is boat and barge. As part of its conservation practice, the boat and barge transport SOP enforced on the prevention of littering by passengers while transporting.</p>		
7.12.5	Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas. - Minor compliance -	<p>No local communities have been identified in HCV areas within GJOM certification unit. Furthermore, the last new land development was completed in 2016 and has undergone the NPP. Thus, this indicator is not applicable.</p>		
7.12.6	All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in	<p>Based on the HCV assessment report mentioned in Indicator 7.12.1, there was no RTE species presence in the plantation area (Clause 8.4.1 of the report). Nonetheless, signage about the restriction to</p>		

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species. - Minor compliance -	capture RTE and the information about disciplinary measures were planted at many strategic places in the estate to educate the employees.	
7.12.7	The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan. - Minor compliance -	Outcomes of monitoring (HCV monitoring & RTE sighting checklist) are monitored on monthly basis. Reports of monitoring were made available for verification. The monitoring is one of the activities included in the HCV management and monitoring plan of the estate as per Management and Monitoring Plan for HCV areas within Genting Jambongan Estate; Updated: 29/05/2024. Among the main actions are to develop HCV Management Plan to maintain and enhance identified HCV. These monitoring findings have been further fed back into the management plan that leads to frequent awareness briefings and training programs of stakeholders mainly among workers to conserve nature and RTE by not hunting or keeping the RTE as pet.	Complied
7.12.8	(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies. - Critical (Major) compliance -	There was no land clearing since without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018 within GJPOM certification unit. Thus, this indicator is not applicable.	Not Applicable

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2023** for **Jambongan Palm Oil Mill** and supply base was calculated using the PalmGHG Calculator version 4.0.1. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

- i. Estates area planted data
- ii. Fuel consumed
- iii. Mill datas include CPO produced, PKO Produced and FFB Processed
- iv. Fertilizer consumed data for both estates and smallholders.

The summary of the Net GHG emitted in **2023** for **Jambongan Palm Oil Mill** and supply base are as following:

Emission per product	tCO ₂ e/tProduct	Extraction	%
CPO	0.17	OER	20.56
PKO	0.17	KER	4.23

Production	t/yr	Land Use	Ha
FFB Process	93,234.45	OP Planted Area	3,790.14
CPO Produced	19,167.88	OP Planted on peat	0.00
PKO Produced	3,944.58	Conservation (forested)	24.36
		Conservation (non-forested)	0.00
		Total	3,814.50

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	26,977.21	0.33	0.00	0.00	0.00	0.00	26,977.21	0.33
CO ₂ Emission from fertilizer	5,374.11	0.07	0.00	0.00	0.00	0.00	5,374.11	0.07
NO ₂ Emission	6,066.97	1.60	0.00	0.00	0.00	0.00	6,066.97	1.60
Fuel Consumption	471.18	0.12	0.00	0.00	0.00	0.00	471.18	0.12
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-35,482.28	-0.43	0.00	0.00	0.00	0.00	-35482.28	-0.43
Conservation Sequestration	-223.38	-0.00	0.00	0.00	0.00	0.00	-223.38	-0.00
Total	3,183.81	0.04	0.00	0.00	444.36	0.00	3628.17	0.04

*Note: Includes both estates and smallholders

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	0.00	0.00
Fuel Consumption	255.96	0.00
Grid Electricity Utilization	0.00	0.00
Credit		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	255.96	0.00

Summary of Kernel Crusher Emission and Credit (if applicable)

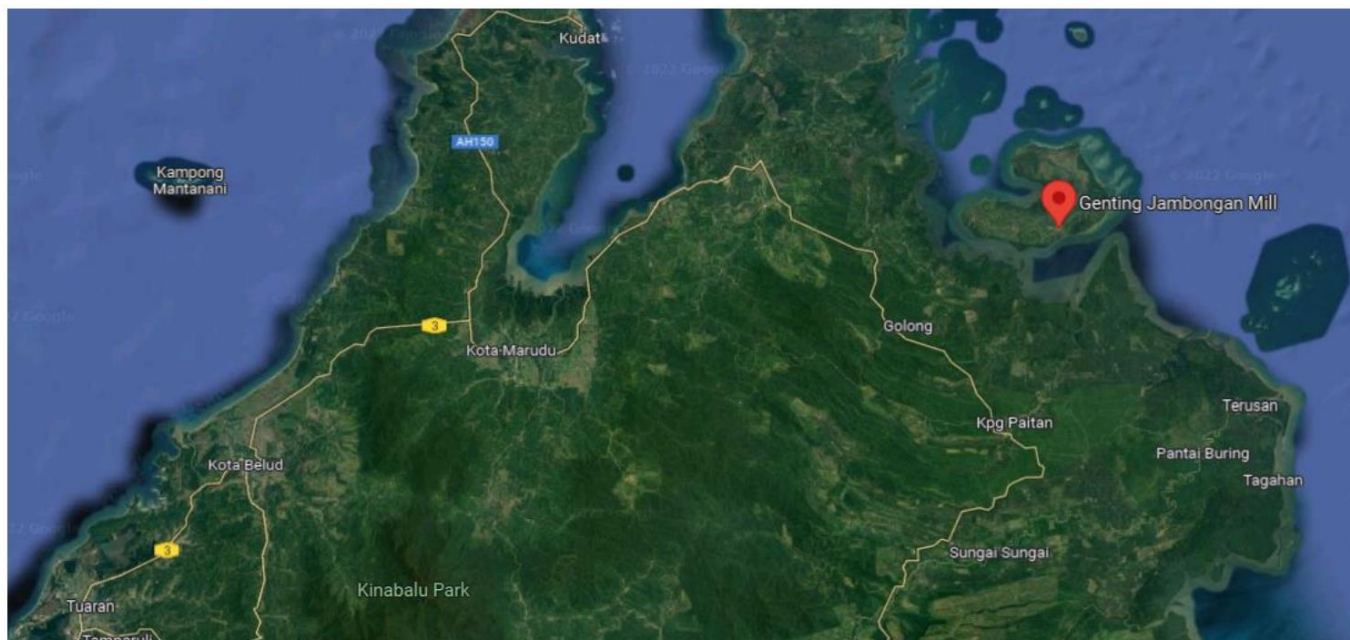
Emissions	tCO ₂ e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	0.00

*This mill has no kernel crusher operation.

Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	100.00
Divert to anaerobic diversion (%)	0.00

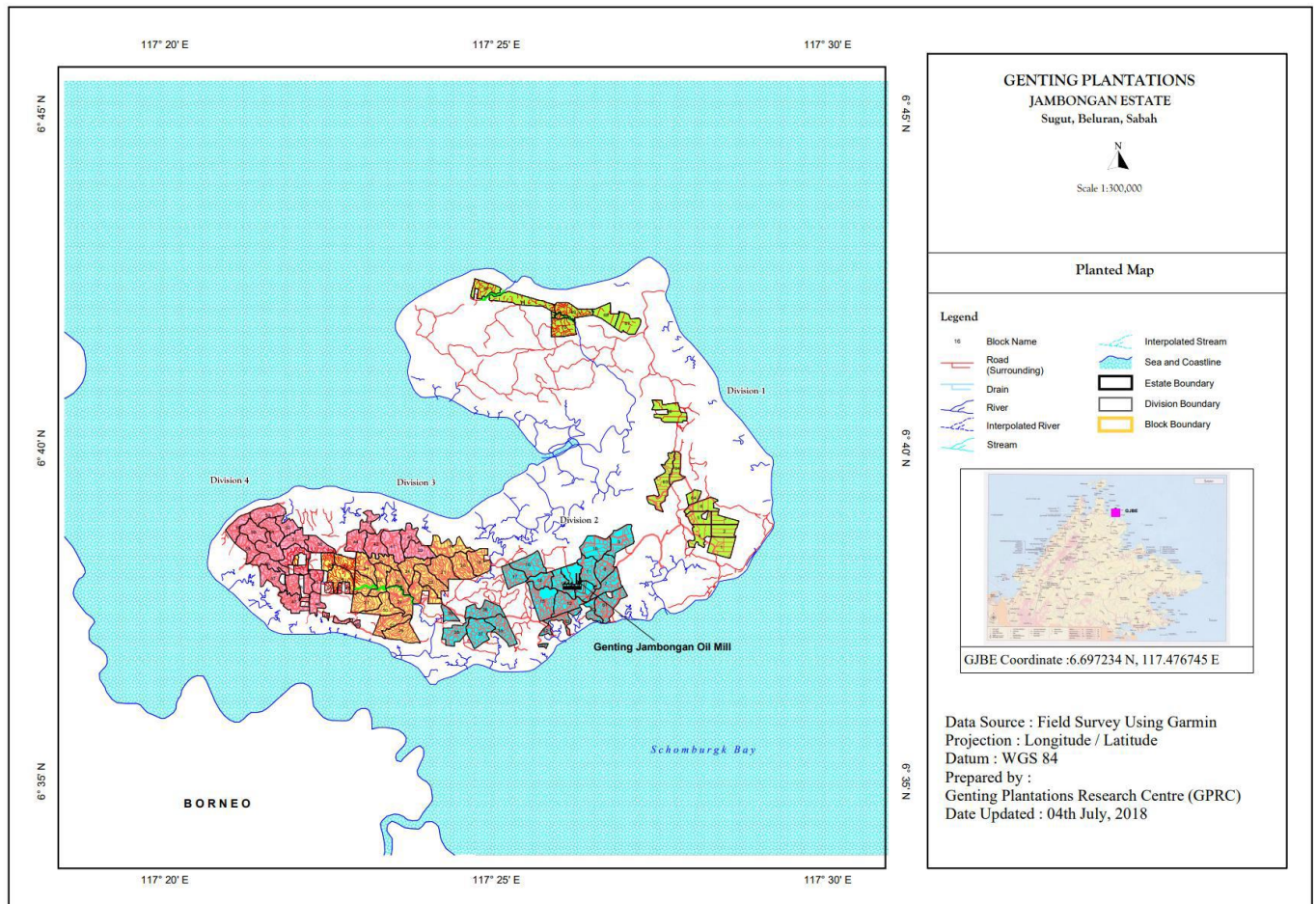
POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	100.00
Divert to methane captured (flaring) (%)	0.00
Divert to methane captured (energy generation) (%)	0.00

Appendix C: Location Map of Certification Unit and Supply bases



Appendix D: Estate Field Map

Genting Jambongan Estate



RSPO P&C Public Summary Report **Revision 15 (Nov 2023)**

Appendix E: List of Smallholder Registered and/or sampled

Sampling Group	Current Certification	Scope Extension	Other:
Risk Factor Applied	N/A	N/A	N/A
Justification of Risk Factor Applied			
Number of samples			
Remarks			

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total Certified Area	Planted Area			
Not Applicable									
Total									
Note: * are smallholders sampled in this audit.									

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Appendix F: List of Abbreviations

a.i	Active Ingredient
BOD	Biochemical Oxygen Demand
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
CSPO	Certified Sustainable Palm Oil
CSPKO	Certified Sustainable Palm Kernel 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
IP	Identity Preserved
IS - CSPO	Independent Smallholder Certified Sustainable Palm Oil
IS – CSPKO	Independent Smallholder Certified Sustainable Palm Kernel Oil
IS – CSPKE	Independent Smallholder Certified Sustainable Palm Kernel Expeller
ISCC	International Sustainable Carbon Certification
ISS	Independent Smallholder Standard
LD50	Lethal Dose for 50 sample
MB	Mass Balance
MSDS	Material Safety Data Sheet
MT	Metric Tonnes
OER	Oil Extraction Rate
OSH	Occupational Safety and Health
PK	Palm Kernel
PKO	Palm Kernel Oil
POM	Palm Oil Mill
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RSPO	Roundtable on Sustainable Palm Oil
P&C	Principles & Criteria
RTE	Rare, Threatened or Endangered species
SCCS	Supply Chain Certification Standard
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure