

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**☐ Initial Assessment☒ Annual Surveillance Assessment (1_2)☐ Recertification Assessment (Choose an item.)☐ 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, MalaysiaCertification Unit:
Genting Oil Mills (Sabah) Sdn Bhd - Genting Tanjung Oil MillLocation of Certification Unit:
Mile 97, Sandakan-Lahad Datu Road, Tenegang, Jalan Jeroco, Kinabatangan, 90200,
Sabah, MalaysiaDate of Final Report:
21/03/2024

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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	Marketing Palm Products Department - Genting Plantations Berhad, 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 Tanjung Oil Mill		
Location / Address	Mile 97, Sandakan-Lahad Datu Road, Tenegang, Jalan Jeroco, Kinabatangan, 90200, 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	E-mail	rahim.abdullah@genting.com james.chung@genting.com
Telephone	+603 2333 6510	Facsimile	+603 2333 6575

2. Certification Information			
Certificate Number	RSPO 652320	Certificate Start Date	11/01/2022
Date of First Certification	11/01/2017	Certificate Expiry Date	10/01/2027
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 checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 1_2) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" type="checkbox"/> RSPO P&C 2018 for the Production of Sustainable Palm Oil <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		

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Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	80 mt/hr
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 692777	Malaysia Sustainable Palm Oil (MSPO) MS 2530-2013 Part 3	BSI Services Malaysia Sdn Bhd	15/05/2027
MSPO 680512	Malaysia Sustainable Palm Oil (MSPO) MS 2530-2013 Part 4		15/05/2027
MSPO 716640	Malaysia Sustainable Palm Oil (MSPO) Supply Chain standard		20/01/2027
ISCC-PLUS-CERT-60233796	International Sustainability & Carbon Certification (ISCC)	ASG Cert	31/12/2023

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Genting Tanjung POM	Mile 97, Sandakan-Lahad Datu Road, Tenegang, Jalan Jeroco, Kinabatangan, 90200, Sabah, Malaysia	5° 25' 22.80" N	118° 16' 23.90" E
Genting Tanjung Estate		5° 26' 33.41" N	118° 10' 10.23" E
Genting Landworthy Estate		5° 25' 13.40" N	118° 18' 24.60" E
Genting Layang Estate		5° 25' 21.90" N	118° 14' 3.35" E
Genting Tenegang Estate		5° 20' 46.02" N	118° 13' 32.20" E
Genting Bahagia Estate		5° 21' 49.50" N	118° 16' 33.70" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area) <input type="checkbox"/> Yes (please refer to Principle 7 for details)				
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Genting Tanjung Estate	3,959.02	234.96	272.29	4,466.27	88.64
Genting Landworthy Estate	3,695.66	42.65*	300.69*	3,695.66	91.50
Genting Layang Estate	1,817.80	179.92	79.69	2,077.41	90.37

Genting Tenegang Estate	3,409.48	29.75	213.31	3,652.54	93.35
Genting Bahagia Estate	4,026.94	44.54	355.65	4,427.13	90.96
Total	16,908.90	531.82	1221.63	18,662.35	90.60

Note: For GLWE, additional River Riparian area is recorded after survey was done through EIA before replanting. Total of 32.78 ha from "Other" Ha for new Riparian area will be added to existing 9.87 ha. New HCV area is 42.65 ha.

6. Plantings & Cycle

Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Genting Tanjung Estate	2,029.67	1,731.07	198.28	0.00	1,929.35	2,029.67
Genting Tenegang Estate	1,311.87	1,372.06	86.69	638.86	2,097.61	1,311.87
Genting Landworthy Estate	1,535.91	184.97	0.00	1,974.78	2,159.75	1,535.91
Genting Layang Estate	492.85	269.75	1,020.71	34.49	1,324.95	492.85
Genting Bahagia Estate	2,191.45	821.47	0.00	1,014.02	1,835.49	2,191.45
Total (ha)	7,561.75	4,379.32	1,305.68	3,662.15	9,347.15	7,561.75

7. Summary of Certified Tonnage of FFB (Own Certified Scope)

Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Jan'23-Dec'23)	Actual (Nov'22 – Sept'23)		Forecast (Jan' 24- Dec' 24)
		Previous license period (Nov'22- Dec'22)	Current license period (Jan'23 – Sep'23)	
Genting Tanjung Estate	44,792.00	9,216.89	27,989.55	38,587.00
Genting Tenegang Estate	39,299.00	6,348.56	22,393.26	36,500.00
Genting Landworthy Estate	40,117.00	8,050.38	24,289.93	35,027.00
Genting Layang Estate	29,810.00	5,527.33	17,977.33	23,648.00
Genting Bahagia Estate	45,469.00	6,792.84	26,287.68	35,272.00
Total	199,487.00	154,873.75		169,034.00

8. Summary of Certified Tonnage of FFB (from other certified unit(s))

Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Jan'23-Dec'23)	Actual (Nov'22 – Sept'23)		Forecast (Jan' 24- Dec' 24)
		Previous license period (Nov'22- Dec'22)	Current license period (Jan'23 – Sep'23)	

NIL		NIL	NIL	
Total		NIL		

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Jan'23-Dec'23)	Actual (Nov'22 – Sept'23)		Forecast (Jan' 24- Dec' 24)
		Previous license period (Nov'22- Dec'22)	Current license period (Jan'23 – Sep'23)	
Syarikat Yu Kwang Development Sdn Bhd	6,531.00	1,212.44	3,658.95	6,480.00
Malbumi Estate Sdn Bhd	3,148.00	608.44	2,541.34	3,040.00
Tentu Murni Sdn Bhd	9,380.00	2,068.86	7,871.12	8,509.00
Winking Plantation	6,253.00	1,297.91	4,636.49	6,453.00
Tenera Eco Plantation	1,919.00	312.84	1,230.88	2,328.00
Chong Lip Chong	148.00	38.43	134.64	138.00
Tey Ah Bu Plantations Sdn Bhd	8,541.00	407.99	2,323.13	8,289.00
Anchor Prospects	930.00	158.67	697.30	910.00
Harus Permai Sdn Bhd	956.00	210.32	620.45	556.00
V.K Kalyanasunram Plantation Sdn Bhd	5,477.00	745.63	2,699.42	5,405.00
Matsu Green	76.00	200.91	614.75	576.00
Green Palm	76.00	194.12	641.74	565.00
Total	43,435.00	35,126.77		43,249.00

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	Nov'22	18,368.65	3,612.05	21,980.70
2	December'22	17,567.35	3,844.51	21,411.86
3	January'23	13,596.54	3,511.73	17,108.27
4	February'23	12,744.52	2,735.48	15,480.00
5	March'23	14,272.94	3,397.48	17,670.42
6	April'23	12,006.66	2,759.97	14,766.63
7	May'23	14,048.24	3,151.18	17,199.42

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8	June'23	12,323.53	2,754.51	15,078.04
9	Jul'23	11,870.60	3,293.65	15,164.25
10	Aug'23	13,612.28	3,024.38	16,636.66
11	Sept'23	14,462.44	3,041.83	17,504.27
TOTAL		154,873.75	35,126.77	190,000.52

10. Summary of Certified Tonnage (MT) (not applicable for ISS)

Estimated last year (Jan'23-Dec'23)	Actual (Nov'22 – Sept'23)		Forecast (Jan' 24- Dec' 24)
	Previous license period (Nov'22- Dec'22)	Current license period (Jan'23 – Sep'23)	
FFB	FFB		FFB
199,487.00 mt	35,936 mt	118,937.75 mt	169,034.00 mt
	TOTAL	154,873.75 mt	
CPO (OER: 20.21 %)	CPO (OER:21.14 %)		CPO (OER:20.50 %)
40,319.28 mt	7,338.19 mt	24,518.18 mt	34,651.97 mt
	TOTAL	31,856.37 mt	
PK (KER: 4.58 %)	PK (KER: 5.31 %)		PK (KER: 5.25 %)
9,145.25 mt	1,849.63 mt	6374.17 mt	8,874.33 mt
	TOTAL	8,223.80 mt	

10A. Monthly Records of Certified CPO & PK since the last audit

No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	Nov'22	3,945.26	993.00
2	December'22	3,392.93	856.63
3	January'23	2,965.28	988.92
4	February'23	1,260.60	940.37
5	March'23	2,003.57	549.87
6	April'23	2,745.19	555.88
7	May'23	3,235.87	385.51
8	June'23	3,040.37	633.90
9	Jul'23	2,553.42	622.87
10	Aug'23	3,206.33	778.35
11	Sept'23	3,507.55	918.50

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TOTAL	31,856.37	8,223.80
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11. Summary of Actual Volume sold					
Current License period (Jan'23 – Sep'23)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	3,194.18	10,200.43	-	10,789.26	24,183.87
PK (MT)	5,402.99	-	-	16.72	5,419.71
Credits	-	-	-	-	-
Previous License period (Nov'22- Dec'22)					
CPO (MT)	6,899.92	34.90	-	-	6,934.82
PK (MT)	1,871.76	-	-	-	1,871.76
Credits	-	-	-	-	-

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	A	RSPO_PO1000005763	10,094.10	-
2	B	RSPO_PO1000007211	-	5325.00
3	C	RSPO_PO1000001517	-	1949.75
TOTAL			10,094.10	7,274.75
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	10,235.33	-
TOTAL			10,235.33	-

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
1	Buyer xxx	10,789.26	0.00
2	Buyer xxx	16.72	0.00
TOTAL		10,805.98	

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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
NIL			
TOTAL			

12. Independent Smallholders Certified Tonnage (MT) / Volume									
	Estimated last year (Jan'23-Dec'23)			Actual (Oct'22 – Sept'23)			Forecast (Jan' 24- Dec' 24)		
Phase	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	
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						

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
Current License period (Jan'23 – Sept'23)							
Credits							
Physical							
Previous License period (Oct'22- Dec'22)							
Credits							
Physical							

13A. Records of Certified FFB, CPO, PK & PKE (including credits) sold since the last audit
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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)
TOTAL							
Note:							

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 **23-27/10/2023**. The audit programme is included as Section 2.3.

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 remote assessment was conducted on **17/01/2024**. The audit programs are included in Section 2.3.

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 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 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 (Recertification)	Year 2 (ASA1_1)	Year 3 (ASA1_2)	Year 4 (ASA1_3)	Year 5 (ASA1_4)
Genting Tanjung POM	✓	✓	✓	✓	✓
Genting Tanjung Estate		✓	✓		✓
Genting Landworthy Estate			✓	✓	✓
Genting Layang Estate		✓	✓	✓	✓
Genting Tenegang Estate	✓	✓	✓	✓	
Genting Bahagia Estate	✓	✓		✓	✓

Tentative Date of Next Visit: October 23, 2024 – October 27, 2024

Total Number of Mandays: 15 Man days

2.2 BSI Assessment Team

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

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Hafriazhar Mohd Mokhtar (HMM)	Team Member	<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 both verbal/written Bahasa Malaysia and English Language.</p> <p>Aspect covered in this audit: During this assessment, he assessed on the aspects of Occupational, Health & Safety, Estate Best Practises, Economic management plan and supply chain</p>
Amir Bahari (AB)	Team Member	<p>Education: He obtained qualification in B.Sc. (Hons) Chemistry USM 1985 & Diploma in Palm Oil Milling Tech/Management MPOB 1996.</p> <p>Work Experience: He has been in the plantations industry for 30 years, among others managing rubber factories, palm oil mills and estates. During the tenure of employment, he has been trained as an auditor in ISO 9001, ISO 14001, OHSAS 18001 & also RSPO. He has accumulated 38 man-days in the auditing profession after ending career in the plantation industry.</p> <p>Training attended: ISO 9001, ISO 14001, OHSAS 18001 & also RSPO</p> <p>Language proficiency: He is fluent in both verbal/written in Bahasa Malaysia and English</p> <p>Aspect covered in this audit: Economic management plan, natural and biodiversity conservation, Waste management, Environment responsibility, training, environment impact assessment and HCV</p>

Accompanying Persons:

Name	Role

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2.3 Assessment Plan

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

Date	Time	Subjects	MRM	HMM	AB
Sunday 22/10/2023	PM	Audit team travel to Sandakan Overnight at Tanjung Estate Guest House	✓	✓	✓
Monday 23/10/2023 Genting Tanjung Estate	0900-0930	Opening Meeting: • Opening Presentation by Audit team leader. • Confirmation of assessment scope and finalize Audit plan (including stakeholder's consultation). • Verification on previous audit findings	✓	✓	✓
	0930-1300	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill, etc	✓	✓	✓
	1300-1400	Lunch	✓	✓	✓
	1400-1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc).			
	1630-1700	Interim Closing Briefing			
Tuesday 24/10/2023 Genting Landworthy Estate	0830-1230	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill, etc	✓	✓	✓
	1230-1330	Lunch	✓	✓	✓

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	1330 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc)	✓	✓	✓
	1630 1700	Interim Closing Briefing	✓	✓	✓
Wednesday 25/10/2023 Genting Layang Estate	0830 1230	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill, etc	✓	✓	✓
	1230 1330	Lunch	✓	✓	✓
	1330 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc)	✓	✓	✓
	1630 1700	Interim Closing Briefing	✓	✓	✓
Thursday 26/10/2023 Genting Tenegang Estate	0830 1230	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	✓	✓	✓
	1030- 1230	Stakeholder consultation	✓		
	1230 1330	Lunch	✓	✓	✓

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Date	Time	Subjects	MRM	HMM	AB
	1330 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc)	✓	✓	✓
	1630 1700	Interim Closing Briefing	✓	✓	✓
Friday 27/10/2023 Genting Tanjong POM	0830 1230	Mill Assessment: Plant 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, etc	✓	✓	✓
	1230 1330	Lunch break	✓	✓	✓
	1330 1500	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc). RSPO Supply chain requirements for mill	✓	✓	✓
	1600- 1630	Interim closing meeting			
	1630- 1700	Closing meeting – conclusion and recommendation	✓	✓	✓

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Off-site major NC close out verification

Date	Time	Subjects	(MRM)	ICT Planned
Wednesday 17/01/2024	0900	Description of activity for each day - opening meeting, documentation review, closing meeting, etc	√	MS team, Teleconference, Skype, Webex, Telecon, Face-time
	0930	Verification on previous Major NC. 14056-202310-M1, 14056-202310-M2, 14056-202310-M3: Document review and affected parties' interview (using MS team)	√	MS team, Teleconference, Skype, Webex, Telecon, Face-time, email
	1100	Report preparation and conclusion	√	MS team, Teleconference, Skype, Webex, Telecon, Face-time
	1130	End of meeting	√	MS team, Teleconference, Skype, Webex, Telecon, Face-time, email

Note

Major Non-conformities has been closed off site due to:

1. The travelling to the site required for me to travel by boats and currently Malaysia is experience heavy rainfall which is dangerous for me to travel by boats
2. Review of non-conformities that has been raised during the audit, evidence can be verified through online platform/document review

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 June 2023. TBP deviation approval dated 29/3/2023 was obtained from RSPO.	Complied
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.	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	NPP documents are publicly available at the RSPO website.	Complied

in accordance with RSPO P&C criterion 7.12.	Registered HCSA reports Completed Peer Review Reports are published at: https://highcarbonstock.org/registered-hcsa-and-hcv-hcsa-assessments/	
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	Completed Peer Reviewed HCV reports: PT Sawit Mitra Abadi: https://www.hcvnetwork.org/reports/hcv-pt-sawit-mitra-abadi-additional-1-000-ha-ketapang-regency-west-kalimantan-province-indonesia PT United Agro Indonesia: https://www.hcvnetwork.org/reports/hcv-in-the-permit-area-pt-united-agro-indonesia PT Agro Abadi Cemerlang: https://www.hcvnetwork.org/reports/hcv-concession-area-of-pt-agro-abadi-cemerlang-sanggau-regency-west-kalimantan-province-indonesia PT Kharisma Inti Usaha (KIU): https://www.hcvnetwork.org/reports/high-conservation-value-identification-pt-kharisma-inti-usaha PT Palma Agro Lestari Jaya: https://www.hcvnetwork.org/reports/hcv-pt-palma-agro-lestari-jaya-sintang-regency-west-kalimantan-indonesia PT Sepanjang Intisurya Mulia: https://www.hcvnetwork.org/reports/laporan-hcv-hcs-integrasi-di-areal-izin-penambahan-luasan-pt-sepanjang-intisurya-mulia-kabupaten-ketapang-provinsi-kalimantan-barat	Complied
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 https://askrspo.force.com/Complaint/s/casetracker , there is no outstanding land conflicts. Should there be any, the following company's procedures applied: <u>Indonesian Operating Units</u> SOP - CPD – 02-00.00 <i>Mekanisme Penyelesaian Sengketa Lahan</i> <u>Malaysian Operating Unit</u> SMP-GPB-18 Negotiation, Compensation and Handling Procedures	Complied

	Referring to the RaCP Tracker, Genting Plantations Berhad has a total of 7 submitted LUCA which all of them had been reviewed. There are 3 CN required which 1 of them has been submitted and approved. There are also 6 RP required which 2 of them have been submitted and 1 has been approved.	
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	Based on RSPO Complaints System or Dispute Settlement Facility https://askrspo.force.com/Complaint/s/casetracker , there is no outstanding labour dispute. Should there be any, the following company's procedures applied: <u>Indonesian Operating Unit</u> SOP - HRD-04-00.00 <i>Penyelesaian Keluh Kesah</i> <u>Malaysian Operating Unit</u> SMP-GPB-19 Complaints and Grievances	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 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	Yes, GPB's Sustainability Department conducted the internal audits in several dates January 2023 for the uncertified estates. Positive Assurance Statement for 2023 was made available for verification.	Complied
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?	Based on the internal audit reports, there were several NC raised and one of them is related to Indicator 7.12.8. At the point of this assessment, there are on-going RaCP to be resolved. This can be viewed at https://rspo.org/as-an-organisation/tools/remediation-and-compensation/racp-trackers/	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: - WWF (Sintang) - Rainforest Alliance (Sintang and Ketapang) - Tropenbos International (Ketapang) - YIARI (Ketapang) - BOSF (Kapuas)	Complied

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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.	No smallholder scheme. Not applicable	Not Applicable

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Approved Time Bound Plan

No	Subsidiaries & Ownership (%)	Name of the Estate and Mills		TBP for certification	Status as of November 2022	Any unresolved non-compliances
1	Genting Plantations (WM) Sdn Bhd & Setiamas Sdn Bhd (100%) for estates Genting Oil Mill Sdn Bhd (100%) for mill	Genting Sri Gading Estate	Supply base for Genting Ayer Item Oil Mill, Johor, Malaysia	Dec, 2014	Certified	None
2		Genting Sungei Rayat Estate				
3		Genting Kulai Besar Estate				
4		Genting Tanah Merah Estate		Dec, 2015		
5		Genting Tebong Estate		July, 2015		
6	Genting Plantations (WM) Sdn Bhd (100%) for estate	Genting Selama Estate, Kedah, Malaysia		July 2019	Certified	None
7	Genting Oil Mills (Sabah) Sdn Bhd (100%) for Mill Genting Plantations Berhad (Estate)	Genting Sabapalm Estate, Sabah, Malaysia	Supply base for Genting Sabapalm Oil Mill, Sabah, Malaysia	Aug, 2015	Certified	None
8	Genting Tanjung Bahagia Sdn Bhd (100%) for estates Genting Oil Mills (Sabah) Sdn Bhd (Mill)	Genting Tanjung Estate, Sabah, Malaysia	Supply base for Genting Tanjung Oil Mill, Sabah, Malaysia	Aug, 2016	Certified	None
9		Genting Tenegang Estate, Sabah, Malaysia				
10		Genting Layang Estate, Sabah, Malaysia				
11		Genting Bahagia Estate,				
12	Landworthy Sdn Bhd (84%)	Genting Landworthy Estate, Sabah, Malaysia				

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No	Subsidiaries & Ownership (%)	Name of the Estate and Mills		TBP for certification	Status as of November 2022	Any unresolved non-compliances
13	Genting Tanjung Bahagia Sdn Bhd (100%) for estates	Genting Indah Estate, Sabah, Malaysia	Supply base for Genting Indah Oil Mill, Sabah, Malaysia	July, 2022	Certified on 19/09/2022	None. RSPO Remediation and Compensation Plan (RaCP)[RaCP 2076] for Genting Tanjung Bahagia Sdn. Bhd. - Genting Kencana Estate (Subsidiary of Genting Plantations Berhad), project period 1/5/2022 – 1/5/2046
14	Genting Oil Mills (Sabah) Sdn Bhd (Mill)	Genting Permai Estate, Sabah, Malaysia				
15		Genting Kencana Estate, Sabah, Malaysia				
16	Genting Oil Mills (Sabah) Sdn Bhd (100%) for estate and mill	Genting Jambongan Estate, Sabah, Malaysia	Supply base for Genting Jambongan Oil Mill, Sabah, Malaysia	Sept 2019	Certified	None
17	Genting Plantations Bhd Wawasan Land Progress Sdn Bhd (100%) Genting Oil Mills (Sabah) (Mill)	Genting Sekong Estate, Sabah, Malaysia	Supply base for Genting Trushidup Oil Mill, Sabah, Malaysia	Sept,2017	Certified	None
18	Asiaticom Sdn Bhd (100%) Sawit Sukau Usahasama Sdn Bhd(56%)	Genting Suan Lamba Estate, Sabah, Malaysia				
19	PT Sepanjang Intisurya Mulia (70%)	Mulia 1 & 2 Mulia 3 & 4 Mulia 5 & 6	Supply base for Mulia Oil Mill, Kalimantan, Indonesia	Oct, 2017	Certified	None

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No	Subsidiaries & Ownership (%)	Name of the Estate and Mills		TBP for certification	Status as of November 2022	Any unresolved non-compliances
20	PT Sawit Mitra Abadi (70%)	Abadi 1 & 2 Abadi 3 & 4				
21	PT Sepanjang Intisurya Mulia (70%)	Area 199 Ha Area 1300 Ha	Supply base for Mulia Oil Mill, Kalimantan, Indonesia	Oct, 2025	Not certified	In Process of NPP In process of obtaining HGU.
22	PT Sawit Mitra Abadi (70%)	Area 1000 Ha				NPP Process In process of obtaining HGU.
23	Genting Plantations Berhad (100%) Estate Genting Oil Mills (Sabah) Sdn Bhd (Mill)	Genting Mewah Estate, Sabah, Malaysia	Supply base for Genting Mewah Oil Mill, Sabah, Malaysia	Mar, 2017	Certified	None
24	Genting Plantations (WM) Sdn Bhd (100%)	Genting Bukit Sembilan Estate, Kedah, Malaysia		July, 2017	Certified	None
25	PT Globalindo Agung Lestari (60%)	Lamunti Barat Estate Lamunti Timur Estate I & II Mengkatip Estate I & II Bakuta Estate Plasma Timur & Barat	Supply base for Globalindo Oil Mill, Kalimantan, Indonesia	Dec, 2023	Certified	
26	PT United Agro Indonesia(60%)	PT UAI 1 & 2 UAI Plasma		Oct, 2025		RaCP complete in October 2022.

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No	Subsidiaries & Ownership (%)	Name of the Estate and Mills		TBP for certification	Status as of November 2022	Any unresolved non-compliances	
27	PT Susantri Permai (95%)	Puroh Estate Masaha Estate Zircon Hill Estate	Supply base for Golden Hill Oil Mill, Kalimantan, Indonesia	Oct, 2025	Not certified	In the process of obtaining Forest Release and Forest Exchange prior to HGU application.	
		SP Plasma		Oct, 2025			
28	PT Kapuas Maju Jaya (95%)	Waterfall Estate I & II Muhun Estate I & II Talawang Estate I & II	Supply bases for Golden Hill Oil Mill, Kalimantan Indonesia	Oct, 2025	Not certified	In the process of obtaining Forest Release and Forest Exchange prior to HGU application.	
		KMJ Plasma		Oct, 2025			
29	PT Dwie Warna Karya (95%)	Golden Hill Estate I Golden Hill Estate II Diamond Hill Estate			Oct, 2025	Not certified	In the process of obtaining Forest Release and Forest Exchange prior to HGU application.
		DWK Plasma		Oct, 2025			
30	PT Citra Sawit Cemerlang (70%)	CSC Estates	Supply base for Mulia Oil Mill	Oct, 2025	Not certified	In process of obtaining HGU. HCSA report completed review.	
31	PT Surya Agro Palma (70%)	SAP Estate 1&2 SAP Estate 3&4 SAP Estate 5&6	Supply base for Cemerlang Oil Mill, Kalimantan, Indonesia	Sept, 2025	Not certified	"In process of obtaining HGU. HCSA report completed review.	
		Plasma		Sept, 2025		RaCP Process (annex 5)	
32	PT Agro Abadi Cemerlang (70%)	AAC 1 & 2				Sept, 2025	
		AAC 3 & 4					

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No	Subsidiaries & Ownership (%)	Name of the Estate and Mills		TBP for certification	Status as of November 2022	Any unresolved non-compliances
						HCSA report completed review. Report not published yet.
		Plasma – KSK1, KMB, BSL		Sept, 2025	Not certified	RaCP Process (annex 5)
33	PT Palma Agro Lestari Jaya (70%)	PALJ Estates		Dec, 2025	Not certified	In process of obtaining HGU. HCSA report completed review.
		PALJ Plasma				
34	Knowledge One Investment Pte Ltd (85%)-PT Kharisma Inti Usaha (KIU)	KIU 1 & 2 KIU 3 & 4	Supply base for KIU Oil Mill	Dec, 2025	Not certified	NPP in progress. HCV report approved by HCVRN. HCSA report is completed and waiting for peer review.

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 3 (Three) Critical; 0 (Zero) Minor nonconformities and 0 (Zero) Opportunity For Improvement raised. The *Genting Tanjung POM* Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. The 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 #	14056-202310-M1	Issued Date	27/10/2023
Due Date	27/01/2024	Closure Date	17/01/2024
Indicator & Category (Critical / Minor)	6.2.3 (Major)		
Statement of Nonconformity:	Workers` salary payment are not according to minimum wages		
Requirement Reference:	(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. - Critical (Major) compliance -		
Objective Evidence:	Verification of workers salary slips for the estate is as the following: Document verification on salary slips and check roll records for the following: Genting Tanjung Estate 1. Employee No: E02817 (Month: 06/2023) 2. Employee No: E01264 (Month: 09/2023) 3. Employee No: E13268 (Month: 06/2023) Genting Layang Estate 1. Employee No: E01113 (Month: 09/2023) Found that the workers are being paid less compared to the daily Minimum Wage as stated in Minimum Wages Order 2022, with no records of unfulfillment of working hours, thus the Major NC is raised.		
Corrections:	The wages of respective worker will be top up in November 2023 salary according to MWO 2022. Assessment on MWO to other workers also will be conducted to identify the same issue.		
Root Cause Analysis:	Lack of monitoring and documentation of the productivity of the respective worker on daily basis.		
Corrective Actions:	Estate supervisor will ensure all productivity of checkroll workers to be monitored efficiently by proper work arrangement especially during low crops as well as recording on a daily basis in a "Daily Minimum Wages Form" that will be created by the estate management. This form will be monitored by Sr. Assistant Manager		

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	and Assistant Manager Divisional In-charge and the top up approval is by the Estate Manager, should the top up criteria be met.
Assessment Conclusion:	<ol style="list-style-type: none"> 1. Evidence that the workers salary that underpaid has been top up by the management 2. Evidence of monitoring records for workers productivity. <p>The evidence provided is satisfactory and sufficient to close the Major Non-conformities on 17/01/2024</p>

Non-conformity			
NCR Ref #	14056-202310-M2	Issued Date	27/10/2023
Due Date	27/01/2024	Closure Date	17/01/2024
Indicator & Category (Critical / Minor)	2.2.2 (Escalated to Major)		
Statement of Nonconformity:	There is no mechanism to monitor compliance of legal requirement for contracted parties		
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.		
Objective Evidence:	<p>Verification of documentation is as the following:</p> <p><u>Genting Tanjung Estate</u> Sample taken on contractor Genexxxx Berixxxx Sdn Bhd, for both the contractor found that the management has contributed for SOCSO for the salary. Each workers were given salary of RM 2500.00 and verification made on the employer SOCSO Contribution is RM 18.10. Further verification on employer contribution rate through https://www.perkeso.gov.my/kadar-caruman.html found that the SOCSO Contribution for RM 2500 on the employer side is RM 44.65.</p> <p><u>Genting Layang Estate</u> Sample taken for contractor on the FFB Transporter – Max Fxx Hixx, has employed the foreign workers for transporting the FFB. Verification on the SOCSO records for that the employer has deducted the employee share for the SOCSO contribution for sample taken for the month of July until September 2023. Found that the NC has been raised previously on the same issue in previous audit, the Minor NC is escalated to Major NC</p>		
Corrections:	Genexxxx Berixxxx Sdn Bhd, since the SOCSO contribution for previous month are cannot be reimbursed, this contractor will make employer SOCSO Contribution as per employer contribution rate through https://www.perkeso.gov.my/kadar-caruman.html starting October 2023 salary. Max Fxx Hixx, will stop deducting from the worker's salary for the SOCSO contribution and reimbursed back to the worker for the deduction made from July 2023 to September 2023		

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Root Cause Analysis:	The current practice of monthly monitoring done by the estate management to ensure that this condition is comply by the contractors, was not fully effective.
Corrective Actions:	<p>Estate management will conduct briefing on SOCSO contribution requirement and schedule, to all the contractors that currently working with the estate. Training evaluation will be conducted to ensure the contractor is fully understand on this requirement. To ensure consistency, this briefing will be an annual program that will be conducted every 6 months. These requirements also will be brief thoroughly when new contractor signing with the estate, if any.</p> <p>PIC on Legal Requirement, the CC, will be re-brief on these requirements and will monitor this requirement through the monthly submission of contractor's workers' payslip to the office and ensuring all contractors are making SOCSO contribution with the correct amount as per the contribution rate schedule for their workers. Training evaluation will be conducted to ensure the PIC is fully understand on this requirement.</p>
Assessment Conclusion:	<ol style="list-style-type: none"> 1. Reimbursement of workers contribution in November salary 2023 2. Evidence of actual contribution as per SOCSO Act starting from October 2023 3. Briefing on SOCSO contribution to both contractors <p>The evidence provided is satisfactory and sufficient to close the Major Non-conformities on 17/01/2024</p>

Non-conformity			
NCR Ref #	14056-202310-M3	Issued Date	27/10/2023
Due Date	27/01/2024	Closure Date	17/01/2024
Indicator & Category (Critical / Minor)	6.7.3 (Major)		
Statement of Nonconformity:	PPE was not use appropriately by workers to cover potentially hazardous operations.		
Requirement Reference:	<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>		
Objective Evidence:	<p>Genting Tanjung Estate:</p> <p>Refer to the Chemical Safety Data Sheet (SDS) fertilizer COMPACTED: 14/8/19/3+0.4 Section 2, clause 2.4 Hazard statement; H320 causes mild eye irritation, Section 8, Clause 8.4 Skin Protection- Use safety goggle or full face shield where dusting or splashing of solution is possible. However, during the site visit to the manuring gang in Div. 3 Block 51 Genting Tanjung Estate found that the female workers were not wearing goggles or face shields while broadcasting the fertilizer.</p>		

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	<p>Genting Tenegang Estate: Sighted the HIRARC for Harvesting (GENP/HIRARC/01/001. The reviewed HIRARC stated the recommended risk control of derbies, leaf & fruits let-as-wearing safety goggles. Based on the verification and interview with the harvesters in Block 20 Division 10 Genting Tenegang Estate, they have not been provided with the goggles for the activity.</p> <p>Genting Layang Estate: Refer to the Chemical Safety Data Sheet (SDS) fertilizer bm Mixture NK 12.5-30 Section 8.2 Exposure control; Eye protection: Chemical goggles. Verification during the site visit and interviews with the manuring workers in Blk 27 Division 13 Genting Layang Estate, they have been provided with safety goggles instead of chemical goggles. The Chemical Safety Data Sheet of the fertilizer in use also not available for reference in field.</p> <p>Chemical Safety Data Sheet (SDS) Glyphosate IPA 41% Ref; Sec. 8 Exposure control; Eye protection: Chemical Splash Goggle. Verification during the site visit and interviews with the manuring workers in Blk 25 Division 13 Genting Layang Estate, they have been provided with safety goggles instead of chemical splash goggles.</p> <p>Genting Tanjung Oil Mill: Ref; HIRARC for Crane Station/Marshalling Yard (SP-MGR-01-F01-0) Dated 01/09/2023 Rev:06-No:03 (winch in operation). The reviewed HIRARC stated the recommended risk control of cages in operation-as-PPE hand gloves.</p>
Corrections:	All the chemical handler will be provided with the correct PPE, which is the full eye shield goggles, as per chemical and fertilizer SDS and company's HIRARC. All the station workers will be provided with the PPE, Hand Glove, as per mill's HIRARC.
Root Cause Analysis:	The current practice of Daily PPE Monitoring by the PIC was not fully effective.
Corrective Actions:	<p>The PIC, Field Staff, Mandore and the work station chief, will be re-brief by Sr. Asst. Manager or Asst. Manager on how to conduct the Daily PPE Monitoring properly according to the checklist record provided. Training evaluation will be conducted to ensure the PIC is fully understand on this requirement. Sr. Asst. Manager or Asst. Manager will monitor this requirement in weekly basis and also will be included in Workplace inspection criteria for each workstation before OSH Meeting.</p> <p>All the chemical handler and workers in the station also will be re-trained and re-brief on the proper usage of PPE as per chemical and fertilizer SDS, estate's HIRARC and mill's HIRARC. Training evaluation will be conducted to ensure workers understanding on importance of PPE usage.</p>
Assessment Conclusion:	<p>Evidence verified</p> <ol style="list-style-type: none"> 1. Briefing on PPE inspection and monitoring and PPE usage on 13/11/2023, 24/10/2023 and 01/12/2023 2. Records of PPE monitoring for manuring and spraying for month November and December 3. PPE Issuance records for month November and December

	4. Video call with client on the actual PPE used on 17/01/2024 The evidence provided is satisfactory and sufficient to close the Major Non-conformities on 17/01/2024
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Opportunity for Improvements	
OFI #	Description
OFI 1	N/A

Positive Findings	
PF #	Description
PF 1	Good cooperation by management team/staff/sustainability team
PF 2	Good documentation upkeep and retrieval
PF 3	Good housekeeping at working places e.g. workshop, storage, etc
PF 4	Positive feedbacks received from external stakeholders during on-site consultation

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	277223-202211-M1	Issued Date	18/11/2022
Due Date	16/02/2023	Closure Date	03/02/2023
Indicator & Category (Critical / Minor)	3.4.2 (Major)		
Statement of Nonconformity:	Impacts assessment covering social aspects were insufficiently available its management and monitoring plan		
Requirement Reference:	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.		
Objective Evidence:	<p>Social management plan established for each operating unit in the document social management and monitoring plan, procedures and responsibilities for implementation.</p> <p>Genting Tanjung Estate</p> <p>As per highlighted during the stakeholder's consultation meeting dated 28/10/2022 (internal) and 04/11/2022 (external), it has been highlighted that workers at Genting Tanjung Estate restaurant haven't received typhoid injection. Quotation received from Klinik Elopura Sdn Bhd dated 04/11/2022. Implementation still pending.</p> <p>Genting Tenegang Estate</p> <p>It has been highlighted during internal stakeholders meeting dated 26/10/2022 by CLC teacher Andi Striani Andi Ardi on children transportation to school, bad attendance of children to school. The management responded b. As per interview with the workers, the is elephant intrusion in the estate and there is risk that</p>		

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	<p>intrusion until the line site area. Some workers have sent for night patrolling to chase away elephant outside the estate area. Latest intrusion is in September 2022.</p> <p>Genting Bahagia Estate</p> <p>As per interview with the workers, the is elephant intrusion in the estate and there is risk that intrusion until the line site area. Some workers has sent for night patrolling to chase away elephant outside the estate area. Latest intrusion in August 2022. However, the impact of the activities was not identified and not included in the social management plan.</p> <p>Non-conformities has been raised in during the previous audit, hence the Non-conformities have been escalated to Critical Non conformities.</p>
Corrections:	Social Management Plan on each operating unit will be review and update to include in all the impact identified including each of its progress monitoring and management action plan.
Root Cause Analysis:	All these impact of activities is identified by each operating unit, however the Sustainability Co-ordinator was not aware that these impact must be included in the Social Management Plan as record for its progress monitoring and management action plan.
Corrective Actions:	Sustainability Department will conduct briefing to all sustainability co-ordinator in each operating unit on the requirement to include the monitoring and action plan for all identified social related issue in the social management plan.
Assessment Conclusion:	<p>Evidence of corrections and corrective actions verified:</p> <ul style="list-style-type: none"> - Social Management and Monitoring Plan of Genting Bahagia Estate (GBGE); Procedures and Responsibilities for Implementation; Date: 24/11/2022; Updated 1/2/2023 - Social Management and Monitoring Plan of Genting Tenegang Estate (GTGE); Procedures and Responsibilities for Implementation; Date: 25/11/2022; Updated 1/2/2023 - Social Management and Monitoring Plan of Genting Tanjung Estate (GTJE); Procedures and Responsibilities for Implementation; Date: 24/11/2022; Updated 1/2/2023 - Genting Plantations Berhad Sustainability Department Training Records: Briefing on the Social Management Plan; Date: 14-21/12/2022 - Genting Plantations Berhad Sustainability Department Training Attendance Evaluation: Briefing and Follow Up Visit; Date: 1/2/2023 <p>Evidence of corrections and corrective actions taken confirmed the CAP proposed were effective to address the issue. Hence, Critical NC was closed on 3/2/2023.</p>
Effectiveness Closure (for previous audit closed Critical NC):	As per verification during the site visit, document review and interview, there is evidence that all operations/activities has been assessed and included in the social management plan for each operating units. PIC of each operating units can demonstrate their understanding on how to include the new activities/operations. Hence, the Major Non-conformities remain closed.

Non-conformity																																						
NCR Ref #	277223-202211-N1		Issued Date		18/11/2022																																	
Due Date	23/10/2023		Closure Date		27/10/2023																																	
Indicator & Category (Critical / Minor)	7.3.1 (Minor)																																					
Statement of Nonconformity:	The documented waste management plan was insufficiently implemented for Scheduled Wastes.																																					
Requirement Reference:	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.																																					
Objective Evidence:	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:																																					
	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 as following:																																					
	Genting Tanjung Oil Mill:																																					
	<table><tr><td>Waste Name</td><td>Previous Disposal</td><td>Date Generated</td><td>Date Latest Disposed</td><td>No days from date generated to recent disposed</td><td>Contractor</td></tr><tr><td>Used filter</td><td>21/9/21 118 kg</td><td>31/10/2021</td><td>7/7/2022 121 kgs</td><td>249</td><td rowspan="3">Lagenda Bumimas Sdn Bhd</td></tr><tr><td>Contaminated container</td><td>21/9/21 83 kg</td><td>31/10/2021</td><td>7/7/2022 94 kgs</td><td>249</td></tr><tr><td>Used hydraulic oil</td><td>21/9/21 1600 kg</td><td>30/11/2021</td><td>7/7/2022 225 kgs</td><td>219</td></tr></table>						Waste Name	Previous Disposal	Date Generated	Date Latest Disposed	No days from date generated to recent disposed	Contractor	Used filter	21/9/21 118 kg	31/10/2021	7/7/2022 121 kgs	249	Lagenda Bumimas Sdn Bhd	Contaminated container	21/9/21 83 kg	31/10/2021	7/7/2022 94 kgs	249	Used hydraulic oil	21/9/21 1600 kg	30/11/2021	7/7/2022 225 kgs	219										
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	Genting Tanjung Estate:						
	SW	Waste Name	Previous Disposal	Date Generated	Date Latest Disposed	No days from date generated to recent disposed	Contractor
	305	Used lubricant oil	22/9/2021 300 liter	31/10/2021	7/7/2022 68 liter	249	Lagenda Bumimas Sdn Bhd
	410	PPE	22/9/2021 282 kg	31/10/2021	7/7/2022 200 kg	249	
	410	Used Oil Filter	22/9/2021 47 kg	31/10/2021	7/7/2022 80 kg	249	Lagenda Bumimas Sdn Bhd
	102	battery	22/9/2021 145 kg	31/10/2021	7/7/2022 60 kg	249	
Corrections:	To communicate with the Schedule Waste Contractor regarding the collection date. If the collection date is within 1 month or longer that the exceeded permissible date, estate and mill to proceed with application to DOE for additional retention period.						
Root Cause Analysis:	Due to tight schedule for the schedule waste contractor, the disposal exceeded the permissible days of 180 days and application for additional retention period was not carried out by estate PIC.						
Corrective Actions:	To conduct training to the storekeeper and attendant regarding the application of schedule waste retention period. 2. The mill and estate schedule waste PIC – clerk to monitor the retention day and to request additional retention day from DOE if schedule waste contractor unable to collect the Schedule Waste within the permissible 180 days.						
Assessment Conclusion:	The following was verified during the audit						
	a) To conduct training to the storekeeper and attendant regarding the application of schedule waste retention period.						
	Verification - Training was made by the respective estates in relation to the SW management						

	<p>b) The mill and estate schedule waste PIC – clerk to monitor the retention day and to request additional retention day from DOE if schedule waste contractor unable to collect the scheduled waste within the permissible 180 days.</p> <p>Verification - The SW inventory and despatches both compiled during the audit verified that the requirement has been complied. All disposal did not exceed the 180 days limits. Details as provided in 7.3.2</p> <p><i>As such the NCR raised is closed and concluded.</i></p>
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Non-conformity			
NCR Ref #	277223-202211-N2	Issued Date	18/11/2022
Due Date	23/10/2023	Closure Date	17/01/2024
Indicator & Category (Critical / Minor)	2.2.2 (Minor)		
Statement of Nonconformity:	Demonstration on meeting applicable legal requirements by the third party contractor was insufficient		
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 Layang Estate</u></p> <p>Contract agreement between Genting Layang Estate and Syarikat Pengangkutan Sri Timbulus sighted dated 01/01/2022.</p> <p><u>Genting Tanjung Estate</u></p> <ol style="list-style-type: none"> 1. Contract agreement between Syarikat Perusahaan Kan agreement number:. GTJE/MOA/22/01/01 dated 01/01/2022. 2. Contract agreement between Dewa Enterprise agreement number:. GTJE/MOA/22/01/02 dated 01/01/2022 <p>Stated in the contract agreement that all contractors need to comply with applicable legal requirement.</p> <p>Sample of 3 contractor` s workers has been taken for verification for month August/September/ October 2022 and found that SOCSO contribution has not been made by the contractor. There is no evidence compliance to Employees` Social Security Act 1969 (Act 4).</p>		
Corrections:	To communicate with the Schedule Waste Contractor regarding the collection date. If the collection date is within 1 month or longer that the exceeded permissible date, estate and mill to proceed with application to DOE for additional retention period.		
Root Cause Analysis:	Due to tight schedule for the schedule waste contractor, the disposal exceeded the permissible days of 180 days and application for additional retention period was not carried out by estate PIC.		

Corrective Actions:	To conduct training to the storekeeper and attendant regarding the application of schedule waste retention period. 2. The mill and estate schedule waste PIC – clerk to monitor the retention day and to request additional retention day from DOE if schedule waste contractor unable to collect the Schedule Waste within the permissible 180 days.
Assessment Conclusion:	<p>Verification of documentation is as the following:</p> <p><u>Genting Tanjung Estate</u> Sample taken on contractor Genexxxx Berixxxx Sdn Bhd, for both the contractor found that the management has contributed for SOCSO for the salary. Each workers were given salary of RM 2500.00 and verification made on the employer SOCSO Contribution is RM 18.10. Further verification on employer contribution rate through https://www.perkeso.gov.my/kadar-caruman.html found that the SOCSO Contribution for RM 2500 on the employer side is RM 44.65.</p> <p><u>Genting Layang Estate</u> Sample taken for contractor on the FFB Transporter – Max Fxx Hixx, has employed the foreign workers for transporting the FFB. Verification on the SOCSO records for that the employer has deducted the employee share for the SOCSO contribution for sample taken for the month of July until September 2023. Found that the NC has been raised previously on the same issue in previous audit, the Minor NC is escalated to Major NC</p>

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

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1988112-202011-M1	Critical	2.3.1	18/11/2020	Closed out on 18/01/2021
2036809-202103-M1	Critical	7.10.3	24/03/2021	Closed out on 04/06/2021
2036809-202103-M2	Critical	3.6.2	24/03/2021	Closed out on 04/06/2021
2036809-202103-N1	Minor	3.3.2	24/03/2021	Escalated to Critical
2036809-202103-N2	Minor	6.5.3	24/03/2021	Closed out on 17/11/2021
2036809-202103-N3	Minor	7.2.8	24/03/2021	Closed out on 17/11/2021
2130489-202111-M1	Critical	2.1.1	17/11/2021	Closed out on 12/02/2022

2130489-202111-M2	Critical	3.3.2	17/11/2021	Closed out on 12/02/2022
2130489-202111-N1	Minor	2.1.3	17/11/2021	Closed out on 14/11/2022
2130489-202111-N2	Minor	3.4.2	17/11/2021	Escalated to Major
2277223-202211-M1	Major	3.4.2	18/11/2022	Closed out on 3/2/2023
2277223-202211-N1	Minor	7.3.1	18/11/2022	Closed on 27/10/2023
2277223-202211-N2	Minor	2.2.2	18/11/2022	Escalated to Major and closed on 17/01/2024
2414056-202310-M1	Major	6.2.3	27/10/2023	Closed on 17/01/2024
2414056-202310-M2	Major	2.2.2	27/10/2023	Closed on 17/01/2024
2414056-202310-M3	Major	6.7.3	27/10/2023	Closed on 17/01/2024

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 Tanjong POM 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 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 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)
Government agencies	Jabatan Tenaga Kerja , Kota Kinabatangan	Phone call
Government agencies	Jabatan Hidupan Liar, Kota Kinabatangan	Phone call
Neighbouring estate	Weng King Plantations	Phone call
Neighbouring estate	Sentra Bayu Plantation	Phone call
Contractor	Pengangkutan SNT	Face to face
Contractor	Wong Tet Ming	Face to face
Internal stakeholders	Gender committee, female workers	Face to face
Union	Workers representative	Face to face

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Stakeholders comment	
1	<p>Feedbacks: Jabatan Tenaga Kerja , Kota Kinabatangan</p> <p>Genting Tanjung POM certification unit is under Jabatan Tenaga Kerja Kota Kinabatangan. As per interviewed, it has been confirmed that good relationships has between both parties and JTK Kota Kinabatangan 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 labour has been highlighted and received by JTK. 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>
2	<p>Feedbacks: Jabatan Hidupan Liar, Kota Kinabatangan</p> <p>As per interviewed, the main wildlife identified in Genting Tanjung POM certification units is elephant and crocodile. There is no endangered species has been identified in the area. He also mentioned that the management for each operating units has taken initiative to protect the wildlife such as preserve riparian zone and using correct technique to control elephant intrusion. He also mentioned that he aware about procedure and policy that has been established. There is no issues related to illegal hunting/ wildlife has been highlighted and received by Jabatan Hidupan Liar.</p> <p>Audit Team verification and response: No further verification required.</p>
3	<p>Feedbacks: Pengangkutan SNT and Wong Tet Ming</p> <p>Both contractors are doing FFB transport works at Genting Tanjung certification units for more than 10 years. They mentioned that contract will be renewed on annual basis and need to go through tendering process and some document need to be provided during the process. They also mentioned that they aware with the content of the agreement including terms to comply with legal requirement and no force, trafficked and child labour. There is no issues of payment and they has been paid according to the payment mentioned in the invoices. All workers recruited by them is illegal and has been paid before 7th every months.</p> <p>Audit Team verification and response: No further verification required.</p>
4	<p>Feedbacks: Weng King Plantations and Sentra Bayu Plantation</p> <p>Both estates located neighbouring to Genting Tanjung certification units and clearly demarcation of boundaries has been established using wooden pole and drainage. There is no land issues between both parties and both aware about their boundaries. Good relationship has been maintained and they also mentioned that they has been invited for stakeholders consultation and has been communicated on the policy and procedure of Genting Plantations Berhad. They also mentioned that as far as they concern, there is no new planting has been done by all operating units under Genting Tanjung certification units.</p> <p>Audit Team verification and response: No further verification required.</p>
5	<p>Feedbacks: Gender committee, female workers</p> <p>25 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>
	<p>Feedbacks: Workers representative</p>

6	<p>Workers representative has been interviewed for each operating units and confirmed that there is no prohibition to be member of any trade union. However, there is no trade union in Sabah where they can be a member. 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>
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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
N/A					
Not applicable since all supply bases under Genting Tanjung POM has undergo 2 nd cycle of replanting.					



Previous land owner / user comment	
	<p>Feedbacks: N/A</p> <p>Audit Team verification and response:</p>

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.

Formal Signing-off of Assessment Conclusion and Recommendation

The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Genting Tanjung POM 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 Ke Genting Tanjung POM is remain certified.

Report prepared by		Acceptance of Assessment Conclusion	
Name: Mohd Razaleigh bin Mohamad		Name: Abdul Rahim Wilson Abdullah	Name: James Chung Khim Hon
Company Name: BSI Services Malaysia Sdn. Bhd		Company Name: Genting Plantations Berhad	Company Name: Genting Oil Mills (Sabah) Sdn Bhd
Title: Client Manager		Title: Senior Vice President – Plantation (Malaysia)	Title: Senior Vice President – Group Processing
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> 	
Date: 31/01/2024		Date: 07/02/2024	Date: 07/02/2024

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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 -	<p>Genting Tanjung POM and its supply bases 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</p> <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 <p>The management has conducted the stakeholders meeting on 08/09/2023 at Tanjung Estate Club House. The stakeholder meeting was conducted for all estate in the Tenegang Complex. Sighted the minute of meeting and attendance list. The stakeholder were</p>	Complied

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		briefed regarding the sustainability of the estate, the management plan, policy and complaint/grievances procedure.	
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders. - Minor compliance -	As per verification, all the document has been established in both Bahasa Melayu and English. As per interview with the management, if there any clarification, the manager will responsible to explain to any stakeholders requested for information.	Complied
1.1.3	(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -	The management documents which are publicly available are mentioned in Indicator 4.2.1.1. Any request of information shall be recorded in "Enquiry Register Book" (ref.: Clause 3.1.2 of the above procedure). Verification of the book showed that there has been no request made of the above-mentioned subjects ever since the last assessment.	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 -	Procedure for consultation and communication has been documented in the document SMP-GPB-17 issuance 23/02/2018. As per stated in the procedure, that consultation and communication will be done through stakeholder consultation, email, SMS or complaint and suggestion box. Stated also in the procedure that stakeholder consultation needs to be done at least 6 months once or annually. The management has conducted the stakeholders meeting on 08/09/2023 at Tanjung Estate Club House. The stakeholder meeting was conducted for all estate in the Tenegang Complex. Sighted the minute of meeting and attendance list. The stakeholder were briefed regarding the sustainability of the estate, the management plan, policy and complaint/grievances 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 for all estates and has been verified base on the document "List of internal stakeholders" and "List of external stakeholders. The list was updated as of	Complied

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		<p>October 2023 at Tanjung Estate, June 2023 at Tenegang Estate and July 2023 at Layang Estate.</p> <p>list of stakeholders and grouped them into two categories: internal and external. The internal stakeholders consist of 15 entities, which include the grocery store, the representative of the workers' committee, the gender committee, the church, the surau, HUMANA, and the clinic. The external stakeholders comprise the FFB supplier, contractor, supplier, and transporter.</p>	
Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	<p>A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.</p> <p>- Minor compliance -</p>	<p>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.</p> <p>As per stated in the policy, any Genting Plantation Berhad executive, and staff found did not comply with the policy will be investigate by 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.</p>	Complied
1.2.2	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <p>- Minor compliance -</p>	<p>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</p>	Complied

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		established on 01/06/2020 where any stakeholders can raised to the management if there is any incompliance of the ethical policy.																									
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 -	<p>Genting Tanjung Oil Mill and Supply Base continued to comply with legal requirements as per indicator. Compliance to each applicable law and regulation is monitored by the operating units and Sustainability Department both region and Head Office. The Mill and the 4 estates had obtained and renewed license and permits as required by the law. The licenses/permit viewed among others were:</p> <table><tr><th>License / Permit / Regulatory Requirement</th><th>Validity</th></tr><tr><td colspan="2">Genting Tanjung POM</td></tr><tr><td>MPOB License no 62005000 - 4000</td><td>29/02/2024</td></tr><tr><td>DOE – Jadual Pematuhan Ref 005266</td><td>30/06/2024</td></tr><tr><td>BOMBA – no 319922 – fire certificate</td><td>15/06/2024</td></tr><tr><td>Majlis Perbandaran Sandakan ref A 450434</td><td>31/12/2023</td></tr><tr><td>KPDNHEP - Diesel 36000L ref S 005368</td><td>24/10/2024</td></tr><tr><td>Boiler no 3 SB PMD 2457</td><td>31/05/2024</td></tr><tr><td>Boiler no 2 SB PMD 10315</td><td>07/03/2024</td></tr><tr><td>Sterilizer no 1 SB PMT 57612</td><td>03/10/2024</td></tr><tr><td>Sterilizer no 2 SB PMT 57581</td><td>03/10/2024</td></tr><tr><td>Sterilizer no 3 SB PMT 106058</td><td>03/10/2024</td></tr></table>	License / Permit / Regulatory Requirement	Validity	Genting Tanjung POM		MPOB License no 62005000 - 4000	29/02/2024	DOE – Jadual Pematuhan Ref 005266	30/06/2024	BOMBA – no 319922 – fire certificate	15/06/2024	Majlis Perbandaran Sandakan ref A 450434	31/12/2023	KPDNHEP - Diesel 36000L ref S 005368	24/10/2024	Boiler no 3 SB PMD 2457	31/05/2024	Boiler no 2 SB PMD 10315	07/03/2024	Sterilizer no 1 SB PMT 57612	03/10/2024	Sterilizer no 2 SB PMT 57581	03/10/2024	Sterilizer no 3 SB PMT 106058	03/10/2024	Complied
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		Crane no 1 SB PMA 41188	03/10/2024	
		Crane no 1 SB PMA 71249	03/10/2024	
		Air Compressor SB PMT 86895	03/10/2024	
		Air Compressor SB PMT 86896	03/10/2024	
		Air Compressor SB PMT 81462	31/05/2024	
		Air Receiver Tank SB PMT 81848	03/10/2024	
		Air receiver Tank SB PMT 81849	03/10/2024	
		Back Pressure Receiver SB PMT 57580	03/10/2024	
		Metrology Corp. w/bridge 1 ref D B 1693349	Eff 20/01/23	
		Metrology Corp. w/bridge 2 ref B 2013132	Eff 16/10/23	
		Metrology Corp. w/bridge 3 ref B 2012605	Eff 24/06/23	
		Suruhanjaya Tenaga ref 2023/0132	28/03/2024	
		JTK Potongan Gaji ref 2023/0112	05/06/2025	
		JTK Sekatan Kerja Lebih Masa ref 2022/0031	29/06/2024	
		JTK Menggaji Pekerja Bkn Pemastautin ref 0379	13/05/2024	
		Genting Tanjung Estate		
		MPOB License: license no: 502249802000	31/08/2024	
		MPOB License: license no: 577037111000	30/09/2024	
		Lesen Pepasangan Persendirian ref 61367	03/07/2024	
		DOSH Air Compressor SB PMT 10428	06/10/2024	

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		Kedai Runcit licence no KBTG/2023/52	Eff 04/1/23	
		Kedai Runcit licence no KBTG/2023/344	Eff 11/1/23	
		KPDNHEP - diesel storage 35800L - K 003483	16/05/2024	
		Akta Pendaftaran Perniagaan 1956 - A450437	31/12/2023	
		Genting Tenegang Estate		
		MPOB License: license no: 50476010-2000	30/06/2024	
		MPOB License: license no: 59463701-1000	29/02/2024	
		Lesen Pepasangan Persendirian ref 61365	26/07/2024	
		Lesen Pepasangan Persendirian ref 59576	09/02/2024	
		Lesen Pepasangan Persendirian ref 59575	09/02/2024	
		Air Compressor SB PMT 10351	03/10/2024	
		JTK Potongan Gaji Pekerja re 2022/0021	30/01/2024	
		Licence to practise as dresser ref 03726	31/12/2023	
		KPDNHEP - diesel storage 18000L - S 003486	16/05/2024	
		Genting Layang Estate		
		MPOB License: license no: 50475980-2000	30/06/2024	
		Lesen Pepasangan Persendirian ref 63062	08/12/2024	
		Perniagaan Kelapa Sawit ref R10870/88	31/12/2023	
		Air Compressor SB PMT 64831	03/10/2024	
		JTK Potongan Gaji Pekerja re 2022/3/0157	02/07/2025	

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		<table><tr><td>Licence to practise as dresser ref 03763</td><td>31/12/2024</td></tr><tr><td>KPDNHEP - diesel storage 18000L - S 003484</td><td>16/05/2024</td></tr><tr><td>Kedai Runcit licence no LD/2023/439</td><td>31/12/2023</td></tr><tr><td>Genting Landworthy Estate</td><td></td></tr><tr><td>MPOB License: license no: 50382710-2000</td><td>31/01/2024</td></tr><tr><td>MPOB License: license no: 61869901-1000</td><td>31/08/2024</td></tr><tr><td>Lesen Pepasangan Persendirian ref 2304</td><td>08/12/2024</td></tr><tr><td>Lesen Pepasangan Persendirian ref 00135</td><td>04/04/2024</td></tr><tr><td>Lesen Pepasangan Persendirian ref 00134</td><td>18/04/2024</td></tr><tr><td>Perniagaan Kelapa Sawit ref 2022/2382</td><td>31/12/2023</td></tr><tr><td>Air Compressor SB PMT 64830</td><td>03/10/2024</td></tr><tr><td>JTK Potongan Gaji Pekerja re 2023/0108</td><td>05/06/2025</td></tr><tr><td>KPDNHEP - diesel storage 20000L - S 003514</td><td>23/06/2024</td></tr><tr><td>Kedai Runcit licence no KBTG/2023/1984</td><td>31/12/2023</td></tr><tr><td>JTK Menggaji Pekerja Bkn Pemastautin ref 0388</td><td>13/05/2024</td></tr></table>	Licence to practise as dresser ref 03763	31/12/2024	KPDNHEP - diesel storage 18000L - S 003484	16/05/2024	Kedai Runcit licence no LD/2023/439	31/12/2023	Genting Landworthy Estate		MPOB License: license no: 50382710-2000	31/01/2024	MPOB License: license no: 61869901-1000	31/08/2024	Lesen Pepasangan Persendirian ref 2304	08/12/2024	Lesen Pepasangan Persendirian ref 00135	04/04/2024	Lesen Pepasangan Persendirian ref 00134	18/04/2024	Perniagaan Kelapa Sawit ref 2022/2382	31/12/2023	Air Compressor SB PMT 64830	03/10/2024	JTK Potongan Gaji Pekerja re 2023/0108	05/06/2025	KPDNHEP - diesel storage 20000L - S 003514	23/06/2024	Kedai Runcit licence no KBTG/2023/1984	31/12/2023	JTK Menggaji Pekerja Bkn Pemastautin ref 0388	13/05/2024	
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		<p><i>Factory and Machinery Act 1967 –</i></p> <p>The following competency requirements were verified:</p> <table><tr><td></td><td>License no</td><td>Ref no</td><td>Validity Date</td></tr><tr><td>1</td><td>Steam Engineer</td><td>061/2015</td><td>006/04/2015</td></tr><tr><td>2</td><td>Boilerman G1</td><td>H/ED/140/92</td><td>20/10/1992</td></tr></table>		License no	Ref no	Validity Date	1	Steam Engineer	061/2015	006/04/2015	2	Boilerman G1	H/ED/140/92	20/10/1992																			
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3	Boilerman G2	H/ED/09/96	19/06/1996
4	Engine Driver G2	SB/15/EIP/02/66	23/11/2015
5	Chargeman AO	PJ1130287	02/09/2014
6	AESP	AE-P-2694U	25/07/2022
7	AGT	AGT-P-0080-V	23/02/2023
8	CEPSWAM	2322779	14/09/2023
9	CEPPOME	00033	06/05/2016
10	FFB Grabber	00947	13/02/2017
11	OSH Coordinator	SB/23/02/01582	15/03/2023

Air Monitoring

- a) Particulate – Stack sampling was carried out on twice yearly.
- b) Noted that monitoring was conducted on (at 12.0%) CO₂.

Boiler ref	Date	Results	EQA std
Boiler no 3 PMD2457	16/5/2023	105.5 mg/m ³	150 mg/m ³
Boiler no 2 PMD10315	7/6/2023	105.2 mg/m ³	150 mg/m ³

The stack sampling was carried out by Multi-Serve Sdn Bhd based Kota Kinabalu. The mill had commissioned an ESP in Dec 2020. The

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		report concluded that mill has fulfilled the 2 nd schedule regulation 13 of the Environmental Quality (Clean Air) Regulation 2014.	
2.1.2	A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations. - Minor compliance -	<p>The Legal Requirements Register (LRR) covers all the necessary regulatory requirements prepared by Sustainability Department and subject to annual review or changes in between. The list of applicable legal and other requirements was made available during the assessment and complied in the Sustainability Management Procedure Manual SMP-Genting Plantation Berhad-22 having revision no. 10 latest dated 27/05/2023. The list comprises of the following sections;</p> <ul style="list-style-type: none"> a) Environment / Safety & Health / Social b) Current practices & other requirements c) International Standards Requirement d) Downstream Manufacturing Scope <p>Among others the identified applicable laws and regulations relevant to its operations included the;</p> <ul style="list-style-type: none"> a) Environmental Quality Act 1974 and its Regulations, b) Factories and Machinery Act 1967 and its Regulations, c) Occupational Safety and Health Act 1994 and its Regulations, d) Pesticides Act 1974, e) Worker's Minimum Standards Housing & Amenities Act, 1990. Amended June 2020 f) Wildlife conservation Act 2010 g) National Forestry Act 1984 h) Malaysian Palm Oil Board 1998 	Complied

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		<ul style="list-style-type: none"> i) Holiday Act 1951 j) Land Ordinance (Amended Ordinance) k) Forest Enactment 1968 (Sabah No 2 of 1968) l) Native Courts Ordinance 1992 m) Passport Act 1966 / Workers Union Act 1959 n) Estate Hospital Assistants (Registration) Act 1965 o) Petroleum (safety Measures) Act 1984 p) Fire Services Act 1984 / q) Sales Tax Act 1972 – Sabah No 9 of 1972. r) Uniform Building By Laws 1986 s) Weights & Measures Act 1972 (Act 71) (Amendment 1981) t) Employees Social Security - Notification 2018 u) Minimum Wages Order 2022 v) Sabah Labour Ordinance Cap 67 - 1050 w) Drainage and Irrigation Ordinance 1956 x) Sabah water resources enactment 2002 y) EIA Order 2005 / Wildlife Conservation Enactment 1997 z) Employment Insurance System Act 2017 <p>The latest update was made to include downstream manufacturing dated 13/05/2022. The LRR was approved by SVP Plantation (Malaysia) , SVP Downstream and Group Processing Advisory and SVP Group Processing upon submission by Head of Sustainability.</p>	
2.1.3	Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.	The Estates have maps showing the locations of boundary stones that have been physically located and marked. Inspection of boundary stones/markers/trenching at the 4 estates, during the	Complied

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	<p>- Minor compliance -</p>	<p>field inspection confirmed that they were clearly marked and maintained. All the physical markers/Boundary stones along the legal boundaries between was visibly available.</p> <table border="1"> <thead> <tr> <th></th><th>Estate</th><th>Location</th><th>Neighbouring</th></tr> </thead> <tbody> <tr><td>1</td><td>Genting Tanjung</td><td>Blk 5</td><td>L/worthy Estate</td></tr> <tr><td>2</td><td>Genting Tanjung</td><td>Blk 2</td><td>Malbumi Estate</td></tr> <tr><td>3</td><td>Genting Tanjung</td><td>Blk 5</td><td>K/Sundram Plantation</td></tr> <tr><td>4</td><td>Genting Tanjung</td><td>Blk 1</td><td>Tenera Eco Estate</td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td>1</td><td>Genting Layang</td><td>Blk 22</td><td>Malbumi Estate</td></tr> <tr><td>2</td><td>Genting Layang</td><td>Blk 2A</td><td>Teh Ah Bu Estate.</td></tr> <tr><td>3</td><td>Genting Layang</td><td>Blk10</td><td>KS Oil Estate</td></tr> <tr><td>4</td><td>Genting Layang</td><td>Blk 16</td><td>Pontian Plantation</td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td>1</td><td>Genting Landworthy</td><td>Blk 47</td><td>JC Chang Estate</td></tr> <tr><td>2</td><td>Genting Landworthy</td><td>Blk 65</td><td>Morisem Estate IOI</td></tr> <tr><td>3</td><td>Genting Landworthy</td><td>Blk 19</td><td>Win King Estate</td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td>1</td><td>Genting Tenegang</td><td>Blk 29</td><td>Pahang Enterprise</td></tr> <tr><td>2</td><td>Genting Tenegang</td><td>Blk 39</td><td>Asia Oil Palm Estate</td></tr> </tbody> </table>		Estate	Location	Neighbouring	1	Genting Tanjung	Blk 5	L/worthy Estate	2	Genting Tanjung	Blk 2	Malbumi Estate	3	Genting Tanjung	Blk 5	K/Sundram Plantation	4	Genting Tanjung	Blk 1	Tenera Eco Estate					1	Genting Layang	Blk 22	Malbumi Estate	2	Genting Layang	Blk 2A	Teh Ah Bu Estate.	3	Genting Layang	Blk10	KS Oil Estate	4	Genting Layang	Blk 16	Pontian Plantation					1	Genting Landworthy	Blk 47	JC Chang Estate	2	Genting Landworthy	Blk 65	Morisem Estate IOI	3	Genting Landworthy	Blk 19	Win King Estate					1	Genting Tenegang	Blk 29	Pahang Enterprise	2	Genting Tenegang	Blk 39	Asia Oil Palm Estate	
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Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.																																																																							

2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>Genting Tanjung Oil Mill and its supply base maintain lists of all contracted parties. The list was available in the stakeholder list provided for verification during the assessment.</p>	Complied
2.2.2	<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.</p> <p>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>	<p>The Memorandum of Agreement (MOA) was available for verification for all contracted parties with the mill and estates. The MOA contains specific clause on meeting applicable legal requirements. Verified the sampled MOA as follows:</p> <p>Genting Tenegang Estate</p> <ol style="list-style-type: none"> 1) Contractor (Loading and Transporting of FFB and Loose Fruit): Wong Tet Ming Transport; Agreement Number: GTGE/FFB/22/01/01; Agreement Date: 01/01/2022. 2) Contractor (Loading and Transporting of FFB and Loose Fruit): Kontractor SN Tan Transport; Agreement Number: GTGE/FFB/22/01/02; Agreement Date: 01/01/2022. 3) Contractor (Loading and Transporting of FFB and Loose Fruit): Syarikat Perusahaan Kan; Agreement Number: GTGE/FFB/22/01/03; Agreement Date: 01/01/2022. <p>Genting Tanjung POM</p> <ol style="list-style-type: none"> 1) Sampling on Contract agreement between Landasan Kembar Sdn Bhd and Genting Tanjung POM dated 01/03/2023. 2) Sampling on Contract agreement between Chong Shu Min Trading Sdn Bhd and Genting Tanjung POM dated 01/03/2023.. This agreement valid until 28/02/2023. <p>Genting Layang Estate</p> <ol style="list-style-type: none"> 1. Contract agreement between Genting Bukit Layang Estate and Syarikat Pengangkutan Sri Timbulus sighted 	Non-compliance

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		<p>dated 01/01/2022</p> <p>Genting Tanjung Estate</p> <ol style="list-style-type: none"> 1. Contract agreement between Syarikat Perusahaan Kan agreement number: GTJE/MOA/22/01/01 dated 01/01/2022 2. Contract agreement between Dewa Enterprise agreement number: GTJE/MOA/22/01/02 dated 01/01/2022 <p><u>Major Non-conformities</u></p> <p>Verification of documentation is as the following:</p> <p><u>Genting Tanjung Estate</u> Sample taken on contractor Genexxxx Berixxxx Sdn Bhd, for both the contractor found that the management has contributed for SOCSO for the salary. Each workers were given salary of RM 2500.00 and verification made on the employer SOCSO Contribution is RM 18.10. Further verification on employer contribution rate through https://www.perkeso.gov.my/kadar-caruman.html found that the SOCSO Contribution for RM 2500 on the employer side is RM 44.65.</p> <p><u>Genting Layang Estate</u> Sample taken for contractor on the FFB Transporter – Max Fxx Hixx, has employed the foreign workers for transporting the FFB. Verification on the SOCSO records for that the employer has deducted the employee share for the SOCSO contribution for sample taken for the month of July until September 2023. Found that the NC has been raised previously on the same issue in previous audit, the Minor NC is escalated to Major NC</p>	
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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 -	The Memorandum of Agreement (MOA) was available for verification for all contracted parties with the mill and estates. The MOA includes specific clause disallowing child, forced and trafficked labour. Verified the sampled MOA/Additional Addendum.	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 One or more supporting documents for claims Valid MPOB license - Critical (Major) compliance -	A list of all directly sourced FFB is available for verification in the Genting Tanjung Oil Mill Approved Supplier List – FFB Supplier containing information about names of the suppliers, MPOB License number, geo-location and the status of the third party FFB suppliers land ownership. GTOM receives RSPO certified FFB from own estates i.e., Genting Tanjung Estate, Genting Bahagia Estate, Genting Tenegang Estate, Genting Landworthy Estate and Genting laying Estate. The mill also receives non-certified FFB from external estates and smallholders. Sighted sample information of external FFB provider as following: <ul style="list-style-type: none"> - FFB Supplier: Malbumi Estates Sdn. Bhd.; MPOB License: 502782102000; GPS Location: 5° 34' 25.08" N, 118° 21' 13.39" E - FFB Suppliers: Tentu Murni Sdn Bhd; MPOB License: 509332802000; GPS Location: 5° 24' 46.24" N; 118° 14' 9.82" E - FFB Supplier: Ace Foremost; MPOB License: 503622702000; GPS Location: 5° 26' 09.6" N, 118° 16' 20.4" E 	Complied
2.3.2	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. - Minor compliance -	No indirectly sourced FFB purchased by GTOM from either collection centres, agents or other intermediaries as all external FFB suppliers are among smallholders and small growers only. Therefore, this indicator is not applicable.	Not Applicable
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.			

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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>Business management available in documented information sighted in all operating units within Genting Tanjung certification unit as per sample for GBGE Projection and GTOM Projection for Year 2023 to 2027; BF 9 Appendix III for Crop Intake (mt), Processing Cost (RM/mt), Extraction Rates (%) & Capital Expenditure (RM) for following:</p> <p>- Buildings: Residential & Factory</p> <p>- Infrastructures: Roads & Bridges</p> <p>- Plant & Machinery: Processing & Others, Vehicles and Furniture & Fittings, Computer</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>Annual replanting programme projected for a minimum 5 years available in documented information sighted in all operating units within Genting Tanjung certification unit as per hectarage (ha) figures in each year from 2023 until 2027 as following:</p> <table><tr><td></td><td>2023</td><td>2024</td><td>2025</td><td>2026</td><td>2027</td></tr><tr><td>Genting Tanjung Estate</td><td>529.07</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Genting Tenegang Estate</td><td>453.12</td><td>373.73</td><td>303.12</td><td>0</td><td>0</td></tr><tr><td>Genting Layang Estate</td><td>456.31</td><td>597.61</td><td>838.01</td><td>895.80</td><td>932.11</td></tr><tr><td>Genting Landworthy Estate</td><td>494.23</td><td>486.92</td><td>429.68</td><td>393.47</td><td>388.69</td></tr></table>		2023	2024	2025	2026	2027	Genting Tanjung Estate	529.07	0	0	0	0	Genting Tenegang Estate	453.12	373.73	303.12	0	0	Genting Layang Estate	456.31	597.61	838.01	895.80	932.11	Genting Landworthy Estate	494.23	486.92	429.68	393.47	388.69	Complied
	2023	2024	2025	2026	2027																												
Genting Tanjung Estate	529.07	0	0	0	0																												
Genting Tenegang Estate	453.12	373.73	303.12	0	0																												
Genting Layang Estate	456.31	597.61	838.01	895.80	932.11																												
Genting Landworthy Estate	494.23	486.92	429.68	393.47	388.69																												

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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>Management review meeting latest conducted as per records of ISCC, MSPO Part 3, Part 4 and RSPO P&C Management Review Meeting Minutes GTOM, GTJE, GLYE, GLWE, GBGE & GTGE; Date: 20/10/2023; Venue GPRC Meeting Room GTJE & MS Teams. As per verification, there is evidence that several issues has been discussed such as previous audit result for external and internal including corrective action for issues that has been highlighted, customer feedback main on CPO and PK buyer, FFB suppliers, performance of FFB received in term of grading, mill performance and any other issues highlighted. The meeting has been chaired by the JCC chairperson which also Genting Tanjung Estate Senior Manager.</p>	Complied
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>This has been established in the Continuous Improvement Plan 2023 updated in Jan 2023 respectively for both the Mill and Estates. This compilation was made with subject to the consideration of the main social and environmental impacts. These include to continue engagement with relevant stakeholders (workers, surrounding communities, government agencies, agencies, suppliers and contractors. Management documents related to environmental plans and impact assessments maintained were available. Among the documents were:</p> <ul style="list-style-type: none"> a. Environmental Aspect Identification (EAI) and Environmental Impact Evaluation (EIE) registers. b. Environmental Improvement Plan 2023 c. Pollution Prevention Plan 2023 d. Water Management Plan. 2023 e. Waste Management Plan 2023 	Complied

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		<p>The initiatives among others as listed below</p> <p>Reduction in use of pesticides</p> <ul style="list-style-type: none"> a. The estates adopted several continuous improvements in reducing of pesticides i.e. increasing planting of beneficial plants mainly <i>Tunera subulata</i>, <i>Cassia cobanensis</i> and <i>Antigonon leptopus</i>. b. The estate also adopted planting of <i>Leguminious</i> Cover Crop mainly <i>Pueraria Javanica</i> and <i>Calopogonium Mucunoides</i> at replanting area to minimize circle and selective weeding. c. Woody sprayings were carried out whenever necessary and only twice a year. Blanket spraying was not practiced encouraging soft grasses in inter row and frond stacking area. d. Mill wastes such as EFB were used as mulch in the selected fields where the application is economically viable. <p>Environmental impacts</p> <ul style="list-style-type: none"> a. Construction of sump at chemical and workshop to prevent ground or water contamination. b. Collect back fertilizer bags and allocate store for control of misused. c. use of tray for tractor parking to prevent ground contamination 	
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		<p>Waste reduction</p> <p>The management had planned to reduce emission by daily inspection and monitoring for their farm tractors / lorries to prevent any leakage and problem which can impact on smoke emission.</p> <p>Pollution and greenhouse gas (GHG) emissions</p> <p>The management of the estate had plan to reduce emission by daily inspection and monitoring for their farm tractors/ lorries to prevent any leakage and problem which can impact on smoke emission</p> <p>Optimizing the yield of the supply base.</p> <p>The yield performance has always been the top priority in ensuring long-term economic and financial viability. In general, various efforts to optimize the yield of the plantation among others</p> <ul style="list-style-type: none">a) maximizing crop recovery,b) optimum ripeness standard (harvest ripe bunches only and 100% loose fruit collection),c) the soil fertility were maintained and planting only high yielding planting material <p>Others improvement and enhancement program as shown below;</p> <table><tr><th></th><th>Section</th><th>Details</th></tr><tr><td>1</td><td>Genting Tenegang</td><td>4 units family quarters</td></tr></table>		Section	Details	1	Genting Tenegang	4 units family quarters	
	Section	Details							
1	Genting Tenegang	4 units family quarters							

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		2	Genting Tenegang	Rubber crawler-Harvesting mechanization													
		3	Genting Landworthy	Multi Purpose Hall RM56K													
		4	Genting Landworthy	Surau upgrading Div 2/New Surau Div 4													
		5	Genting Landworthy	New Housing 4 units													
		6	Genting Landworthy	1 new van for workers													
		.															
		Genting Tanjung Oil Mill.															
The mill had the following projects in the forthcoming 5 years in the CAPEX as part of the process continuous plan.																	
<table><tr><td></td><td>Section</td><td>Details</td></tr><tr><td>1</td><td>Environmental</td><td>Resurfacing EFB flooring and new roofing</td></tr><tr><td>2</td><td>Environmental</td><td>Expansion/depth of water catchment</td></tr><tr><td>3</td><td>Social</td><td>Water tank for workers houses 10 units</td></tr><tr><td>4</td><td>Social</td><td>Replacement of workers quarters 4 units</td></tr></table>				Section	Details	1	Environmental	Resurfacing EFB flooring and new roofing	2	Environmental	Expansion/depth of water catchment	3	Social	Water tank for workers houses 10 units	4	Social	Replacement of workers quarters 4 units
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		<p>The mill has established the continuous improvement plan in consideration of environmental and social impacts. Among the sampled continuous improvement plan as follows</p> <ul style="list-style-type: none"> a) To receive and act on any environmental complaints through internal and external communications b) Reuse production waste for process stability c) Supply biomass waste as fertilizer for estates d) Recycling of bunch ash as fertilizer e) To build up and maintain good relation with stakeholder and surrounding communities via program conducted by the mill. 	
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>	<p>As per verification on data as per record of workers, total workers, demographic, OSH data and HCV data. The data in RSPO Metric template 2.1 was accurate as per verification.</p>	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>The estates operations are guided by the following manuals.</p> <ul style="list-style-type: none"> a) Genting Plantations Oil Palm Manual OPM issued on 9/11/99 updated June 2013. <ul style="list-style-type: none"> - Land preparation/nursery/planting/soil conservation/ - Pest & Disease/weeding/fertilizer application/harvesting 	Complied

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		<ul style="list-style-type: none"> - Managing difficult soils/crop forecast b) Sustainability Management Procedure Manual 1/8/13 revised in 7/2/19. c) OSH Manual dated 1/1/2010. d) Environmental Control Procedure – 01/9/2018 e) Store Operating Manual – 2014 f) Standard Operating Procedure Estates rev 2 (Dec 10) rev 3 (Oct 13) g) Jobs description - 2012 <p>The soil fertility and yield enhancement are described in details in the Oil Palm Manual under the following sections:</p> <ul style="list-style-type: none"> a) OPM No 7. Manuring of oil palm b) OPM no 13. Managing difficult soils <p>The procedures as documented in the manuals and SOP were disseminated to the staff/workers through morning briefings and training. The manuals are kept in the main office for references of employees particularly for the supervisory personnel. Field inspection and interviews with the workers confirmed that the SOP had been implemented and they understood the requirements of the SOP. The SOP included the operation activities from seedlings in nursery to planting of young palms and plantation upkeep to mill FFB receipt.</p>	
3.3.2	A mechanism to check consistent implementation of procedures is in place. - Minor Compliance -	The estates had an established mechanism to perform checking to ensure consistent implementation of procedures	Complied

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			<table border="1"><thead><tr><th></th><th>Areas</th><th>Action/Activities</th></tr></thead><tbody><tr><td rowspan="2">1</td><td rowspan="2">Daily</td><td>Supervision by staff/Assist/Manager</td></tr><tr><td>Report of daily activities/costings/variation</td></tr><tr><td rowspan="5">2</td><td rowspan="5">Schedule</td><td>Quarterly ESH meeting</td></tr><tr><td>Internal audits by GCAD / SHO / SD</td></tr><tr><td>Region SHO 2x/year visits</td></tr><tr><td>External audit RSPO /MSPO</td></tr><tr><td>Gen Manager / Planting Adviser / Agronomist visit.</td></tr><tr><td rowspan="2">3</td><td rowspan="2">Annual</td><td>Annual EPMC</td></tr><tr><td>Medical surveillance</td></tr><tr><td>4</td><td>Regulatory visit</td><td>MPOB / DOE / DOSH / for statutory visit machinery CF renewal and environmental issues and licenses.</td></tr></tbody></table>		Areas	Action/Activities	1	Daily	Supervision by staff/Assist/Manager	Report of daily activities/costings/variation	2	Schedule	Quarterly ESH meeting	Internal audits by GCAD / SHO / SD	Region SHO 2x/year visits	External audit RSPO /MSPO	Gen Manager / Planting Adviser / Agronomist visit.	3	Annual	Annual EPMC	Medical surveillance	4	Regulatory visit	MPOB / DOE / DOSH / for statutory visit machinery CF renewal and environmental issues and licenses.	
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<p>The monitoring of the SOP implementation was closely made by all levels of the supervisory personnel with records maintained and checked. Among others the records maintained are;</p> <ul style="list-style-type: none">i. Daily production/work records for the core activities at the estatesii. field cost book / chemical consumption recordiii. mature/immature field work program- fertilizer application,																									

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		<ul style="list-style-type: none"> - herbicide spraying, / rat baiting , - Harvesting and collection of FFB. <p>All the above records were kept for a minimum period of 12 months. In addition the management adopted the following check and balances through visit of the following dept /superiors</p> <ol style="list-style-type: none"> Agronomic advisory report and fertilizer recommendation minimum 1x/year to monitor matters relating to; <ul style="list-style-type: none"> - nutrient deficiency, fertilizer program, - pest & disease ganoderma infection, rat and RB attack, - EFB mulching program for the year etc. Plantation Advisory visit producing "Estate Visit Report" at frequency of 2x/year performing assessment relating to; <ul style="list-style-type: none"> - land use, capital expenditure, general charges, - oil palm (mature & immature area) field condition - crop performance and cost - vehicles & equipment, amenities, - labour and security etc. - Activities by Contractors are monitored to ensure compliance. <p>Internal audit by the Sustainability Dept scheduled 2x/year for each unit. The exercise is to inspect and monitor compliance on ISCC/MSPO/RSPO standard requirement. Results from assessment of which are tabled and discussed during the Management Review. The mechanisms as established have been implemented. This is verified via the records maintained in all units daily, monthly and</p>	
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		annually.	
3.3.3	Records of monitoring and any actions taken are maintained and available. - Minor Compliance -	<p>The implementation of SOP are monitored on a daily basis by the field staffs and Assistant Managers with overall overview by the Managers. The monitoring is made via supervision and records maintenance. The estates among others maintained the following records.</p> <ul style="list-style-type: none"> a) work program / Field cost books b) bin cards, Harvesting Intervals, c) Monthly Estate Report and Account, d) Monthly Operations, monthly rainfall, e) pest and diseases monthly return, f) agrochemical monthly consumption g) harvesting details i.e. daily inspection report - yield improvement program, h) summary of machinery running hours i) harvesting records detailing the number of bunches harvested j) quantity of loose fruit collected by each harvesters. k) Monthly FFB production, etc. <p>Similarly the mill, the monitoring records maintained among others were related to;</p> <ul style="list-style-type: none"> a) monitoring of effluent / black smoke b) Processing & produce parameters c) Dispatches / scheduled wastes etc. d) monitoring consistent implementation of procedures through internal audit 	Complied

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		<p>e) daily shift report for the process performance .</p> <p>f) There was a flow chart showing method for monitoring compliance of requirements including legal requirements.</p> <p>g) Internal audits are performed once a year minimum</p> <p>Activities carried out by contractors are being monitored via the following among others</p> <p>a) The estate monitors to ensure that no contractors bring along their family members to work in the field.</p> <p>b) The estate ensure that the contractors are providing PPE, suitable working equipment and</p> <p>c) no unauthorized personnel including family members are present at site.</p> <p>Records of follow up action, if any, are retained.</p>	
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>There were no new planting in the estates visited during the audit. This is verified through the following document/assessment</p> <p>a) Hectare statement compared to the previous year.</p> <p>b) Interviews with the management</p> <p>c) Field visits and verification.</p> <p>The assessment of both the above was made in Social/Environmental Improvement and Management Plan 2023 (Pelan Pengurusan (Management Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang/Kilang) among others aimed;</p>	Complied

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		<p>a) To assess current condition based on identified potential aspects</p> <p>b) To verify presence of protected & conservation areas that could be significantly affected.</p> <p>c) To assess the social & environmental impact on the affected areas/stakeholders arising from the estate/mill activities.to reduce and control the pollution (negative impacts) and action plan to sustain the environmental impact (positive) has been developed with details in EIA assessment form standardized by the Sustainability Dept.</p> <p>d) To comply with various sustainability certification schemes</p> <p>The activities involved discussion with the estate management, sighting the documentation, observation on sites and surrounding, and interview with stakeholders adjacent to the conversion areas. The assessment covered the aspect of boundary control, water resources (if any), protection of river (if any), soil erosion and sedimentation of silt, planning of replanting program, protection of sensitive area, waste (oil, toxic soil and biomass) and air quality control. All the above documents were updated accordingly respectively in Jan 2022. These content are reviewed annually for any revision and updates .</p> <p>The Social/Environmental Management Plan (Pelan Pengurusan (Management Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang/Kilang) for 2023 produced among others includes the following;</p> <p>a) Organization information</p> <p>b) Scope of assessment & team</p>	
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		<ul style="list-style-type: none"> c) Methodology assessment timeline, approach and parameters d) SEAI matrix and findings. <p>All sites and the reports were visited and sighted respectively by the auditors in presence of the SD, Regional SHO estates and mill personnel.</p>	
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/Environmental Improvement and Management Plan (Pelan Pengurusan (Management Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang/Kilang) for period 2023 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) PPE issuance and compliance for employees d) SW / Domestic waste disposal e) Enhance understanding on safety guidelines in mill. f) Health awareness among employees. g) Adherence to the PPE specified according to operations h) Audio metric test awareness among employees. 	Complied

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		<p>The aspect and impact analysis for all the mill/estate operations are documented and revised annually respectively in July / Aug for the estates and mill. In the comprehensive report, the study of aspect and impact are aimed to;</p> <ul style="list-style-type: none"> a) Plan to avoid negative impact and to promote positive impacts. b) Reduction disposal of waste taking into consideration of social responsibilities. c) Plan to reduce pollution and release of GHG d) Development and implementations. <p>The aspect and impact covered the following activities/operations among others;</p> <table border="1"> <thead> <tr> <th></th><th>Estate - Activities</th><th></th><th>Estate - Activities</th></tr> </thead> <tbody> <tr> <td>1</td><td>Pesticides Application</td><td>10</td><td>Vehicle maintenance</td></tr> <tr> <td>2</td><td>Fertilizer Application</td><td>11</td><td>EFB application</td></tr> <tr> <td>3</td><td>Harvesting / Pruning</td><td>12</td><td>Fertilizer storage /application</td></tr> <tr> <td>4</td><td>Scrap Iron Storage</td><td>13</td><td>HCV / Conservation Area</td></tr> <tr> <td>5</td><td>Diesel/Lubricant Storage</td><td>14</td><td>Chemicals storage</td></tr> <tr> <td>6</td><td>Chemical Mixing / Rinsing</td><td>15</td><td>Water Treatment Plant</td></tr> <tr> <td>7</td><td>Internal Transport</td><td>16</td><td>Field upkeep /maintenance</td></tr> <tr> <td>8</td><td>Workshop</td><td>17</td><td>Line site / Workplace</td></tr> </tbody> </table>		Estate - Activities		Estate - Activities	1	Pesticides Application	10	Vehicle maintenance	2	Fertilizer Application	11	EFB application	3	Harvesting / Pruning	12	Fertilizer storage /application	4	Scrap Iron Storage	13	HCV / Conservation Area	5	Diesel/Lubricant Storage	14	Chemicals storage	6	Chemical Mixing / Rinsing	15	Water Treatment Plant	7	Internal Transport	16	Field upkeep /maintenance	8	Workshop	17	Line site / Workplace	
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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>	The Social/Environmental Action Plan 2023 available for each units were available having information i.e issues, management plan,	Complied																																												

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		<p>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. <p>Management and monitoring plans were implemented, reviewed and updated by each operating in a participatory through consultation with stakeholders and assistance by Sustainability Department personnel. The mill and estates had established Environmental Continual Improvement Plan among others the following activities/operations</p> <ul style="list-style-type: none"> a. The estate HCV area checklist to records the monitoring conducted at the HCV areas. b. The estate monitors the river water quality on six monthly basis c. The estate monitor the water usage for estate operation on monthly basis. 	
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

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3.5.2	Employment procedures are implemented, and records are maintained. - Minor Compliance -	<p>Verifications has been made for local and foreign workers in term of implementation of procedure. There is evidence that procedure has been properly implemented. Document verified as per below:</p> <ul style="list-style-type: none"> a) Job application forms b) Interview records c) Approval records d) Employment contract/ Contract of services. <p>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. It has been further verified through interview with the workers itself which confirmed that recruitment procedure has been implemented accordingly.</p> <p>There is no termination has been made by the management for both operating units.</p>	Complied
Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
Guidance: Refer to Occupational Safety & Health Act and Regulation 1994			
3.6.1	(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented. - Critical (Major) compliance -	<p>Based on Occupational Safety and Health Policy; Signed by Tan Wee Kok, President & Chief Operating Officer; 1/7/2023, all operations are risk assessed to identify H&S issues with main objectives as following:</p> <ul style="list-style-type: none"> a. Provide safe and healthy workplace b. Comply with OSH legal and other related requirements c. Create awareness and provide OSH information d. All Machinery and equipment maintain properly 	Complied

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		<p>e. Prevent accident, occupational disease, investigate to prevent recurrence.</p> <p>The OSH plan covers the mitigation and procedures as following:</p> <ul style="list-style-type: none"> - Sighted OSH policy communicated and posted at notice board and communicated to workers in Morning Roll Call meeting of Genting Tanjung Oil Mill. Training on policy for safety and health already been conducted on 02/06/2023. - A Hazard Identification, Risk Assessment and Risk Control Procedure (SP-MGR-01) Rev.01 dated 01/08/2017 was documented as sampled. Risk Assessment Scoring 1-3 (Low), 4-7 (Medium), 8-16 (High). Only Low Risk is acceptable and not require having new control measure. Any new control measure proposes need to write a timeline of implementation in the HIRARC form. <p>Individual operating units' OSH plan documented and implemented as following:</p> <p>GTOM:</p> <ul style="list-style-type: none"> - Hazard Identification, Risk Assessment & Risk Control (HIRARC); Record # SP-MGR-01-F01-0; Rev. 5; Company name: Genting Tanjung Oil Mill; Station/Operation: Boiler Plant; Date: 01/09/2023- Revised Activity/Station: Operating Boiler; Hazard: Caught in rotary equipment; Effect: Serious Injury; Risk Analysis: Probability 2 x 3 Severity = 6 Risk level (score); Existing control: PPE-shoe, glove, safety helmet, LOTO, warning signage - Previous HIRARC; Record # SP-MGR-01-F01-0; Rev. 5; Date: 06/08/2022 – not identified on operated boiler activities 	
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		<ul style="list-style-type: none"> - GTOM Chemical Health Risk Assessment Report; ref. #HQ/11/ASS/00/290-2020/049); Assessor's Name: ChM Suzanna J Rice Oxley; DOSH Reg. # HQ/11/ASS/00/290; Date of assessment: 30/11/2020; Report ref. # RSSB/CHRA/2020-049 by Rehpro Scientific Sdn. Bhd. - Fume Hood Inspection Form (Monthly); Local Exhaust Ventilation (LEV) Checklist; SOP-LAB-01-F01-0 <p>GLYE:</p> <ul style="list-style-type: none"> - HIRARC Training; Date: 25/9/2023; Attendance: OSH Committee Members (13 pax) - Chemical pump calibration, chemical mixing and measurement (technical) and empty chemical container triple rinse training; Date: 16/08/2023 by G-Planter; Attendance: Chemical handler <p>GTJE:</p> <p>CHRA JKKP HQ/03/ASS/00/154-2019/055 dated 25/03/2019 – 31/10/2019 conducted by QMSPRO Sdn Bhd</p> <p>CHRA 2021 supplementary report (JKKP HQ/03/ASS/00/154-2021/049 by QMPRO Sdn Bhd dated 11/02/2021. Management conducted the medical surveillance yearly basis, the record verified dated 16/07/2022. The total workers involved was 8 workers included nursery and P&D sprayer and result all fit to work with chemical.</p> <p>Noise Risk Assessment conducted by Dr Mohd Azizan Bin Abdul Aziz (HQ/18/PEB/00/00024) dated 07/04/2021. As per 2021 Initial Noise Risk Assessment; Genting Tanjung Estate; Genting Plantations Berhad JKK # SB/11/04/2371; Report ref. # CC/0421/056; Assessor: Dr. Mohd. Azizan Bin Abdul Aziz; DOSH Reg. # HQ/18/PEB/00/00024; Assessment date: 07/04/2021. Based on report:</p>	
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		<p>Group exposed to >Excessive noise 82 bB (A) but <NEL:</p> <ul style="list-style-type: none"> - Farm Tractor Driver - Grass Cutter Operator <p>Personal noise exposure monitoring indicated TWA8:</p> <ul style="list-style-type: none"> - Backhoe Driver - Chainsaw Operator - Compactor Driver - Grader Driver - Motorized Cutter Operator - Power Barrow (Mini Dumper) Driver <p>Above NEL >85dB (A) and exceeding >115 dB (A):</p> <ul style="list-style-type: none"> - Backhoe Driver - Motorized Cutter Operator - Power Barrow (Mini Dumper) Driver <p>Above NEL >85dB (A) and exceeding >140 dB (A):</p> <ul style="list-style-type: none"> - Motorized Cutter Operator - Power Barrow (Mini Dumper) Driver <p>Latest Audiometry Test by DAB OH Sdn. Bhd. as per following:</p> <ul style="list-style-type: none"> - Genting Tanjung Estate Audiometry Test Summary Report for January; Assessment Date: 26/01/2023; Total Participant: 18; 15 Workers Normal Hearing; 2 Workers Abnormal Audiogram 	
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		<p>(Must be examine by OHD); 1 Worker Standard Threshold Shift (To repeat within 3 months);</p> <ul style="list-style-type: none">- Follow-up: Genting Tanjung Estate Summary Report Medical Check Up for Abnormal Audiogram for April; Assessment date: 05/04/2023; 0 worker normal audiogram; 2 workers conductive hearing loss (Recommendation Action Plan: 1) Continue annual audiometry; 2) Training and education; 3) Provision of PHP); 1 worker sensorineural loss (Recommendation Action Plan: Recommended for Diagnostic Audiometry; 1) Continue annual audiometry; 2) Training and education; 3) Provision of PHP)- Follow-up: Genting Tanjung Estate Summary Diagnostic Audiometry Report for June; Assessment date: 12/06/2023; Recommended Action Plan: Referral to a doctor for further intervention before repeating test (next annual) <p>NPK Compound Manuring in Div. 3 Block 51; HIRARC; Risk Assessment Form; Genting Plantations Berhad; Process: Fertilizer Manual Application; Location: Estate; Evaluation date: 5/1/2023; Date approved: 31/3/2023;;</p> <table><tr><th>Activity</th><th>Hazard</th><th>Impact</th><th>Existing control</th><th>Score (Severity x Probabilit y)</th></tr><tr><td>Fertilizer Manual Applicati on</td><td>Hazardo us chemica ls</td><td>Skin allergies, dizziness, nausea</td><td><ul style="list-style-type: none">- Manuring SOP- Manuring training- PPE (foot protection,</td><td>4 x 1 = 4</td></tr></table>	Activity	Hazard	Impact	Existing control	Score (Severity x Probabilit y)	Fertilizer Manual Applicati on	Hazardo us chemica ls	Skin allergies, dizziness, nausea	<ul style="list-style-type: none">- Manuring SOP- Manuring training- PPE (foot protection,	4 x 1 = 4	
Activity	Hazard	Impact	Existing control	Score (Severity x Probabilit y)									
Fertilizer Manual Applicati on	Hazardo us chemica ls	Skin allergies, dizziness, nausea	<ul style="list-style-type: none">- Manuring SOP- Manuring training- PPE (foot protection,	4 x 1 = 4									

			apron, gloves, respiratory protection, eye protection)		
		<p>Hextar Safety Data Sheet; Product name: Compacted 14/8/19/3+0.4B;</p> <ul style="list-style-type: none"> - Section 2: Hazards Identification – 2.1 Classification of the mixture: Skin irritant (H315), eye irritant (H320); 2.4 Hazards statements: H315 – Causes mild skin irritation; H320 – Causes mild eyes irritation; 2.5 Precautionary statements: P280 – Wear protective gloves/clothing/eye protection; P305+P351 – If in eyes: Rinse cautiously with water for several minutes. Remove contact lenses, if present and easy to do. Continue rinsing. - Section 8: Exposure Control/PPE – 8.4 Eye Protection: Use safety goggle and/or full-face shield where splashes possible <p>Behn Meyer Safety Data Sheet; Product identifier: Mixture NK 12.5-30 (Fertliilzer)</p> <ul style="list-style-type: none"> - Section 2: Classification according to CLASS Regulation 2023: Acute toxicity (oral) Category 4 H302; Serious eye irritation Category 2 H319; Precautionary statements: P280 – Wear eye protection/face protection; P305+P351+P338 – If in eyes: Rinse cautiously with water for several minutes. Remove contact lenses, if present and easy to do. Continue rinsing; P337+P313 – If eye irritation persists: Get medical advice/attention - Section 8: Exposure controls/PPE – 8.2 Eye Protection: Chemical goggles <p>GLWE:</p>			

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		<p>Supplementary Chemical Health Risk Assessment Report; Genting Plantations Berhad; Genting Landworthy Estate; February 2021'; Report # JKPP HQ/03/ASS/00/154-2021/037; Prepared by: QMSPro Sdn. Bhd. for Crop Protection (M) Sdn. Bhd. CHRA Assessor: Hajah Noormahani Harun; DOSH Reg. # HQ/03/ASS/00/154; Date of Assessment: 11/02/2021</p> <p>OSH risk was assessed and reviewed as evidence from Risk Assessment Form (GENP/HIRARC/01/007) dated 01/10/2022. Activities covered included Change and pump tyre, Security rounding, Field monitoring, Nursery, Genset operation, Clinic, Workshop operation, Replanting, FFB Transportation, Store operation, Chemical mixing, Manuring and etc.. All risk assessed and scored as Low from the Risk Assessment Form sampled for Year 2022.</p> <p>GTGE:</p> <p>NRA was available as per report ref: CC/0421/057 dated 09/04/2021 by DAB OH Sdn Bhd. The result stated to send for workers that work as per below needed for undergo baseline and annually audiometric test;</p> <p>Compactor driver, Farm Tractor Driver, Grass cutter operator and Superbull Driver.</p> <p>CHRA was available dated 29/03/2019-31/10/2019 referred report JKPP HQ/07/ASS/00/236-2019/154</p> <p>CHRA supplementary report (JKPP HQ/03/ASS/00/154-2020/031 by QMPRO Sdn Bhd dated 30/01/2020. Management conducted the medical surveillance monthly basis check by HA, the record verified dated 25/10/2022. The total workers involved was 5 workers included P&D sprayer and result all fit to work with</p>	
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		chemical. Medical surveillance by OHD also conducted on 20/03/2021 at Klinik Elopura Sdn Bhd. Audiometric test conducted at DAB OH SDN BHD dated 12/01/2022. From the result showed that 4 workers were having the abnormal hearing result.	
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>Monitoring of the effectiveness of the H&S plan to address health and safety risks to people implemented based on identified high risk activities and operations in the mill and estates.</p> <p>OSH Risk was assessed as recorded in Risk Assessment Form (SP-MGR-01-F01-0 Rev.05) dated reviewed on 01/09/2023 for various activities in Beltpress, ESP Plant, Weightbridge & Office, FFB Grading, Security, Loading Ramp, Crane Station, Engine Room and other activities assessed as sighted in the HIRARC.</p> <p>Found in the HIRARC Form such as Engine Room, Confined Space, Press, Boiler Plant with risk score 4-6 not proposed with new control measure and dateline of implementation. The current Risk Control should be considered first before assessment conducted.</p> <p>Verified the HIRARC confirmed that the management had reviewed HIRARC of shredded/fiber to avoid spark from cigarette buds at the storage area. The warning signboard No Smoking being fixed at the fiber station.</p> <p>Chemical Health Risk Assessment was conducted in compliance to the OSHA Act 1994 and the Use and Standard of Exposure of Chemicals Hazardous to Health (USECHH) Regulations 2000 to assess the risks associated to hazardous chemicals used in the Mill. The CHRA reports were available Report (Ref. Number: RSSB/CHRA/2020-049) conducted by Rehpro Scientific Sdn Bhd (DOSH Registration: HQ/11/Ass/00/290) 30/11/2020 by assessor: Chm Suzanna J Rice Oxley.</p>	Complied

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		<p>Medical Surveillance was conducted for workers exposed to chemicals and welding fumes in the Mill as recommended in the CHRA. The medical surveillance was conducted to monitor the level of exposure on the workers towards the chemicals and fumes. Medical Surveillance was conducted on 26/09/2023 by Dab Oh Sdn Bhd for 24 Mill workers from workshop & laboratory who have been exposed to chemicals and fumes. The medical surveillance (PO No: ATOMP23771 dated on 23/09/2023) result is not yet ready, follow-up by the management that medical surveillance report expected be ready by November 2023.</p> <p>Noise Risk Assessment Report (NRA) was conducted in compliance to Occupational Safety & Health (Noise Exposure) Regulations 2019 in the Mills. The NRA assessment conducted on 02/09/23 by Dab Oh Sdn Bhd, Sandakan Sabah. The assessment report (Ref. No: JKPP/2023/11-04/00036) by Dr Donny Cristanto (HQ/19/DOC/00/00399) was available for verification. The assessment for all station i.e Nut & Kernal Plant, Press & Threshing Station, Boiler Plant & Engine Room, Oil Clarification, Steriliser Station, Mechanical Workshop, Water Treatment Plant, Ramp & Background Noise. The recommendations has been made in accordance to the requirement OSH (Noise Exposure) Regulation 2019.</p> <p>Audiometric Test was conducted by Dab Oh Sdn Bhd on 01/10/2022 for 53 millworkers identified to be exposed to excessive noise in the Mill. The results is 34 workers having Normal Hearing and 19 workers with Abnormal Audiogram. The follow-up Audiometry Test for 19 Abnormal Audiogram conducted on 15/07/2023.</p> <p>For estates, Chemical Health Risk Assessment was conducted in compliance to the OSHA Act 1994 and the Use and Standard of Exposure of Chemicals Hazardous to Health (USECHH) Regulations</p>	
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		<p>2000 to assess the risks associated to hazardous chemicals used in the estate. The CHRA reports were available in the estates as per sample as following:</p> <ul style="list-style-type: none"> - GTJE: The Chemical Health Risk Assessment Report (Ref. Number: JKKP HQ/03/ASS/00/154-2021/049 conducted by QMSPRO Sdn Bhd (DOSH Registration: HQ/03/ASS/00/154) in 11/02/2021 2020. The assessor's name: Noormahani Harun. - GTGE: The Chemical Health Risk Assessment Report (Ref. Number: JKKP HQ/03/ASS/00/154-2020/031) conducted by QMSPRO Sdn Bhd (DOSH Registration: HQ/03/ASS/00/154) in 30/01/2020. The assessor's name: Noormahani Harun. - GTJE: The Chemical Health Risk Assessment Report (Ref. Number: JKKP HQ/03/ASS/00/154-2019/056) conducted by QMSPRO Sdn Bhd (DOSH Registration: HQ/03/ASS/00/154) in 223/03/2019. The assessor's name: Noormahani Harun. <p>No Medical Surveillance need to be conducted for workers exposed to chemicals and welding fumes in the estate as recommended in the CHRA as following:</p> <ul style="list-style-type: none"> - GTJE: CHRA Report No: JKKP HQ/03/AAS/00/154-2021/049 dated 11/02/2023 stated that there is no necessity for medical surveillance program with an OSH doctor for chemical has used in Gentang Tanjung estate. It recommended for Genting Tanjung Estate to continue its current health checks perform by the hospital assistang to record any health-related illness and complaints of its workers who handling pesticides. - GTGE: CHRA Report No: JKKP HQ/03/ASS/00/154-2020/031 dated 26/03/2019 stated that there is no necessity for medical surveillance program with an OSH doctor for chemical has used in Gentang tanjung estate (No use of organophosphates). It recommended for Genting Tenegang Estate to continue its 	
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		<p>current health checks perform by the hospital assistang to record any health-related illness and complaints of its workers who handling pesticides.</p> <p>Noise Risk Assessment Report (NRA) was conducted in compliance to Occupational Safety & Health (Noise Exposure) Regulations 2019 in the estates. The NRA Reports were available in the sampled estates as below.</p> <ul style="list-style-type: none"> - GTJE: Assessment conducted on 09/04/2021 by Chemclass Sdn Bhd. The assessment report (Ref. No: HQ/18/PEB/00/00024) was available for verification.. The assessment for all personal carried out show that the value were above daily noise exposure limit (DNEL)- at working area farm tractor, backhoe, grass cutter, workshop, genset, super-bull & compactor. The recommendations were made in accordance with the requirement OSH (Noise Exposure) Regulation 2019. - GTGE: Assessment conducted on 09/04/2021 by Chemclass Sdn Bhd. The assessment report (Ref. No: HQ/18/PEB/00/00024) was available for verification. - GLYE: Assessment conducted on 08/04/2021 by Chemclass Sdn Bhd. The assessment report (Ref. No: HQ/18/PEB/00/00024) was available for verification. <p>Audiometric Test was conducted in the estates as per the recommendation in the Noise Risk Assessment samples as below.</p> <ul style="list-style-type: none"> - GTJE: Audiometric test was conducted on 26/01/2023 by DAB OH Sdn Bhd for 18 workers identified to be exposed to excessive noise in the estate. The results reported that 15 workers with Normal Hearing, 2 workers with Abnormal Audiogram and 1 worker with Standard Threshold Shift. The follow up medical 	
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		<p>check-up for 3 abnormal & standard threshold shift has been conducted on 05/04/2023 and 12/06/2023 respectively.</p> <p>GLYE: Audiometric test was conducted on 26/01/2023 by DAB OH Sdn Bhd for 18 workers identified to be exposed to excessive noise in the estate. The results reported that 14 workers with Normal Hearing, 1 workers with Abnormal Audiogram. The follow up medical check-up for 1 Abnormal Audiogram has been conducted on 12/06/2023.</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>The annual training program 2023 has been established and significantly covers all aspects of the MSPO/RSPO requirements. There were also additional subjects including the estate operating procedures, parameters, vehicles maintenance etc. The training program also specified the target group of employees to be trained under the allocated subjects. The program mainly covers both requirement of the estates and mill in the CU. The subjects for the training are issued and assisted by the SD personnel. The following topics included in the annual training program 2023 among others as follows;</p> <table><tr><th rowspan="2"></th><th rowspan="2">Subject</th><th colspan="3">schedule</th></tr><tr><th>1-4</th><th>5-9</th><th>9-12</th></tr><tr><td>1</td><td>Genting Plantation Berhad Policies</td><td>/</td><td>/</td><td>-</td></tr><tr><td>2</td><td>Requirement RSPO MSPO & SCCS</td><td>-</td><td>/</td><td>-</td></tr></table>		Subject	schedule			1-4	5-9	9-12	1	Genting Plantation Berhad Policies	/	/	-	2	Requirement RSPO MSPO & SCCS	-	/	-	Complied
	Subject	schedule																			
		1-4	5-9	9-12																	
1	Genting Plantation Berhad Policies	/	/	-																	
2	Requirement RSPO MSPO & SCCS	-	/	-																	

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		3	Fertilizer Application	/	/	-
		4	ESH role & function	-	-	-
		5	BOFA Competency & awareness	/	/	-
		6	ERP / evacuation	-	-	/
		7	Legal & other requirement	-	/	-
		8	Contractors Briefing	-	-	/
		9	HIRARC & EAI	/	/	/
		10	Complaint & grievance procedure	-	/	-
		11	SOP & ECP for individual procedure	/	/	/
		12	PPE adherence / Harvesting	/	/	-
		13	Scheduled waste management	-	/	-
		14	Repair work / PMV Procedure /Genset	-	/	/
		15	Estates /Mill practices SOP	/	/	/
		16	Chemical Activities/SDS understanding	/	/	-
		17	Sexual Harassment /COBC	-	/	-
		18	Safe driving technique / Tractor	/	/	-
		19	Accident investigation technique	-	-	/

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		<table><tr><td>20</td><td>5S - Housekeeping/Store/triple rinsing</td><td>-</td><td>/</td><td>-</td></tr><tr><td>21</td><td>Contractors Management</td><td>-</td><td>-</td><td>/</td></tr><tr><td>22</td><td>HCV / Environmental / Biodiversity</td><td>/</td><td>/</td><td>-</td></tr><tr><td>23</td><td>Water Quality Management /WTP</td><td>/</td><td>-</td><td>/</td></tr><tr><td>24</td><td>Fire Drill / ERP /Zero Burning</td><td>-</td><td>/</td><td>-</td></tr></table>	20	5S - Housekeeping/Store/triple rinsing	-	/	-	21	Contractors Management	-	-	/	22	HCV / Environmental / Biodiversity	/	/	-	23	Water Quality Management /WTP	/	-	/	24	Fire Drill / ERP /Zero Burning	-	/	-						
20	5S - Housekeeping/Store/triple rinsing	-	/	-																													
21	Contractors Management	-	-	/																													
22	HCV / Environmental / Biodiversity	/	/	-																													
23	Water Quality Management /WTP	/	-	/																													
24	Fire Drill / ERP /Zero Burning	-	/	-																													
3.7.2	Records of training are maintained. - Minor Compliance -	<p>The estates and mill training are held/organized during the daily briefing prior to work commencement. Mainly the issues discussed/briefed were related to estate and mill operations, environmental and safety compliance. These training records are maintained and were sighted during the audit.</p> <table><tr><td></td><td>Subject</td><td>GLWE</td><td>GTGE</td><td>GLYE</td></tr><tr><td>1</td><td>SOP Weeding / HIRARC</td><td>21/09/2023</td><td>24/2/2023</td><td>14/7/2023</td></tr><tr><td>2</td><td>Company Policies Briefing</td><td>28/01/2023</td><td>09/2/2023</td><td>21/7/2023</td></tr><tr><td>3</td><td>RSPO Briefing to employees</td><td>28/01/2023</td><td>03/10/2023</td><td>21/7/2023</td></tr><tr><td>4</td><td>Tractors driving SOP</td><td>19/06/2023</td><td>27/2/2023</td><td>03/8/2023</td></tr><tr><td>5</td><td>Recycle awareness</td><td>-</td><td>12/6/2023</td><td>13/9/2023</td></tr></table>		Subject	GLWE	GTGE	GLYE	1	SOP Weeding / HIRARC	21/09/2023	24/2/2023	14/7/2023	2	Company Policies Briefing	28/01/2023	09/2/2023	21/7/2023	3	RSPO Briefing to employees	28/01/2023	03/10/2023	21/7/2023	4	Tractors driving SOP	19/06/2023	27/2/2023	03/8/2023	5	Recycle awareness	-	12/6/2023	13/9/2023	Complied
	Subject	GLWE	GTGE	GLYE																													
1	SOP Weeding / HIRARC	21/09/2023	24/2/2023	14/7/2023																													
2	Company Policies Briefing	28/01/2023	09/2/2023	21/7/2023																													
3	RSPO Briefing to employees	28/01/2023	03/10/2023	21/7/2023																													
4	Tractors driving SOP	19/06/2023	27/2/2023	03/8/2023																													
5	Recycle awareness	-	12/6/2023	13/9/2023																													

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6	RSPO MSPO awareness	31/01/2023	06/4/2023	20/9/2023	
	7	Circle raking /Fertilizer	21/06/2023	08/3/2023	
	8	Workshop management	16/06/2023	18/7/2023	
	9	Spraying SOP	21/02/2023	14/8/2023	
	10	Harvesting SOP	20/02/2023	09/2/2023	
	11	Harvesting Safety awareness	03/07/2023	18/7/2023	
	12	Fire Drill	03/04/2023	19/9/2023	
	13	Replanting SOP	04/10/2023	08/03/2023	
	14	Chemical spillage ERP	04/08/2023	17/02/2023	
	15	Food For Palm FFP	17/03/2023	15/03/2023	
	16	FFB quality / Pruning PPE	28/01/2023	25/08/2023	
	17	Health Awareness COBC	21/06/2023	-	
	18	Buffer Zone Protection	21/02/2023	24/8/2023	

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		19	Pesticides Handling	28/07/2023	15/09/2023	27/04/2023	
		20	First Aid Kit & ERP handling	17/02/2023	18/07/2023	22/05/2023	
		21	IPM management BOB/ BP	20/06/2023	21/04/2023	19/06/2023	
		22	Protection - HCV /RTE	21/02/2023	07/03/2023	15/07/2023	
		23	fertilizer - application PPE	21/02/2023	19/9/2023	24/7/2023	
		24	Harvesting activities SOP	03/07/2023	07/03/2023	26/08/2023	
		25	Water Management WTP	12/04/2023	31/01/2023	20/07/2023	
		26	Riding SOP & PPE	15/04/2023	5/10/2023	14/7/2023	
		27	Line site hygiene	21/06/2023	20/10/2023	01/9/2023	
		28	PPE adherence / HIRARC	04/08/2023	04/10/2023	13/09/2023	
		29	SW / Domestic management	11/01/2023	20/10/2023	13/09/2023	

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		30	Sexual harassment / Gender	11/05/2023	-	25/08/2023
		31	Audio metric / Hearing	19/06/2023	07/09/2023	04/09/2023
		32	Crehe management/ SOP	-	-	10/08/2023
		33	FW induction program ILO	20/09/2023	-	22/06/2023
		34	Contract Employment	15/09/2023	-	25/07/2023
		35	Complaint / Grievance SOP	15/09/2023	05/10/2023	16/08/2023
		36	Traceability Procedure	10/01/2023	03/10/2023	26/08/2023
		37	Gen set Operations	12/04/2023	18/08/2023	03/07/2023
			Subject	GTE	GTOM	
		1	Weighbridge Operations	12/10/23	11/10/23	
		2	Company Policies Briefing	05/10/23	02/06/23	
		4	Tractors driving SOP	12/04/23	11/08/23	

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5	Welding Guidelines	-	04/10/23
	6	RSPO MSPO awareness	12/04/23
	7	Workshop management	25/03/23
	8	Aspect & Impact /HIRARC	18/10/23
	9	Laboratory Management	-
	10	Store Operations	09/03/23
	11	Fire Drill /ERP	12/10/23
	12	Function of ERT	21/10/23
	13	Chemical spillage / CPO ERP	21/10/23
	14	First Aid - Refresher briefing	17/02/23
	15	FFB quality Crop /Harvesting	20/01/23
	17	Accident Investigation	12/10/23
	18	Job Description / SOP	12/10/23
	19	Gen set / Power Plant	30/03/23
	20	Chemical Handling	20/10/23
	21	Chemical spraying PPE	16/03/23
	23	Replanting	03/10/23
	24	First Aid Kit & ERP handling	28/04/23

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		25	IPM management	09/03/23	-
		26	Working hours - Payment	-	11/02/23
		27	Protection -HCV riparian zone	13/10/23	21/07/23
		28	fertilizer - application	16/03/23	-
		29	Mill Operations / SOP	18/02/34	03/07/23
		30	Process SOP /Field operation	26/01/23	24/05/23
		31	Driving SOP & PPE	-	14/10/23
		32	CPO / CPK Storage	-	11/10/23
		33	PPE adherence WTP	11/10/23	27/7/23
		34	SW /Waste Management	10/10/23	03/10/23
		35	Security Management	-	13/06/23
		36	Sexual harassment / COBC	-	10/05/23
		37	Effluent Treatment Plant	-	03/08/23
		38	Crehe management/guideline	25/02/23	-
		39	FW induction program ILO	-	25/10/23
		40	ESH Committee function	-	22/03/23
		41	Safety Confined Space	-	03/06/23
		42	Audio metric / Hearing	31/03/23	02/09/23

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		<table> <tr> <td>43</td><td>Boiler Water Treatment</td><td>16/03/23</td><td>03/01/23</td></tr> <tr> <td>44</td><td>EFB Operations</td><td>-</td><td>28/06/23</td></tr> </table> <p>Note / reference:</p> <ul style="list-style-type: none"> a) GTE - Genting Tanjung Estate b) GLYE - Genting Layang Estate c) GLWE - Genting Landworthy Estate d) GTGE - Genting Tenegang Estate. e) GTOM - Genting Tanjung Oil Mill. 	43	Boiler Water Treatment	16/03/23	03/01/23	44	EFB Operations	-	28/06/23	
43	Boiler Water Treatment	16/03/23	03/01/23								
44	EFB Operations	-	28/06/23								
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>	<p>There is evidence that training for Supply Chain Certification Standard (SCCS) for all related to FFB receiving and CPO/PK dispatch that has been done by the assistant manager for Genting Tanjung POM. This include the security guard, weighbridge attendance and lab assistance.</p>	Complied								
<p>Criterion 3.8: Supply chain requirement for mills</p> <p>(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)</p>											
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 GTOM implements MB module.	Not Applicable								

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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>	<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.</p>	Complied
3.8.3	<p>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.</p>	<p>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.</p>	Complied
3.8.4	<p>The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.</p>	<p>The registration of PalmTrace will be carried out by the Marketing Palm Products Department (MPP), HQ. All transaction will be registered in the PalmTrace. The mill registered license available in PalmTrace as following:</p> <ul style="list-style-type: none"> - Member ID: RSPO_PO1000005521 - Member category: Oil Mill - RSPO Membership No.: 1-0086-06-000-00 	Complied
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> <p>a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements.</p>	<p>Genting Plantations Berhad have developed Supply Chain and Traceability (Palm Oil Mill) Procedure (Doc. No.: SMP-GPB-23, Rev.14 dated 13/5/2022) to ensure that handling of incoming FFB and outgoing CPO & PK are carried out in a proper manner to meet the sustainability requirements for traceability and mass balance. Other supporting documents were developed as below:</p>	Complied

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	<ul style="list-style-type: none"> 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. 	<ol style="list-style-type: none"> 1. Handling, Storage, Preservation and Delivery Procedure (Doc. No.: PM-LAB-03, Rev. 0 dated 02/01/2018) 2. Product Identification & Traceability Procedure (Doc. No.: PM-PRD-01, Rev. 0 dated 02/01/2018) 3. Control of Nonconforming/ Noncertified Product Procedure (Doc. No.: PM-PRD-05, Rev. 01 dated 12/12/2019) <p>Appointment letter for person-in-charge of Supply Chain, Traceability and Mass Balance requirements of RSPO, ISCC and MSPO Sustainability Standard dated 03/01/2022 was sighted. Account Clerk has been appointed as the person-in-charge by the Mill Acting Manager. Interviewed with the weighbridge operator confirmed that she is aware and understands the supply chain traceability.</p>	
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. b. Effectively implements and maintains the standard requirements within its organisation. 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>Genting Plantations Berhad have developed Sustainability Internal Audit procedure with Doc. No.: SMP-GPB-03, Rev. 07 dated 13/5/2022 to plan and implement internal audits to determine conformance to the applicable sustainability standards' requirements such as RSPO, MSPO and ISCC. The frequency of the audit is not less than once a year.</p> <p>The last internal audit was carried out on 06-8/09/2023. There is 1 non-conformities has been raised during the audit regards to removal of unused certified. Corrective unable to be taken since the system prohibit the do any transaction for previous license. The management has taken specific action such appointment of PIC and refresher training for PIC in term of removal. As per interview, PIC can demonstrate their understanding and will done the removal transaction by end of March 2024 Audit report has been maintained by the management and has been verified by the auditor.</p>	Complied

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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>i) The mill verified 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. Sighted sample of FFB tickets as following:</p> <ul style="list-style-type: none"> • RSPO Certified own estate supplier: Genting Tanjung Estate (GTJE); Field # STJ1P20AA; Date: 14/07/2023; Estate delivery note # A 032854; Mill weighbridge ticket # FFB23013842W; Lorry # SS3813W; Net weight: 5,180 kg; RSPO cert. # RSPO 652320; Validity period: 09/05/2022 – 10/01/2027 • RSPO Certified own estate supplier: Genting Bahagia Estate (GBGE); Field # SBG4P94CD; Date: 15/07/2023; Estate delivery note # 78859; Mill weighbridge ticket # FFB23013892W; Lorry # SD2838B; Net weight: 7,520 kg; RSPO cert. # RSPO 652320; Validity period: 09/05/2022 – 10/01/2027 • Non-RSPO Certified external estate supplier: Tenera Eco Plantation Sdn. Bhd.; Field # TENERA04; Date: 21/09/2023; Estate delivery note # 0219; Mill weighbridge ticket # FFB23018515W; Lorry # SS3986P; Net weight: 5,610 kg • Non-RSPO Certified external estate supplier: Malbumi Estate Sdn. Bhd.; Field # MALBUMI06; Date: 203/08/2023; Estate delivery note # 8758; Mill weighbridge ticket # FFB23015103W; Lorry # SS523V; Net weight: 9,910 kg 	Complied
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		<p>ii) There has been no projected overproduction. Nonetheless, based on interview with the staff, the facility is aware of this requirement.</p> <p>iii) The mechanism for handling non-conforming oil palm products and/or documents is addressed under Control of Non-conforming Product [PM-PRD-05, rev. 0, dated 2/1/2018] which describes the non-certified material or product shall be kept segregated from the certified ones.</p>	
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> <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. 	<p>The mill ensured minimum information for RSPO certified products made available in a set of documents as per sample sighted as following:</p> <p>RSPO Certified CPO (CSPO):</p> <p>Name and Address Buyer: Genting Musimmas Refinery Sdn. Bhd.; Lot 13B, POIC Phase 1, Jalan Kastam Baru, Mile 3, 91100 Lahad Datu, Sabah</p> <p>Name and Address Seller: Genting Oil Mill Sabah Sdn Bhd, Genting Tanjung Oil Mill, Wisma Genting Plantations KM 12, Jalan Labuk, 9000 Sandakan, Sabah</p> <p>Delivery date: 10/06/2023</p> <p>Document date: 10/06/2022</p> <p>Product: CPO RSPO MB</p> <p>Net weight: 26,980 kg</p> <p>Weighbridge Ticket # CPOMB23000094W</p> <p>Contract # SGOMS/CPO/2305/T04</p> <p>Lorry # SD2211B/SD711D</p> <p>RSPO Certificate # RSPO 652320; Validity period: 09/05/2022 – 10/01/2027</p>	Complied

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		<p>RSPO Certified PK (CSPK):</p> <p>Name and Address Buyer: IOI Edible Oils Sdn. Bhd.; Km12, Sg. Mowtas, Jalan Jaya Chip. Off Jala Batu Sapi, PO Box 3423, 90738 Sandakan, Sabah</p> <p>Name and Address Seller: Genting Oil Mill Sabah Sdn Bhd, Genting Tanjung Oil Mill, Wisma Genting Plantations KM 12, Jalan Labuk, 9000 Sandakan, Sabah</p> <p>Delivery date: 04/10/2023</p> <p>Document date: 03/10/2023</p> <p>Product: PK RSPO MB</p> <p>Net weight: 29,920 kg</p> <p>Weighbridge Ticket # PKMB23000185W</p> <p>Contract # SGOMS/PK/2310/T02</p> <p>Lorry # SME5405</p> <p>RSPO Certificate # RSPO 652320; Validity period: 09/05/2022 – 10/01/2027</p>	
3.8.9	<p>Outsourcing Activities</p> <p>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</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>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</p>	<p>There is no milling process activity outsourced by GTOM except for delivery transportation of RSPO certified CPO and PK products. GTOM ensured that the mill has legal ownership of input materials (CSPO & CSPK) via documented agreements for transportation services as per sample as following:</p> <p>- CPO Transport Agreement between Genting Oil Mills (Sabah) Sdn. Bhd. and Chong Shu Min Trading Sdn. Bhd.; Ref. # GENP Processing/CPO & PK Transportation/Agreements/GTOM CPOagmt-CSM2023; date 01/05/023; Contract period: 01/05/2023 – 30/04/2025</p> <p>PK Transport Agreement between Genting Oil Mills (Sabah) Sdn. Bhd. and Chong Shu Min Trading Sdn. Bhd.; Ref. # GENP</p>	Complied

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	<p>that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <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>	Processing/CPO & PK Transportation/Agreements/GTOM PKagmt-CSM2023; date 01/05/023; Contract period: 01/05/2023 – 30/04/2025	
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.	<p>The name and contact details of the transporters were recorded in the mill's list of stakeholders and updated whenever necessary. Listed contractors with respective agreement included the following:</p> <ul style="list-style-type: none"> - CPO Transport Agreement between Genting Oil Mills (Sabah) Sdn. Bhd. and Chong Shu Min Trading Sdn. Bhd.; Ref. # GENP Processing/CPO & PK Transportation/Agreements/GTOM CPOagmt-CSM2023; date 01/05/023; Contract period: 01/05/2023 – 30/04/2025 - PK Transport Agreement between Genting Oil Mills (Sabah) Sdn. Bhd. and Chong Shu Min Trading Sdn. Bhd.; Ref. # GENP Processing/CPO & PK Transportation/Agreements/GTOM PKagmt-CSM2023; date 01/05/023; Contract period: 01/05/2023 – 30/04/2025 	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.	There was no new transportation contractor engaged. The same contractors since the last assessment visit were maintained.	Complied
3.8.12	Record keeping	1. The facility opted for three monthly basis record and balance. Excel format is used for the mass balance calculation. Among	Complied

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	<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>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>	<p>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 based on records of Factory Crop Intake and Production Statement (Monthly Production Report), Stock and Despatch Statements for CPO, Stock and Despatch Statements for PK, LintraMax Weighbridge Management</p> <p>2. Verification of the MB sheet showed that the mill was able to demonstrate the products were delivered from positive stocks.</p> <p>3. Should there be any short sale, it will be balanced within three months.</p> <p>4. For CSPO as per Mass Balance Worksheet – Monthly Input; ISCC, RSPO and MSPO Sustainable Products – Monthly Movement Summary Report (CPO); Version # 19/GTOM/03/02/21</p> <p>For CSPK as per on Mass Balance Worksheet – Monthly Input; ISCC, RSPO and MSPO Sustainable Products – Monthly Movement Summary Report (PK); Version # 20a/GTOM/09/08/23</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>	<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.</p>	Complied

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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 can be seen in Table 10 of this report.	Complied
3.8.15	Processing 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.	Not applicable since the facility opted for mass balance model.	Complied
3.8.16	Registration of Transactions 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 dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date. 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.	The actor is a palm oil mill and its products are CPO and PK which are covered under Figure 2 and 3, Annex 1 of the RSPO SCCS Standard. Based on the downloaded transactions register from the certification unit's PalmTrace, the company was able to demonstrate that it has been registering its transactions in the PalmTrace accordingly. All announcements were made within three months after dispatch as per sample announcements records as following: CSPO Transaction ID #TR-d9372a29-2f75 Seller Contract # SGOMS/CPO/2305/T04 Product name & SC Model: CSPO MB Shipping date: 10/06/2023 Announced (creation) date: 22/06/2023 Confirmation date: 23/06/2023 Volume: 12.5 mt	Complied

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		<p>CSPK Transaction ID: TR-742a2a50-4ee1 Seller Contract # SGOMS/PK/2310/T02 Product name & SC Model: CSPK MB Shipping date: 04/10/2023 Announced (creation) date: 06/10/2023 Confirmation date: 12/10/2023 Volume: 136.95 mt</p> <p>There is removal has been made during the last period of licences and has been identified during the internal audit. Corrective unable to be taken since the system prohibit the do any transaction for previous license. The management has taken specific action such appointment of PIC and refresher training for PIC in term of removal. As per interview, PIC can demonstrate their understanding and will done the removal transaction by end of March 2024.</p>	
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>RSPO trademark was not used. Nonetheless, the facility is aware with the requirements of the RSPO Rules on Market Communications and Claims</p>	Complied
General corporate communications			
4.1	<p>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.</p>	<p>Genting Plantations Berhad website was reviewed and confirm that the communication made did not explicitly highlight its RSPO membership but had communicated its commitments towards production of sustainable palm oil. The communication did not</p>	Complied

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		imply any such that being an RSPO member means had certified to RSPO related certifications.	
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	Genting Plantations Berhad website was reviewed and confirm that the communication made did not explicitly highlight its RSPO membership but had communicated its commitments towards production of sustainable palm oil. The website had not displayed the RSPO website and had not display any RSPO Trademark.	Complied
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.	Genting Plantations Berhad website was reviewed and confirm the communications are mainly on the efforts and commitments towards production of sustainable palm oil. The website has published reports, statements, policies, procedures and performances of such implementation. The website did not specifically publish its product as RSPO certified product.	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.	The communication did not imply any such that being an RSPO member means had certified to RSPO related certifications and selling of its oils are considered RSPO certified.	Complied
4.5	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: • "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)."	There is no statement that highlight their RSPO certification and product-related claims in their corporate communication tools as verification through website Genting Plantations Berhad	Complied

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	<ul style="list-style-type: none"> • "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." 		
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> <p>i. "The rate of RSPO-certified palm oil procurement was (X%). We aim to achieve (X%) sustainable procurement by fiscal year (YEAR)."</p> <p>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> <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>This UoC has been certified with RSPO P&C since 11/01/2017). Therefore, this indicator is not applicable. Not applicable as Genting Plantations Berhad is a certified member.</p>	Not Applicable
Product-specific communications			
5.1 General			

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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.	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
5.1.2	Product-specific communications are voluntary.	No Product-specific communications are being made by the UoC.	Complied
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.	There is no RSPO Label is displayed for product specific communication from Genting Tanjung POM	Complied
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.	The website had not displayed the RSPO website and had not display any RSPO Trademark.	Complied
5.1.5	<p>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 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. 	Not applicable since Genting Plantations Berhad- Genting Tanjung POM is not under retailers, traders or distributor category.	Not Applicable

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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	Not applicable since Genting Plantations Berhad- Genting Tanjung POM is not under retailers, traders or distributor category.	Not Applicable
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.	<p>The mill ensured minimum information for RSPO certified products made available in a set of documents as per sample sighted as following:</p> <p>RSPO Certified CPO (CSPO):</p> <p>Name and Address Buyer: Genting Musimmas Refinery Sdn. Bhd.; Lot 13B, POIC Phase 1, Jalan Kastam Baru, Mile 3, 91100 Lahad Datu, Sabah</p> <p>Name and Address Seller: Genting Oil Mill Sabah Sdn Bhd, Genting Tanjung Oil Mill, Wisma Genting Plantations KM 12, Jalan Labuk, 9000 Sandakan, Sabah</p> <p>Delivery date: 10/06/2023</p> <p>Document date: 10/06/2022</p> <p>Product: CPO RSPO MB</p> <p>Net weight: 26,980 kg</p> <p>Weighbridge Ticket # CPOMB23000094W</p> <p>Contract # SGOMS/CPO/2305/T04</p> <p>Lorry # SD2211B/SD711D</p>	Complied

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		<p>RSPO Certificate # RSPO 652320; Validity period: 09/05/2022 – 10/01/2027</p> <p>RSPO Certified PK (CSPK):</p> <p>Name and Address Buyer: IOI Edible Oils Sdn. Bhd.; Km12, Sg. Mowtas, Jalan Jaya Chip. Off Jala Batu Sapi, PO Box 3423, 90738 Sandakan, Sabah</p> <p>Name and Address Seller: Genting Oil Mill Sabah Sdn Bhd, Genting Tanjung Oil Mill, Wisma Genting Plantations KM 12, Jalan Labuk, 9000 Sandakan, Sabah</p> <p>Delivery date: 04/10/2023</p> <p>Document date: 03/10/2023</p> <p>Product: PK RSPO MB</p> <p>Net weight: 29,920 kg</p> <p>Weighbridge Ticket # PKMB23000185W</p> <p>Contract # SGOMS/PK/2310/T02</p> <p>Lorry # SME5405</p> <p>RSPO Certificate # RSPO 652320; Validity period: 09/05/2022 – 10/01/2027</p>	
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 supply chain model and certificate number under which the claim is being made.	<p>The mill ensured minimum information for RSPO certified products made available in a set of documents as per sample sighted as following:</p> <p>RSPO Certified CPO (CSPO):</p> <p>Name and Address Buyer: Genting Musimmas Refinery Sdn. Bhd.; Lot 13B, POIC Phase 1, Jalan Kastam Baru, Mile 3, 91100 Lahad Datu, Sabah</p>	Complied

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		<p>Name and Address Seller: Genting Oil Mill Sabah Sdn Bhd, Genting Tanjung Oil Mill, Wisma Genting Plantations KM 12, Jalan Labuk, 9000 Sandakan, Sabah</p> <p>Delivery date: 10/06/2023</p> <p>Document date: 10/06/2022</p> <p>Product: CPO RSPO MB</p> <p>Net weight: 26,980 kg</p> <p>Weighbridge Ticket # CPOMB23000094W</p> <p>Contract # SGOMS/CPO/2305/T04</p> <p>Lorry # SD2211B/SD711D</p> <p>RSPO Certificate # RSPO 652320; Validity period: 09/05/2022 – 10/01/2027</p> <p>RSPO Certified PK (CSPK):</p> <p>Name and Address Buyer: IOI Edible Oils Sdn. Bhd.; Km12, Sg. Mowtas, Jalan Jaya Chip. Off Jala Batu Sapi, PO Box 3423, 90738 Sandakan, Sabah</p> <p>Name and Address Seller: Genting Oil Mill Sabah Sdn Bhd, Genting Tanjung Oil Mill, Wisma Genting Plantations KM 12, Jalan Labuk, 9000 Sandakan, Sabah</p> <p>Delivery date: 04/10/2023</p> <p>Document date: 03/10/2023</p> <p>Product: PK RSPO MB</p> <p>Net weight: 29,920 kg</p> <p>Weighbridge Ticket # PKMB23000185W</p> <p>Contract # SGOMS/PK/2310/T02</p> <p>Lorry # SME5405</p>	
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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. 	Not applicable since Genting Tanjung POM is not under distributor or wholesaler category.	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.	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. 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* 	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. 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

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	<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> <p>RSPO MIXED*</p> <p>Contributes to the production of RSPO certified palm oil*</p> <p>Contains RSPO certified palm oil (MB)*</p> <p>*Add RSPO TM Licence Number below or next to the claim.</p>	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. 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>	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. 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>	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. 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.	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. 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.	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. Not applicable as no packings required for the mill products as deliveries made in bulk via tanker	Not Applicable

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		for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	
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.	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. 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
5.3.6	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.	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. 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 B – MASS BALANCE SPECIFIC RULES			
Mass Balance palm oil content			
	95% of the palm oil content must be RSPO MB-certified.	Oil palm content for CPO and PK is 100% RSPO MB certified. Non-certified FFB is come from external crop and since Genting Tanjung POM is using Mass Balance module, the non-certified volume is covered in the Mill Performance Report (Continues Accounting System).	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.	Genting Tanjung POM only applies MB model and the conventional CPO are downgraded from MB whenever demanded. Non-certified FFB is come from external crop and since Genting Tanjung POM is using Mass Balance module, the non-certified volume is covered in the Mill Performance Report (Continues Accounting System).	Complied
Messaging			

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	<p>Messaging ALLOWED in storytelling in product-specific communications includes:</p> <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. 	No messaging involved since Genting Tanjung POM is producing crude palm product and does not involve in any labelling of end product.	Not Applicable
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". 	No RSPO label and storytelling in product-related communications used as CPO and PK is semi-finished product. No label been used for the mill products. Hence, this requirement is not applicable.	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 08/09/2023 at Tanjung Estate Club House. The stakeholder meeting was conducted for all estate in the Tenegang Complex. Sighted the</p>	Complied

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		<p>minute of meeting and attendance list. The stakeholder were 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>	
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment in their operations.</p> <p>- Minor compliance -</p>	<p>Genting Plantations Berhad prohibits any form of harassment in their operation as per policy that has been established. Interview with the workers and stakeholders confirmed that they are aware of prohibition for any harassment by the management and action will be taken for any cases of harassment that happen. As verified during the audit, there was no harassment cases that has happen in both operating units that been confirmed through interview with both workers and stakeholders</p>	Complied
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 whistleblowers, 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,</p>	Complied

		<p>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>	
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 08/09/2023 at Tanjung Estate Club House. The stakeholder meeting was conducted for all estate in the Tenegang Complex. Sighted the minute of meeting and attendance list. The stakeholder were 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. There is evidence that all workers can demonstrate their understanding on the procedure. There is no illiterate parties has been identified.</p>	Complied
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>Sample has been taken for some complaint date has been maintained by the management of all operating units in the logbook title Compliant/Grievances records books. Most of the complaint is regards to house repair. There is evidence that action has been taken for each complaint as per timeline stated.</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>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</p>	Complied

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		groups to support them and act as observer as well as the option of third-party mediator	
Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.			
4.3.1	Contributions to community development that are based on the results of consultation with local communities are demonstrated. - Minor compliance -	<p>Genting Tanjung Estate</p> <p>The estate has conducted multiple Corporate Social Responsibilities (CSR) events in the year 2023. Sighted the record of CSR which include:</p> <ol style="list-style-type: none"> 1. Covid 19 Vaccine dated 24/01/2023 2. Majlis Berbuka Puasa – 14/04/2023 3. Sambutan Hari Raya – 03/05/2023 4. Rice incentive to workers <p>Genting Tenegang Estate</p> <p>The estate has conducted multiple Corporate Social Responsibilities (CSR) events in the year 2023. Sighted the record of CSR which include:</p> <ol style="list-style-type: none"> 1. Maulidur Rasul Celebration dated 28/09/2023 2. Majlis Berbuka Puasa – 13/04/2023 3. Sambutan Hari Raya – 05/05/2023 4. Sambutan Hari Raya Aidiladha – 28/06/2023 5. Rice incentive to workers <p>Genting Layang Estate</p> <p>The estate has conducted multiple Corporate Social Responsibilities (CSR) events in the year 2023. Sighted the record of CSR which include:</p> <ol style="list-style-type: none"> 1. Kids vaccination programs 2. Buffalo for Aidiladha celebration for workers. 	Complied

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		3. Rice incentives to workers 4. Labour Day Celebration – May 2023 5. Free transport for kids travelling to Tanjung Estate for HUMANA	
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 -	<p>Genting Tanjung Palm Oil Mill is located inside the area for Genting Tanjung Estate. Land title for Genting Tanjung Palm Oil Mill has been verified in the document number country lease 095316993 for Tanjung Bahagia Sdn Bhd leased for 99 years from 01/01/1988 until 31/12/2086 total hectarage 8094hectares.</p> <p>For Tanjung Estate, land title has been verified document country leased number CL095316993 total hectarage 4,273.87 Ha and CL0953227129 with 192.40 ha. Sighted the payment record for quit rent dated 14/06/2023 for both the land titles.</p> <p>For Tenegang Estate, land title has been verified document country leased number CL095317463 total hectarage 4,047 Ha. Sighted the payment record for quit rent dated 13/06/2023.</p> <p>While for Layang Estate, Country lease number CL095318917 leased for 99 years from 01/01/1992 until 31/12/2090 total 1,683 ha and 394.41 ha from CL095317463 (Tenegang Estate). The management has overpaid the quit rent in 2016, which will be valid until 2023.</p>	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

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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. - 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
4.4.2b	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

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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. - Minor compliance -	There is no evidence of any local community land involved and so this indicator is not applicable.	Not Applicable
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 Tanjung Palm Oil Mill is located inside the area for Genting Tanjung Estate. Land title for Genting Tanjung Palm Oil Mill has been verified in the document number country lease 095316993 for Tanjung Bahagia Sdn Bhd leased for 99 years from 01/01/1988 until 31/12/2086 total hectareage 8094hectares. For Tanjung Estate, land title has been verified document country leased number CL095316993 total hectareage 4273.87 Ha and CL0953227129 with 192.40 ha. Sighted the payment record for quit rent dated 14/06/2023 for both the land titles. For Tenegang Estate, land title has been verified document country leased number CL095317463 total hectareage 4047 Ha. Sighted the payment record for quit rent dated 13/06/2023. While for Layang Estate, Country lease number CL095318917 leased for 99 years from 01/01/1992 until 31/12/2090 total 1683 ha and 394.41 ha from CL095317463 (Tenegang Estate). The management has overpaid the quit rent in 2016, which will be valid until 2023.	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	There is no new planting for all operating units. It has been verified by the auditor through Global Risk Assessment Services System	Complied

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	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 -	(GRASS) and interview with local communities and neighbouring estate.	
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.	Complied
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, the full range of food and water provisioning options are considered. There is transparency of the land allocation process. - 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.	Complied
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.	Complied
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.	There is no new planting for all operating units. It has been verified by the auditor through Global Risk Assessment Services System	Complied

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	- Minor compliance -	(GRASS) and interview with local communities and neighbouring estate.	
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.	Complied
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.	Complied
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. - Critical (Major) compliance -	The management of Genting Plantations Berhad adopt the same procedure title "Negotiation, compensations and handling procedure document number SMP-GPB-18 issuance date 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	Complied
4.6.2	(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. - Critical (Major) compliance -	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	Complied

		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.	
4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings. - Minor compliance -	There is no scheme smallholder involved in the certification unit.	Not Applicable
4.6.4	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. - Minor compliance -	SOP refer to Indicator 4.6.1. There was no land dispute reported since last. This has verified through interview with the stakeholders.	Complied
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.			
4.7.1	(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	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 ethnic 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.	Complied

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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>	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.	Complied
4.7.3	<p>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.</p> <p>- Minor compliance -</p>	Not applicable since there is no issues of land has been identified.	Not Applicable
<p>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.</p>			
4.8.1	<p>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.</p> <p>- Minor compliance -</p>	There are no customary right lands both operating units under Genting Tanjong Certification Units. It has been confirmed through interview with local communities and neighbouring estate.	Not Applicable
4.8.2	<p>(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</p>	There are no customary right lands both operating units under Genting Tanjong Certification Units. It has been confirmed through interview with local communities and neighbouring estate.	Not Applicable

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	involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms. - Critical (Major) compliance -		
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 Tanjong Certification Units. It has been confirmed through interview with local communities and neighbouring estate.	Not Applicable
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). - Minor compliance -	There are no customary right lands both operating units under Genting Tanjong Certification Units. It has been confirmed through interview with local communities and neighbouring estate.	Not Applicable
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 -	Based on pictorial display at GTOM, it was verified that the current and past prices for FFB (year 2023, year 2023 Jan – Sept 2023) is being displayed at the notice board near the GTOM weighbridge. The FFB prices (OER) were displayed at the weighbridge were as follows: FFB Price = (OER (Malaysian Average Monthly Price CPO MPOB-Malaysian E. Discount for CPO) + KER (Malaysian Average P Monthly Price PK MPOB - Malaysian E. Discount for Malaysia) - Processing Fee (including freight charges).	Complied

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5.1.2	<p>(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).</p> <p>- Critical (Major) compliance -</p>	<p>In Genting Tanjung Oil Mill, the price for FFB follows the MPOB pricing. Genting Plantation Berhad management also give allowance to the smallholders if they send FFB to their mill based on tonnage. ad estates. External FFB are sourced from the following estates and surrounding small holders.</p> <ul style="list-style-type: none"> a. Chong Lip Chong / b. Tentu Murni Sdn Bhd c. Winking Plant Sdn Bhd d. Tey Ah Bu Plantation e. Anchor Prospects Sdn Bhd f. Harus Permai Sdn Bhd g. VK Kalyanasunram Plantation Snd Bhd h. Malbumi Estate Sdn Bhd i. Sykt Yu Kwang Dev Sdn Bhd j. Tenera Eco Plantations Sdn Bhd k. Matsu Green Sdn Bhd l. Green Palm <p>Genting Tanjung Oil Mil price is reasonably fair in comparison with the competitor mill within the vicinity</p>	Complied
5.1.3	<p>(C) Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented.</p> <p>- Critical (Major) compliance -</p>	<p>Fair pricing calculated based on 1% MPOB FFB Price, awarded to the suppliers as specified in individual agreements of FFB suppliers with the Genting Plantations Berhad under clause Daily reference price summary by region(mill gate) (RM/1%OER)</p>	Complied
5.1.4	<p>(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</p>	<p>Genting Plantations Berhad as a Group has developed responsible sourcing guidelines (RSG) in approaching third party FFB & CPO suppliers to ensure the fruits and CPO are sourced from identified,</p>	Complied

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	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 -	legal and responsible sources. Outside Crop Purchaser (OCP) upstream are responsible to source potential external suppliers.													
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe. - Minor compliance -	Contracts for FFB out growers and traders are fair, legal and transparent and have an agreed time frame as per sample sighted to specify among others Company no, Agreement no, effective date and completion date.	Complied												
5.1.6	(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given. - Critical (Major) compliance -	All contractors confirmed that payments were received within a reasonable time frame which is 15 days after submission of invoice. And receipts contain specifying price, weight, deductions and amount paid are given. All payments made by Head Office based on the data provided in the system summarized by the mill.	Complied												
5.1.7	Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government). - Minor compliance -	Weighing Equipment in Genting Tanjung Oil Mill was calibrated on a yearly basis using services of Metrology Corporation Malaysia Sdn Bhd recent being the following <table><tr><td></td><td>Weighbridge</td><td>Date</td></tr><tr><td>1</td><td>Weighbridge 1 ref D B 1693349</td><td>Eff 20/01/23</td></tr><tr><td>2</td><td>Weighbridge 2 ref B 2013132</td><td>Eff 16/10/23</td></tr><tr><td>3</td><td>Weighbridge 3 ref B 2012605</td><td>Eff 24/06/23</td></tr></table>		Weighbridge	Date	1	Weighbridge 1 ref D B 1693349	Eff 20/01/23	2	Weighbridge 2 ref B 2013132	Eff 16/10/23	3	Weighbridge 3 ref B 2012605	Eff 24/06/23	Complied
	Weighbridge	Date													
1	Weighbridge 1 ref D B 1693349	Eff 20/01/23													
2	Weighbridge 2 ref B 2013132	Eff 16/10/23													
3	Weighbridge 3 ref B 2012605	Eff 24/06/23													
5.1.8	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. - Minor compliance -	Genting Plantation Berhad gives support to surrounding smallholders and growers to promote legality of their FFB production by given them Free Consultation, Free Assessment, and anything related to RSPO and MSPO certification. Until to date there are no external FFB suppliers / surrounding smallholder are RSPO certified.	Complied												

		<p>Genting Tanjung Oil Mill had a meeting specially with the external FFB suppliers including the smallholders on 11/07/2023 attended by 26 personnel to discuss on the crop and estates operations including the vitality of legality of FFB production.</p> <p>Genting Plantations Berhad had also planned in collaboration with Wild Asia to provide guide and consultation program category of 41 - 500 ha, < 41 ha and also > 500 ha for the smallholders among others on sustainability / traceability. The pilot program has commenced in Genting Jambangan CU. The letter of intent between Wild Asia and Genting Plantations Berhad was sighted.</p>	
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>	<p>There is a document namely 'Procedure Complaints and Grievances (Doc no SMP-GPB-19 revision 05 issue date June 2022.). The procedure contains the Whistle Blower Complaint Response where the complainant has the option of remaining anonymous by not revealing his/her identity. The Bahasa version of the procedure was also made available in page 8 of 12</p>	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>	<p>Genting Plantation Berhad Management supports Independent Smallholders with certification, they also already consult with interested smallholders (irrespective of type) including women or other partners in their supply base and already assess their needs for support to improve their livelihoods and their interest in RSPO certification. However Surrounding smallholders and growers are against the idea of ICS they want to certify independently. The external FFB suppliers among others as listed below</p> <ol style="list-style-type: none"> M/s Chong Lip Chong / Tentu Murni Sdn Bhd Winking Plant Sdn Bhd / Tey Ah Bu Plantation Anchor Prospects Sdn Bhd / Harus Permai Sdn Bhd 	Complied

		<p>d. VK Kalyanasunram Plantation Snd Bhd / Malbumi Estate</p> <p>e. Sykt Yu Kwang Dev Sdn Bhd / Tenera Eco Plantations</p> <p>f. Matsu Green Sdn Bhd and Green Palm</p> <p>Genting Plantation Berhad gives support to surrounding smallholders and growers by given them Free Consultation, Free Assessment, and anything related to RSPO and MSPO certification. Until to date surrounding smallholder are only MSPO certified.</p> <p>Session made with the external supplier/smallholder are made chiefly during the stakeholder meeting recent being on 08/09/2023. Total attendees is 70 people including few from the external FFB suppliers/smallholders.</p> <p>Genting Tanjung Oil Mill had a meeting specially with the external FFB suppliers including the smallholders on 11/07/2023 attended by 26 personnel among others to discuss on the crop and estates operations including the vitality of legality of FFB production.</p>	
5.2.2	<p>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).</p> <p>- Minor compliance -</p>	<p>Genting Plantation Berhad gives support to surrounding smallholders and growers to promote legality of their FFB production by given them Free Consultation, Free Assessment, and anything related to RSPO and MSPO certification. Until to date there are no external FFB suppliers / surrounding smallholder are RSPO certified.</p> <p>Genting Tanjung Oil Mill had a meeting specially with the external FFB suppliers including the smallholders on 11/07/2023 attended by 26 personnel to discuss on the crop and estates operations including the vitality of legality of FFB production.</p>	Complied

		Genting Plantations Berhad had also planned in collaboration with Wild Asia to provide guide and consultation program category of 41 - 500 ha, < 41 ha and also > 500 ha for the smallholders among others on sustainability / traceability. The pilot program has commenced in Genting Jambungan CU. The letter of intent between Wild Asia and Genting Plantations Berhad was sighted.	
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	<p>Genting Plantations Berhad gives support to surrounding smallholders and growers to promote legality of their FFB production by given them Free Consultation, Free Assessment, and anything related to RSPO and MSPO certification. Until to date there are no external FFB suppliers / surrounding smallholder are RSPO certified.</p> <p>Genting Tanjung Oil Mill had a meeting specially with the external FFB suppliers including the smallholders on 11/07/2023 attended by 26 personnel to discuss on the crop and estates operations including the vitality of legality of FFB production.</p> <p>Genting Plantations Berhad had also planned in collaboration with Wild Asia to provide guide and consultation program category of 41 - 500 ha, < 41 ha and also > 500 ha for the smallholders among others on sustainability / traceability. The pilot program has commenced in Genting Jambungan CU. The letter of intent between Wild Asia and Genting Plantations Berhad was sighted.</p>	Complied
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	<p>Genting Plantation Berhad gives support to surrounding smallholders and growers to promote legality of their FFB production by given them Free Consultation, Free Assessment, and anything related to RSPO and MSPO certification. Until to date there are no external FFB suppliers / surrounding smallholder RSPO certified.</p> <p>Genting Tanjung Oil Mill had a meeting specially with the external FFB suppliers including the smallholders on 11/07/2023 attended</p>	Complied

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		<p>by 26 personnel to discuss on the crop and estates operations including the vitality of legality of FFB production.</p> <p>Genting Plantations Berhad had also planned in collaboration with Wild Asia to provide guide and consultation program category of 41 - 500 ha, < 41 ha and also > 500 ha for the smallholders among others on sustainability / traceability. The pilot program has commenced in Genting Jambangan CU. The letter of intent between Wild Asia and Genting Plantations Berhad was sighted.</p>	
5.2.5	<p>The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme.</p> <p>- Minor compliance -</p>	<p>Currently Genting Plantations Berhad Management has created a system to trace their stakeholders around their estates. Genting Plantation Berhad also regularly reviews and publicly reports on the progress of the smallholder support programme as per see in the Genting Plantations Berhad. Session made with the external supplier/smallholder are made chiefly during the stakeholder meeting recent being on 08/09/2023. Total attendees is 70 people including few from the external FFB suppliers/smallholders.</p> <p>Genting Tanjung Oil Mill had a meeting specially with the external FFB suppliers including the smallholders on 11/07/2023 attended by 26 personnel to discuss on the crop and estates operations including the vitality of legality of FFB production. As at to date none external crop suppliers are RSPO certified.</p>	Complied
Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<p>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</p>	Complied

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		condition, safety & health, sustainability and law & regulations. No 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 Tanjong 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.</p> <p>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>There is no pregnancy test has been conducted for all the workers. For female workers that handling chemical, monthly check-up will be done and will be asked if there is any delay of their menstruation.</p>	Complied

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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. Latest meeting has been conducted on 20/01/2023 with attendance for most of the female workers. During the meeting, the activities for year 2023 has been discussed, communication of the internal procedure and any issues related. Sighted activities that have been conducted for year 2023 which health check-up and cooking class.</p> <p>Tenegang Estate has established the gender committee which has conducted the latest meeting on 22/09/2023 chaired by Ms Roslinah Anginti. Training on sexual harassment has been conducted on 09/05/2023.</p> <p>For Tanjung Estate, gender committee has been established as part of commitment to prevent sexual harassment and platform for any complaint and grievances. Sighted gender committee that has been chaired by MS Dg Nur Farhana Yahya and sighted minutes meeting that has been done 25/09/2023</p> <p>For Layang Estate, gender committee has been established as part of commitment to prevent sexual harassment and platform for any complaint and grievances. Sighted gender committee that has been chaired by Ms Safanah Binti Jarani and sighted minutes meeting that has been done 26/09/2023. Training on sexual harassment was conducted on 17/04/2023.</p>	Complied
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6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	As per sample of workers that was taken from different category but same work scope, it has been identified that all workers has been paid equally. Verification has been done through interview with the workers and review of pay slips. For daily rate workers, all workers were paid at RM57.69/day and piece rate work was documented in the document "revised rate for piece rated work as per latest minimum wages"	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	(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. - Critical (Major) compliance -	There is no collective agreement for all operating units since there is no union has been established or existed in both operating units. Pays and conditions based on Sabah Labor Ordinance, employment contract, and others permit that applicable While piece rate works, it has been documented approved by the management and will be revised on annual basis if there is any requirement. As per interview, the rate has been done base on the motion study conducted and average earning per workers and productivity. Communication of the employment contract has been done to all workers. Revision of employment contract has been done on 17/05/2022 related to sick leave and minimum wages on 14/04/2022. Other than that, it has been communicated during the induction period for the newly recruited workers. As per interview with the workers, they are able to demonstrate their understanding content of the employment contract.	Complied
6.2.2	(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	Genting Plantations Berhad has established the template for employment agreement for all workers entitled "Perjanjian Pekerjaan". Refer template no. Sabah OUs dated 13/04/2021. All the terms and conditions stated in the employment agreement were	Complied

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	<p>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>as per Sabah Labor Ordinance 1950, and Minimum Wage Order 2022.</p> <p>As all estates under Genting Tanjung POM is located under district of Kinabatangan, minimum wages have been set at RM1,500/months and RM57.17/day. It has been confirmed that all workers have been paid according to minimum wages based on the sample play slips and interview with the workers.</p> <p>Details that has been included in the employment contract is as per stated in Sabah Labour Ordinance Clause 67. This included salary, working hours (normal, overtime), leave (rest day, sick leave, public holiday), maternity leave, dismissal, accommodation provided, medical benefits.</p> <p>Employment contract and Salary slip referred to the following estates, with employees number</p> <p>Landworthy Estate</p> <ol style="list-style-type: none"> 1. E02xxx 2. F00 xxx 3. E00 xxx 4. E00 xxx 5. E02 xxx 6. E02 xxx 7. E02 xxx 8. E02 xxx <p>Bahagia Estate</p> <ol style="list-style-type: none"> 1. E13 xxx 	
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		2. E11 xxx 3. E11 xxx 4. E12178 5. E12 xxx 6. E15 xxx 7. E12 xxx 8. E13 xxx 9. E11 xxx 10. E11 xxx Layang Estate 1. E11 xxx 2. E00 xxx 3. E01 xxx 4. E11 xxx 5. E01 xxx 6. E01 xxx 7. E01 xxx 8. E11 xxx 9. E11 xxx 10. E00 xxx	
6.2.3	(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. - Critical (Major) compliance -	As per stated in the Sabah Labour Ordinance and employment contract, workers are not allow to workers more than 8 hours a day and if exceeds 8 hours, overtime with minimum rate of 1.5 need to be paid by the management. Working hours at Genting Tanjong POM is from 0800 to 1600 (8 hours). The management also permitted for overtime until 120	Non-compliance

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		<p>hours Sample has been taken for month March`23, Sept`22 and November`22. There is no overtime has exceeded the limit permitted and there is evidence compliance of working hours.</p> <p>For sick leave, all workers entitled for once verified by medical officer as per below</p> <ul style="list-style-type: none"> a) Below than 2 years – 14 days b) 2-5 years- 18 days c) Above 5 years – 22 days <p>Workers also entitled for 60 days of maternity leave. Sample has been taken for 1 worker and 1 staff and as per interview for both personnel, they has been granted 60 days of maternity leave as per stated in the employment contract</p> <p><u>Major Non-conformities</u></p> <p>Verification of workers salary slips for the estate is as the following: Document verification on salary slips and check roll records for the following:</p> <p>Genting Tanjung Estate</p> <ul style="list-style-type: none"> 1. Employee No: E02817 (Month: 06/2023) 2. Employee No: E01264 (Month: 09/2023) 3. Employee No: E13268 (Month: 06/2023) <p>Genting Layang Estate</p> <ul style="list-style-type: none"> 1. Employee No: E01113 (Month: 09/2023) 	
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		Found that the workers are being paid less compared to the daily Minimum Wage as stated in Minimum Wages Order 2022, with no records of unfulfillment of working hours, thus the Major NC is raised.	
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 upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>The workers quarters were found to be habitable and in compliance with Sabah Labour Ordinance. Treated potable water and electricity were provided to the housing for free of charge. Based on verification of the drinking water analysis, the results were found to be compliance with the National Drinking Water Quality Standards. Verification on all estate found that the housing inspection was conducted weekly. Sample taken as the following:</p> <p>Tenegang Estate has conducted the line site inspection on 20/10/2023 by estate hospital assistant and reviewed by Visiting Medical Officer.</p> <p>Layang Estate has conducted the line site inspection on 16/10/2023 by estate hospital assistant and reviewed by Visiting Medical Officer.</p>	Complied
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	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	<p>A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p>PROCEDURAL NOTE:</p> <p>STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE</p> <p>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</p>	DLW for all operating units has been established by the management in document dated 30/10/2022 based on RSPO MYNI and RSPO standard standing committee dated 08/10/2019. As per calculation average earning for workers in Genting Tanjung Complex is RM2,422/months/workers. DLW has been calculated total RM1,724.16/month/workers that included minimum wages salary RM1500/months and RM224.16 for benefits/accommodation provided to the workers. Benefits that, company has been provided	Complied

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<p>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).</p> <p><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></p> <p>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 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 	<p>is transport allowance, creche/child, school for workers kids, sport facilities, housing and basic amenities such as water and electric.</p>	
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	<ul style="list-style-type: none"> 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 bin system.</p>	Complied
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>The management has conducted the stakeholders meeting on 08/09/2023 at Tanjung Estate Club House. The stakeholder meeting was conducted for all estate in the Tenegang Complex. Sighted the minute of meeting and attendance list. The stakeholder were briefed regarding the sustainability of the estate, the management plan, policy and complaint/grievances procedure.</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</p>	Complied

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		<p>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>	
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>The management has established the workers committee at each estate, where the meeting will be conducted once every three months. Minutes meeting for workers representatives sighted for both operating units in Bahasa Malaysia. Some issues has been highlighted and discussed. issues that has been discussed is to improve landfill area, proposal to established children playground and proposal to conduct workers housing competition.</p> <p>The latest meeting conducted at each estate is as the following:</p> <ol style="list-style-type: none"> 1. Tanjung Estate – 17/10/2023 2. Tenegang Estate – 12/10/2023 3. Layang Estate – 21/09/2023 	Complied
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>There is evidence that there is no interference for selection of workers representative base on the election that has been documented in the document " Pemilihan wakil pekerja AJK Komite Kebajikan Sesi 2022". It has been confirmed during the interview with one of the workers representatives. As per interview with chairman, secretary and sample workers, it has been confirmed that there were no interferences from the management. Management of all operating units. Estate did not participate in the meeting and in the election process.</p>	Complied

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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>The management of each operating units follows requirement as per stated in local regulations which is "Akta Kanak-kanak dan orang muda (pekerjaan) (Pindaan)" 2019 where persons under 16 and below has been classified as children and young workers has been classified between 16-18 years. As per sampled personal file for both operating units, there are evidence that all workers recruited were above 18 years. Age screening verification procedure has been documented in the recruitment procedure title "procedural instruction foreign workers ethical & responsible recruitment procedure document number GEN-12 dated 17/05/2022.</p> <p>Based on interviews, documentation review and observations in the field, evidence is available that minimum age requirements of 18 years old are met throughout all operating units.</p> <p>Personnel files contain copies of the workers' NRIC (for Malaysians) and passports (for non-Malaysians). These documents were used to screen age of the workers when they applied for the job. Visit to the linesite and field also did not reveal any persons under 18 years old are working.</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>Review from the master list of workers for both estate and POM and interview with the workers, confirmed that there are no young workers has been recruited.</p>	Complied

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6.4.4	<p>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.</p> <p>- Minor compliance -</p>	<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 08/09/2023 at Tanjung Estate Club House. The stakeholder meeting was conducted for all estate in the Tenegang Complex. Sighted the minute of meeting and attendance list. The stakeholder were 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	<p>(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>Genting Plantations Berhad adopt the same policy as previous audit and documented in the document 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 14/09/2023 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 has been conducted to all the workers during the morning muster call. As per interview with sample workers, there is evidence that they can demonstrate their understanding on the policy that has been established.</p>	Complied
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>Genting Plantations Berhad has 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.</p> <p>Communication of the policy has been conducted to all the workers during the morning muster call. As per interview with sample</p>	Complied

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		workers, there is evidence that they can demonstrate their understanding on the policy that has been established.	
6.5.3	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. - Minor compliance -	For mill, new mother assessment has been conducted by gender committee There 2 new mothers has been identified and there is no special request or needs has been received. For estates, sighted new mother assessment that has been documented in "Konsultasi Pertemuan Perbincangan terhadap ibu subur". Total 15 new mother has been interviewed and there is no special request received.	Complied
6.5.4	A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce. - Minor compliance -	Grievance procedure which respect 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 issuance date June 2022. Stated in the procedure that complainants will be protected, and investigation will be done confidentially. There is no complaint related to harassment and abuse has been received by the management for all operating units	Complied
Criterion 6.6: No forms of forced or trafficked labour are used.			
6.6.1	(C) All workers have entered into employment voluntarily and the following are prohibited: <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 	Based on interviews with the workers, and observations made, the following were found: 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 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.	Complied

	<ul style="list-style-type: none"> • Penalty for termination of employment • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>	<p>Charging of recruitment fee: Workers are not charged any recruitment fees. Interviews conducted with workers also confirmed that they have not been charged any recruitment fees.</p> <p>Involuntary overtime: Based on interviews conducted with the workers, all overtime work were carried out on a voluntary basis. Workers are free decline any offers for overtime work. Sighted were written consent from workers to work overtime all operating units as per stated in their employment contracts. This was confirmed during interviews with workers.</p> <p>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 debt has been given to the workers. The is also no recruitment fee has been charged to the workers hence confirmed that there is debt bondage implement.</p> <p>Withholding of wages: There is no evidence of withholding of wages. Workers' wages have been paid by cash and sighted evidence of payment that has been signed by the workers. There is evidence that there no workers' wages has been withhold. 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>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 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>	Complied
Criterion 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.			

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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>PIC for OSH committee identified as following:</p> <ul style="list-style-type: none"> - GTOM: An Appointment Letter available dated 05/04/2021 issued from Sr. Manager Operation to Mill Manager as SHC Chairman. Two latest Appointment of Roland Tylor Osug and Saipuding b. Saiye as SHC made by Mill Manager as Appointment Letter dated 07/09/2022. The rest of the SHC members (employer reps) and (employee reps) having documented Appointment Letters too. Sighted SHC Organization Chart dated 20/09/2022 where Chairman is Mill Manager, Secretary is Zieynah Akang, 6 employers' reps and 6 employees' reps. Regular SHC meeting was conducted as evidence from minutes of meeting and meeting notices dated 22/03/2023, 27/06/2023, and 13/09/2023 in current year 2023 in GTOM. - GTJE: OSH Meeting conducted on 03/02/2023 (01/2023), 03/05/2023 (02/2023) and 10/02/2023 (03/2023) previously was on 28/12/2022 (04/2022). OSH appointment letter was verified on Akhbar Bin Andy Mapeati as the appointment letter approved by Abdul Rahim Wilson Abdullah Vice President -Plantation (Sabah, Region2) dated 01/01/2022 - GTGE: OSH Meeting conducted on 29/08/2022 (03/2022) and previously was on 19/05/2022 (02/2022) and 07/03/2022 (01/2022). OSH appointment letter was verified on Narsharif Robinson. The appointment letter approved by Abdul Rahim Wilson Abdullah Vice President - Plantation (Sabah, Region2) dated 12/10/2020. <p>GLWE: Appointment as Management Representative for ISCC, RSPO and MSPO Related Matters; Mr. Elyzul Fakar; Date: 26/10/2021. Latest GLWE Safety Committee Meeting # 3/2023 was conducted on 27/09/2023</p>	Complied
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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>The mill management established ERP procedure (SP-MGR-04) dated 01/08/2017. Observed that the ERP layout had established and displayed on the mill signboard. Also observed were displayed on the signboard the list of emergency telephone number, flowchart of ERP and organization chart. The assembly point was designated at the mill compound. The safety briefing had conducted by PIC (Mill Engineer). The ERP training conducted 03/04/2023 by mill production supervisor which was attended by 54 participants.</p> <p>The estates management also established the ERP guided by the document Genting Plantations OSH Manual; Document Number: OM-GPB-04; Effective: 01/01/2010. The estates have established Emergency Response Plans for fire, flood, chemical spillages, accidents etc. There was formation of Emergency Response Team were available, headed by the incident commanders which is the estate managers. There also 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 sampling as per below:</p> <table><tr><th>Estate</th><th>JKKP Ref. #</th><th>JKKP 8 Submit Date</th><th>Total Accident #</th><th>LTA</th></tr><tr><td>GTJE</td><td>JKKP 8/126060/2022</td><td>11/01/2023</td><td>4</td><td>44</td></tr><tr><td>GTGE</td><td>JKKP 8/121558/2022</td><td>05/01/2023</td><td>1</td><td>7</td></tr><tr><td>GLYE</td><td>JKKP 8/117568/2022</td><td>05/01/2023</td><td>3</td><td>7</td></tr></table>	Estate	JKKP Ref. #	JKKP 8 Submit Date	Total Accident #	LTA	GTJE	JKKP 8/126060/2022	11/01/2023	4	44	GTGE	JKKP 8/121558/2022	05/01/2023	1	7	GLYE	JKKP 8/117568/2022	05/01/2023	3	7	Complied
Estate	JKKP Ref. #	JKKP 8 Submit Date	Total Accident #	LTA																			
GTJE	JKKP 8/126060/2022	11/01/2023	4	44																			
GTGE	JKKP 8/121558/2022	05/01/2023	1	7																			
GLYE	JKKP 8/117568/2022	05/01/2023	3	7																			

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		GTOM	JKKP 8/130480/2022	17/01/2023	1	6	
		GLWE	JKKP 8/121654/2022	07/01/2023	3	6	
<p>Records of accident available as per samples as following:</p> <ul style="list-style-type: none">- GTJE: JKKP 8/104392/2021 dated 19/01/2022 there are 2 accidents in GTJE with total 3 days mc and 2 days mc. JKKP 6 reported 13/04/2022 wit total mc 4 days. HIRARC review dated 10/08/2022.- GTGE: JKKP 8/103249/2021 dated 19/01/2022, there are 1 accident record with 3-day mc record. Latest JKKP 6 was on 16/09/2022 with MC record 7 days. The accident investigation dated 17/09/2022 was available and HIRARC also been reviewed dated 28/09/2022. From the sampling also in GTGE, the management already conducted the training 22/06/2022 for First aid and CPR. First aid box was inspected on monthly basis verified as per latest dated 14/11/2022 by Rahima Rahim (Hospital Assistant).- GLYE: DAB OH Sdn. Bhd. Certificate of Proficiency Awarded to Sainuddin Rate; C4651451 for successfully completed the knowledge & skill evaluations for Basic Life Suport & 1st Aid Training (In accordance 2015 American Heart Association & Guidelines on 1st Aid in the workplace by DOSH 2004) on 17th February 2023- GLWE: DAB OH Sdn. Bhd. Certificate of Proficiency Awarded to Fidelia Stephen Sundang; 7xxxxx-xx-xxxx for successfully completed the knowledge & skill evaluations for Basic Life Suport & 1st Aid Training (In accordance 2015 American Heart Association & Guidelines on 1st Aid in the workplace by DOSH 2004) on 17th							

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		<p>February 2023 by Dr. Mohd. Azizan bin Abdul Aziz; MBBS (Malaya) OHD/CHRA MMC: 47101; Exec. Master Occupational OSH (Unisel) St. John Certified 1st Aid & BLS Trainer</p> <ul style="list-style-type: none"> - GTOM: DOSH Visit Book; Latest visit dated 21/07/2023; Accident Investigation (JKKP6 - Notification of Accident/Dangerous Occurrence # SB/SKEM/23/02212); Date: 13/07/2023. Accident statistic discussed as sighted in the minutes of SHC Meeting conducted. Reported that 1 accident occurred during for last one year period involved boiler man on 10/07/2023. The JKKP 6 form & accident investigation report is available and the OSH committee meeting conducted on 14/07/2023. The JKKP 8, JKKP 8/130480/2022 submission was on 17/01/2023. Other records available as sampled. Observed during site visit, Boilerman wearing safety boots, safety helmet, vest, ear plugs and face shield. Sampled also Permit To Work; GTOM-F-MGR-13; Rev. 05; Date: 19/10/2023; Contractor: East Inertia Sdn. Bhd.; Scope of work: Boiler retubing. Trained First Aider attend training conducted on 17/03/2023 by Dab Oh Sdn Bhd. The sample Certificate as following: - Name: Ambo Upe Bado - Certificate No: AT966589 <p>Training: Basic Life Support & First Aid Training</p>	
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>For mill, PPE record for issuance (GTOM-F-MGR-16) Rev.00 for all workers found maintained and kept for reference. Verified the latest sample PPE issuance record as following:</p> <ul style="list-style-type: none"> - GTOM: Employee: Nady (Kernel processing plant); Date Issue: 16/10/23; PPE: Leather Hand glove - GTOM: Employee: Yusuf Arshad (Shift 3); Date Issue: 2/8/23; PPE: Leather gloves, safety vest and ear plug 	Non-compliance

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		<p>The estates provided appropriate PPE to all workers according to the job type and requirements. The PPE given as per HIRARC and Pictorial Safety Standard (PSS) guidelines.</p> <p>Sighted the PPE issuance records documented in 'PPE Issuance Record' logbook. The PPE issued recorded by workers and job designation. Verified the sample of the latest issuance records as following:</p> <ul style="list-style-type: none"> - GTJE: Employee: FFB Checker; Date of issue: 23/10/2023; PPE: Safety Boot & Hand Glove - GTGE: Employee: Harvesting Mandore; Date of issue: 13/10/2023; PPE: Safety helmet - GLYE: Employee: Arismi; Date of issue: 21/10/2023; PPE: Apron canvas - GLWE: Employee: Kipli (Workshop); Date Issue: 13/9/23; PPE: Leather glove, cotton glove, ear plug, safety vest <p>Notwithstanding, during visit estate fields and mill processing area the following were found:</p> <ul style="list-style-type: none"> - GTJE: Refer to the Chemical Safety Data Sheet (SDS) fertilizer COMPACTED: 14/8/19/3+0.4 Section 2, clause 2.4 Hazard statement; H320 causes mild eye irritation, Section 8, Clause 8.4 Skin Protection- Use safety goggle or fullface shield where dusting or splashing of solution is possible. However, during the site visit to the manuring gang in Div. 3 Block 51 Genting Tanjung Estate found that the female workers were not wearing goggles or face shields while broadcasting the fertilizer. - GTGE: Sighted the HIRARC for Harvesting (GENP/HIRARC/01/001. The reviewed HIRARC stated the recommended risk control of derbies, leaf & fruits let-as-wearing 	
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		<p>safety goggles. Based on the verification and interview with the harvesters in Block 20 Division 10 Genting Tenegang Estate, they have not been provided with the goggles for the activity.</p> <ul style="list-style-type: none"> - GLYE: Refer to the Chemical Safety Data Sheet (SDS) fertilizer bm Mixture NK 12.5-30 Section 8.2 Exposure control; Eye protection: Chemical goggles. Verification during the site visit and interviews with the manuring workers in Blk 27 Division 13 Genting Layang Estate, they have been provided with safety goggles instead of chemical goggles. The Chemical Safety Data Sheet of the fertilizer in use also not available for reference in field. Chemical Safety Data Sheet (SDS) Glyphosate IPA 41% Ref; Sec. 8 Exposure control; Eye protection: Chemical Splash Goggle. Verification during the site visit and interviews with the manuring workers in Blk 25 Division 13 Genting Layang Estate, they have been provided with safety goggles instead of chemical splash goggles. - GTOM: Ref; HIRARC for Crane Station/Marshalling Yard (SP-MGR-01-F01-0) Dated 01/09/2023 Rev:06-No:03 (winch in operation). The reviewed HIRARC stated the recommended risk control of cages in operation—as-PPE hand gloves. <p>These indicated that PPE was not use appropriately by workers to cover potentially hazardous operations. Hence a Major NC has been raised.</p>	
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 July – September 2023 for all operating units visited.</p>	Complied
6.7.5	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>Records on Lost Time Accident (LTA) metrics at mill/estates had been verified to be in satisfactory trending. JKPP 8 been submitted to DOSH annually as reported in indicator 6.7.2 above.</p>	Complied

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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	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>The estates continued to monitor the Implementation of Integrated Pest Management (IPM) plans.</p> <ul style="list-style-type: none"> a) The estates had in place documented the IPM plan which covered monitoring of pest, control of pest population levels at below threshold levels by using cultural, biological, and use of pesticides. The plan was guided by SMP dated 17/01/2011 IPM - beneficial plant protocol. b) In order to minimize use of insecticides on leaf-eating pest, the estates planted beneficial plants such as <i>Turnera subulata</i>, <i>Cassia cobanensis</i>, <i>Antigonon leptopus</i>, along the roadsides and designated points in the fields and also within the nursery perimeter. c) The plan also advocated single layer EFB mulching in order to prevent the breeding of rhinoceros beetles. Monthly detection and observation of leaf eating pests, mammalian pests and diseases had been continued. These monthly detection and observations were carried by staff. d) All the estates carried census on rat damage and diseases like Ganoderma. Rat baiting was by calendar baiting at 2 campaigns per year where recommended by the PA /Agronomist. Baiting are continued until bait acceptance threshold level. 	Complied
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>This is not practiced in the estates visited. None of species were referenced in the Global Invasive Species Database and CABI.org are used in the management of IPM. The estates have declared this compliance in the status of IPM species invasiveness.</p>	Complied

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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 was no land preparation in the CU Mill and Estates by burning ever since Genting Plantation Berhad practiced zero burning as per the policy in the Zero Burning Policy dated 10/08/2011 signed by the CEO. As advocated, the estates practiced zero burning. In the replants visited during the audit in the Estates, it was evident that all palms were felled, shredded, windrowed and left to decompose. There was no evidence that fire had been used to prepare land for replanting in the estate No fire was used for waste disposal.</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>- Critical (Major) compliance -</p>	<p>As of previous assessment, 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> <p>No illegal agrochemicals (stated by local and international laws) such as paraquat was used in their estates.</p> <p>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>	Complied
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>Records of pesticides use (including active ingredients used and their LD 50, area treated, amount of a.i. applied per ha and number</p>	Complied

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	- Critical (Major) compliance -	of applications) had been maintained by the state and submitted to the Head Quarters monthly. Sample has been taken for glyphosate																				
		<table><tr><th rowspan="2">Year</th><th colspan="4">a.i. (L/ha)</th></tr><tr><th>GTJE</th><th>GBGE</th><th>GTGE</th><th>GLYE</th></tr><tr><td>2022</td><td>1.805</td><td>0.648</td><td>1.059</td><td>0.968</td></tr><tr><td>2023</td><td>1.734</td><td>0.639</td><td>1.036</td><td>0.951</td></tr></table>	Year	a.i. (L/ha)				GTJE	GBGE	GTGE	GLYE	2022	1.805	0.648	1.059	0.968	2023	1.734	0.639	1.036	0.951	
Year	a.i. (L/ha)																					
	GTJE	GBGE	GTGE	GLYE																		
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2023	1.734	0.639	1.036	0.951																		
7.2.3	(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans. - Critical (Major) compliance -	As of previous assessment, the estates have 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 all the estates, 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 instead. Monocrotophos was eliminated and in its place Acephate is used.	Complied																			
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 all estates visited. Latest review on GENP’s Oil Palm Manual – since last update on 11/11/2021 issued by GPA (Genting Plantation Advisory) / GPRC (Genting Plantations Research Centre).	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	All estates do 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 of both estates and interview with the management representative. Records showed that pesticides were handled, used and applied by trained persons and as per the SDS of the product. a) The staff and workers such as the storekeepers, sprayers,	Complied																			

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	<p>c) Which process was applied to verify why there is no other less hazardous alternative</p> <p>d) What is the process to limit the negative impacts of the application</p> <p>e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.</p> <p>- Minor compliance -</p>	<p>fertilizer and rat bait workers were trained and they had understood the hazards involved and how the chemicals should be handled in a safe manner.</p> <p>b) The trade and generic names of the chemicals were made known to the workers through the SDS training. SDS was also displayed at all storage areas as observed during the audit.</p> <p>c) The training included the safety aspects and usage of PPE when handling with pesticides. Records of training are shown in 3.7.2 and verified.</p> <p>d) All workers involved in pesticide application were provided with appropriate PPE per the recommendation by the CHRA Assessor and replaced when worn-out. PPE issuance & replacement records were verified by the auditors.</p> <p>e) From interviews conducted with workers and staff in the field and store clerks it was established that they had been trained and were aware of safe handling procedure.</p> <p>Job Knowledge in respect of activity for each pesticides handler are periodically refreshed and updated.</p>	
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>	<p>All estates within GTOM certification unit implemented the Standard Operating Procedure (SOP) for handling of chemicals to ensure proper and safe handling and storage under Chemical Management (SP-MGR-08), Rev.01 dated 01/08/2017. Explained safe handling as in USECHH 2000, CLASS 2013, Pesticides Act 1974, SWR 2005. Storage of pesticides were in accordance with the Occupational Safety and Health Act 1994 (Act 514) and its Regulations and Orders and Pesticides Act 1974 (Act 149) and its Regulations. All information regarding the chemicals affixed as product label and the accompanying Safety Data Sheet (see OSH CLASS 2013 Regulations) with details of its usage, hazards, trade</p>	Complied

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		<p>and generic names were found available in Bahasa Malaysia language. Workers understood and were carefully explained to them by Assistant Manager and Field Conductor.</p> <p>At these estates, their chemical stores were inspected and it was noted that they all comply with the relevant act as well as best practice.</p> <ul style="list-style-type: none"> - All stores were secured under lock and key with restricted access. - Only authorized personnel are assigned to handle the chemicals. - Provision of ventilation fan. - Display of Safety Pictorial poster, namely the required PPE and chemical Safety hazards pictogram. - Pesticides were separated by class. - Storekeeper was trained in the handling of all pesticides. - SDS leaflets were available at all pesticide stores. - Records of purchase, storage and use were maintained. - Daily balance of remaining solution after completing pre-mixing were recorded and kept in the store under lock and key. - Concrete cemented floor, bund wall and provision of sump pond. <p>Sighted sample of Safety Data Sheet for a product supplied by CP Manufacturing Sdn. Bhd. as following:</p> <ul style="list-style-type: none"> - Product ID: TAPUS - Product other ID: Glyphosate-Iso-Propyl-Ammonium 41% W/W <p>The management have established a training program for employees exposed to chemicals used at the palm oil estates to</p>	
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		<p>ensure continuous awareness to the employees. The training was conducted by the Manager, Asst. Manager, and representative from the chemical suppliers to the supervisors and operators. Sighted the training records samples as following:</p> <ul style="list-style-type: none"> - GTJE: SOP, PPE & HIRARC, Machinery handling & Niose Training: 14/10/2023; Schedule Waste Training: 20/10/2023; SOP, PPE & HIRARC for Harvesting Training: 11/10/2023 - GTGE: Policy, SOP & HIRARC for harvester: 24/02/2023; Training on handling chemical, fertilizer and lubricant store – 19/09/2023; Training helmet for motorcyclist–4/10/2023 <p>GLYE: Chemical spillage awareness training: 13/09/2023; Schedule Waste Training – 20/09/2023; First Aid Training – 22/05/2023. Training record for Chemicals Handling conducted on 10/07/2023 attended by 12 participants. Attendance list available and kept as record. Compliance, chemical risk, exposure and safe handling explained as summary/content of training sampled. Training on First Aid and Training on ERP & Fire Drill conducted on 02/06/2023 and 03/04/2023 respectively.</p>	
7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>The chemical stores in all estates were found to be in compliance with the Occupational Safety and Health Act 1994 (Act 514) as well as in the Pesticides Act 1974 (Act 149).</p> <ul style="list-style-type: none"> a) Records of purchase, storage and use were maintained. b) All store buildings were equipped with exhaust fans with the door secured. c) Only authorized personnel are assigned to handle the chemicals. d) All the chemicals were segregated in storage accordingly. 	Complied

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		Empty pesticides containers were disposed as schedule waste. Thereafter disposal arrangement will follow accordingly as per procedures at to SW collector Lagenda Bumimas Sdn Bhd.																																				
7.2.8	All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes. - Minor compliance -	<p>The procedure SMP/Genting Plantation Berhad-11–Handling of Scheduled Wastes (Hazardous Waste) Management in the Sustainability Management Procedure Manual dated Sept 2020 has been established. Empty containers were tripled rinsed, pierced and delivered to a registered recycler company M/s LD Recycle Enterprise a licensed vendor by Jabatan Pertanian Malaysia (Bahagian Kawalan Racun Perosak Dan Baja) letter dated 06/04/2023. was sighted and verified.</p> <table><tr><td></td><td>Estate</td><td>Date</td><td>20 L Container</td><td>4L Container</td><td>Plastic Bottle</td><td>Empty Boxes</td></tr><tr><td>1</td><td>Genting Tanjung Estate</td><td>14/10/2023</td><td>22 pcs</td><td>18 pcs</td><td>220 kg</td><td>20 kg</td></tr><tr><td>2</td><td>Genting Layang Estate</td><td>14/10/2023</td><td>163 pcs</td><td>-</td><td>33 kg</td><td>21 kg</td></tr><tr><td>3</td><td>Genting Layang Estate</td><td>28/08/2023</td><td>89 pcs</td><td>10 kg</td><td>50 kg</td><td>5 kg</td></tr><tr><td>4</td><td>Genting Landworthy Estate</td><td>21/10/2023</td><td>83 pcs</td><td>-</td><td>17 kg</td><td>-</td></tr></table>		Estate	Date	20 L Container	4L Container	Plastic Bottle	Empty Boxes	1	Genting Tanjung Estate	14/10/2023	22 pcs	18 pcs	220 kg	20 kg	2	Genting Layang Estate	14/10/2023	163 pcs	-	33 kg	21 kg	3	Genting Layang Estate	28/08/2023	89 pcs	10 kg	50 kg	5 kg	4	Genting Landworthy Estate	21/10/2023	83 pcs	-	17 kg	-	Complied
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		5	Genting Tenegang Estate	Dispatch as SW 409 to Lagenda Bumimas	
7.2.9	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<p>The management representative has concluded that there is no aerial spraying conducted in the estates. It has been further confirmed through site visit, equipment store and records of pesticides application.</p>			Complied
7.2.10	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>The pesticide operators at each estate of Genting Tanjong POM & Supply Bases undergo medical surveillance as part of the Medical Surveillance Programme, considering the potential health hazards associated with their work involving exposure to chemicals regulated by the Use and Standard of Exposure or Chemicals Hazardous to Health (USECHH) Regulations 2000 under the Occupational Safety & Health Act (OSHA) 1994.</p> <p>Based on the CHRA assessments conducted as reported in indicator 3.6.1 and 3.6.2 and as per sample as following:</p> <ul style="list-style-type: none"> - Chemical Health Risk Assessment Report; Genting Plantations Berhad Genting Tanjong Estate; October 2019; Report # JKPP HQ/03/ASS/00/154-2019/055; Assessment conducted by Hajah Noormahani Harun; DOSH Reg. # HQ/03/ASS/00/154; Assessment date: 25/03/2019 – 31/10/2019; Prepared by: QMSPro Sdn. Bhd. - Supplementary Chemical Health Risk Assessment Report; Genting Plantations Berhad Genting Tanjong Estate; February 2020; Report # JKPP HQ/03/ASS/00/154-2020/029; Assessment conducted by Hajah Noormahani Harun; DOSH Reg. # 			Complied

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		<p>HQ/03/ASS/00/154; Assessment date: 30/01/2020; Prepared by: QMSPro Sdn. Bhd. for G-Planter Sdn. Bhd.</p> <p>- Supplementary Chemical Health Risk Assessment Report; Genting Plantations Berhad Genting Tanjung Estate; February 2021; Report # JKPP HQ/03/ASS/00/154-2021/049; Assessment conducted by Hajah Noormahani Harun; DOSH Reg. # HQ/03/ASS/00/154; Assessment date: 11/02/2021; Prepared by: QMSPro Sdn. Bhd. for Crop Protection (M) Sdn. Bhd.</p> <p>Records indicate that pesticide operators sent for medical surveillance were deemed fit to work, as confirmed by annual medical surveillance reports conducted by JKPP-approved Occupational Health Doctors (OHDs). No abnormalities were reported by the OHDs, and there were no cases of low blood cholinesterase levels observed among workers, which would render them unfit for work with pesticides.</p> <p>In addition to annual medical surveillance, monthly clinical checks focusing on gastrointestinal, urinary system, and pregnancy assessments are carried out by the Medical Health Officer/Assistant for pesticide operators. Records of both medical surveillance and monthly health checks are satisfactorily maintained and were available for review during the audit.</p> <p>During field visits, pesticide operators were interviewed, and feedback indicated that they did not experience any symptoms of toxic reactions such as skin disorders, rashes, mouth or throat pain, breathing difficulties, or nail problems, further affirming the effectiveness of the Medical Surveillance Programme in safeguarding the health of workers.</p>	
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7.2.11	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<p>As of previous assessment, 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, as per requirements of documented procedure i.e. Genting Plantations Berhad; Sustainability Management Procedure Manual – Legal Requirement Register; Doc Number: SMP-GPB-22 (Page 46 of 54); 12. Pesticides (Highly Toxic Pesticides) Regulation 1966, section 3 (a); 1. <i>Larangan – Tiada seorang pun majikan yang terlibat dengan penggunaan atau pengendalian racun makhluk perosak amat berbisa boleh – (c) menyebabkan dan membenarkan seorang pekerja wanita yang mengandung atau sedang menyusukan untuk menggunakan atau mengendalikan racun makhluk perosak amat berbisa.</i> (1. Prohibition – No employer involved in the use or handling of highly toxic pesticides shall – (c) cause and permit a female employee who is pregnant or breastfeeding to use or handle highly toxic pesticides.)</p> <p>It was sighted during the visit to the stores there were signages stating that pregnant and breast-feeding women are not allowed to enter the chemical stores.</p> <p>Regular briefing conducted by management on the risk of pesticides work by pregnant or breastfeeding women.</p>	Complied						
Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.									
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 estate had identified all wastes and sources of pollution. The Waste Management Plan 2023 were established to mitigate and control the identified wastes and source of pollution. The common significant environmental receptors for the estates and mill operations among others as summarized below:</p> <table><tr><td></td><td>Receptor</td><td>Sources</td></tr><tr><td>1</td><td>Air</td><td>Sources from (smoke and particulate), vehicle &</td></tr></table>		Receptor	Sources	1	Air	Sources from (smoke and particulate), vehicle &	Complied
	Receptor	Sources							
1	Air	Sources from (smoke and particulate), vehicle &							

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		generator (smoke and gases), EFB dumping)-GHG
2	Water	Cleaning water/run-off/process operations
3	Land	Scheduled waste, domestic waste and industrial/process waste.

All waste and pollution are identified and documented in the Waste Management Plan and Pollution Prevention Plan Financial Year 2023 reviewed annually. The waste generated from the estate operations among others as shown below:

	Type of waste	Details
1	Scheduled waste	Filter, lubricants, hydraulic oil, grease, used batteries
2	Domestic waste	rubbish from the estate complex and employees' quarters
3	Industrial waste	Scrap iron
4	Sewage	Sewage from housing/office complex

3R has been implemented for plastic drinking bottle which special cages has been established to promote 3R and 20L empty chemical container has been reused for mixing.

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7.3.2	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	<p>The Estates had established SOP for chemical handling. The SOP of handling of chemicals is available in the following document</p> <ul style="list-style-type: none"> i. Sustainability Management Procedure Manual Sept 2020 <ul style="list-style-type: none"> - Safe Operating Procedure. ii. Standard Operating Procedure 2013 revised dated 28/1/22 <ul style="list-style-type: none"> - Prosedur Kerja Selamat - Prosedur membancuh Racun di PREMIX - Pengendalian Bahan Kimia - Prosedur Kerja Meracun - Pengurusan Bahan Buangan <p>a) Management and disposal of waste water 2023 has been established compiled by Assistant Engineer/Assistants/Staff.</p> <p>b) Waste Management Plan 2022 has been established prepared by SD and verified by the Assistant Engineer/Assistants/Managers.</p> <p>c) Interview with staffs and workers i.e. storekeepers and chemical mixer were trained and they had understood the hazards involved and how the chemicals should be used and disposed in a safe manner.</p> <p>d) Among the identified wastes include empty chemical containers including pesticides containers. Empty pesticides containers were washed at washing station prior to disposal. Disposals were carried out in compliance with relevant regulation of scheduled waste. Inventory and consignment documents verified for confirmation of proper management and disposal. The mill/estates scheduled waste are disposed to Lagenda Bumimas Sdn Bhd. SW 404 clinical waste are delivered to Sedafiat Sdn Bhd both registered with DOE.</p>	Complied
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		Estate	Date	SW 410	SW 305	SW 102	SW 110
		Genting Tanjung Estate	30/8/2023	0.28	0.216	0.032	-
		Genting Tanjung Estate	08/07/2023	0.27	0.400	-	0.020
		Genting Tanjung Estate	11/01/2023	0.05	0.915	0.019	-
		Genting Landworthy Estate	08/07/2023	0.16	0.615	-	-
		Genting Landworthy Estate	06/01/2023	0.10	0.800	-	-
							-
		Genting Layang Estate	4/10/2023	0.195	-	-	-
		Genting Layang Estate	10/07/2023	0.034	0.916	0.020	-

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		Genting Layang Estate	06/01/2023	0.069	0.355	0.131	-
		Genting Tenegang Estate	10/07/2023	0.061	1.600	0.054	-
		Genting Tenegang Estate	06/01/2023	0.207	0.760	0.019	-
		Genting Tanjung Estate	10/10/2023		28/03/2023		0.016
		Genting Landworthy Estate	15/06/2023		19/01/2023		0.015
		Genting Layang Estate	18/6/2023		19/01/2023		0.010
		Genting Tenegang Estate	15/06/2023		19/01/2023		0.005

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		<p>The procedure has detailed the definition of solid waste. The types of solid wastes has been categorized as follows;</p> <ul style="list-style-type: none"> a) Commercial / construction solid waste b) Household / industrial solid waste. c) Institutional solid waste d) Imported / public solid waste. <p>In addition there are 'Pelan Pengurusan Domestik Dan Bahan Buangan Tahun 2023' (Domestic Management Plan And Waste Material Year 2023). In this plan activities as scheduled are monitored with the date/month recorded. This was sighted and verified. All landfill sites have signboard displayed and properly demarcated. The area is sufficiently distant from habitation and water contamination. The site disposal area (landfill area) is shown and marked in the estate map.</p> <p>The estates also identified the types of domestic waste;</p> <ul style="list-style-type: none"> a) Sisa baki (Home domestic) b) Sisa pukal e.g. old furniture, electrical appliances. c) Sisa kitar semula (Recycled). <p>Inside the Management Plan the estate has included among others.</p> <ul style="list-style-type: none"> a) Identification of scheduled waste/ domestic waste. b) Process dispose domestic waste to the estate landfill. <p>The estates also maintained records of source identification source and type of scheduled waste. The estate in addition discussed environmental issues in the quarterly ESH meetings.</p>	
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7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	<p>Genting Plantation Berhad practices of zero burning is enforced and elaborated in the Group Zero Burning Policy dated 10/08/2011 signed by the Group President & Chief Operating Officer and also included in the following guidelines;</p> <ul style="list-style-type: none"> a) Sustainability Management Procedure Manual 2013 <ul style="list-style-type: none"> - Safe Operating Procedure. b) Standard Operating Procedure 2013 revised dated 28/1/22 <ul style="list-style-type: none"> - Safe Work Procedures - Procedure for mixing chemical in PREMIX - Chemical Handling - Chemical Application Work Procedures - Waste Management <p>The operating units adhered to the policy of "Zero open burning" for any replanting. From field visits and interviews with the workers there is no open burning being practiced in the estates. Both the estates had replanting program spanned over the forthcoming years as shown in 3.1.2. There was no evidence that fire had been used to prepare land for replanting in the estate No fire was used for waste disposal.</p>	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 -	<p>The estates operations are guided by the following manuals</p> <ul style="list-style-type: none"> a) Genting Plantations Oil Palm Manual OPM issued on 9/11/99 b) Sustainability Management Procedure Manual 1/8/13 revised in 28/01/2022. c) OSH Manual dated 01/01/2010. 	Complied

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		<ul style="list-style-type: none"> d) Environmental Control Procedure – 01/9/2018 e) Store Operating Manual – 2014 f) Standard Operating Procedure West Malaysia Estates 17/1/2011. g) Jobs description - 2012 h) Pictorial Safety Standards and Security Guidelines (PSS). i) Laboratory Process Control Manual <p>The soil fertility and yield enhancement are described in details in the Oil Palm Manual under the following sections</p> <ul style="list-style-type: none"> a) OPM No 7. Manuring of oil palm b) OPM no 13. Managing difficult soils <p>The estates continued to use and implement SOP for each of the processes. Brief version of the SOP was displayed at the appropriate locations. Copies of the documented SOP were presented to the audit team. It was observed that activities being implemented which involved safety, health, environmental, quality, employees, etc. had followed the established SOP. All the estates operations were guided through the manuals and SOP.</p> <ul style="list-style-type: none"> a) The procedures as documented in the Genting Plantation Berhad OPM were disseminated to the staff/workers through morning briefings and training. b) The manuals are kept in the main office for references of employees particularly for the supervisory personnel. c) The documents included all operations in the estates from seedlings in nursery to planting of young palms and plantation upkeep to mill FFB receipt, grading, 	
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		<p>processing, quality analysis and security.</p> <p>d) Site inspection and interview with workers confirmed that the SOP had been implemented and they understood the requirements of the SOP, the bottom-line of which is Good Agricultural Practice and the care for their safety and health and the environment.</p>											
7.4.2	<p>Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health.</p> <p>- Minor compliance -</p>	<p>The internal Agronomist from Genting Plantations Research Centre visits estates to perform foliar sampling prior to the fertilizer recommendation for the forthcoming year. (Ref SOP GPRC/SOP/FS/02 dated 26/03/2019).</p> <p>a) Leaf and soil nutrient analysis are a common methodology used in the diagnosis of fertilizer requirements in oil palms.</p> <p>b) Foliar analysis reports were then issued to the estates for the program establishment and application. This includes the order of fertilizer and workforce/machine planning.</p> <p>c) Agronomic assessment and fertilizer recommendation formulate the FY2023 manuring programme and to suggest relevant agronomic practices for oil palm yield and growth improvement. Annual foliar sampling for Ash, N, P, K, Mg, Ca & B had been were carried out in all estates. The latest being:</p> <table><tr><td></td><td>Estate</td><td>Type</td><td>Report Date</td><td>Report No</td></tr><tr><td>1</td><td>Genting Tanjung Estate</td><td>Soil Analysis</td><td>16/12/2022</td><td>STR23/2022</td></tr></table>		Estate	Type	Report Date	Report No	1	Genting Tanjung Estate	Soil Analysis	16/12/2022	STR23/2022	Complied
	Estate	Type	Report Date	Report No									
1	Genting Tanjung Estate	Soil Analysis	16/12/2022	STR23/2022									

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		2	Genting Tanjung Estate	Leaf Analysis	10/07/2023	PR24/2023	
		1	Genting Tenegang Estate	Soil Analysis	01/03/2023	STR 6A/2020	
		2	Genting Tenegang Estate	Leaf Analysis	Aug 2023	TBA	
		3	Genting Tenegang Estate	Leaf Analysis	21/06/2022	PR17/2022	
		1	Genting Layang Estate	Soil Analysis	22/03/2022	STR15/2022	
		2	Genting Layang Estate	Leaf Analysis	08/09/2022	PR36/2022	
		1	Genting Landworthy Estate	Soil Analysis	26/01/2022	STR 13/2022	

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		<table><tr><td>2</td><td>Genting Landworthy Estate</td><td>Leaf Analysis</td><td>09/05/2023</td><td>PR13/2023</td></tr></table> <p>d) Soil sampling was carried out accordingly and analysis is made yearly on different fields. The soil analysis provided the indication of soil health and monitors the changes in the organic carbon and total nitrogen.</p> <p>e) Soil analysis for PH, Org C, Total N, Total P, Avail P, Exchange K, Exchange Ca & Exchange Mg was carried out on a year cycle basis with the recent carried out as follows:</p>	2	Genting Landworthy Estate	Leaf Analysis	09/05/2023	PR13/2023																												
2	Genting Landworthy Estate	Leaf Analysis	09/05/2023	PR13/2023																															
7.4.3	<p>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.</p> <p>- Minor compliance -</p>	<p>The following practices are applied in the estates in relation to the nutrient recycling strategy;</p> <p>a) EFB application in designated fields at dosage of 20-40 mt/ha applied in inter rows subject to Agronomist recommendations.</p> <table><tr><td></td><td>Estate</td><td>Field</td><td>Ha</td><td>Mt</td><td>Field</td><td>Ha</td><td>Mt</td></tr><tr><td>1</td><td>Genting Tanjung Estate</td><td>01</td><td>36.48</td><td>729</td><td>14</td><td>48.70</td><td>974</td></tr><tr><td>2</td><td>Genting Tenegang Estate</td><td>35</td><td>8.49</td><td>84.92</td><td>27</td><td>65.66</td><td>194.39</td></tr><tr><td>3</td><td>Genting Landworthy Estate</td><td>Div 1</td><td>126.61</td><td>1899.1</td><td>Div 2</td><td>126.43</td><td>1896.4</td></tr></table>		Estate	Field	Ha	Mt	Field	Ha	Mt	1	Genting Tanjung Estate	01	36.48	729	14	48.70	974	2	Genting Tenegang Estate	35	8.49	84.92	27	65.66	194.39	3	Genting Landworthy Estate	Div 1	126.61	1899.1	Div 2	126.43	1896.4	Complied
	Estate	Field	Ha	Mt	Field	Ha	Mt																												
1	Genting Tanjung Estate	01	36.48	729	14	48.70	974																												
2	Genting Tenegang Estate	35	8.49	84.92	27	65.66	194.39																												
3	Genting Landworthy Estate	Div 1	126.61	1899.1	Div 2	126.43	1896.4																												

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		<table><tr><td>4</td><td>Genting Layang Estate</td><td>19</td><td>40.57</td><td>405.70</td><td>22</td><td>48.46</td><td>484.60</td></tr></table> <p>b) Cut frond are stacked in between the palms rows left to discompose.</p> <p>POME has been discharge to river which allowable BOD limit and sighted licensed in DOE – Jadual Pematuhan Ref 005266.</p>	4	Genting Layang Estate	19	40.57	405.70	22	48.46	484.60													
4	Genting Layang Estate	19	40.57	405.70	22	48.46	484.60																
7.4.4	Records of fertiliser inputs are maintained. - Minor compliance -	<p>Fertilizer application program was monitored using records i.e. program sheets, bin cards, field cost book, Fertilizer Application monitoring forms, etc.</p> <p>a) Records of programs and applications of fertilizers were reviewed by the auditors.</p> <p>b) Review of the records revealed that the actual fertilizers applied in 2022/23 was in line with the program.</p> <p>c) The following fertilizers were applied in the estates on recommendation by the Agronomist GPRC among others;</p> <table><tr><td></td><td>Fertilizer</td><td>Kg/palm</td><td>Application month</td></tr><tr><td>1</td><td>NKB</td><td>1.50 - 3.00</td><td>Jun - Sept</td></tr><tr><td>2</td><td>Kieserite</td><td>0.75 - 1.00</td><td>July</td></tr><tr><td>3</td><td>NPK</td><td>1.25</td><td>Sept</td></tr><tr><td>4</td><td>MOP</td><td>1.60</td><td>Sept</td></tr></table>		Fertilizer	Kg/palm	Application month	1	NKB	1.50 - 3.00	Jun - Sept	2	Kieserite	0.75 - 1.00	July	3	NPK	1.25	Sept	4	MOP	1.60	Sept	Complied
	Fertilizer	Kg/palm	Application month																				
1	NKB	1.50 - 3.00	Jun - Sept																				
2	Kieserite	0.75 - 1.00	July																				
3	NPK	1.25	Sept																				
4	MOP	1.60	Sept																				

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		<table><tr><td>5</td><td>CPD 55</td><td>1.48</td><td>June</td></tr><tr><td>6</td><td>B 8</td><td>0.10</td><td>June</td></tr><tr><td>7</td><td>NK Mixture</td><td>3.50</td><td>Mac / July</td></tr><tr><td>8</td><td>ERP</td><td>1.50</td><td>June</td></tr></table> <p>The soil fertility and yield enhancement are described in details in the Oil Palm Manual under the following sections</p> <p>a) OPM No 7. Manuring of oil palm</p> <p>b) OPM no 13. Managing difficult soils</p>	5	CPD 55	1.48	June	6	B 8	0.10	June	7	NK Mixture	3.50	Mac / July	8	ERP	1.50	June	
5	CPD 55	1.48	June																
6	B 8	0.10	June																
7	NK Mixture	3.50	Mac / July																
8	ERP	1.50	June																
Criterion 7.5: Practices minimise and control erosion and degradation of soils.																			
7.5.1	<p>(C) Maps identifying marginal and fragile soils, including steep terrain, are available.</p> <p>- Critical (Major) compliance -</p>	<p>Description of the soil characteristics such as texture, depth, drainage, parent material and key aspect for management was available. There were no other problematic soils (e.g. podzols and acid sulphate soils) in the estates. The soil maps are prepared by Genting Plantations Research Centre with the data from DOA and reconnaissance Soil Map of Sabah Soil Survey Division, Soils and Analytical Services. The soil series available in the estates visited are as follows;</p> <table><tr><td></td><td>Estate</td><td>Soil Series</td></tr><tr><td>1</td><td>G Tanjung</td><td>Buran / Jeram/ Kekura /Kuah / Kumansi/ Lundang/ Medang / Stom / Talisai / Tanjung Lipat</td></tr><tr><td>2</td><td>G Tenegang</td><td>Buran / Kumansi / Lating / Liku / Tepus</td></tr><tr><td>3</td><td>G L/worthy</td><td>Buran/Jeram/Kekura/Kuah/Kumansi/Lundang/ Stom/Talisai/Tanjung Lipat /Inanam</td></tr><tr><td>4</td><td>G Layang</td><td>Lokan/Bidu-Bidu/Kretam/Lungmanis/Kinabatangan</td></tr></table>		Estate	Soil Series	1	G Tanjung	Buran / Jeram/ Kekura /Kuah / Kumansi/ Lundang/ Medang / Stom / Talisai / Tanjung Lipat	2	G Tenegang	Buran / Kumansi / Lating / Liku / Tepus	3	G L/worthy	Buran/Jeram/Kekura/Kuah/Kumansi/Lundang/ Stom/Talisai/Tanjung Lipat /Inanam	4	G Layang	Lokan/Bidu-Bidu/Kretam/Lungmanis/Kinabatangan	Complied	
	Estate	Soil Series																	
1	G Tanjung	Buran / Jeram/ Kekura /Kuah / Kumansi/ Lundang/ Medang / Stom / Talisai / Tanjung Lipat																	
2	G Tenegang	Buran / Kumansi / Lating / Liku / Tepus																	
3	G L/worthy	Buran/Jeram/Kekura/Kuah/Kumansi/Lundang/ Stom/Talisai/Tanjung Lipat /Inanam																	
4	G Layang	Lokan/Bidu-Bidu/Kretam/Lungmanis/Kinabatangan																	

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		<p>Note / reference:</p> <ul style="list-style-type: none"> a) G Tanjung - Genting Tanjung Estate b) G Layang - Genting Layang Estate c) G L/worthy - Genting Landworthy Estate d) G Tenegang - Genting Tenegang Estate. 	
7.5.2	<p>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.</p> <p>- Minor compliance -</p>	<p>Like all Genting Plantation Berhad estates, the estate visited continued to have a management strategy for planting on slopes in order to minimize and control erosion and degradation of soils. The plantings on slopes between 9 and 25 degrees was guided by a Policy is available titled as 'Sustainability Policy dated 03/08/2009 signed by President / Group Chief Operating Officer. The content of the Policy among others includes the following;</p> <ul style="list-style-type: none"> a) Compliance with all related guidelines and regulatory laws. b) Implementation of GAP as stated in OPM /SMP. c) Implement suitable remedial to reduce impact to the environment. <p>Other guidelines were also shown in the following documents among others;</p> <ul style="list-style-type: none"> a) Steep Land Management SMP 10 dated 18/3/21 b) Procedure new planting /new development SMP 27 dated 16/3/20. <p>It was observed that practices to minimize and control erosion and degradation of soils were in place through proper stacking of fronds, EFB application, avoidance of blanket spraying, construction terraces, road maintenance and maintenance of soft vegetation in the interlines. Cover crops were planted in the</p>	Complied

		<p>replants and in certain mature areas. The cover crop <i>mucuna bracteata</i> had been planted along crucial slopes by management. Large areas with <i>neprolepis biserrata</i> in the inter rows were sighted during the visit. The slope maps were provided by the GPRC providing the terrain classification with details shown below.</p> <table><tr><td></td><td>Terrain</td><td>Description</td><td>GTE</td><td>GLW E</td><td>GLYE</td><td>GTGE</td></tr><tr><td>1</td><td>0-2</td><td>Flat</td><td>39.12</td><td>30.16</td><td>74.77</td><td>92.41</td></tr><tr><td>2</td><td>2-6</td><td>Undulating</td><td>38.59</td><td>51.90</td><td>20.30</td><td>7.55</td></tr><tr><td>3</td><td>6-12</td><td>rolling</td><td>19.48</td><td>17.86</td><td>4.65</td><td>0.05</td></tr><tr><td>4</td><td>12-20</td><td>hilly</td><td>2.67</td><td>0.09</td><td>0.28</td><td>0.00</td></tr><tr><td>5</td><td>20-25</td><td>steep</td><td>6.14</td><td>0.00</td><td>0.00</td><td>0.00</td></tr><tr><td>6</td><td>>25</td><td>Very steep</td><td>0.00</td><td>0.00</td><td>0.00</td><td>0.00</td></tr><tr><td></td><td></td><td>Total</td><td>100.0</td><td>100.0</td><td>100.0</td><td>100.0</td></tr></table>		Terrain	Description	GTE	GLW E	GLYE	GTGE	1	0-2	Flat	39.12	30.16	74.77	92.41	2	2-6	Undulating	38.59	51.90	20.30	7.55	3	6-12	rolling	19.48	17.86	4.65	0.05	4	12-20	hilly	2.67	0.09	0.28	0.00	5	20-25	steep	6.14	0.00	0.00	0.00	6	>25	Very steep	0.00	0.00	0.00	0.00			Total	100.0	100.0	100.0	100.0	
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		Total	100.0	100.0	100.0	100.0																																																					
7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	<p>This compliance being addressed in the Sustainable Policy - "Slope and River Protection" dated 03/08/2009 signed by President / Group Chief Operating Officer stating the following among others;</p> <p>"Slope of >25 degree to be excluded from any new plantation development and replanting program. For slope <25 degree the existing crop all vegetative shall be maintained accordingly".</p>	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.	Soil surveys are made and available in soil map for the estates. Topographic contour map are also available which are both used to manage the drainage and road works in the estates.	Complied																																																								

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	- Critical (Major) compliance -		
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 -	Genting Plantation Berhad Group Estates had no planting on areas of more than 25 degree. Plantings on steep slope are either avoided or minimized.	Complied
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	Soil surveys are made and available in soil map at the estates. Topographic contour map are also available which are both used to manage the drainage and road works in the estates. Details as per 7.5.1 and 7.5.2.	Complied
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 -	There is no peat soil or soil categorized as marginal or fragile soil in the estates visited. There was also no new planting in the estates.	Complied
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: 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 -	There is no peat soil or soil categorized as marginal or fragile soil in the estates visited. There was also no new planting in the estates.	Complied
7.7.3	(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	There is no peat soil or soil categorized as marginal or fragile soil in the estates visited. There was also no new planting in the estates.	Complied
7.7.4	(C) A documented water and ground cover management programme is in place. - Critical (Major) compliance -	The water and ground cover management programme is documented in the Genting Plantation Berhad SMP 15 (Water Management in Inland, Costal and Peat lands) issued on 12/11/2014. Details are described in 7.8.1. individual estate had	Complied

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		<p>their respective water management plan mainly to monitor among others the following;</p> <ul style="list-style-type: none"> a) Bulk of the supply are from individual catchment with treatment plant b) Monitor the quality of main water inlet/outlet for pollutants from estates' operations. c) Contingency during water shortage. d) Monitor the usage of fresh water on monthly basis e) Reuse/recycle waste water. 	
7.7.5	<p>(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.</p> <p>This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.</p> <p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p> <p>- Critical (Major) compliance -</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in the estates visited. There was also no new planting in the estates.</p>	Not Applicable
7.7.6	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in the estates visited. There was also no new planting in the estates.</p>	Not Applicable

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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>	There is no peat soil or soil categorized as marginal or fragile soil in the estates visited. There was also no new planting in the estates.	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>The Water Management Plan 2023 has been established with the recent review made respectively by individual estates and mill. Among others the plan therein has emphasized;</p> <p>a) rain water harvesting for cleaning purposes,</p> <p>b) water from the reservoir/catchment for the mill /estates operations</p> <p>c) continual training for workers on water efficiency consumption,</p> <p>d) desilting of water reservoir to retain the reservoir optimal capacity.</p> <p>e) The action plan in event of draught/water pollution.</p> <p>The estates similarly possessed the following water management plan. Among others containing the following initiatives.</p> <table border="1"> <thead> <tr> <th></th><th colspan="2">Areas of concerns</th><th>Action Plan</th></tr> </thead> <tbody> <tr> <td>1</td><td>Water source</td><td>Water from catchment pond</td><td>Supply to residential areas /complex for all divisions</td></tr> <tr> <td></td><td></td><td></td><td>Use in nursery and irrigation projects</td></tr> </tbody> </table>		Areas of concerns		Action Plan	1	Water source	Water from catchment pond	Supply to residential areas /complex for all divisions				Use in nursery and irrigation projects	Complied
	Areas of concerns		Action Plan												
1	Water source	Water from catchment pond	Supply to residential areas /complex for all divisions												
			Use in nursery and irrigation projects												

		2	Efficient use of water	Residential areas	Monitoring of pipes leakages	
				Optimize usage & reduce wastage	Spraying pump maintenance	
				Education/training	Promote water conservation & awareness among employees	
		3	Renewability water source	Rain water capture at catchment	Monitoring of pond level	
				Rain water harvest	Collection and usage at workshop	
		4	Avoidance of surface/ground water contamination	Sewage and septic tank	To ensure no leakage of sewage/septic tank functioning properly/cover available	
				Rubbish collection at line site	Collection 2x/week Landfill located far from residential areas. Recycling practices	
				Drainage system	Free flow drains & scheduled maintenance	
				Water pollution	Wash from chemical bays collected in sump for recycling	

				Trap for oil constructed	
				Sampling of water samples at various fields identified for river water sample. Establishment of riparian zone along natural water ways. Maintain the riparian buffer zone during replanting	
		5	Others	Flood /water logging areas Monitoring of rainfall, Desilting drain program Monitoring of water level using yard stick Construction of MCP	
		The estates do not restrict access to clean water or contribute to pollution of water used by communities. All sources of domestic use are from own estates water treatment plant. It was also verified that workers have adequate access to clean water i.e using same source of supply for the entire estates complex. Water Management Plan review date 28/08/2023 with NIL major changes/issues being raised.			
7.8.2	(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	Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones has been verified at the estate and mill catchment. Riparian buffer zones have been identified and demarcated. No chemicals and fertilizer application observed been used in their maintenance. In certain areas Guatemala grass / Vertivar sp were planted along the river banks.			Complied

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	<p>provided there is no evidence of environmental deterioration having occurred during the previous cycle.</p> <p>- Critical (Major) compliance -</p>	<p>Guidelines of the width of the rivers and natural courses to be protected have been illustrated in the Genting Plantation Berhad SMP 14 Sustainability Manual revised dated 16/03/2020. The buffer zones established are as follows: Genting Layang Estate had a corridor of life zone along the Sg Tenegang joint effort with WWF planted with forest trees beginning 2009.</p> <table><tr><td></td><td>River width</td><td>Buffer zone</td></tr><tr><td>1</td><td>>40 meters</td><td>50 meters</td></tr><tr><td>2</td><td>20 - 40 meters</td><td>40 meters</td></tr><tr><td>3</td><td>10 - 20 meters</td><td>20 meters</td></tr><tr><td>4</td><td>5 - 10 meters</td><td>10 meters</td></tr><tr><td>5</td><td>< 5 meters</td><td>5 meters</td></tr></table> <p>Buffer zones were protected. Areas visited for the estate as tabled below;</p> <table><tr><td></td><td>Estate</td><td>Description</td></tr><tr><td>1</td><td>Genting Tanjung Estate</td><td>Sg Tenegang Besar/Sg Kilangsat/Sg Simpang Putih</td></tr><tr><td>2</td><td>Genting Tenegang Estate</td><td>Sg Sp Putih / Sg Hulu Tenegang / Sg Layang Putih</td></tr><tr><td>3</td><td>Genting Landworthy Estate</td><td>Sg Tenegang Kecil</td></tr></table>		River width	Buffer zone	1	>40 meters	50 meters	2	20 - 40 meters	40 meters	3	10 - 20 meters	20 meters	4	5 - 10 meters	10 meters	5	< 5 meters	5 meters		Estate	Description	1	Genting Tanjung Estate	Sg Tenegang Besar/Sg Kilangsat/Sg Simpang Putih	2	Genting Tenegang Estate	Sg Sp Putih / Sg Hulu Tenegang / Sg Layang Putih	3	Genting Landworthy Estate	Sg Tenegang Kecil	
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		<table><tr><td>4</td><td>Genting Layang Estate</td><td>Sg Tenegang Besar</td></tr></table>	4	Genting Layang Estate	Sg Tenegang Besar	
4	Genting Layang Estate	Sg Tenegang Besar				
		<p>Samples are taken from the mill and estates for detection of any pollution arising from the mill and estates activities. Water samples from the intake point are taken for phosphate and nitrate analysis for detection of fertilizer application effect to the water courses. Extracted record of both the estates with details below. Among others management plan taken:</p> <ul style="list-style-type: none">a) Regular inspection at buffer/HCV areasb) Monitor water from surrounding areasc) Track, measure and report all activities around riverd) Train and educate workers. <p>The estate made a quarterly water samples drinking and 2x/yearly for river water analysis at 2 points in the river nearby i.e inlet / outlet water course flowing within the estate for respective division with results shown below. No major issues were noted/recorded. Analysis made by GPRC. Results concluding no significant differences and are within limits for all parameters. The estate however made investigation on any variation.</p> <p>Analysis results for the sampling dates were sighted and verified. River water sampling frequency at 2x/year whilst the treated water for domestic use at interval of 2x/year.</p> <ul style="list-style-type: none">a) Genting Tenegang Estate - 13/09/23, 03/08/23 & 12/04/23b) Genting Tanjung Estate - 21/09/23, 16/10/23 & 11/05/23c) Genting Layang Estate - 25/10/23d) Genting Landworthy Estate - 16/10/2023				

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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>Based on Jadual Pematuhan GTOM disposed effluent on land application via flat bed in Genting Tanjung Estate Blk 11, 12 & 13. Sighted quarterly report has been submitted to DOE (license no 0001877 duration 01/07/2023 - 30/06/2024) by quarterly basis. Latest submission for to DOE on 14/10/2023 for period July to Sept 2023. Among others the indicators were:</p> <table><tr><td></td><td>July - Sept 23</td><td>STD</td><td>03/7/2023</td><td>02/8/2023</td><td>11/9/2023</td></tr><tr><td>1</td><td>pH</td><td>5-9</td><td>8.20</td><td>8.30</td><td>8.30</td></tr><tr><td>2</td><td>BOD mg/l</td><td>20</td><td>3.80</td><td>10.40</td><td>11.40</td></tr><tr><td></td><td>COD mg/l</td><td>-</td><td>42.00</td><td>152.00</td><td>170.00</td></tr><tr><td>3</td><td>A Nitrogen</td><td>150</td><td>0.00</td><td>0.00</td><td>0.00</td></tr><tr><td>4</td><td>Total N</td><td>200</td><td>2.10</td><td>10.40</td><td>5.90</td></tr><tr><td>5</td><td>Oil & Grease</td><td>20</td><td>0.00</td><td>0.00</td><td>0.00</td></tr><tr><td>6</td><td>Total Solids</td><td>-</td><td>428.00</td><td>1273.00</td><td>1215.00</td></tr><tr><td>7</td><td>S Solids</td><td>200</td><td>0.00</td><td>0.00</td><td>14.00</td></tr></table> <p>All parameters tested complied with regulatory standards. Units in mg/l except pH.</p>		July - Sept 23	STD	03/7/2023	02/8/2023	11/9/2023	1	pH	5-9	8.20	8.30	8.30	2	BOD mg/l	20	3.80	10.40	11.40		COD mg/l	-	42.00	152.00	170.00	3	A Nitrogen	150	0.00	0.00	0.00	4	Total N	200	2.10	10.40	5.90	5	Oil & Grease	20	0.00	0.00	0.00	6	Total Solids	-	428.00	1273.00	1215.00	7	S Solids	200	0.00	0.00	14.00	Complied
	July - Sept 23	STD	03/7/2023	02/8/2023	11/9/2023																																																				
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7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <p>- Minor compliance -</p>	<p>The mill processing water are obtained from the water catchment adjacent to the mill complex. The water usage monitoring is made on a monthly basis with the latest recording (water usage per mt in 2022 of fresh fruit bunches (FFB) below; Base line is 1.5 ratio</p>	Complied																																																						

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		<table><tr><td>No</td><td>2022</td><td>Water m3</td><td>FFB /MT</td><td>Water /FFB</td></tr><tr><td>1</td><td>Jan</td><td>31173</td><td>17292</td><td>1.27</td></tr><tr><td>2</td><td>Feb</td><td>34660</td><td>15963</td><td>1.68</td></tr><tr><td>3</td><td>Mac</td><td>41796</td><td>17510</td><td>1.86</td></tr><tr><td>4</td><td>Apr</td><td>40327</td><td>18805</td><td>1.68</td></tr><tr><td>5</td><td>May</td><td>39435</td><td>16423</td><td>1.81</td></tr><tr><td>6</td><td>June</td><td>37749</td><td>16500</td><td>1.73</td></tr><tr><td>7</td><td>July</td><td>36640</td><td>15153</td><td>1.82</td></tr><tr><td>8</td><td>Aug</td><td>40223</td><td>17437</td><td>1.77</td></tr><tr><td>9</td><td>Sept</td><td>40459</td><td>20231</td><td>1.58</td></tr><tr><td>10</td><td>Oct</td><td>41221</td><td>21387</td><td>1.56</td></tr><tr><td>11</td><td>Nov</td><td>40603</td><td>21955</td><td>1.51</td></tr><tr><td>12</td><td>Dec</td><td>40939</td><td>21468</td><td>1.56</td></tr><tr><td></td><td>Total</td><td>465224</td><td>220128</td><td>1.64</td></tr></table> <p>There were variations of performance. Probable factors are linked to rainy days, significant boiler water rinsing/discharging for maintenance etc.</p>	No	2022	Water m3	FFB /MT	Water /FFB	1	Jan	31173	17292	1.27	2	Feb	34660	15963	1.68	3	Mac	41796	17510	1.86	4	Apr	40327	18805	1.68	5	May	39435	16423	1.81	6	June	37749	16500	1.73	7	July	36640	15153	1.82	8	Aug	40223	17437	1.77	9	Sept	40459	20231	1.58	10	Oct	41221	21387	1.56	11	Nov	40603	21955	1.51	12	Dec	40939	21468	1.56		Total	465224	220128	1.64	
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8	Aug	40223	17437	1.77																																																																					
9	Sept	40459	20231	1.58																																																																					
10	Oct	41221	21387	1.56																																																																					
11	Nov	40603	21955	1.51																																																																					
12	Dec	40939	21468	1.56																																																																					
	Total	465224	220128	1.64																																																																					
Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised																																																																									
7.9.1	A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented.	A plan for improving the efficiency of the use of fossil fuels is in place and has been incorporated into the Environmental Aspect and Impact activities report for 2023. The document was		Complied																																																																					

- Minor compliance -

reviewed/updated on 08/01/2023. The Environment Management Plan for efficiency of fossil fuel usage are detailed below:

	Target	Objective	Action plan
1	Backhoe tractor/ Machines	To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment	To ensure the vehicle engine is turn off during idle time To record vehicle activity which consume fuel
2	Van / Supervisory vehicle	To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment	To record vehicle activity in order to eliminate waste activity which consume fuel. To turn off vehicle engine during idle time.
3	Electrical supply	To reduce reliance on gen-sets for power supply	Utilization of external power sources

The estate records the following 2019-2022 data and tabulated the ratio against the FFB produced to determine the efficiency of their operations;

Diesel L / FFB mt					
		2019	2020	2021	2022
1	Genting Tanjung Estate	4.40	4.51	5.70	5.86
	Diesel L	274,620	257,741	261,459	254,100

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		2	Genting Tenegang Estate	7.92	8.02	11.57	9.83
			Diesel L	448,802	437,519	451,448	370,762
		3	Genting Landworthy Estate	5.83	5.62	8.86	9.57
			Diesel L	467,563	357,548	412,241	373,260
		4	Genting Layang Estate	6.71	5.76	7.13	6.95
			Diesel L	234,401	216,508	221,276	191,297
		5	Genting Tanjong POM	0.524	0.664	1.504	1.687
			Diesel L	190,557	223,645	363,467	371,315
		<p>There has been initiative by the management in reducing the diesel consumption through the following</p> <ul style="list-style-type: none"> a. Manual grass cutting reducing the tractor running hours. b. Optimum running hours of tractors. c. Scheduled maintenance of tractors. <p>The estate records and monitors the diesel utilization over the running hours of gen-set and other vehicles running. Performance variation in view of several factors i.e.</p>					

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		<p>a. Infrastructure of estates, b. Community size / no of gen-sets, c. No. of vehicles / age of machine. d. Weather interference / crop production volume</p> <p>There is no opportunity for the estate to capitalize the utilization of fibre/shell produced from the mill as part of their energy production in replacement of fossil fuel with the current technology limitation. The estate adopted the following practices in reducing diesel consumption in the daily operations.</p> <table border="1"> <thead> <tr> <th></th><th>Management Plan</th><th>Timeline</th><th>PIC</th></tr> </thead> <tbody> <tr> <td>1</td><td>Monitoring of diesel usage in FFB transportation</td><td>On-going</td><td>AEM</td></tr> <tr> <td>2</td><td>Engine OFF when not in operations</td><td>On-going</td><td>AEM</td></tr> <tr> <td>3</td><td>Training session to PIC</td><td>Schedule</td><td>AEM</td></tr> </tbody> </table> <p>A plan for improving the efficiency of the use of fossil fuels is in place incorporated into the Environmental Aspect and Impact activities report for 2023 identified in the following</p> <p>a) Environmental Aspect Identification Summary FY 2023 reviewed accordingly.</p> <p>b) Environmental Impact Evaluation Summary FY 2023 reviewed accordingly.</p> <p>c) Renewable energy usage & diesel consumption 2023 was established and monitored by monthly basis.</p>		Management Plan	Timeline	PIC	1	Monitoring of diesel usage in FFB transportation	On-going	AEM	2	Engine OFF when not in operations	On-going	AEM	3	Training session to PIC	Schedule	AEM	
	Management Plan	Timeline	PIC																
1	Monitoring of diesel usage in FFB transportation	On-going	AEM																
2	Engine OFF when not in operations	On-going	AEM																
3	Training session to PIC	Schedule	AEM																

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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.			
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>Both the Mill and Estates had identified emission of greenhouse gas (GHG) from their operations such as emission from their farm tractor and gen set operation.</p> <p>a) The management from both estates and mill had planned to reduce emission by daily inspection and monitoring for their farm tractor and gen set to prevent any leakage and problem that could adverse impact the environment.</p> <p>b) Fuel Consumption, Peat Oxidation, POME and reported in the Palm GHG Summary Report.</p>	Complied
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>The CU has calculated the GHG using RSPO Palm GHG calculator and the calculation option used is Option 1. There is no new development within the CU estates.</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>An assessment of all polluting activities has been conducted and monitored. This included the gaseous emissions, particulate / soot emissions and effluent. The CU has continued to maintain its environmental aspects/impacts register associated with their activities. Environmental aspect and impact (EAI) records i.e. (SM/5.2/EAI) and (SM/5.2/EIE) which covers estates and mill activities / operation. 'Pollution Identification Environmental Improvement Action Plan' is used to identify the waste products and sources of pollution, was in place and is reviewed accordingly. Among others the significant environmental receptors for the estates and mill operations were:</p>	Complied

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Environmental Receptors		Source
1	Air	Air emissions –from boiler stack (smoke & particulate), vehicle & generator (smoke and gases). GHG emission from anaerobic processes (ETP, EFB dumping).
2	Water	Water discharges – Cleaning water/run-off/process station waters (hydro cyclone/sterilizer condensate/clarification waste) & boiler quenching water and blow down
3	land	Land – Scheduled waste, domestic waste and industrial / process waste. Clinical wastes – generated from clinics.

Genting Tanjung Oil Mill conducted boiler stack sampling for each of the boiler stack. Results were within the acceptable limit. The mill was also equipped with a Continuous Emission Monitoring System (CEMS). The audit team has verified the condition of the CEMS was found to be in functional condition. Data from the stack is connected online to DOE's office. Boiler smoke emission data are within the DOE limit.

An assessment of identified polluting activities is being conducted and monitored, inclusive of gaseous emissions, particulate / soot emissions and effluent.

		<p>'Pollution prevention plan and waste management action plan" is used to identify the waste products and sources of pollution – is in place and is being reviewed and implemented accordingly. Among of action has been taken by CU were:</p> <ul style="list-style-type: none"> a. Scheduled wastes – were disposed through Lagenda Bumimas Sdn Bhd and Sedafiat Sdn Bhd (clinical waste). b. Domestic wastes are disposed to own estates landfill 2x/3x twice a week accumulated at designated area located far from housing complexes and waterways for all estates and mill. c. Full compliance to zero burning practices. 	
Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area			
7.11.1	<p>(C) Land for new planting or replanting is not prepared by burning.</p> <p>- Critical (Major) compliance -</p>	<p>There was no land preparation in the Estate CU by burning ever since Genting Plantations practice zero burning as per the policy in the Zero Burning Policy dated 10/8/11 signed by the President & Chief Operating Officer. Therein stating</p> <ul style="list-style-type: none"> a) No open burning of any kind in all OU b) All types of waste products disposed appropriately c) Limited open burning allowed for cooking and religious purposes under appropriate supervision. <p>In the 2022/23 replants visited during the audit in GPB it was evident that all palms were felled, shredded, windrowed and left to decompose.</p>	Complied
7.11.2	<p>The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	<p>There was no land preparation in the Estates by burning ever since Genting Plantations practice zero burning as per the policy in the Zero Burning Policy dated 10/08/2011 signed by the President & Chief Operating Officer. Therein stating</p> <ul style="list-style-type: none"> a) No open burning of any kind in all OU 	Complied

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		<p>b) All types of waste products disposed appropriately</p> <p>c) Limited open burning allowed for cooking and religious purposes under appropriate supervision.</p> <p>In the 2022/23 replants visited during the audit in CU it was evident that all palms were felled, shredded, windrowed and left to decompose. The estate adhered to the policy of "Zero open burning" for any replanting. From field visits and interviews with the workers there is no open burning being practiced in the estates. There is a fire ERP team established by the estates.</p>	
7.11.3	<p>The unit of certification engages with adjacent stakeholders on fire prevention and control measures.</p> <p>- Minor compliance -</p>	<p>Genting Plantation Berhad engaged smallholders on the fire prevention and control measures. This was mentioned in the stakeholder meeting and various mode via feedback given by the</p>	Complied

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		<p>members. All estates and mill made a combined meeting with the stakeholders.</p> <table border="1"> <thead> <tr> <th></th><th>Estate</th><th>Date</th><th>Date</th></tr> </thead> <tbody> <tr> <td>1</td><td>Genting Tanjung Estate</td><td>08/09/2023</td><td>04/11/2022</td></tr> <tr> <td>2</td><td>Genting Layang Estate</td><td>08/09/2023</td><td>04/11/2022</td></tr> <tr> <td>3</td><td>Genting Tenegang Estate</td><td>08/09/2023</td><td>04/11/2022</td></tr> <tr> <td>4</td><td>Genting Landworthy Estate</td><td>08/09/2023</td><td>04/11/2022</td></tr> <tr> <td>5</td><td>Genting Tanjong POM</td><td>08/09/2023</td><td>04/11/2022</td></tr> <tr> <td>6</td><td>Genting Tanjong POM</td><td>11/07/2023</td><td>-</td></tr> </tbody> </table> <p>Details as elaborated among others includes;</p> <ul style="list-style-type: none"> a) Establishment of Genting Plantation Berhad SOP ref SOP PD - 12 Oct 2020 titled Fire Prevention & Measures and Engagement with Stakeholders. b) Briefing to all present on item 2.5 on pollution issues and fire burning direct and indirect incidences. Hardcopy of SOP ws given to all for reference. c) Hot spot monitoring by GPRC personnel based in GTJE GPRC Sabah d) Safety Health and Environment e) Implementation of no open burning /domestic waste management f) Sustainability Policies 		Estate	Date	Date	1	Genting Tanjung Estate	08/09/2023	04/11/2022	2	Genting Layang Estate	08/09/2023	04/11/2022	3	Genting Tenegang Estate	08/09/2023	04/11/2022	4	Genting Landworthy Estate	08/09/2023	04/11/2022	5	Genting Tanjong POM	08/09/2023	04/11/2022	6	Genting Tanjong POM	11/07/2023	-	
	Estate	Date	Date																												
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6	Genting Tanjong POM	11/07/2023	-																												

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		There were follow-up on the briefing and others commitment through stakeholder feedback in a form distributed by the mill/estate at specified dates above.	
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.			
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>	The audit findings have confirmed that there is no new planting (refer 7.7.1) affecting present HCV and primary forest. There was no land clearing activities made nor had damaged any forest to protect or enhance the HCV.	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>There was an assessment made namely "Inventory on HCV sites within Genting Plantation Bhd Group Estates (Sabah Region 1) conducted by M/S S.K. Yap Forestry and Landscape Advisory Services on Oct 2009 – July 2010. The HCV assessment for the entire region covers the estates and mills in Sabah. Methodology is through site observation, interviews, stakeholders consultation and desktop review on available secondary data. The assessment among others covers the following areas;</p> <p>a) Overview of HCV assessment.</p> <p>b) Description of assessment areas.</p> <p>c) Finding and discussion</p> <ul style="list-style-type: none"> - landscape context - HCV criteria and application to agriculture <p>d) HCV monitoring and management</p>	Complied

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Based on the findings of the assessment, the management and monitoring plan for HCV areas report dated 10th October 2014; High Conservation Value (HCV) areas have been identified such as forested area, river buffer zone, steep terrain, wildlife sanctuary in Genting Tenegang Group Estate. The following aspects areas were assessed as to their state and management.

- a) Area of HCV-Shared management of forest reserve and boundary areas/buffer zones
- b) The presence of large mammals and birds and how they are protected from poaches.
- c) IPM: use of plants to attract *parasitoids* to control bagworms & barn owls for rats management and success
- d) Drainage and the conditions. Determining the presence of fishes as a bio-indicator of water health

The report summarized the following;

		HCV 1			HCV 3	HCV 4	
1	Genting Landworthy Estate	-	-	-	-	-	4.2
2	Genting Layang Estate	1.1	1.2	1.4	3	-	4.2
3	Genting Tenegang Estate	-	-	-	-	-	4.2
4	Genting Tanjung Estate	1.2	1.4	-	3	4.1	4.2

The following aspects areas were assessed as to their state and management.

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		<ul style="list-style-type: none"> a. Area of HCV-Shared management of forest reserve and boundary areas/buffer zones b. The presence of large mammals and birds and how they are protected from poaches. c. IPM: use of plants to attract <i>parasitoids</i> to control bagworms & barn owls for rats management and success d. Drainage and the conditions. Determining the presence of fishes as a bio-indicator of water health <p>The report details the findings of a rapid appraisal of the biodiversity in the estates and addresses the RSPO P&C relevant to biodiversity conservation and HCV. Therein being provided details relating to the following;</p> <ul style="list-style-type: none"> a. General biodiversity issues b. Watercourses and drainage c. Habitats natural and man-made d. Wildlife e. Ponds and reservoirs f. Wetlands /watercourses g. Legal aspects h. Immediate and long term effect. 	
7.12.3	<i>Indicator is not applicable in Malaysia context</i>		Not Applicable
7.12.4	(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	The auditor verified that there is no HCVs, HCS forests identified after 15 November 2018. The audit findings have confirmed that there is no new planting (refer 7.7.1) affecting present HCV and primary forest. There was no land clearing activities made nor had damaged any forest to protect or enhance the HCV.	Complied

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	<p>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>		
7.12.5	<p>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.</p> <p>- Minor compliance -</p>	<p>The auditor verified that there is no HCVs, HCS forests identified after 15 November 2018 where rights of local communities had been identified. The audit findings have confirmed that there is no new planting (refer 7.7.1) affecting present HCV and primary forest. There was no land clearing activities made nor had damaged any forest to protect or enhance the HCV.</p>	Complied
7.12.6	<p>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 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.</p> <p>- Minor compliance -</p>	<p>The HCV Assessment report indicated that there is no threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill operations.</p> <ol style="list-style-type: none"> There is only common bird, presence of wild boar and monkeys occasionally sighted. The appropriate measures that are expected to maintain and/or enhance them were implemented through an action plan reviewed in Jan 2022. The assessment contained information of both planted area and relevant wider landscape-level, and result of HCV was obtained. Continuous HCV and Biodiversity training was made to the employees on 3.7.2. Daily morning briefing includes reminder to workers regarding the HCV and species protection. In addition there were signage about RTE species and hunting restriction were also planted at strategic places in the estate. 	Complied

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		<p>The RTE assessment was incorporated in the HCV report and evaluation. Therein providing wildlife database categories of;</p> <p>a. Birds / Mammals</p> <p>b. <i>Herpetofauna</i> / Conservation status</p> <p>c. Offence and penalties under Wildlife Conservation Act 2010.</p> <p>d. Provocation of wildlife.</p> <p>In records there is no RTE species observed/spotted within the member estates in CU. Relevant action plans had been established and implemented concerning protection of the riparian, such as identification on map and ground, restriction of no chemicals activities, awareness training to workers and patrolling by Auxiliary Police. The estates reviewed the HCV management plan annually in July and Aug 2023 respectively for the estates.</p> <table><tr><th></th><th>HCV area</th><th>Management & Monitoring</th></tr><tr><td>1</td><td>Protected areas</td><td>Boundary markers estate/forest reserve Signage on no illegal hunting/collecting & no authorized 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></table>		HCV area	Management & Monitoring	1	Protected areas	Boundary markers estate/forest reserve Signage on no illegal hunting/collecting & no authorized 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	
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		<table><tr><td>3</td><td>Sacred sites</td><td>Clear demarcation / proper fencing at identified HCV Inform community concerning utilization of site To maintain cleanliness / upkeep of areas Maintain a buffer in order to secure the areas from fire and other disturbances To include areas in HCV map</td></tr><tr><td>4</td><td>Ecosystem</td><td>Place clear boundary markers between estate and forest reserve. Place signage on no illegal activities Patrol boundary areas within forest reserve regularly Socialize the HCV assessment consisting of identification management and monitoring to all employees Information to stakeholders on the HCV</td></tr></table>	3	Sacred sites	Clear demarcation / proper fencing at identified HCV Inform community concerning utilization of site To maintain cleanliness / upkeep of areas Maintain a buffer in order to secure the areas from fire and other disturbances To include areas in HCV map	4	Ecosystem	Place clear boundary markers between estate and forest reserve. Place signage on no illegal activities Patrol boundary areas within forest reserve regularly Socialize the HCV assessment consisting of identification management and monitoring to all employees Information to stakeholders on the HCV	
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4	Ecosystem	Place clear boundary markers between estate and forest reserve. Place signage on no illegal activities Patrol boundary areas within forest reserve regularly Socialize the HCV assessment consisting of identification management and monitoring to all employees Information to stakeholders on the HCV							
		Training in relation to HCV management is shown in 3.7.2 above							
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 -	Monitoring of these areas are made through the daily field supervision by the field staff and executives. a) There were also visits by the GM/SHO and also personnel from the Sustainability Dept. b) Sighting of RTE are made and recorded during the AP rounds in the estates if any. c) At current status there was no RTE species identified based on inventory of HCV Sites within Genting Plantation Berhad Group	Complied						

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		<p>of Estates (Sabah Region) dated 27/03/2010. Based on the summary, only totally protected and protected birds, mammals and herpetofauna based on IUCN list sighted at specific location in the estate.</p> <p>d) Outcome of the monitoring updated in the management and monitoring plan for HCV areas and RTE species.</p> <p>e) Monitoring of HCV and wildlife/RTE was done once every 4 months based on established SOP, SMP-Genting Plantation Berhad-30 (Procedures on Management of HCV areas)</p> <p>The latest management plan was made in Aug 2023.</p>	
7.12.8	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<p>The audit findings have confirmed that there is no new planting affecting present HCV and primary forest. There was no land clearing activities made nor had damaged any forest to protect or enhance the HCV.</p>	Complied

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Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2022** for **Genting Tanjong POM** and supply base was calculated using the PalmGHG Calculator version 3.0.1. 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 **2022** for **Genting Tanjong POM** and supply base are as following:

Emission per product	tCO ₂ e/tProduct	Extraction	%
CPO	17.39	OER	20.17
PKO	0.00	KER	4.75

Production	t/yr	Land Use	Ha
FFB Process	214,875.82	OP Planted Area	16,919.70
CPO Produced	433,450.99	OP Planted on peat	0.00
PKO Produced	0.00	Conservation (forested)	531.82
		Conservation (non-forested)	0.00
		Total	17451.52

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	502,401.43	2.82	0.00	0.00	0.00	0.00	502,401.43	2.82
CO ₂ Emission from fertilizer	7965.91	0.04	0.00	0.00	0.00	0.00	7965.91	0.04
NO ₂ Emission	7851.82	0.04	0.00	0.00	0.00	0.00	0.00	0.04
Fuel Consumption	2657.81	0.01	0.00	0.00	0.00	0.00	7851.82	0.01
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	2657.81	0.00
Sink								
Crop Sequestration	-158,390.86	-0.89	0.00	0.00	0.00	0.00	-158,390.86	-0.89
Conservation Sequestration	-4876.79	-0.03	0.00	0.00	0.00	0.00	-4876.79	-0.03
Total	357,609.32	2.01	144,942.41	0.00	0.00	0.00	502,551.73	2.01

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	427,233.55	1.99
Fuel Consumption	1183.24	0.01
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	428,416.79	1.99

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

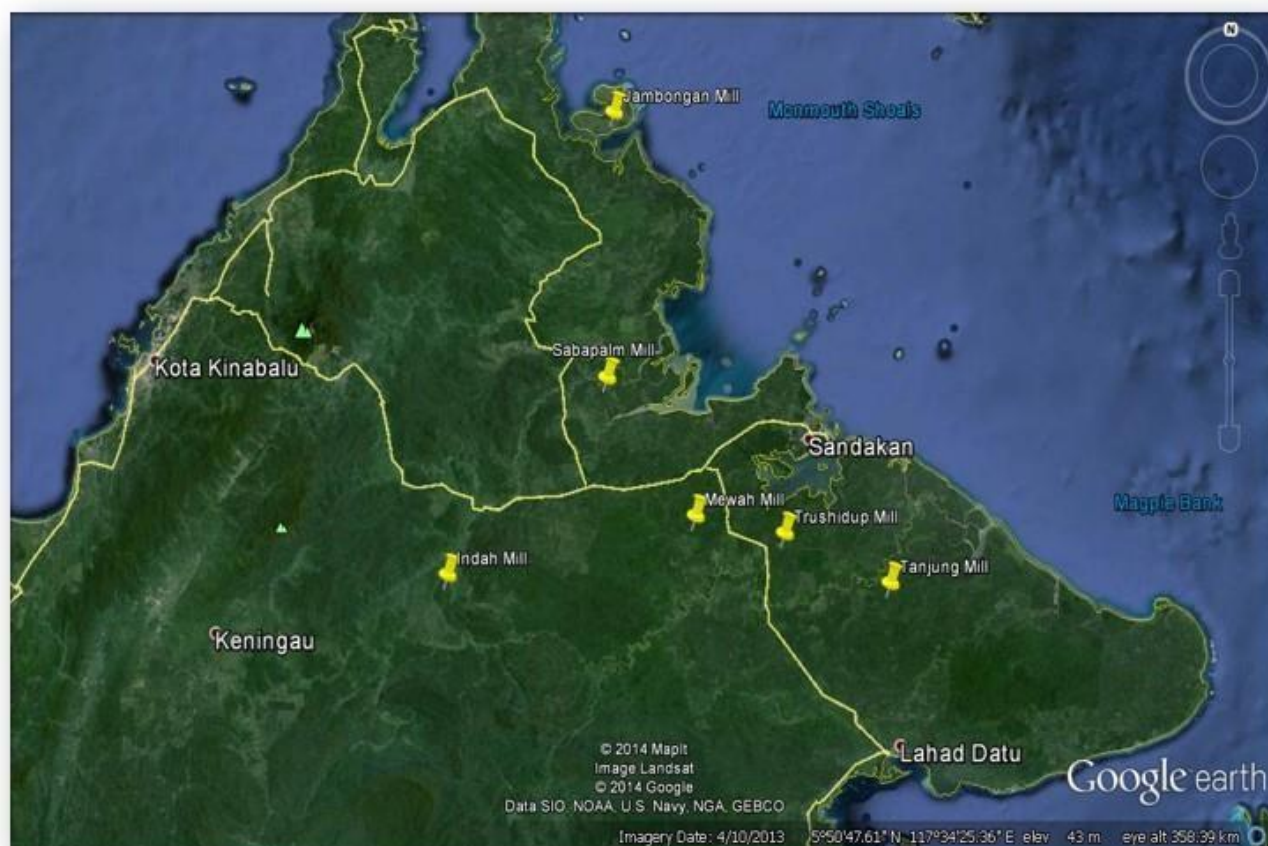
*This mill has no kernel crusher operation.

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

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

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Appendix C: Location Map of Certification Unit and Supply bases

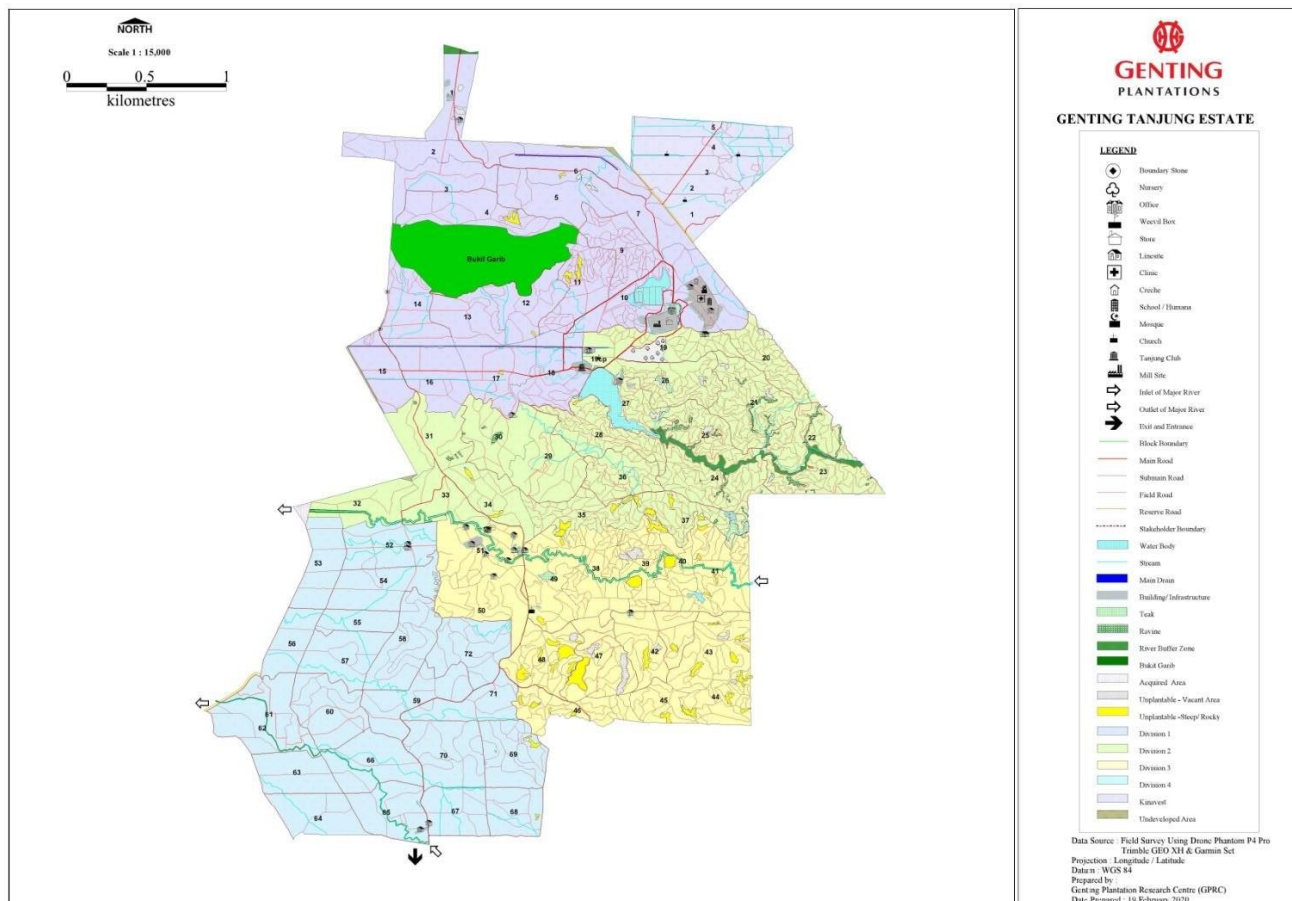


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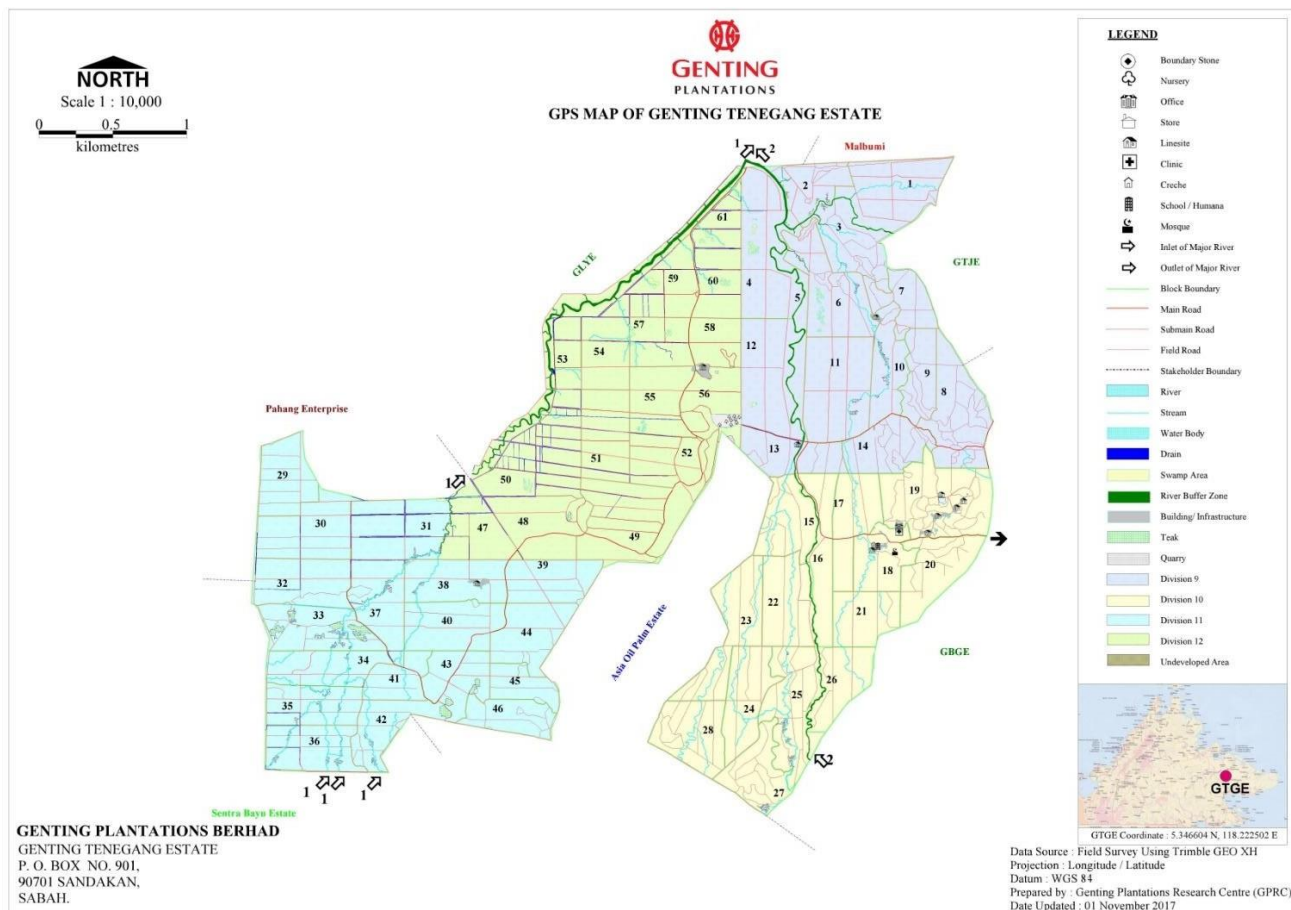
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Appendix D: Estate Field Map

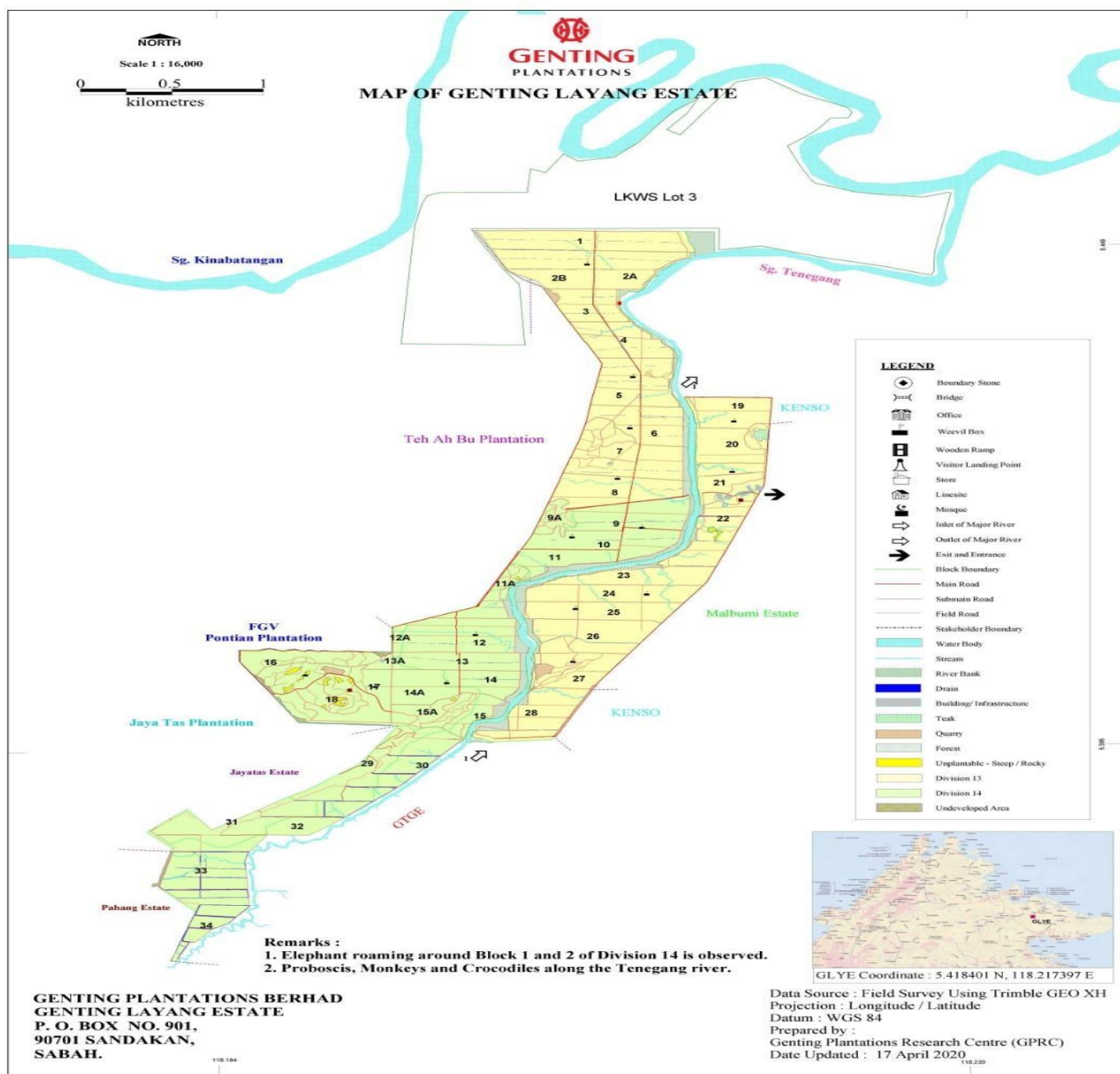
Genting Tanjung Estate (GTJE) Field Map



Genting Tenengang Estate (GTGE) Field Map

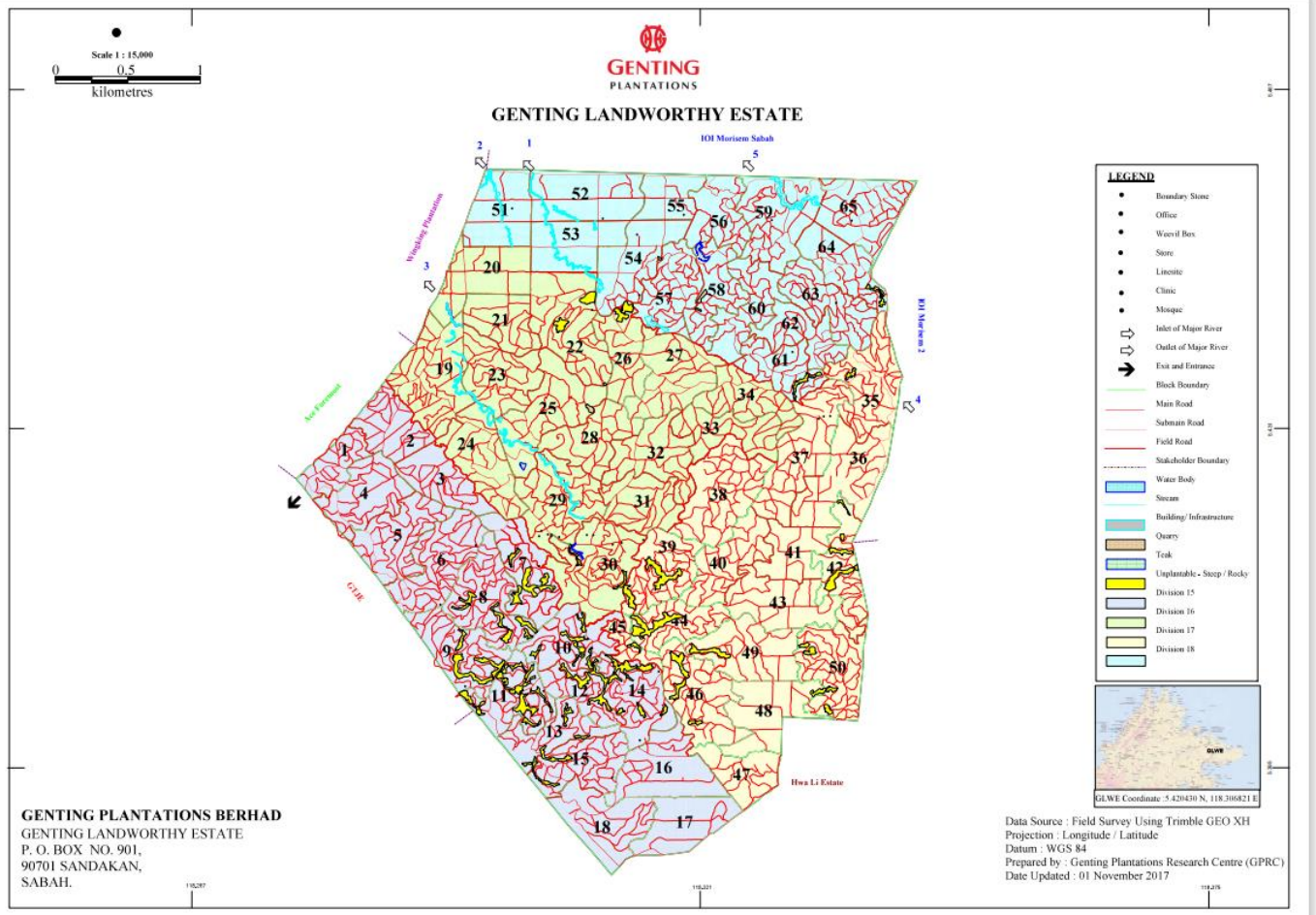


Genting Layang Estate (GLYE) Field Map



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Genting Landworthy (GLWE) Estate



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Appendix E: List of Smallholder Registered and/or sampled

[illegible]

Note: * are smallholders sampled in this audit.

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