

RSPO PRINCIPLES & CRITERIA CERTIFICATION REPORT

Public Summary Information

| | | | |
|-----------------------------------|--|---|----------------------------|
| Project Number: | MY04127 | | |
| Client: | Genting Tebong Estate | RSPO membership # | 1-0086-06-000-00 |
| Country: | Malaysia | RSPO Registered Parent Company: | Genting Plantations Berhad |
| Scope: | Production of FFB | | |
| Supply Chain Module: | Not applicable. | | |
| Mill Capacity | Not applicable. | Number of Estate | 1 |
| Certificate Number: | SGS-RSPO/PM-MY15/01972 | Date of Issue: | 13 Oct 2015 |
| | | Date of Expiry: | 12 Oct 2020 |
| SGS Accreditation Code | RSPO-ACC-010 | Date of accreditation: | 24 May 2014 |
| Contacts Job Description: | Senior Vice President- Plantation Division | | |
| Name: | Mr Tan Cheng Huat | | |
| Address: | <u>Estate Address</u> Genting Tebong Estate Tebong, 75990 Melaka Tel: +606 4486226 Fax: +606 4486750 | <u>Head Office</u> Genting Plantations Berhad 10th Floor, Wisma Genting, Jalan Sultan Ismail, 50250 K.L Tel: +603-2333 3082 (DL) Fax: +603-2333 6575 | |
| Tel: | 03- 2333 6510 | | |
| Cell Phone : | | | |
| Fax: | | | |
| Web Site Address: | http://www.gentingplantations.com/ | | |
| Email: | chenghuat.tan@genting.com | | |
| Standard: | Malaysian National Interpretation 2014 | | |
| Date of last report update | 3 August 2015 | | |

End of Public Summary

BASIC EVALUATION INFORMATION

| MAIN-EVALUATION | | | |
|--------------------------------|--|-------|-------------|
| Evaluation Dates: | 8 July 2015 | | |
| Team Leader/Team: | James Ong (LA), Hoo Boon Han, William Siow | | |
| Affiliate Project Manager: | | Date: | |
| Report approved by: | Abdullah Din | Date: | 12 Oct 2015 |
| Certification approved by: | Kenny Looi | Date: | 13 Oct 2015 |
| Database logged by: | Othman Shahziela | Date: | 13 Oct 2015 |
| SURVEILLANCE 1 | | | |
| Evaluation Dates: | | | |
| Team Leader/Team: | | | |
| Affiliate Project Manager: | | Date: | |
| Report reviewed & approved by: | | Date: | |
| Certification approved by: | | Date: | |
| Database logged by: | | Date: | |
| SURVEILLANCE 2 | | | |
| Evaluation Dates: | | | |
| Team Leader/Team: | | | |
| Affiliate Project Manager: | | Date: | |
| Report reviewed & approved by: | | Date: | |
| Certification approved by: | | Date: | |
| Database logged by: | | Date: | |
| SURVEILLANCE 3 | | | |
| Evaluation Dates: | | | |
| Team Leader/Team: | | | |
| Affiliate Project Manager: | | Date: | |
| Report reviewed & approved by: | | Date: | |
| Certification approved by: | | Date: | |
| Database logged by: | | Date: | |
| SURVEILLANCE 4 | | | |
| Evaluation Dates: | | | |
| Team Leader/Team: | | | |
| Affiliate Project Manager: | | Date: | |
| Report reviewed & approved by: | | Date: | |
| Certification approved by: | | Date: | |
| Database logged by: | | Date: | |

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SUMMARY

Genting Tebong Estate is an existing oil palm plantation acquired by Genting Plantations Berhad (formerly known as Asiatic Development Berhad) in 1981. This estate consists of 4 divisions with Home and Batang Melaka Divisions located in Malacca while See Kee and Repah Divisions are in Negeri Sembilan. The planted area of the estate covers 2,988 ha. The audit scope only covers one estate only without mill.

LIST OF ABBREVIATION

| Short Form | Meanings |
|------------|--|
| CAR | Corrective Action Request |
| CHRA | Chemical Health Risk Assessment |
| CPO | Crude Palm Oil |
| DID | Department of Drainage and Irrigation, Malaysia |
| DOE | Department of Environment, Malaysia |
| EFB | Empty Fruit Bunch |
| EIA | Environment Impact Assessment |
| EMS | Environmental Management System |
| EQA | Environmental Quality Act |
| ERT | Endangered, Rare and Threatened species |
| ESA | Environmentally Sensitive Area |
| FFA | Free Fatty Acids |
| FFB | Fresh Fruit Bunches |
| FR | Forest Reserve |
| GTBE | Genting Tebong Estate |
| Ha | Hectare |
| HCV | High Conservation Value |
| HDPE | High Density Polyethylene |
| IPM | Integrated Pest Management |
| ISO | International Organisation for Standardisation |
| IUCN | International Union for Conservation of Nature and Natural Resources |
| JCC | Joint Consultative Committee |
| JUPEM | Jabatan Ukur dan Pemetaan Malaysia (Department of Survey and Mapping Malaysia) |
| K | Potassium |
| kW | Kilowatt |
| M | Meter |
| Mg | Magnesium |
| Mm | Millimeter |
| Mt | Metric ton |
| MYNI | Malaysia National Interpretation |
| N | Nitrogen |
| NGO | Non Governmental Organisation |
| OA | Orang Asli (Indigenous People) |
| OER | Oil Extraction Rate |
| OSH | Occupational Safety & Health |
| P | Phosphate |
| P & C | Principles and Criteria |
| PK | Palm Kernel |
| POME | Palm Oil Mill Effluent |
| PPE | Personal Protective Equipment |
| PT | Pejabat Tanah (Coding for Pahang Land Office) |
| SOP | Standard Operating Procedures |
| Sdn Bhd | Sendirian Berhad (Private Limited) |
| SEIA | Social and Environment Impact Assessment |
| Sg | Sungai |
| SGS | Societe Generale de Surveillance |
| SOP | Standard Operating Procedures |
| SPC | Senior Plantation Controller |
| USECHH | Use and Standards of Exposure of Chemicals Hazardous to Health |
| WHO | World Health Organisation |
| yr | Year |

1. SCOPE OF CERTIFICATION ASSESSMENT

1.1 National Interpretation Used

The operations of estate were assessed against the **Roundtable on Sustainable Palm Oil (RSPO), Malaysian National Interpretation of RSPO Principles and Criteria for Sustainable Palm Oil Production Endorsed by RSPO Board of Governors on 6 March 2015.**

1.2 Certification Scope

The scope of certification only includes the production of FFB from Genting Tebong Estate according to the standard of **National Interpretation of RSPO Principles and Criteria for Sustainable Palm Oil Production Endorsed by RSPO Board of Governors on 6 March 2015.**

1.3 Location and Maps

Genting Tebong Estate is located in Tebong, Melaka (**Figure 1**). More detailed information on the estates location and layouts is shown in **Figures 2, 3 and 4**. The GPS locations of the mills are shown in Table 1.

Table 1: Mill and Supply Base GPS Location

| Estates | Division | Longitude | Latitude |
|------------------------------|--|--------------|-----------|
| Genting Tebong Estate (GTBE) | Home & Batang Melaka (located at same place) | 102.360679° | 2.45557° |
| | See Kee | 102.355744 ° | 2.670693° |
| | Repah | 102.250623 ° | 2.518767° |

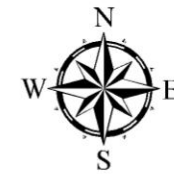
Figure 1: Estates and Location Map



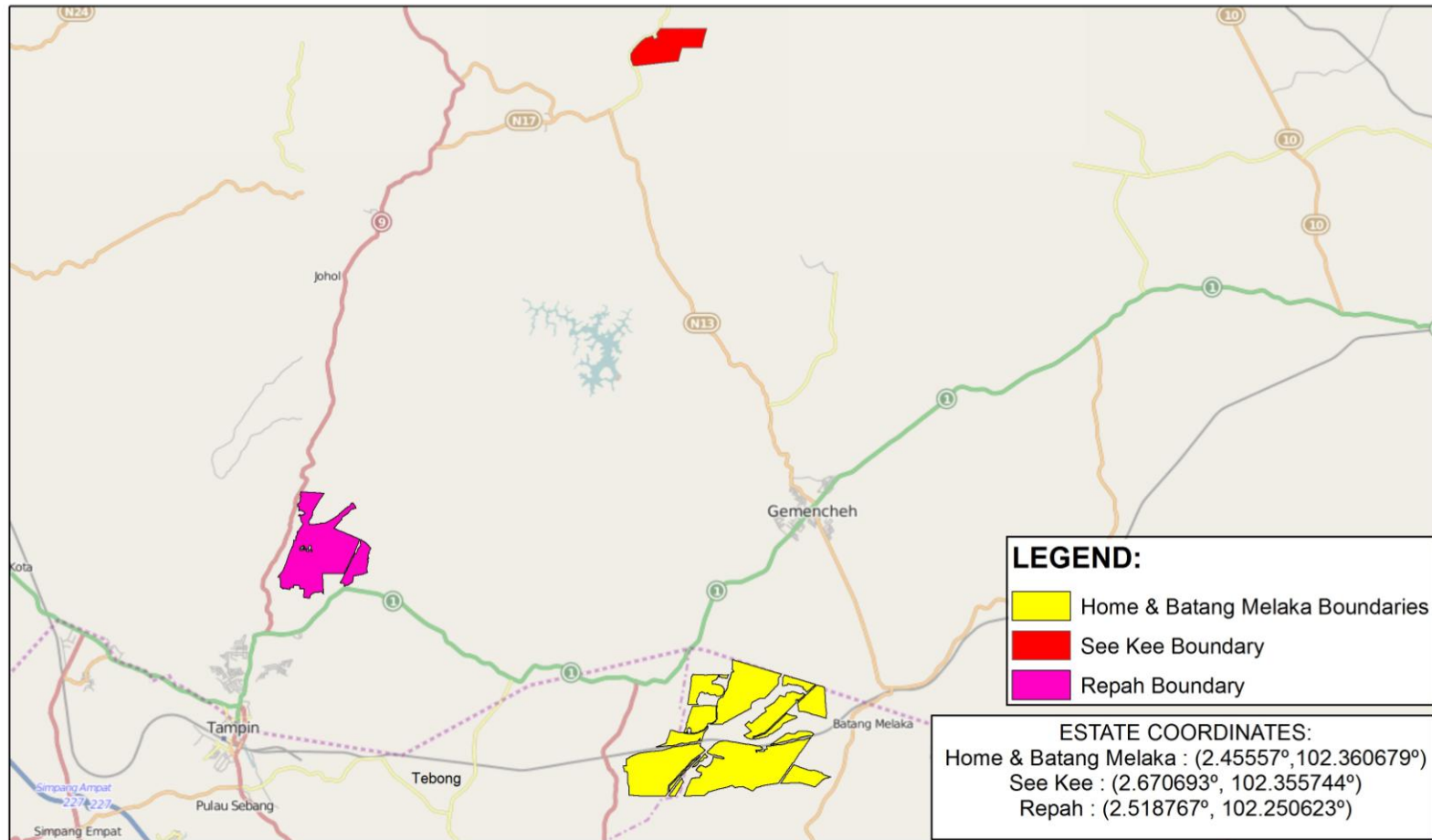
LOCATION MAP

GENTING TEBONG ESTATE

HOME, BATANG MELAKA, SEE KEE & REPAH DIVISIONS



Scale 1:168,850



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Figure 2: Genting Tebong Estate Layout

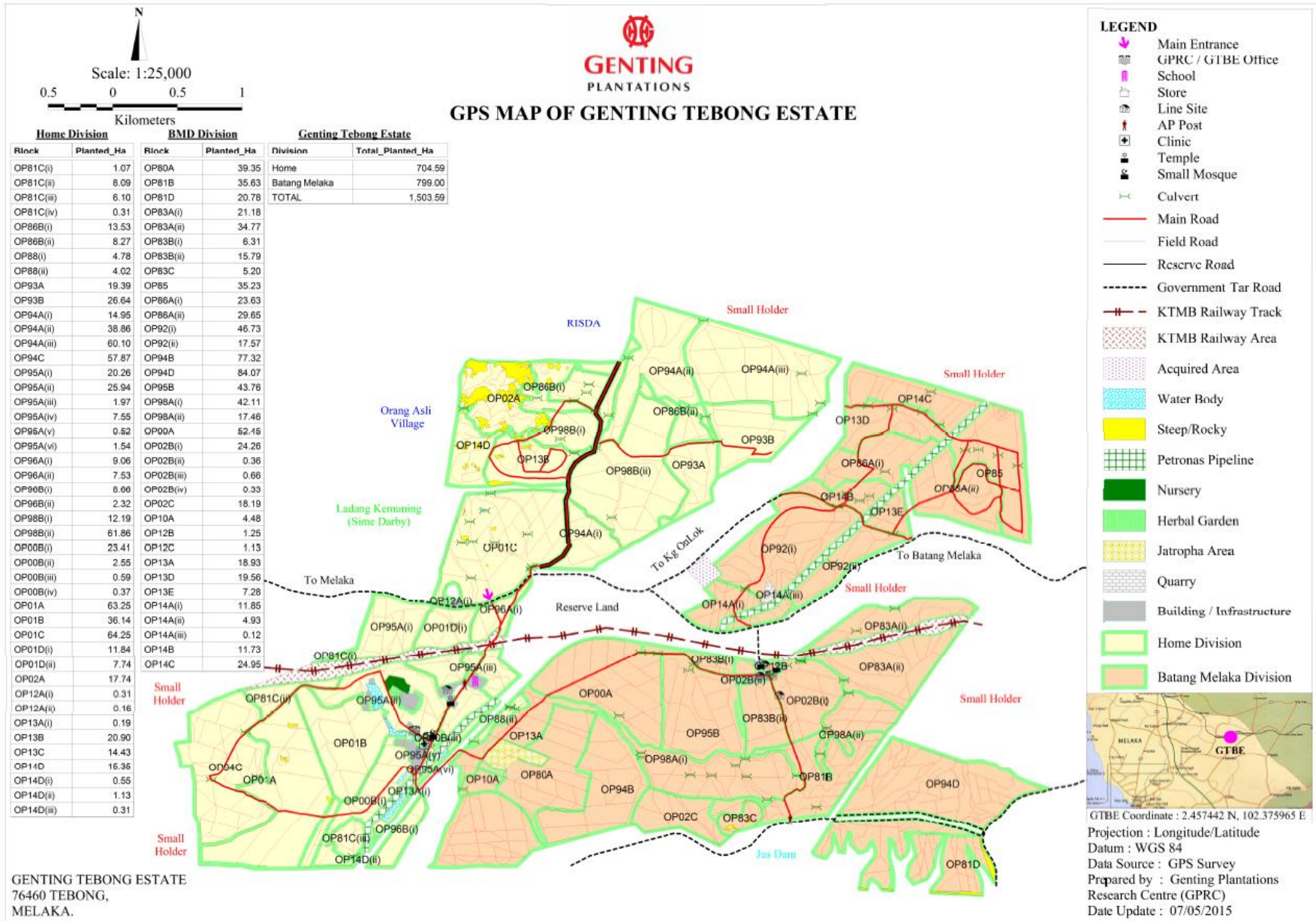


Figure 3: Genting Tebong Estate (Repah Division) Layout

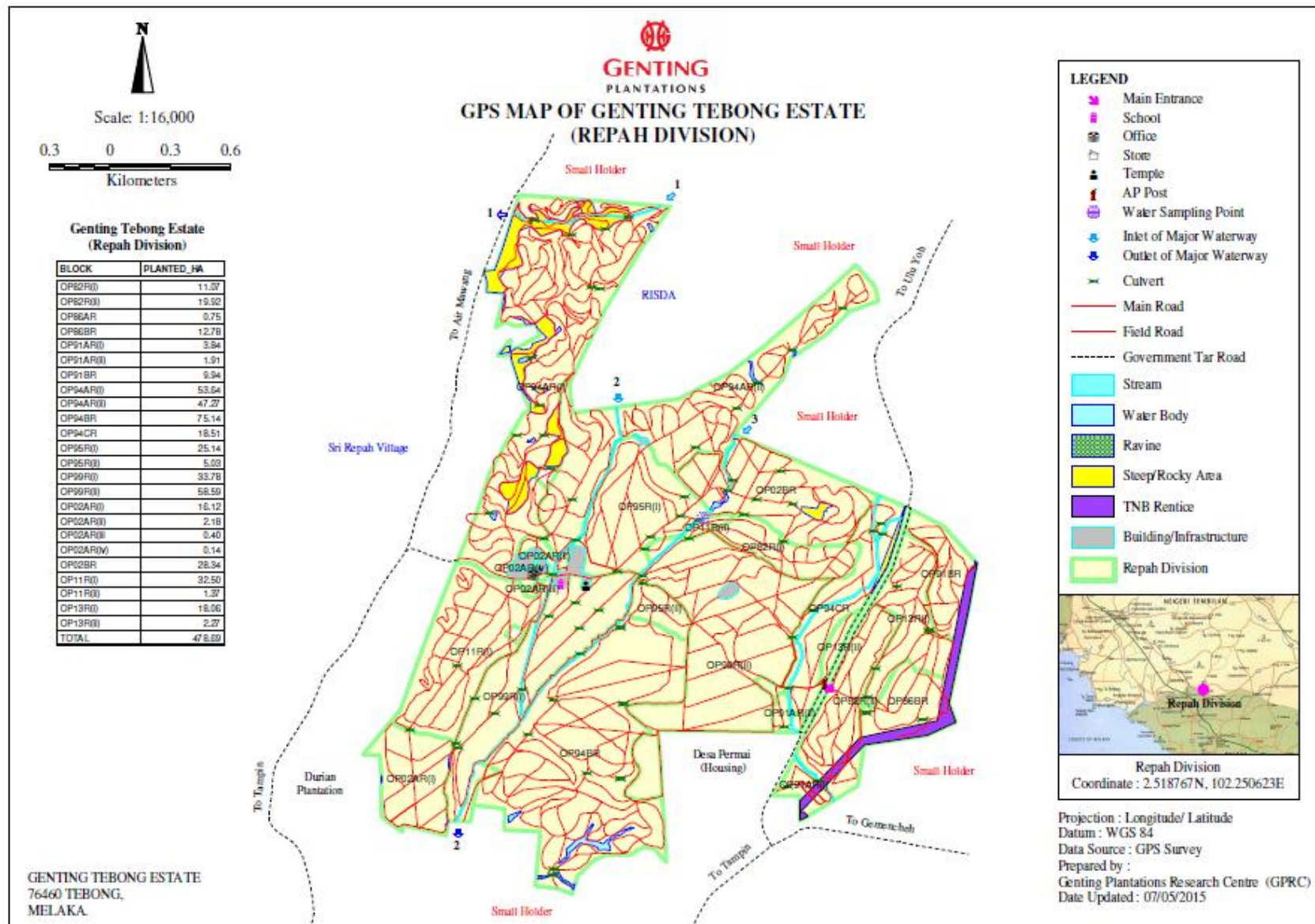
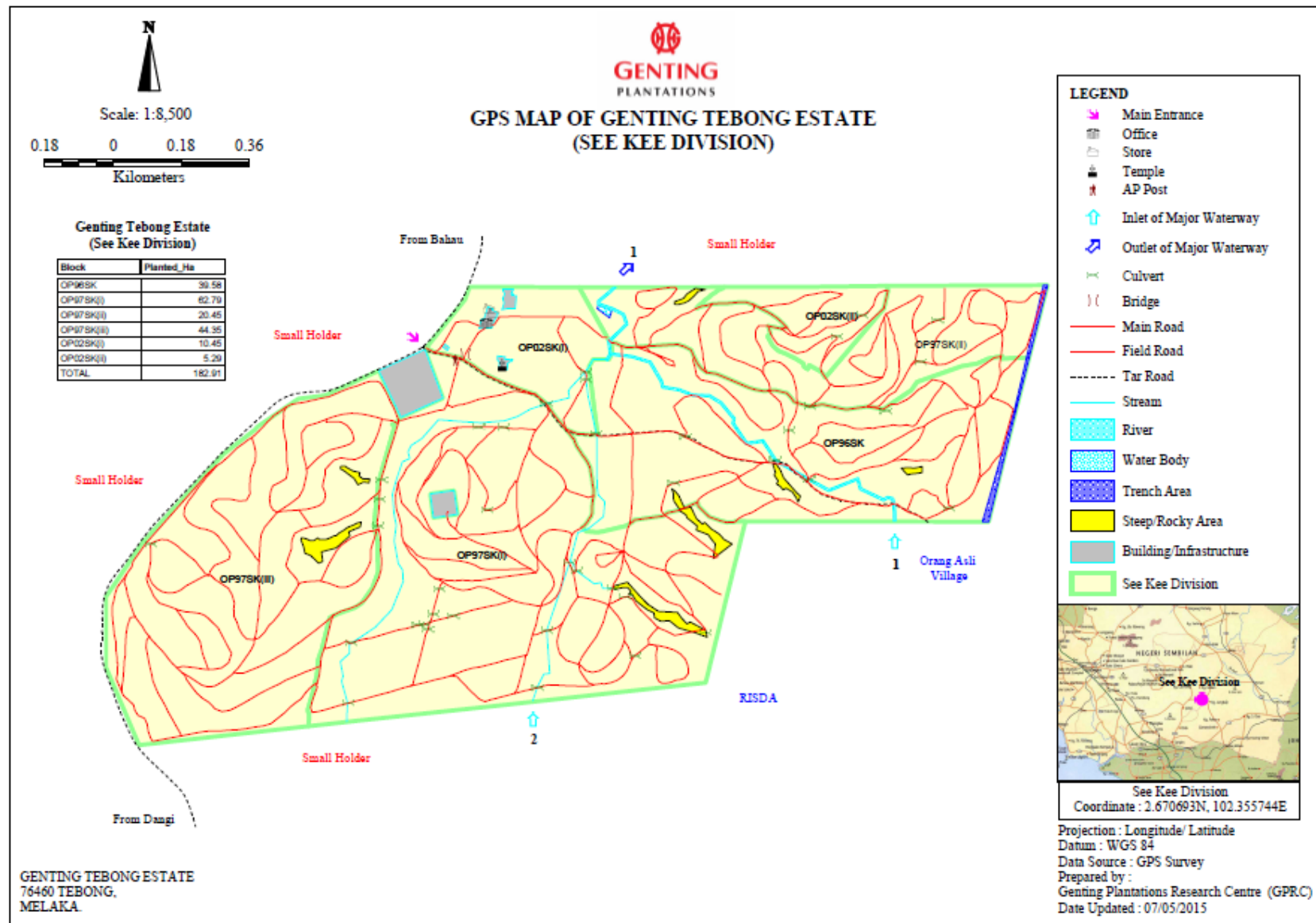


Figure 4: Genting Tebong Estate (See Kee Division) Layout



1.4 Description of Supply Base

The FFB is sourced from Genting Tebong Estate which is directly managed by Genting Plantations Berhad. The budgeted crop yield from the estate is listed in Table 2 below.

Table 2: Actual and Projected FFB production

| Estates | FFBs (Tonnage) | |
|-----------------------------------|------------------------------|----------------------------------|
| | Actual (July 14– June 15) | Projection (July 15– June 16) |
| Genting Tebong Estate (GTBE) | 50,939.54 | 45,310.00 |
| Total Certified production | 50,939.54 | 45,310.00 |

1.5 Area of Plantation

The area for this operating unit is listed in Table 4. Details of planted area (mature/immature), total land area, conservation, HCV and others are also listed

Table 3: Area Statement of the Supplying Estates

| Name of estate | Title area (ha) | Plantation area | | | | |
|------------------------------|-----------------|-----------------|-----------------|-------------------|--------------|--------------|
| | | Immature (ha) | Production (ha) | Conservation (ha) | HCV (ha) | *Others |
| Genting Tebong Estate (GTBE) | 2274.19 | 175.39 | 1989.80 | 0 | 26.70 | 82.30 |
| Total | 2274.19 | 175.39 | 1989.80 | 0 | 26.70 | 82.30 |

*Others : Transmission tower, Quarry, Roads, line site, rives, water catchment area, office building ,etc

1.6 Date of Planting and Cycle

The age profile of the palms is shown in Table 5. The areas of mature and immature palms are detailed in Table 5 for GTBE. Immature is the replanting area. A replanting program for all estates involved are available and being projected for the next five (5) financial years (FY2015 to FY2020).

Table 4: Planting Age Profiles

| Name of estate | Planting Age (Ha) | | | | | | TOTAL |
|----------------|--------------------|------------------|---------------------|----------------------|-------------------------|-------------------------------|---------|
| | Immature 1-3 years | Young >3-7 years | Prime 1 >7-15 years | Prime 2 >15-20 years | Past Prime >20-25 years | Due for replanting > 25 years | |
| GTBE | 175.39 | 38.35 | 387.05 | 552.44 | 653.75 | 358.21 | 2165.19 |

1.7 Other Certification Held

The estate certified under ISCC EU and ISCC PLUS and MPOB CoGAP certification.

1.8 Organizational Information and Contact Person

The company contact person details are as follows:

| | |
|-----------------------|--|
| Name: | Mr Tan Cheng Huat |
| Designation: | Senior Vice President- Plantation Division |
| Address: | 10th Floor, Wisma Genting, Jalan Sultan Ismail, 50250 Kuala Lumpur |
| Contact No.: | 03- 2333 6510 |
| Email address: | chenghuat.tan@genting.com |

1.9 Time-bound Plan for Other Management Units

Genting Plantations Berhad is a member of RSPO and has been involved in the certification since 14 November 2006; the membership number with RSPO is 1-0086-06-000-00

Genting Plantations Berhad* ("Genting Plantations"), a 54.7%-owned subsidiary of Genting Group, is one of the fastest-growing plantation companies listed on the Main Board of Bursa Malaysia.

Genting Plantations currently has over 80,000 hectares of plantation land (compared to 41,000 hectares in 2000) in Malaysia and Indonesia. Since its inception, Genting Plantations has established itself as a reputable and reliable palm oil producer as well as one of the lowest-cost palm oil producers in Malaysia.* Formerly known as Asiatic Development Berhad

Genting Plantations Berhad has developed a time-bound plan (Appendix C) for the phased implementation of the RSPO standard for their oil mills and estates.

The SGS assessment team considers that Genting Plantations Berhad is on the right track which is reasonable and challenging, given the widespread geographic locations of its properties, the resources required and the numbers of smallholders involved.

2. ASSESSMENT PROCESS

2.1 Certification Body

SGS is the world's leading inspection, verification, testing and certification company. SGS is recognized as the global benchmark for quality and integrity. With more than 80,000 employees, SGS operates a network of over 1,650 offices and laboratories around the world.

The RSPO Programme is the SGS Group's RSPO Certification Programme internationally accredited by the RSPO Executive Board to carry out oil palm plantation and supply chain certification/verification and accreditation for global RSPO certification.

2.2 Assessment Methodology, Programme, Site Visits

The assessment was conducted on 8 July 2015 with one audit day and involving 1 estate of Genting Plantations Berhad. The audit covers documentation review, internal procedures, management system, field inspection as well as identification of any significant issues for both environment or social issues. A sample of stakeholders was consulted during the assessment to get their feedback on the estate management.

Due to only one estate with 4 divisions (Home, Batang Melaka, Repah and See Kee) in the scope of certification, there is no sampling formula will be used during the site assessment. The site assessment focus was on the Home division, while the Repah and See Kee division will be covered during the surveillance audits.

The assessment was conducted based on random samples and therefore nonconformities may exist which have not been identified. The methodology for objective evidence collection included physical site inspection, observation of tasks and processes, interview with workers, families and stakeholders, documentation review and monitoring data.

The assessment program is included as shown in Table 5 below.

Table 5: Assessment Program

| Date | Time | Auditor | Area / Department / Process / Function | Key Contact |
|--------|------|---------|--|---------------|
| 7/7/15 | 1630 | All | Travel to Malacca | Gwen & Sivaji |
| | | | | |
| 8/7/15 | 0800 | All | Opening meeting | Gwen & Sivaji |
| | | | Presentation by Genting Tebong Estate | |
| | | | | |
| | 0900 | | Estate audit WS - Principle 6 - Stakeholder interview, worker representatives, Gender committee HBH - Principle 1-3, Principle 5 (dumpsite, workshop, schedule waste store, line site), Principle 8 JO - Principle 4 – Storage site (Agrochemical, Fertilizer, workshop, P.O.L, Scheduled Waste, empty containers), PPE, emergency shower, Pre-mix area | Gwen & Sivaji |
| | | | | |
| | 1230 | All | Lunch Break | Gwen & Sivaji |
| | | | | |
| | 1330 | All | Documentation Review in estate office | Gwen & Sivaji |
| | | WS | Stakeholder Interview (gender committee, supplier, worker union, DOE) | |
| | | | | |
| | 1630 | All | Closing Meeting | Gwen & Sivaji |
| | | | | |
| | 1730 | All | Travel back to KL | |
| | | | | |

2.3 Qualification of Lead Assessor and Assessment Team

SGS Malaysia Sdn Bhd holds copies of educational qualifications, certificates and audit logs for each of the audit team members. SGS has evaluated the qualifications and experience of each audit team member and has registered the following designations for conducting RSPO Assessment. Summary of auditors' educational background and experience are listed in Table 7 below.

Table 6: Auditors Profile

| Evaluation Team | Notes |
|---|---|
| Team Leader- Agriculture best practices & social | James S H Ong, a Bachelor of Agriculture Science holder and agronomist in SGS (M) Sdn Bhd. He has many years working experience in agriculture sector in Malaysia and has been working in estates as well in the agrochemical and fertilizer industry. He is well versed with agrochemical and fertilizer applications. Has undergone ISO 14001 and RSPO Lead Auditor training for both P&C as well as the Supply Chain and has already been involved in RSPO and ISCC certification audits since 2010. |
| Auditor 1 – Safety & Health and Social | William Siow, a graduate in Bachelor of Science, is an Auditor for Roundtable on Sustainable Palm Oil (RSPO). He has attended RSPO Lead Auditor training, ISO 14001 Lead Auditor training, RSPO endorsed HCV training and etc. He had more than 6 years of experiences in plantation sustainability certification schemes. Experienced in auditing on environmental, social, GAP and OHSAS implementation in palm oil industries. |
| Auditor 2 – Legal & Environment | Hoo Boon Han is the SGS SEAP Program Coordinator, Bio Fuels Sustainability. He has successfully completed the RSPO Lead auditor training course for both P&C as well as the Supply Chain. He is experienced in environmental monitoring & audit, carbon accounting & reduction, wastewater treatment, waste management and sustainable development experience |

2.4 Stakeholder Consultation and List of Stakeholders Contacted

A wide range of stakeholders were contacted 4 weeks before the planned evaluation to inform them of the evaluation and ask for their views on relevant palm oil sustainability issues. The public notification dated 8 June 2015 was made available on the website. The stakeholder included environmental interest groups, local government agencies and forestry authorities, social groups and workers' unions etc.

Stakeholder consultation took place in the form of meetings and interviews. Meetings with government agencies and NGOs were held in their respective premises within and near the estates. In all the interviews and meetings the purpose of the audit was clarified at the outset followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded in accordance with relevant RSPO principles, criteria and indicators. See **Appendix E** for stakeholder's details and comments.

3. ASSESSMENT FINDINGS

3.1 Summary of Findings

3.1.1 Principles & Criteria

As outlined, objective evidence was obtained separately for each of the RSPO Indicators and criterion for the mills and estates. The results for each indicator from each of the operational areas were evaluated to provide an assessment of conformity. A statement is provided for each of the RSPO indicators in order to support the findings of the assessment team.

There is zero (0) Non-conformities identified during this assessment. Some areas identified with potential areas for improvement has led into five (5) Observations raised. Details for each Non-conformities and observations are given in **Appendix C**. Major Non-conformities has been closed out within the period of 60 days after the assessment. Minor Non-compliances and Observations will be followed up during the next Annual Surveillance Audit which is scheduled to be conducted within the period of twelve months after the RSPO approval of Main Assessment.

| Principle 1: Commitment to Transparency | | | | | |
|--|---|------|---|-----|--------------|
| Criterion 1.1: Growers and millers provide 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 | There shall be evidence that growers and millers provide adequate information upon request for information on (environmental, social and/or legal) issues relevant to RSPO Criteria to relevant stakeholders for effective participation in decision making. | | | | <i>Minor</i> |
| Findings | In compliance: | Yes: | x | No: | |
| Objective evidence: | <p>Genting Tebong Estate maintains a filing system with records of request for information and the responses.</p> <p>Procedures on Requests and Responses (SMP-GPB-25) dated 14 August 2014 was reviewed on 25th May 2015.</p> <p>A list of stakeholder is available including contractor, transporters, government department & agencies and respective estate stakeholders.</p> <p>The stakeholder meeting was held on 16th April 2015 involved estate management, school, local communities, statutory bodies, contractors, FFB supplies, visitors, neighbouring plantations and NGOs.</p> | | | | |
| 1.1.2 | Records of requests for information and responses shall be maintained. | | | | <i>Major</i> |
| Findings | In compliance: | Yes: | x | No: | |
| Objective evidence: | <p>Records of request and responses are maintained as per in the Sustainable Management Procedure Manual entitled Procedures on Requests and Responses (SMP-GPB-25) dated 14 August 2014.</p> <p>During the Main Assessment, the audit team observed that the company has compiled a list of stakeholders that may be relevant to the management's operations. The stakeholder list includes estate group, school, local communities, statutory bodies, contractors, FFB supplies, visitors, neighbouring plantations and NGOs.</p> <p>Records are held in a register (Enquiry Register Book) of all requests for information and any information required by stakeholders is made available if possible. The latest request dated 18 June 2015 is by from SJK (T) Ladang Repah to the estate for confirmation letter that the school located on estate land.</p> | | | | |
| Criterion 1.2: Management documents are publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes. | | | | | |
| 1.2.1 | Land titles / user rights (C 2.2) | | | | <i>Major</i> |
| Findings | In compliance: | Yes: | x | No: | |
| Objective evidence: | Land title copies for Tebong, Repah and See Kee are available at the estate and in the original copies are kept in the head office in Wisma Genting. | | | | |
| 1.2.1 | Occupational health and safety plans (Criterion 4.7); | | | | <i>Major</i> |
| Findings | In compliance: | Yes: | x | No: | |
| Objective evidence: | <p>Policy (dated 21 December 2009) and HIRARC 2015 documented for the estate.</p> <p>The Occupational health and safety plans was reviewed on year 2015. The plan include:</p> <ul style="list-style-type: none"> • Summary of OSHA Training Programme • Statistic of Accident 2014 • OSH Meeting | | | | |

| | | | | | | |
|----------------------------|--|------|---|-----|--|-------|
| | <ul style="list-style-type: none"> • OSH Action Plan & Strategies | | | | | |
| 1.2.1 | Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8); | | | | | Major |
| Findings | In compliance: | Yes: | x | No: | | |
| Objective evidence: | <p>The continual improvement plans for environmental, safety and health has been established for Year 2015. The plan will be reviewed annually as below:</p> <ul style="list-style-type: none"> a. Environmental Improvement & Management Plan 28th April 2015 b. Social Impact Assessment and Human Rights Impact Assessment for Genting Tebong Estate dated 2nd – 7th April 2015 | | | | | |
| 1.2.1 | HCV documentation summary (Criteria 5.2 and 7.3); | | | | | Major |
| Findings | In compliance: | Yes: | x | No: | | |
| Objective evidence: | Summary of HCV areas at GTBE and examples of signage are available. | | | | | |
| 1.2.1 | Pollution prevention and reduction plans (Criterion 5.6); | | | | | Major |
| Findings | In compliance: | Yes: | x | No: | | |
| Objective evidence: | Pollution Prevention Plan reviewed on 24 th April 2015 is made available during onsite audit. It covered the pollution source, specific concerns, mitigation plan, data required and monitoring & action plan. | | | | | |
| 1.2.1 | Details of complaints and grievances (Criterion 6.3); | | | | | Major |
| Findings | In compliance: | Yes: | x | No: | | |
| Objective evidence: | <p>A procedure for Complaints and Grievances (SMP-GBP-19) was sighted in office of the estate. Action found to be appropriately implemented and recorded in the complaint/grievances record book.</p> | | | | | |
| 1.2.1 | Negotiation procedures (Criterion 6.4); | | | | | Major |
| Findings | In compliance: | Yes: | x | No: | | |
| Objective evidence: | A system to resolve land disputes is documented "Negotiation, Compensation and Handling Procedure" (SMP-GBP-18) reviewed on 5 th September 2014 is available. | | | | | |
| 1.2.1 | Continual improvement plans (Criterion 8.1); | | | | | Major |
| Findings | In compliance: | Yes: | x | No: | | |
| Objective evidence: | <p>The continual improvement plans reviewed on 22 April 2015. The plan will be reviewed annually as below:</p> <ul style="list-style-type: none"> a. Minimize use of pesticide b. Environmental impacts c. Waste reduction d. Pollution and greenhouse gas emissions e. Social Impacts f. Encourage optimizing the yield of the supply base g. Worker personal file h. Water consumption and water quality i. Health and safety performance | | | | | |
| 1.2.1 | Public summary of certification assessment report; | | | | | Major |
| Findings | In compliance: | Yes: | x | No: | | |
| Objective evidence: | Public summary of certification assessment report and their status are made publicly available as per RSPO procedure. | | | | | |

| | | | | | |
|--|--|------|---|-----|--------------|
| 1.2.1 | Human Rights Policy (Criterion 6.13) | | | | <i>Major</i> |
| Findings | In compliance: | Yes: | x | No: | |
| Objective evidence: | Human Right Policy has been included under Social Policy is available which signed by President & Chief Operating Officer- Mr Yong Chee Kong dated 22 June 2015. It is displayed in the estate office and near the muster ground. The policy statement has been communicated to all levels of employees and all employees with the aim of mitigating the risks if impacting on the human rights of others and remediates the impacts. | | | | |
| Criterion 1.3: Growers and millers commit to ethical conduct in all business operations and transactions. | | | | | |
| 1.3.1 | There shall be a written policy committing to a code of ethical conduct and integrity in all operations and transactions, which shall be documented and communicated to all levels of the workforce and operations. | | | | <i>Minor</i> |
| Findings | In compliance: | Yes: | x | No: | |
| Objective evidence: | <p>The company hold a policy "Ethical Conduct and Integrity Policy" which signed by the President & Chief Operating Officer- Mr Yong Chee Kong on 22 June 2015.</p> <p>It has been communicated to all level by displaying at the Genting Tebong Estate office. The policy described the values such as:</p> <ol style="list-style-type: none"> Respect for fair conduct of business Refrain from all forms of corruption, bribery and fraudulent use of funds and resources Full, air, accurate and timely disclosure of relevant facts in all reports and documents dealing with applicable regulations and laws Respect and protect confidential and/or privileged information to which we have access in the course of duties. <p>Interviewed the workers and confirmed that they aware of the policy.</p> | | | | |

Principle 2: Compliance with Applicable Laws and Regulation

Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.

| 2.1.1 | Evidence of compliance with relevant legal requirements shall be available. | | | | <i>Major</i> | | | | | | | | | | | | | | | | | | | | | | | | |
|----------------------------|---|---------------------------------|---|-----|--------------|-----|---------|----------|----|---|----------------------------|----|--|---------------------------|----|--|----------------------------|----|---|--------------------------|----|--|-------------|----|---|----------------|----|--|---------------------------------|
| Findings | In compliance: | Yes: | x | No: | | | | | | | | | | | | | | | | | | | | | | | | | |
| Objective evidence: | <p>At the time of main assessment, the audit team observed that copies of legal documents reviewed on 16th may 2015 are available with the compilation of a list of applicable laws and regulations at estate levels. Examples of files/legal documents/licenses verified during the Audit are as follows:</p> <table border="1"> <thead> <tr> <th>No.</th> <th>Details</th> <th>Validity</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>MPOB licence 5018032202000 for producing and transporting FFB for Genting Tebong Estate</td> <td>01 Dec 2014 to 30 Nov 2015</td> </tr> <tr> <td>2.</td> <td>Scheduled Control Permit (<i>Permit Barang Kawalan Berjadual</i>) for Purchase and Storage of Diesel and fertilizer for GTBE: - No. Permit: SK(M)382/2003 (D&BJ)</td> <td>03 Nov 2014 – 02 Nov 2015</td> </tr> <tr> <td>3.</td> <td>Weighing machine (Borang D Perakuan Penentuan Timbang & Sukat) (No: 1.9L 029652)</td> <td>29 Sep 2015 to 28 Sep 2015</td> </tr> <tr> <td>4.</td> <td>Air compressor (Perakuan Kelayakan-Pengandung Tekanan Tak Berapi)</td> <td>18 Nov 2014- 17 Nov 2015</td> </tr> <tr> <td>5.</td> <td>License to practice as Dressers (No: 4927)</td> <td>01 Sep 2010</td> </tr> <tr> <td>6.</td> <td>License to practice as VMO- Dr Annandan</td> <td>480819-10-2068</td> </tr> <tr> <td>7.</td> <td>Deduction approval for supply of electricity</td> <td>JKT/M/(PMT)10401/2 015/0016(NN)</td> </tr> </tbody> </table> | | | | | No. | Details | Validity | 1. | MPOB licence 5018032202000 for producing and transporting FFB for Genting Tebong Estate | 01 Dec 2014 to 30 Nov 2015 | 2. | Scheduled Control Permit (<i>Permit Barang Kawalan Berjadual</i>) for Purchase and Storage of Diesel and fertilizer for GTBE: - No. Permit: SK(M)382/2003 (D&BJ) | 03 Nov 2014 – 02 Nov 2015 | 3. | Weighing machine (Borang D Perakuan Penentuan Timbang & Sukat) (No: 1.9L 029652) | 29 Sep 2015 to 28 Sep 2015 | 4. | Air compressor (Perakuan Kelayakan-Pengandung Tekanan Tak Berapi) | 18 Nov 2014- 17 Nov 2015 | 5. | License to practice as Dressers (No: 4927) | 01 Sep 2010 | 6. | License to practice as VMO- Dr Annandan | 480819-10-2068 | 7. | Deduction approval for supply of electricity | JKT/M/(PMT)10401/2 015/0016(NN) |
| No. | Details | Validity | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 2.1.2 | A documented system, which includes written information on legal requirements, shall be maintained. | | | | <i>Minor</i> | | | | | | | | | | | | | | | | | | | | | | | | |

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|--|---|------|---|-----|--------------|
| Findings | In compliance: | Yes: | x | No: | |
| Objective evidence: | Documented system including legal requirements register (doc: SMP-GPB-22; issue on 1 st June 2014) is available. The content of the register as below: a. List of local legal requirements applicable to plantation operations in Malaysia b. List of international standards/requirements applicable to plantation operation in Malaysia c. Part 1: Environment d. Part 2: Safety and Health e. Part 3: Social f. Part 4: Best Practices and other requirements g. Part 5: International Standards/Requirements | | | | |
| 2.1.3 | A mechanism for ensuring compliance shall be implemented. | | | | <i>Minor</i> |
| Findings | In compliance: | Yes: | | No: | |
| Objective evidence: | As described above the mechanism of tracking the changes of laws is contained in the legal requirements register. The person responsible- Pn. Muniammal Muniandy (appointed on 27 th April 2015) for update the legal requirements register file and disseminate the changes by notice to the respective manage, assistant manager and discisional assistant managers. If the operating unit's current operation does not comply with the new or amended legislation and other requirements, the estate manager shall be briefed to establish and implement new amangement programmes and/or operation controls. The estate updates the list of relevant laws and regulations that are required to maintain various legal permits. | | | | |
| 2.1.4 | A system for tracking any changes in the law shall be implemented. | | | | <i>Minor</i> |
| Findings | In compliance: | Yes: | x | No: | |
| Objective evidence: | For the changes of laws, the company will refer to as below: a. Notification of changes from various source of information b. Monitoring fo changes in the Law c. Clarification and review on the changes d. Updating of the Legal register administered internally e. Notification to the operating units and/or the relevant person in charge Currently, the person/team responsible for monitoring the changes and communicating it to the estate is Pn. Muniammal Muniandy (appointed on 27th April 2015). | | | | |
| Criterion 2.2: 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. | | | | | |
| 2.2.1 | Documents showing legal ownership or lease, history of land tenure (confirmation from community leaders based on history of customary land tenure, recognised Native Customary Right (NCR) land) and the actual legal use of the land shall be available. | | | | <i>Major</i> |
| Findings | In compliance: | Yes: | x | No: | |
| Objective evidence: | Copies of land titles for all estates were sighted. The original copy kept in the head quarters at Wisma Genting, Kuala Lumpur. The legal use of land was confirmed without any restriction. It is now used for the cultivation of oil palm. Land titles were verified including payment of land tax. Land owner found to be in order. | | | | |
| 2.2.2 | There is evidence that physical markers are located and visibly maintained along the legal boundaries particularly adjacent to state land, NCR land and reserves. | | | | <i>Minor</i> |
| Findings | In compliance: | Yes: | x | No: | |
| Objective evidence: | Location of several boundary stones and pole were visited and verified during onsite visit. In Genting Tebong estate, auditor verified boundary stone available at the block 96b bordering the smallholder: GPS: 102.360225°; 2.451641° | | | | |
| 2.2.3 | Where there are or have been disputes, additional proof of legal acquisition of title | | | | <i>Minor</i> |

| | | |
|--|---|--------------|
| | and evidence that fair compensation has been made to previous owners and occupants shall be available, and that these have been accepted with free, prior and informed consent (FPIC). | |
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |
| Objective evidence: | After the land survey conducted in August 2012 by Perunding Ukur KSN (Lesen no: LIT56/2012), few areas were identified as overplanted/overlap with the nearby smallholder's land. Through the stakeholder meeting and documented letter, dispute for overplanted area by the estate and smallholder were resolved mutually. The estate gives or claims back the land accordingly. All documented and recorded in the letter with the relevant party signatures. Since there is no compensation involve and FPIC is not currently applied. | |
| 2.2.4 | There shall be an absence of significant land conflict, unless requirements for acceptable conflict resolution processes (see Criteria 6.3 and 6.4) are implemented and accepted by the parties involved. | <i>Major</i> |
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |
| Objective evidence: | Interviewed with the smallholder such as Haji Sarib and Ramachandran and confirmed that they satisfied with the clear boundary between the estate and their land. No complaints or conflicts observed during onsite audit. | |
| 2.2.5 | For any conflict or dispute over the land, the extent of the disputed area shall be mapped out in a participatory way with involvement of affected parties (including neighbouring communities and relevant authorities where applicable). | <i>Minor</i> |
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |
| Objective evidence: | For each dispute area (overplanted/ overlap area), there is map with clear GPS coordinate to indicate the boundary between estate and smallholder. The map was prepared by the independent surveyor- Perunding Ukur KSN (Lesen no: LIT56/2012). | |
| 2.2.6 | To avoid escalation of conflict, there shall be no evidence that oil palm operations have instigated violence in maintaining peace and order in their current and planned operations. | <i>Major</i> |
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |
| Objective evidence: | Interviewed with the smallholder such as Haji Sarib and Ramachandran and confirmed that they satisfied with the clear boundary between the estate and their land. | |
| Criterion 2.3: Use of the land for oil palm does not diminish the legal, customary or users rights of other users without their free, prior and informed consent. | | |
| 2.3.1 | Maps of an appropriate scale showing the extent of recognized legal, customary or user rights (Criteria 2.2, 7.5 and 7.6) shall be developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities). | <i>Major</i> |
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |
| Objective evidence: | Currently, there are no claims on legal or customary rights exist for the estate. Customary use of land for community purposes have been identified either on map or on the actual grounds (eg: places of worship, burial grounds, and archaeological site) and maintained. | |
| 2.3.2 | Copies of negotiated agreements detailing the process of free, prior and informed consent (FPIC) (Criteria 2.2, 7.5 and 7.6) shall be available. | <i>Minor</i> |
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |
| Objective evidence: | Currently, there are no claims on legal or customary rights exist for the estate. However, for those estates bordering the smallholders, the company has taken action to properly demarcate the area on maps and on the ground. | |
| 2.3.3 | All relevant information shall be available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. | <i>Minor</i> |
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |

| | | |
|----------------------------|--|--------------|
| Objective evidence: | Currently, there are no claims on legal or customary rights exist for the estate. However, for those estates bordering the smallholders, the company has taken action to properly demarcate the area on maps and on the ground. | |
| 2.3.4 | Evidence shall be available to show that communities are represented through institutions or representatives of their own choosing, including legal counsel. | <i>Major</i> |
| Findings | In compliance: <input type="checkbox"/> Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |
| Objective evidence: | Currently, there are no claims on legal or customary rights exist for the estate. However, for those estates bordering the smallholders, the company has taken action to properly demarcate the area on maps and on the ground. | |

| Principle 3: Commitment to Long-Term Economic and Financial Viability | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|--------------|--------|-----------|--------|--------|--------|--|--|--|------|------|------|------|------|------|------|------|-------|-------|--------|-------|--------|--------|--------|
| Criterion 3.1: A business or management plan (minimum three years) shall be documented that includes, where appropriate, a business case for scheme smallholders. | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3.1.1 | A business or management plan (minimum three years) shall be documented that includes, where appropriate, a business case for scheme smallholders. | <i>Major</i> | | | | | | | | | | | | | | | | | | | | | | | |
| Findings | In compliance: <input type="checkbox"/> Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | |
| Objective evidence: | In GTBE, 3 year management plan the annual budget with 3 years of projection is available covering a period from 2016-2019 that specifies the following activities/elements: <ul style="list-style-type: none"> • Hectarage statement • Replanting Area • Replanting Expenditure • Ex-estate cost • Crop Production • Yield per ha • Capital Expenditure | | | | | | | | | | | | | | | | | | | | | | | | |
| 3.1.2 | An annual replanting programme projected for a minimum of five years (but longer where necessary to reflect the management of fragile soils, see Criterion 4.3), with yearly review, shall be available. | <i>Minor</i> | | | | | | | | | | | | | | | | | | | | | | | |
| Findings | In compliance: <input type="checkbox"/> Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | |
| Objective evidence: | Replanting Programme is captured within the 5 year Management Plan that indicates the scheduled replanting programme 2014-2020. Details of Replanting Programme for the supplying estates are as follows: <table border="1" style="margin-left: 20px;"> <thead> <tr> <th rowspan="2">Estate</th> <th colspan="7">Area (ha)</th> </tr> <tr> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>GTBE</td> <td>68.94</td> <td>74.21</td> <td>209.63</td> <td>71.66</td> <td>110.28</td> <td>180.14</td> <td>758.14</td> </tr> </tbody> </table> | | Estate | Area (ha) | | | | | | | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | GTBE | 68.94 | 74.21 | 209.63 | 71.66 | 110.28 | 180.14 | 758.14 |
| Estate | Area (ha) | | | | | | | | | | | | | | | | | | | | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | | | | | | | | | | | | | | | | | | |
| GTBE | 68.94 | 74.21 | 209.63 | 71.66 | 110.28 | 180.14 | 758.14 | | | | | | | | | | | | | | | | | | |

| | | |
|--|---|--------------|
| Principle 4: Use of Appropriate Best Practices by Growers and Millers | | |
| Criterion 4.1: Operating procedures are appropriately documented, consistently implemented and monitored. | | |
| 4.1.1 | Standard Operating Procedures (SOPs) for estates and mills shall be documented. | <i>Major</i> |
| Findings | In compliance: <input type="checkbox"/> Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |
| Objective evidence: | Genting Plantations Berhad documents their procedures and manuals of their SOP and the following were sighted: <ul style="list-style-type: none"> a) Standard Operating Procedure West Malaysia (in Bahasa Malaysia) b) Sustainability Management Procedure manual c) GENP's Oil Palm manual (June 2013) | |

| | <p>The Bahasa Malaysia SOP includes :</p> <ul style="list-style-type: none"> a) Langkah-langkah pengurusan dan Pengendalian Bahan Kimia, Minyak Pelincir dan Baja. b) Prosedur Kerja Meracun c) Aplikasi Racun Tikus d) Prosedur Kerja Membaja e) Prosedur Kerja Penuaian Buah Sawit f) Kenderaan dan Jentera Berat Ladang g) Bengkel Workshop (Workshop) h) Pondok Pengawal, pejabat, Kawasan Perumahan , Ramp, Kuari, Kolam Air <p>The Genting Plantation Oil Palm manual categorised each subject under specific code.</p> <p>Some of the procedures sighted were as below :</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 20%;">Code</th> <th>Operation /Subject</th> </tr> </thead> <tbody> <tr> <td>OPM No.1</td> <td>Land clearing, Preparation, Planting, CC</td> </tr> <tr> <td>OPM No. 2</td> <td>OP Nursery Practices</td> </tr> <tr> <td>OPM No. 3</td> <td>Planting Density and Planting technique</td> </tr> <tr> <td>OPM No. 5 :</td> <td>Pest and disease</td> </tr> <tr> <td>OPM No. 6</td> <td>Weed management</td> </tr> <tr> <td>OPM No. 7</td> <td>Manuring</td> </tr> <tr> <td>OPM No. 9</td> <td>Roads and Drainage</td> </tr> <tr> <td>OPM No. 11</td> <td>Harvesting</td> </tr> <tr> <td>OPM No. 13</td> <td>Managing Difficult soils</td> </tr> </tbody> </table> | | | | Code | Operation /Subject | OPM No.1 | Land clearing, Preparation, Planting, CC | OPM No. 2 | OP Nursery Practices | OPM No. 3 | Planting Density and Planting technique | OPM No. 5 : | Pest and disease | OPM No. 6 | Weed management | OPM No. 7 | Manuring | OPM No. 9 | Roads and Drainage | OPM No. 11 | Harvesting | OPM No. 13 | Managing Difficult soils |
|----------------------------|--|------|---|--------------|------|--------------------|----------|--|-----------|----------------------|-----------|---|-------------|------------------|-----------|-----------------|-----------|----------|-----------|--------------------|------------|------------|------------|--------------------------|
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| OPM No.1 | Land clearing, Preparation, Planting, CC | | | | | | | | | | | | | | | | | | | | | | | |
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| OPM No. 5 : | Pest and disease | | | | | | | | | | | | | | | | | | | | | | | |
| OPM No. 6 | Weed management | | | | | | | | | | | | | | | | | | | | | | | |
| OPM No. 7 | Manuring | | | | | | | | | | | | | | | | | | | | | | | |
| OPM No. 9 | Roads and Drainage | | | | | | | | | | | | | | | | | | | | | | | |
| OPM No. 11 | Harvesting | | | | | | | | | | | | | | | | | | | | | | | |
| OPM No. 13 | Managing Difficult soils | | | | | | | | | | | | | | | | | | | | | | | |
| 4.1.2 | A mechanism to check consistent implementation of procedures shall be in place. | | | <i>Minor</i> | | | | | | | | | | | | | | | | | | | | |
| Findings | In compliance: | Yes: | x | No: | | | | | | | | | | | | | | | | | | | | |
| Objective evidence: | <p>SOPs related to the various operations are documented as in 4.1.1. Operations are monitored and check consistent implementation of procedures through supervision by their staff and mandores during their daily operation. Regular training is conducted to ensure implementation of the procedures. Only trained and competent workers are assigned to the relevant jobs.</p> <p>Monthly, the QCTIR (Quality Control Team Inspection Report) will be presented as the mechanism for checking on 2 major operations i.e. Harvesting and manuring.</p> <p>The heavy vehicles used for field operation are also inspected daily by the workshop personnel and driver prior to their day's work.</p> | | | | | | | | | | | | | | | | | | | | | | | |
| 4.1.3 | Records of monitoring and any actions taken shall be maintained and available, as appropriate. | | | <i>Minor</i> | | | | | | | | | | | | | | | | | | | | |
| Findings | In compliance: | Yes: | x | No: | | | | | | | | | | | | | | | | | | | | |
| Objective evidence: | <p>Monitoring of operation e.g. manuring is done by the Genting Plantation Research Centre (GPRC) monthly and they will present a summary known as Quality Manuring Control (QMC) assessment to the estate after the visit.</p> <p>A score (Poor, Fair or Satisfactory) will be given for each field and operation inspected. In the report, Summary of QMC assessment in May 2015 , for GTBE/RD it was noted that out of 17 fields inspected, 12 field had 'outstanding ' score, and 4 fields have 'AA2' score and 1 field had 'Poor' . The report was reported by Elzy Ovktafia bt Chairul, Asst Agronomist.</p> <p>They also monitor on the FFB standard & quality. Monthly inspection report is conducted by the QCTIR (Quality Control Team Inspection Report) Team (comprising Executives from Estate and the GPRC personnel). Results are presented to the estate immediately and the management will respond accordingly to the conclusion of the report.</p> <p>They will report on :</p> <ul style="list-style-type: none"> a) Bunch recovery b) Loose fruit recovery c) Platform grading d) BAQ Indicators (GTBE monitoring chit) <p>In the latest QCTIR Report for GTBE dated 9/6/15 was sighted. Report was done on Block No; OP94C for 20 task. No issue raised</p> <p>As reported in 4.1.3, inspection records of the heavy vehicles used for field operation are also recorded daily by the workshop personnel and driver prior to their day's work.</p> | | | | | | | | | | | | | | | | | | | | | | | |

| 4.1.4 | The mill shall record the origins of all third-party sourced Fresh Fruit Bunches (FFB). | <i>Major</i> | | | | | | | | | | | | | | | | | | | | | |
|--|---|--------------|-------|------------|--------|----------|----------|--------|-----|----|--------|-----|----------|--------|------|-----------|------|------|--------|-------|------|----------|--------|
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | |
| Objective evidence: | Not applicable. The scope only includes one estate. | | | | | | | | | | | | | | | | | | | | | | |
| Criterion 4.2: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield. | | | | | | | | | | | | | | | | | | | | | | | |
| 4.2.1 | There shall be evidence that good agriculture practices, as contained in Standard Operating Procedures (SOPs), are followed to manage soil fertility to a level that ensures optimal and sustained yield, where possible. | <i>Minor</i> | | | | | | | | | | | | | | | | | | | | | |
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | |
| Objective evidence: | <p>GTBE practices good agricultural practices as contained in their SOPs . They are followed to manage the soil fertility to levels ensuring optimal and sustainable yields.</p> <p>GTBE has also been awarded the MPOB CoGAP certificate for good practices recently.</p> <p>One of the SOP procedure , OPM 7: Manuring of Oil Palm is referred for managing soil fertility</p> <p>It includes sections on :</p> <ul style="list-style-type: none"> a) Introduction b) Nursery manuring c) Field Manuring d) Application of Fertiliser e) Fertiliser delivery and Stock Reports for estates f) Fertiliser sampling for analysis g) Manuring Schedule h) Method of application for younger and mature palms <p>Annually the agronomist form GPRC will provide a agronomic report as well as the annual fertiliser recommendation based on the foliar and soil sample analysis</p> <p>In 2014 the agronomist that did the report was Mr Chia Chai Chua on 12/5/14</p> <p>The following was one of the recommendation sighted for 2015 :</p> <p>Field : OP94D2</p> <table border="1"> <thead> <tr> <th>Month</th> <th>Fertiliser</th> <th>Dosage</th> </tr> </thead> <tbody> <tr> <td>Feb/ Mar</td> <td>NK Mix B</td> <td>2.5 kg</td> </tr> <tr> <td>Apr</td> <td>RP</td> <td>1.5 kg</td> </tr> <tr> <td>May</td> <td>NK Mix B</td> <td>2.5 kg</td> </tr> <tr> <td>June</td> <td>Kieserite</td> <td>1 kg</td> </tr> <tr> <td>July</td> <td>Borate</td> <td>100 g</td> </tr> <tr> <td>Sept</td> <td>NK Mix B</td> <td>2.5 kg</td> </tr> </tbody> </table> <p>During the audit, due to the previous night heavy rain, manuring was not carried out.</p> | | Month | Fertiliser | Dosage | Feb/ Mar | NK Mix B | 2.5 kg | Apr | RP | 1.5 kg | May | NK Mix B | 2.5 kg | June | Kieserite | 1 kg | July | Borate | 100 g | Sept | NK Mix B | 2.5 kg |
| Month | Fertiliser | Dosage | | | | | | | | | | | | | | | | | | | | | |
| Feb/ Mar | NK Mix B | 2.5 kg | | | | | | | | | | | | | | | | | | | | | |
| Apr | RP | 1.5 kg | | | | | | | | | | | | | | | | | | | | | |
| May | NK Mix B | 2.5 kg | | | | | | | | | | | | | | | | | | | | | |
| June | Kieserite | 1 kg | | | | | | | | | | | | | | | | | | | | | |
| July | Borate | 100 g | | | | | | | | | | | | | | | | | | | | | |
| Sept | NK Mix B | 2.5 kg | | | | | | | | | | | | | | | | | | | | | |
| 4.2.2 | Records of fertiliser inputs shall be maintained. | <i>Minor</i> | | | | | | | | | | | | | | | | | | | | | |
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | |
| Objective evidence: | <p>Records of fertilizer inputs are maintained</p> <p>The GTBE will receive their annual fertiliser programme from GPRC</p> <p>The estate personnel will follow the program and applied blocks will be highlighted / coloured./marked on the programme posted on the estate office as a way to monitor the application</p> <p>Records are also kept in File 'Fertiliser Record Book ' and 'Manuring Costing book ' and the</p> | | | | | | | | | | | | | | | | | | | | | | |

| | <p>following record was sighted;</p> <ul style="list-style-type: none"> a) Date: 4/7/15 b) Field : 94D2 c) Ha: 25.54 ha d) Estate : GTBE e) Fertiliser : Kieserite f) Quantity : 66 x 50kg g) Quantity per palm : 1 kg h) No. of workers : 5 i) Total costing/ ha : RM 8.08 / ha j) Application : Frond heap k) Mode : Manual <p>As per 4.2.1, GTBE is on time on application as per recommendation schedule.</p> | | | | | | | | | | |
|----------------------------|---|--|----------------|-------------|--------|----------|-----------|--|--------|----------|---|
| 4.2.3 | There shall be evidence of periodic tissue and soil sampling to monitor changes in nutrient status. | <i>Minor</i> | | | | | | | | | |
| Findings | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">In compliance:</td> <td style="width: 10%;">Yes:</td> <td style="width: 10%; text-align: center;">x</td> <td style="width: 10%;">No:</td> <td style="width: 45%;"></td> </tr> </table> | | In compliance: | Yes: | x | No: | | | | | |
| In compliance: | Yes: | x | No: | | | | | | | | |
| Objective evidence: | <p>Foliar tissue is sampled for analysis annually and the last result was obtained in on 21 Jan 2014.</p> <p>Foliar analysis report No: PR10/2014 was sighted</p> <p>Soil sampling to monitor changes in nutrient status will be done every 5 years and the result of the last sampling done in Jan 2014 was sighted, test report no: PR652014.</p> <p>Samples of soil were analyzed for pH, Org C, N, P, K, Ca, Mg, Na, CEC and mechanical analysis. Soil analysis report No: SR08/2014 done in Jan-Feb 2014 was sighted.</p> <p>In the sample from Block OP99R (II) shows the Organic Carbon% at 1.04% and 1.21% for the 0 – 15 cm and the 15-30cm respectively.</p> | | | | | | | | | | |
| 4.2.4 | A nutrient recycling strategy shall be in place, and may include use of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), and palm residues. | <i>Minor</i> | | | | | | | | | |
| Findings | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">In compliance:</td> <td style="width: 10%;">Yes:</td> <td style="width: 10%; text-align: center;">x</td> <td style="width: 10%;">No:</td> <td style="width: 45%;"></td> </tr> </table> | | In compliance: | Yes: | x | No: | | | | | |
| In compliance: | Yes: | x | No: | | | | | | | | |
| Objective evidence: | <p>In the SOP Manual, POPM 7: Manuring of Oil Palm, the nutrient strategy includes the use of Empty Fruit Bunches (EFB) distributed in the field to improve the soil structure as well as to improve the organic matter.</p> <p>In Section 3.1.1 EFB Mulching , it documents the application on immature palm :</p> <ul style="list-style-type: none"> a) Rate and frequency of application b) Method of application c) Cost of large scale application d) Manuring for EFB Mulched Immature Palm <p>In Section 3.2.1 EFB Mulching , it documents the application on mature palm :</p> <ul style="list-style-type: none"> a) Method of application b) Manuring of EFB Mulched Palms <p>SOP on EFB mulching recommends the following:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 20%;">Palm Age</th> <th style="width: 20%;">Rate per ha</th> <th style="width: 60%;">Method</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Immature</td> <td style="text-align: center;">25 t / ha</td> <td>Immediately after planting. Yearly application till year 3. Single layer in 2 concentric rings. Check periodically for Oryctes beetle.</td> </tr> <tr> <td style="text-align: center;">Mature</td> <td style="text-align: center;">40 t/ ha</td> <td>Flat areas – EFB applied as small heap on frond rows in between every 4 palms Heaps must not exceed 2 layers</td> </tr> </tbody> </table> | | Palm Age | Rate per ha | Method | Immature | 25 t / ha | Immediately after planting. Yearly application till year 3. Single layer in 2 concentric rings. Check periodically for Oryctes beetle. | Mature | 40 t/ ha | Flat areas – EFB applied as small heap on frond rows in between every 4 palms Heaps must not exceed 2 layers |
| Palm Age | Rate per ha | Method | | | | | | | | | |
| Immature | 25 t / ha | Immediately after planting. Yearly application till year 3. Single layer in 2 concentric rings. Check periodically for Oryctes beetle. | | | | | | | | | |
| Mature | 40 t/ ha | Flat areas – EFB applied as small heap on frond rows in between every 4 palms Heaps must not exceed 2 layers | | | | | | | | | |

| | | |
|--|--|---|
| | | <p>Application rate per site is about 1.0 – 1.25 MT of EFB</p> <p>Application of fertiliser is to be applied on the EFB sites for palms > 7 years</p> <p>For palms < 7 years, application is to be within palm circle</p> |
|--|--|---|

Records of distribution / received is recorded in the EFB book

In their programme, GTBE has identified the hectareage suitable for EFB application.

Below is some of the progress of EFB application as of June 2015.

| No. | Field | Total Ha | Suitable Ha for Application | Recommendation - round, mt | Recommendation (mt) | Completed Application | | |
|-----|--------|----------|-----------------------------|----------------------------|---------------------|--------------------------------|------------|--|
| | | | | | | Date | Total (mt) | |
| | OP 95A | 57.78 | 57.78 | 1 round, 20mt | 1155.6 | Apr-15 | 1179.92 | |
| | OP 96A | 16.59 | 16.59 | 1 round, 20mt | 331.8 | Mar-15 | 333.52 | |
| | OP 96B | 10.98 | 10.98 | 1 round, 20mt | 219.6 | Feb-15 | 221.79 | |
| | OP 01D | 19.58 | 19.58 | 1 round, 20mt | 391.6 | ON PROGRESS -TODATE = 260.16MT | | |

Criterion 4.3: Practices minimize and control erosion and degradation of soils.

| | | |
|-------|--|--------------|
| 4.3.1 | Maps of any fragile/marginal soils shall be available. | <i>Major</i> |
|-------|--|--------------|

| | | | | | |
|-----------------|----------------|------|---|-----|--|
| Findings | In compliance: | Yes: | x | No: | |
|-----------------|----------------|------|---|-----|--|

Objective evidence: Soil Maps of 1:35,000 was sighted in the Soil Management file

Soil series in GTBE are :

- a) Rengam/ Jerangau
- b) Melaka/Durian/Merchong
- c) Bungor/Tavy
- d) Rengam /Bt Temiang
- e) Alluvium and Colovium
- f) Parent material of granitic origin

No fragile soils or peat was identified or found.

| | | |
|-------|---|--------------|
| 4.3.2 | A management strategy shall be in place for plantings on slopes between 9 and 25 degrees unless specified otherwise by the company's SOP. | <i>Minor</i> |
|-------|---|--------------|

| | | | | | |
|-----------------|----------------|------|---|-----|--|
| Findings | In compliance: | Yes: | x | No: | |
|-----------------|----------------|------|---|-----|--|

Objective evidence: The estate will refer to the following procedures for guidance

- a) OPM 4 : Soil conservation and terracing(rev 2013)
- b) Steep land Management SMP –GPB-10

The estate also has a file known as File 32: Soil Management where the following are identified for reference :

- a) Soil Map
- b) Slope class and topography map
- c) Soil Management plan
- d) High Erosion Risk area maps

Based on the slope classes map, the followings were identified in GTBE

| Slope Class | Description | Percentage of total area |
|-------------|-------------|--------------------------|
| 0° - 6° | Flat | 89.53% |

| | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;">6° - 10°</td> <td style="width: 30%;">Undulating</td> <td style="width: 40%;">8.29%</td> </tr> <tr> <td>10° - 15°</td> <td>Rolling</td> <td>1.75%</td> </tr> <tr> <td>15° - 20°</td> <td>Hilly</td> <td>0.32%</td> </tr> <tr> <td>20° - 25°</td> <td>Steep</td> <td>0.12%</td> </tr> <tr> <td>>25°</td> <td>Very Steep</td> <td>0.00%</td> </tr> </table> | 6° - 10° | Undulating | 8.29% | 10° - 15° | Rolling | 1.75% | 15° - 20° | Hilly | 0.32% | 20° - 25° | Steep | 0.12% | >25° | Very Steep | 0.00% | | |
|--|--|----------------------|--------------|----------------|--------------|----------------------|-------|-----------|--------|---------|-----------|-------|---|--------|------------|-------|--|--|
| 6° - 10° | Undulating | 8.29% | | | | | | | | | | | | | | | | |
| 10° - 15° | Rolling | 1.75% | | | | | | | | | | | | | | | | |
| 15° - 20° | Hilly | 0.32% | | | | | | | | | | | | | | | | |
| 20° - 25° | Steep | 0.12% | | | | | | | | | | | | | | | | |
| >25° | Very Steep | 0.00% | | | | | | | | | | | | | | | | |
| | <p>The steep area in each division is marked and highlighted in the maps. In the 'GPS Field Hectareage Statement' the 'Steep / Rocky' area was reported to be 12.69 ha for GTBE.</p> <p>Similar soil maps and slope maps were sighted the divisional estates, Repah and See Kee.</p> | | | | | | | | | | | | | | | | | |
| 4.3.3 | A road maintenance programme shall be in place. | | <i>Minor</i> | | | | | | | | | | | | | | | |
| Findings | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;">In compliance:</td> <td style="width: 10%;">Yes:</td> <td style="width: 10%; text-align: center;">x</td> <td style="width: 10%;">No:</td> <td style="width: 10%;"></td> </tr> </table> | | | In compliance: | Yes: | x | No: | | | | | | | | | | | |
| In compliance: | Yes: | x | No: | | | | | | | | | | | | | | | |
| Objective evidence: | <p>The road maintenance programme is found in the 'Road Maintenance programme' file. In GTBE , the following budget was allocated for 2015 and the to-date expenditure is:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 40%;">Item</th> <th style="width: 20%;">Budget (RM)</th> <th style="width: 40%;">Actual as of May '15</th> </tr> </thead> <tbody> <tr> <td>Roads</td> <td style="text-align: right;">105,500</td> <td style="text-align: right;">65,162</td> </tr> <tr> <td>Bridges</td> <td style="text-align: right;">18,000</td> <td style="text-align: right;">5,200</td> </tr> <tr> <td>Path (Rotor slashing and cambering for mechanization)</td> <td style="text-align: right;">70,100</td> <td style="text-align: right;">6,000</td> </tr> </tbody> </table> | | | Item | Budget (RM) | Actual as of May '15 | Roads | 105,500 | 65,162 | Bridges | 18,000 | 5,200 | Path (Rotor slashing and cambering for mechanization) | 70,100 | 6,000 | | | |
| Item | Budget (RM) | Actual as of May '15 | | | | | | | | | | | | | | | | |
| Roads | 105,500 | 65,162 | | | | | | | | | | | | | | | | |
| Bridges | 18,000 | 5,200 | | | | | | | | | | | | | | | | |
| Path (Rotor slashing and cambering for mechanization) | 70,100 | 6,000 | | | | | | | | | | | | | | | | |
| 4.3.4 | Subsidence of peat soils shall be minimised and monitored. A documented water and ground cover management programme shall be in place. | | <i>Major</i> | | | | | | | | | | | | | | | |
| Findings | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;">In compliance:</td> <td style="width: 10%;">Yes:</td> <td style="width: 10%; text-align: center;">x</td> <td style="width: 10%;">No:</td> <td style="width: 10%;"></td> </tr> </table> | | | In compliance: | Yes: | x | No: | | | | | | | | | | | |
| In compliance: | Yes: | x | No: | | | | | | | | | | | | | | | |
| Objective evidence: | Not applicable. Based on the soil map ,no peat found in GTBE and its divisions. | | | | | | | | | | | | | | | | | |
| 4.3.5 | Drainability assessments where necessary will be conducted prior to replanting on peat to determine the long-term viability of the necessary drainage for oil palm growing. | | <i>Minor</i> | | | | | | | | | | | | | | | |
| Findings | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;">In compliance:</td> <td style="width: 10%;">Yes:</td> <td style="width: 10%; text-align: center;">x</td> <td style="width: 10%;">No:</td> <td style="width: 10%;"></td> </tr> </table> | | | In compliance: | Yes: | x | No: | | | | | | | | | | | |
| In compliance: | Yes: | x | No: | | | | | | | | | | | | | | | |
| Objective evidence: | Not applicable. Based on the soil map ,no peat found in GTBE and its divisions. | | | | | | | | | | | | | | | | | |
| 4.3.6 | A management strategy shall be in place for other fragile and problem soils (e.g. podzols and acid sulphate soils). | | <i>Minor</i> | | | | | | | | | | | | | | | |
| Findings | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;">In compliance:</td> <td style="width: 10%;">Yes:</td> <td style="width: 10%; text-align: center;">x</td> <td style="width: 10%;">No:</td> <td style="width: 10%;"></td> </tr> </table> | | | In compliance: | Yes: | x | No: | | | | | | | | | | | |
| In compliance: | Yes: | x | No: | | | | | | | | | | | | | | | |
| Objective evidence: | No fragile or problematic areas identified in GTBE and its divisional estates. | | | | | | | | | | | | | | | | | |
| Criterion 4.4: Practices maintain the quality and availability of surface and ground water. | | | | | | | | | | | | | | | | | | |
| 4.4.1 | An implemented water management plan shall be in place. | | <i>Minor</i> | | | | | | | | | | | | | | | |
| Findings | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;">In compliance:</td> <td style="width: 10%;">Yes:</td> <td style="width: 10%; text-align: center;">x</td> <td style="width: 10%;">No:</td> <td style="width: 10%;"></td> </tr> </table> | | | In compliance: | Yes: | x | No: | | | | | | | | | | | |
| In compliance: | Yes: | x | No: | | | | | | | | | | | | | | | |
| Objective evidence: | <p>The water management plan is documented in File No: 28: Water Management Plan and Practices.</p> <p>It identifies the areas of concern , the action plan and monitoring as well as the PIC and Status for each area identified such as:</p> <p style="margin-left: 20px;">a. Flood area</p> <ul style="list-style-type: none"> • Monitoring of rainfall data • Desilting programme • WCP | | | | | | | | | | | | | | | | | |

| | <ul style="list-style-type: none"> b. Water quality <ul style="list-style-type: none"> • Water sampling twice per year • Analysis the result • Protection of watercourses c. Water Pollution <ul style="list-style-type: none"> • Chemical mixing Bay • workshop d. Government water <ul style="list-style-type: none"> • Monitoring of pipe leakages e. Optimize water and reduce wastage <ul style="list-style-type: none"> • Spraying Pump Maintenance f. Water Storage Tank <ul style="list-style-type: none"> • Cleanliness of water distributed to residential area g. Drainage system <ul style="list-style-type: none"> • Drainage system at linesite h. Rubbish Collection <ul style="list-style-type: none"> • Collection of rubbish at linesite i. Assessment of water usage <ul style="list-style-type: none"> • Total occupancy : 200, eligible of water per head: 150 lit/mth j. Education and training <ul style="list-style-type: none"> • Regular training on conservation through regular briefing <p>The above plan was reviewed on 27/4/15</p> <p>Domestic water is piped from Government supply and each resident has a meter that records the usage.</p> <p>GTBE subsidises 150 lit per head per month. The resident /worker will pay for usage above the subsidised amount. Deduction was sighted in the payslip of the workers especially the contractor's harvesting workers.</p> <p>The bills of all the meters are sighted in the monthly payment file.</p> <p>The summary charges for the different division is available;</p> <p>For the June 2015 payment , the following was recorded</p> <table border="1"> <thead> <tr> <th>Division</th> <th>Tebong</th> <th>BMD</th> <th>Repah</th> <th>See Kee</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Payment</td> <td>RM 12887.80</td> <td>0</td> <td>RM 3679.05</td> <td>0</td> <td>RM16,566.85</td> </tr> </tbody> </table> <p>OBSERVATION 01</p> <p>However, there was no volume recorded as a basis of monitoring of water usage.</p> | Division | Tebong | BMD | Repah | See Kee | Total | Payment | RM 12887.80 | 0 | RM 3679.05 | 0 | RM16,566.85 |
|----------------------------|--|--------------|----------------|---------|-------------|---------|-------|---------|-------------|---|------------|---|-------------|
| Division | Tebong | BMD | Repah | See Kee | Total | | | | | | | | |
| Payment | RM 12887.80 | 0 | RM 3679.05 | 0 | RM16,566.85 | | | | | | | | |
| 4.4.2 | Protection of water courses and wetlands, including maintaining and restoring appropriate riparian and other buffer zones (refer to national best practice and national guidelines) shall be demonstrated. | <i>Major</i> | | | | | | | | | | | |
| Findings | <table border="1"> <tr> <td>In compliance:</td> <td>Yes:</td> <td></td> <td>No:</td> <td></td> </tr> </table> | | In compliance: | Yes: | | No: | | | | | | | |
| In compliance: | Yes: | | No: | | | | | | | | | | |
| Objective evidence: | <p>The estate will refer to the SMP procedure: Riparian Bufferzone Management SMP-GPB-14 as guideline to protect the water courses in the estate.</p> <p>There are no permanent streams that pass through GTBE.</p> <p>The water catchment area in Block 96A was visited and palms around the areas are marked to inform workers of the riparian / buffer zone.</p> <p>Visit show that the no spraying or manuring activity was sighted. Mechanical slashing was done to control the weeds around the catchment pond.</p> <p>Interview with the spray operators indicate that they are aware of the marked palms.</p> | | | | | | | | | | | | |
| 4.4.3 | Appropriate treatment of mill effluent to required levels and regular monitoring of discharge quality, shall be in compliance with national regulations (Criteria 2.1 and 5.6). | <i>Minor</i> | | | | | | | | | | | |
| Findings | <table border="1"> <tr> <td>In compliance:</td> <td>Yes:</td> <td></td> <td>No:</td> <td></td> </tr> </table> | | In compliance: | Yes: | | No: | | | | | | | |
| In compliance: | Yes: | | No: | | | | | | | | | | |

| Objective evidence: | Not applicable as this audit was done on supply base without mill | | | | | | | | | | | |
|---|--|--------------|--|------------------------------|------|-------|---------|---------------------|---------|--|------|--|
| 4.4.4 | Mill water use per tonne of Fresh Fruit Bunches (FFB) (see Criterion 5.6) shall be monitored. | <i>Minor</i> | | | | | | | | | | |
| Findings | In compliance: | Yes: | <input type="checkbox"/> | No: <input type="checkbox"/> | | | | | | | | |
| Objective evidence: | Not applicable as this audit was done on supply base without mill | | | | | | | | | | | |
| Criterion 4.5: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management techniques. | | | | | | | | | | | | |
| 4.5.1 | Implementation of Integrated Pest Management (IPM) plans shall be monitored. | <i>Major</i> | | | | | | | | | | |
| Findings | In compliance: | Yes: | <input checked="" type="checkbox"/> | No: <input type="checkbox"/> | | | | | | | | |
| Objective evidence: | <p>Documented IPM is found in the Oil Palm Manual under 'Pest and disease (revision June 2013) OPM 5.</p> <p>It identified the pest such as :</p> <ul style="list-style-type: none"> a) bagworms b) nettle caterpillars c) Grasshopper d) Rhinoceros beetles e) Bunch moth f) Vertebrates such as rats g) Pest & Diseases in nursery h) Ganoderma <p>The document also shows the lifecycles, type of species as well as the chemical, physical and biological control method recommended.</p> <p>The estates also monitors the following for IPM :</p> <ul style="list-style-type: none"> a) Rat damage census b) Pheromone trap Oryctes catch census (only for GTBE) c) Barn Owl boxes and occupancy census (adults, chicks) d) Beneficial plant location <p>Based on the latest barn owl report, the following was the occupancy rate.</p> <ul style="list-style-type: none"> a) No. of Boxes: 134 b) Adults : 76 c) Chicks: 15 <p>The target is to have a ratio of one barn owl box to 16 hectare or the ratio of 1:16 ha</p> <p>For rats, baits will be applied when the census records a fresh damage of 5%. Baiting will commence and rounds will be repeated after 4 days. Baiting will cease when acceptance is less than 20%.</p> <p>Intervention using chemical is recorded in the costing book.</p> <p>For Ganoderma, as there are no effective controls, the palm are marked, 'GPS-ed' and mounded with soil on their base to prolong their lifespan.</p> | | | | | | | | | | | |
| 4.5.2 | Training of those involved in IPM implementation shall be demonstrated. | <i>Minor</i> | | | | | | | | | | |
| Findings | In compliance: | Yes: | <input checked="" type="checkbox"/> | No: <input type="checkbox"/> | | | | | | | | |
| Objective evidence: | <p>The following was recorded in their Training file on training for those involved in IPM implementation</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 15%;">Date</th> <th style="width: 40%;">Title</th> <th style="width: 15%;">Trainer</th> <th style="width: 30%;">No. of participants</th> </tr> </thead> <tbody> <tr> <td>17/2/15</td> <td>Training on rat and Leaf eating Pest Control / Census in Oil Palm Plantation</td> <td>GPRC</td> <td>29 (19 were reported to have a passing mark of 80%)</td> </tr> </tbody> </table> | | | | Date | Title | Trainer | No. of participants | 17/2/15 | Training on rat and Leaf eating Pest Control / Census in Oil Palm Plantation | GPRC | 29 (19 were reported to have a passing mark of 80%) |
| Date | Title | Trainer | No. of participants | | | | | | | | | |
| 17/2/15 | Training on rat and Leaf eating Pest Control / Census in Oil Palm Plantation | GPRC | 29 (19 were reported to have a passing mark of 80%) | | | | | | | | | |
| Criterion 4.6: Pesticides are used in ways that do not endanger health or the environment. | | | | | | | | | | | | |
| 4.6.1 | Justification of all pesticides used shall be demonstrated. The use of selective products that are specific to the target pest, weed or disease and which have minimal effect on non-target species shall be used where available. | <i>Major</i> | | | | | | | | | | |
| Findings | In compliance: | Yes: | <input checked="" type="checkbox"/> | No: <input type="checkbox"/> | | | | | | | | |

| Objective evidence: | <p>The SOP and the Justification of Pesticide used is sighted in the SMP-GPB-28. (17/3/12015)</p> <p>It records the :</p> <ul style="list-style-type: none"> a) Crop stage b) Application Type c) Pesticide Names d) Active Ingredient e) Class (by Pesticide Malaysia) f) WHO class g) Target Weed/Pest h) Justification of Use <p>OBSERVATION 02</p> <p>The justification has most of the major chemical used however some of the new chemical used has not included such as :</p> <ul style="list-style-type: none"> a) Blocus Beta b) Alion | | | | | | | | | | | | | | | | | | | | | | | |
|----------------------------|---|---------------------------|-------------|--------------|------|---------------|----|-------------|------|--------|--------------------------|------|------|---------|---------|------|------|---------|---------|------|-------------------|--------|---------------------------|------|
| 4.6.2 | Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) shall be provided. | | | <i>Major</i> | | | | | | | | | | | | | | | | | | | | |
| Findings | In compliance: | Yes: | x | No: | | | | | | | | | | | | | | | | | | | | |
| Objective evidence: | <p>The estate has a weeding/pesticide programme and records of pesticide use is recorded.</p> <p>Ref: File Costing Spraying</p> <p>Estate : GTBE</p> <ul style="list-style-type: none"> a) Date: 29/ 6/15 – 2/7/15 b) Type of work: spraying PnD c) Block : OP14C d) Ha: 25.07 ha e) Chemical use : Blocus Beta (insecticide) f) Dosage : 3ml / 10 Lit g) Drenching : 150 ml per point/palm h) Equipment : CKS Knapsack i) Nozzle : 450 lit / ha nozzle j) Total cost / ac : RM 24.99 / ha k) No. of workers: 8 <p>The records of pesticides use (including active ingredients used and their LD50, area treated amount of active ingredients applied per ha is found in the 'Pesticide Monitoring Record from Year 2012 – 2015.</p> <p>Based on the record the following were sighted for GTBE</p> <table border="1" style="width: 100%; border-collapse: collapse; margin: 10px 0;"> <thead> <tr> <th style="text-align: center;">Year</th> <th style="text-align: center;">Total a.i / %</th> <th style="text-align: center;">Ha</th> <th style="text-align: center;">a.i kg / ha</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">2012</td> <td style="text-align: center;">789.03</td> <td style="text-align: center;">1477.18 (weighted ha)</td> <td style="text-align: center;">0.53</td> </tr> <tr> <td style="text-align: center;">2013</td> <td style="text-align: center;">1952.07</td> <td style="text-align: center;">2211.77</td> <td style="text-align: center;">0.88</td> </tr> <tr> <td style="text-align: center;">2014</td> <td style="text-align: center;">2070.68</td> <td style="text-align: center;">2140.34</td> <td style="text-align: center;">0.97</td> </tr> <tr> <td style="text-align: center;">2015 (till March)</td> <td style="text-align: center;">628.08</td> <td style="text-align: center;">535.085 (weighted ha)</td> <td style="text-align: center;">1.17</td> </tr> </tbody> </table> | | | | Year | Total a.i / % | Ha | a.i kg / ha | 2012 | 789.03 | 1477.18 (weighted ha) | 0.53 | 2013 | 1952.07 | 2211.77 | 0.88 | 2014 | 2070.68 | 2140.34 | 0.97 | 2015 (till March) | 628.08 | 535.085 (weighted ha) | 1.17 |
| Year | Total a.i / % | Ha | a.i kg / ha | | | | | | | | | | | | | | | | | | | | | |
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| 2013 | 1952.07 | 2211.77 | 0.88 | | | | | | | | | | | | | | | | | | | | | |
| 2014 | 2070.68 | 2140.34 | 0.97 | | | | | | | | | | | | | | | | | | | | | |
| 2015 (till March) | 628.08 | 535.085 (weighted ha) | 1.17 | | | | | | | | | | | | | | | | | | | | | |
| 4.6.3 | Any use of pesticides shall be minimised as part of a plan, and in accordance with Integrated Pest Management (IPM) plans. There shall be no prophylactic use of pesticides, except in specific situations identified in industry's Best Practice. | | | <i>Major</i> | | | | | | | | | | | | | | | | | | | | |
| Findings | In compliance: | Yes: | x | No: | | | | | | | | | | | | | | | | | | | | |
| Objective evidence: | <p>Use of pesticide is minimized and part of the IPM programme.</p> <p>To reduce chemical use the following is implemented in GTBE.</p> <ul style="list-style-type: none"> a) Planting of beneficial plant b) Barn Owls c) Use of pheromone trap in the immature area to monitor Oryctes beetle population <p>Documented IPM is found in the Oil Palm Manual under 'Pest and disease (revision June 2013) OPM 5.</p> | | | | | | | | | | | | | | | | | | | | | | | |

| | <p>It identified the pest such as :</p> <ul style="list-style-type: none"> a) bagworms b) nettle caterpillars c) Grasshopper d) Rhinoceros beetles e) Bunch moth f) Vertebrates such as rats g) Pest & Diseases in nursery h) Ganoderma <p>It also shows the lifecycles, type of species as well as the chemical, physical and biological control method recommended.</p> <p>Records of intervention are recorded in the costing book for e.g insecticide spray for Oryctes beetle, application of baits for rats.</p> <p>Prophylactic used is confined to the spray in the nursery whereby the seedlings are protected.</p> | | | | | | | | | | | | | | | | | | | | | |
|----------------------------|---|----------------------------|---------------------------|--------------|-------------|------|-------|--------------------------|-------|------|--------|---------|-------|------|--------|---------|-------|-------------------------|--------|----------------------------|-------|--|
| 4.6.4 | <p>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, except in specific situations identified in industry's Best Practice. The use of such pesticides shall be minimised and/or eliminated as part of a plan, and shall only be used in exceptional circumstances. Pesticides selected for use are those officially registered under the Pesticides Act 1974 (Act 149) and the relevant provision (Section 53A); and in accordance with USECHH Regulations (2000).</p> | <i>Minor</i> | | | | | | | | | | | | | | | | | | | | |
| Findings | <table border="1"> <tr> <td>In compliance:</td> <td>Yes:</td> <td>x</td> <td>No:</td> <td></td> </tr> </table> | In compliance: | Yes: | x | No: | | | | | | | | | | | | | | | | | |
| In compliance: | Yes: | x | No: | | | | | | | | | | | | | | | | | | | |
| Objective evidence: | <p>Use of chemical categorized as World Health Organization Type 1A or 1B, or listed by the Stockholm or Rotterdam Conventions and herbicide like paraquat, are used</p> <p>At present the only Type 1b chemical still use in GTBE, is the herbicide paraquat.</p> <p>The use of such pesticides are minimised as part of their plan and monitoring is being practiced as per the table below.</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Total a.i kg paraquat / %</th> <th>Ha</th> <th>a.i kg / ha</th> </tr> </thead> <tbody> <tr> <td>2012</td> <td>74.67</td> <td>1477.18 (weighted ha)</td> <td>0.051</td> </tr> <tr> <td>2013</td> <td>328.22</td> <td>2211.77</td> <td>0.148</td> </tr> <tr> <td>2014</td> <td>531.54</td> <td>2140.34</td> <td>0.248</td> </tr> <tr> <td>2015 (till March 2015)</td> <td>129.58</td> <td>535.085 (weighted ha)</td> <td>0.242</td> </tr> </tbody> </table> <p>All the products used in the estate are officially registered under the Pesticides Act 1974 (Act 149)</p> <p>Below are the products sighted at GTBE chemical store</p> <ul style="list-style-type: none"> a) Ally- Herbicide b) G-Fos , Glyphosate - Herbicide c) Starane d) Monex e) Ebor Bait– Rodenticide f) Garlon Mix-Herbicide g) Alion h) Blocus Beta i) Z-Paraquat j) Cyper 16 k) Comet l) Ellytech m) Ammo Supreme | Year | Total a.i kg paraquat / % | Ha | a.i kg / ha | 2012 | 74.67 | 1477.18 (weighted ha) | 0.051 | 2013 | 328.22 | 2211.77 | 0.148 | 2014 | 531.54 | 2140.34 | 0.248 | 2015 (till March 2015) | 129.58 | 535.085 (weighted ha) | 0.242 | |
| Year | Total a.i kg paraquat / % | Ha | a.i kg / ha | | | | | | | | | | | | | | | | | | | |
| 2012 | 74.67 | 1477.18 (weighted ha) | 0.051 | | | | | | | | | | | | | | | | | | | |
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| 2015 (till March 2015) | 129.58 | 535.085 (weighted ha) | 0.242 | | | | | | | | | | | | | | | | | | | |
| 4.6.5 | <p>Pesticides shall only be handled, used or applied by persons who have completed the necessary training and shall always be applied in accordance with the product label. Appropriate safety and application equipment shall be provided and used. All precautions attached to the products shall be properly observed, applied, and understood by workers (see Criterion 4.7).</p> | <i>Major</i> | | | | | | | | | | | | | | | | | | | | |
| Findings | <table border="1"> <tr> <td>In compliance:</td> <td>Yes:</td> <td>x</td> <td>No:</td> <td></td> </tr> </table> | In compliance: | Yes: | x | No: | | | | | | | | | | | | | | | | | |
| In compliance: | Yes: | x | No: | | | | | | | | | | | | | | | | | | | |
| Objective evidence: | <p>The OSH 2015 training programme, some of which are related to pesticide handling for the estate.</p> <table border="1"> <thead> <tr> <th>No.</th> <th>Training topic</th> <th>Participants</th> <th>Proposed</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> | No. | Training topic | Participants | Proposed | Date | | | | | | | | | | | | | | | | |
| No. | Training topic | Participants | Proposed | Date | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | |

| | | | Month | |
|----|---|-------------------------|----------|------------|
| 1 | Respirator (TTT) Train The Trainer | 24 Staff & Executive | January | 29/01/2015 |
| 2 | Training on Using Bunch Count Chit (BCC) | 22 Staff & Workes | January | 2/02/2015 |
| 3 | OSH Meeting | Osh Committee | February | 16/02/2015 |
| 4 | Handling, maintenance & safety for tractor | 10 Workers | February | 19/02/2015 |
| 5 | Safety & maintenance during spraying | 11 Workers | March | 04/03/2015 |
| 6 | Handling & safety during manuring | 8 workers | March | 19/03/2015 |
| 7 | Marching & handling of fire arm | 19 APs | April | 04/04/2015 |
| 8 | Method of Rat application | 5 Workers | April | 06/04/2014 |
| 9 | Handling & maintainance of mechanical spreader | 3 Workers | April | 07/04/2014 |
| 10 | Training on Sustainability Management Procedure Manual (SMPM) | 13 Executive & staff | April | 14/04/2015 |
| 11 | Handling & safety during harvesting | 18 workers | April | 14/04/2015 |
| 12 | Best practices at workplace place RSPO certification | 7 Executive & staff | May | 13/05/2015 |
| 13 | OSH Meeting | Osh committee | May | 14/05/2015 |
| 14 | Handling of chemical, lubricant & fertilizer | 17 Workers | May | 13/05/2015 |
| 15 | Genp policy briefing for checkroll & harvesters | 121 workers | May | 13/5/2015 |
| 16 | Training on recycle waste & Landfill | 48 workers | May | 21/5/2015 |
| 17 | Spillage management ,Spill kit /triple rincing & puncturing | 9 Workes | May | 20/05/2015 |
| 18 | Product demo&calibration | 4 sprayer /staff/driver | May | 20/05/2015 |
| 19 | Handling & safety for spraying & manuring Gang | 30 workers | May | 21/05/2015 |

| | | | | | |
|--|---|--|-------------------------------------|------|--------------------------|
| | 20 | Training on reparation buffer zone | 32 sprayer /manuring Gang | June | 25/06/2015 |
| | 21 | HIRARC Refreshment | 18 Executive,staff &mandore | June | 26/06/2015 |
| | 22 | Safety during harvesting/Hirarc &SOP for harvesting operation/company policy | 42 Harvesters | June | 29/06/2015 |
| | 23 | First Aid & CPR Training | 22 Staff/workers | June | 29/06/2015 |
| | 24 | First Aid treatment training | 28 harvesters/pruner BMD Div | July | 1/07/2015 |
| | 25 | Road crossing training | 21 Workes | July | 2/07/2015 |
| | 26 | Safety and handling of chemical during operation | 16 Sprayers | July | 06/07/2015 |
| <p>During the interview with spray operators (at the store while waiting for the rain to stop) they were attired with the appropriately PPE.</p> <p>a) Barik Santhosh b) Santhosh c) Hamza Amir d) Bupari</p> | | | | | |
| 4.6.6 | Storage of all pesticides shall be according to recognized best practices. All pesticide containers shall be properly disposed of and not used for other purposes (see Criterion 5.3). Pesticides shall be stored in accordance to the Occupational Safety and Health Act 1994 (Act 514) and Regulations and Orders, Pesticides Act 1974 (Act 149) and Regulations. | | | | <i>Major</i> |
| Findings | In compliance: | Yes: | <input checked="" type="checkbox"/> | No: | <input type="checkbox"/> |
| Objective evidence: | <p>Pesticides are stored according to recognized best practices.</p> <p>The storage site is robust, concrete with lock and key. It is ventilated, well lit and with good roofing.</p> <p>It has its hazard signs posted on the entrance.</p> <p>Spill kit using sand and sawdust as the absorbing material was also sighted.</p> <p>The emergency shower, eye wash and tap or water source is within easy reach in case of spillage at the premix area.</p> <p>Emergency response procedure was also posted on the notice board at the chemical store.</p> <p>There is a site for the workers to dry their washed PPE was also available</p> <p>Empty containers are sent to the storage site at the workshop. The estate would use some of the 20 lit for premix where they will be relabeled.</p> <p>Empty containers were sent to the Scheduled Waste storage site and they were found to be triple rinsed and punctured.</p> <p>Records of disposal by supplier, G-Planter were also sighted.</p> <p>OBSERVATION 03</p> <p>However in the nursery, some MSDS of the products were not available such as G-Fos and Thiram. In addition, hazard sign and emergency response procedure were not posted close to the chemical store.</p> | | | | |
| 4.6.7 | Application of pesticides shall be by proven methods that minimise risk and impacts. | | | | <i>Minor</i> |

| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | | | | | | | |
|----------------------------|--|--------------------------------------|--|---------------------------|-----------|-------------------|--------|--------------------------------------|
| Objective evidence: | <p>GTBE has tried various method of application that are proven methods that minimise risk and impacts. They have initiated mechanised assisted spraying to improve efficiency</p> <p>Some of the spray method used are :</p> <ul style="list-style-type: none"> a) Mechanical Assisted Spraying (AR 30) (or MAS) for woodies/ P&D b) Neo spray pump with turbo CDA c) Mono-spray (Mechanised) (or MAS) d) Scorpio for PnD (Mechanised) e) Normal knapsack spray at 450 lit per ha | | | | | | | |
| 4.6.8 | Pesticides shall be applied aerially only where there is documented justification. Communities shall be informed of impending aerial pesticide applications with all relevant information within reasonable time prior to application. | <i>Major</i> | | | | | | |
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | | | | | | | |
| Objective evidence: | No aerial spraying conducted | | | | | | | |
| 4.6.9 | Evidence of continual training to enhance knowledge and skills of employees and associated smallholders on pesticide handling shall be demonstrated or made available. (see Criterion 4.8). | <i>Minor</i> | | | | | | |
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | | | | | | | |
| Objective evidence: | <p>No associated smallholders.</p> <p>Yearly, the estate have training to enhance knowledge and skills of employees on pesticide handling</p> | | | | | | | |
| 4.6.10 | Proper disposal of waste material, according to procedures that are fully understood by workers and managers shall be demonstrated (see Criterion 5.3). | <i>Minor</i> | | | | | | |
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | | | | | | | |
| Objective evidence: | <p>Proper waste disposal according to procedures were sighted.</p> <p>Annually training is conducted to raise awareness of proper waste disposal to workers as well as to the estate personnel.</p> <p>Waste is identified e.g domestic waste, Scheduled waste, recyclable waste and empty chemical containers.</p> <p>GTBE has designated areas to store litter and waste, which do not create a safety or health hazard.</p> <p>For more details, please refer to Criterion 5.3.</p> | | | | | | | |
| 4.6.11 | Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, shall be demonstrated. | <i>Major</i> | | | | | | |
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | | | | | | | |
| Objective evidence: | <p>Annual medical surveillance (USECHH) as per CHRA for plantation pesticide operators were available for the following sprayers</p> <p>The following spray operators annual medical surveillance were view:</p> <ul style="list-style-type: none"> a) Barik Santhosh b) Santhosh c) Hamza Amir d) Bupari e) Santhanam - Nursery f) Sakirul – Nursery <p>Based on the Klinik Tampin OHD Dr. Kueh Poh Siew , HQ/08/DOC/00/503 clinic reports, all were issued 'Certificate of Fitness' and were deemed 'FIT' to continue .</p> <p>The surveillance was done on 13/4/15</p> <p>The cholinesterase is also tested for the spay operators.</p> <table border="1" style="width: 100%; margin-top: 10px;"> <thead> <tr> <th style="width: 50%;"></th> <th style="width: 25%;">Cholinesterase level iu/l</th> <th style="width: 25%;">Ref range</th> </tr> </thead> <tbody> <tr> <td>a) Barik Santhosh</td> <td style="text-align: center;">11,642</td> <td style="text-align: center;">4,389 – 10,928 (University Malaya)</td> </tr> </tbody> </table> | | | Cholinesterase level iu/l | Ref range | a) Barik Santhosh | 11,642 | 4,389 – 10,928 (University Malaya) |
| | Cholinesterase level iu/l | Ref range | | | | | | |
| a) Barik Santhosh | 11,642 | 4,389 – 10,928 (University Malaya) | | | | | | |

| | | | | |
|---|---|----------|--------------------------------------|-------|
| | b) Santhosh Baranwal | 16,453 | 7000-19000 (pathlab) 16/1/14 | |
| | c) Hamza Amir | 8,098 | 4,389 – 10,928 (University Malaya) | |
| | d) Bapari | 11,312 | 4,389 – 10,928 (University Malaya) | |
| | e) Santhanam - Nursery | 10, 0524 | 4,389 – 10,928 (University Malaya) | |
| | f) Mohd Sakirul Bari – Nursery | 7695 | 4,389 – 10,928 (University Malaya) | |
| | Evidence was sighted to show that one of the spray operators, Santhosh Baranwal, went back to Kolkata, India in Feb 2015 and returned in May 2015. GTBE realised that he is due for annual medical surveillance and intends to send him for his surveillance in July 2015. | | | |
| 4.6.12 | No work with pesticides shall be undertaken by pregnant or breast-feeding women. | | | Major |
| Findings | In compliance: | Yes: | x | No: |
| Objective evidence: | GTBE do not employ female spray operators. | | | |
| Criterion 4.7: An occupational health and safety plan is documented, effectively communicated and implemented | | | | |
| 4.7.1 | An occupational health and safety policy shall be in place. An occupational health and safety plan covering all activities shall be documented and implemented, and its effectiveness monitored. | | | Major |
| Findings | In compliance: | Yes: | x | No: |
| Objective evidence: | <p>Safety and Health Policy dated 21 December 2009 and signed by the company's Chief Operating Officer & President is available that among others specifies the requirement of the company to comply with the requirement of the Occupational Safety and Health Act 1994.</p> <p>Safety and Health Plan is available that transmit the commitment of the company to provide a safe & Healthy working environment to all its workers as well as other stakeholders such as contractors, external stakeholders and visitors. The plan dated 22 June 2014, also specifies the objectives of the plan which states as follows:</p> <ul style="list-style-type: none"> • To provide and maintain a working environment that is safe without risk to health and adequate as regard to welfare at work; • To provide information, instruction, training and supervision to enable workers to perform their work in a safe manner; • To achieve ZERO accident rate; • To promote on OSH campaign to create the importance of environment, safety and health to all operatives; • To encourage commitment of all employees in eliminating risk; and • Continuous improvement on OSH management <p>Based on the record, the audit team noted that GTBE has identified and appointed Mr Tan Yeong Huat, the Sr Estate Manager as the responsible person for coordination the occupational safety and health within the estate. The letter of appointment dated 10 Feb 2014 and signed by the VP/GM Mr Foo See Sun was made available to the audit team during the audit.</p> | | | |
| 4.7.2 | All operations where health and safety is an issue shall be risk assessed, and procedures and actions shall be documented and implemented to address the identified issues. All precautions attached to products shall be properly observed and applied to the workers. | | | Major |
| Findings | In compliance: | Yes: | x | No: |
| Objective evidence: | <p>The estate has established the accident reporting flow diagram and procedures. Yearly reporting of JKKP8 regulation was submitted to JKKP on time.</p> <p>First aid kit and fire extinguisher observed available at strategic location such as office, workshop</p> | | | |

| | | | | | | | | | |
|----------------------------|---|--|--|--------------|------------------|---------|---------|----------|---------|
| | <p>and estate. During field visit, first aid kit were check and contents found to be complete and in usable order.</p> <p>For estate the HIRARC being review at planned interval for the adequacy and last was updated on February 2015. The HIRARC effectively covers all the 22 plantation activities ranging from driving, harvesting, spraying, manuring, road maintenance works, chemical storage and etc.</p> <p>Sighted the quarterly OSH meeting minutes attached with "Safety & Health Committee Meeting Minutes 2-2015" which discussed on the safety issue and accident.</p> | | | | | | | | |
| 4.7.3 | <p>All workers involved in the operation shall be adequately trained in safe working practices (see Criterion 4.8). Adequate and appropriate protective equipment shall be available to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, and land preparation, harvesting and, if it is used, burning.</p> | | | <i>Major</i> | | | | | |
| Findings | <p>In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/></p> | | | | | | | | |
| Objective evidence: | <p>Training program for year 2015 covering all categories of workers.</p> <p>Training on safety working practices i.e.:</p> <ul style="list-style-type: none"> • Sprayer calibration training • Fire fighting training • Fire Drill training • Safe harvesting practices • In house OSH Training for new regulation • Safe manuring practices <p>All the training records were well maintained.</p> <p>Appropriate PPE (safety helmets, rubber boots and etc) was verified to be provided and being used by the workers.</p> | | | | | | | | |
| 4.7.4 | <p>The responsible person/persons shall be identified. There shall be records of regular meetings between the responsible person/s and workers. Concerns of all parties about health, safety and welfare shall be discussed at these meetings, and any issues raised shall be recorded.</p> | | | <i>Major</i> | | | | | |
| Findings | <p>In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/></p> | | | | | | | | |
| Objective evidence: | <p>Besides the Snr estate Manager as the chairman of the Health and Safety Committee, GTBE has appointed En Abd Aziz b. A.Kadir, Asst Manager, on 1/1/15 as the Secretary for the Jawatankuasa Keselamatan dan Kesihatan.</p> <p>He will be responsible for :</p> <ol style="list-style-type: none"> a) <i>Membantu dalam pembuatan kaedah-kaedah keselamatan dan kesihatan dan system kerja selamat</i> b) Analyse the OSH programme c) Analyse the accident trend and its continuous improvement to reduce the accident <p>The OSH meetings were documented. The last four quarterly meeting were sighted</p> <table border="1" style="margin-left: 20px;"> <tr> <td style="text-align: center;">Date of meetings</td> </tr> <tr> <td style="text-align: center;">14/5/15</td> </tr> <tr> <td style="text-align: center;">16/2/15</td> </tr> <tr> <td style="text-align: center;">18/11/14</td> </tr> <tr> <td style="text-align: center;">14/8/14</td> </tr> </table> <p>GTBE will have a meeting as soon as the accidents occur. The accident that occurred on the 4/9/14 was discussed on 8/9/14 instead of waiting for it to be discussed during the OSH meeting in November 2014.</p> | | | | Date of meetings | 14/5/15 | 16/2/15 | 18/11/14 | 14/8/14 |
| Date of meetings | | | | | | | | | |
| 14/5/15 | | | | | | | | | |
| 16/2/15 | | | | | | | | | |
| 18/11/14 | | | | | | | | | |
| 14/8/14 | | | | | | | | | |
| 4.7.5 | <p>Accident and emergency procedures shall exist and instructions shall be clearly understood by all workers. Accident procedures shall be available in the appropriate language of the workforce. Assigned operatives trained in First Aid should be present in both field and other operations, and first aid equipment shall be available at worksites. Records of all accidents shall be kept and periodically reviewed.</p> | | | <i>Minor</i> | | | | | |
| Findings | <p>In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/></p> | | | | | | | | |

| Objective evidence: | <p>At GTBE, safety in operation and training are done regularly during training as well as the morning briefing.</p> <p>Accident and emergency procedures are in Bahasa Malaysia and this is understood by the responsible workers, staff or executives involved in the operation.</p> <p>These ERP are sighted at</p> <ul style="list-style-type: none"> a) Chemical and fertiliser store b) Workshop c) Diesel skid tanks d) Line site e) Office <p>GTBE has also set up a ERT (Emergency Response Team) headed by Mr Tan Yeong Huat , Snr Estate Manager .</p> <p>First aid kits are sighted at the work area such as Office, Workshop, and store area.</p> <p>In the field, the spray operation field conductor like Mr Sunddra and the harvesting contractor, Mr Thavarajan were found to have the first aid kit with them.</p> <p>Records of all accidents shall be kept and periodically reviewed. See 4.7.7</p> <p>Training on the use of first aid kit and CPR was conducted for 22 staff, mandores, workers on 29/6/15</p> | | | | | | | | | | | | | | | | |
|----------------------------|--|------|---|-----|--------------|--------------|------------------|---------------|-----|---------------|------|------------|-----|---------------|------|---------|------|
| 4.7.6 | All workers shall be provided with medical care, and covered by accident insurance. | | | | <i>Minor</i> | | | | | | | | | | | | |
| Findings | In compliance: | Yes: | x | No: | | | | | | | | | | | | | |
| Objective evidence: | <p>Foreign workers are covered under the FWCS accident insurance scheme. During the audit, the insurance/ certificate policies for 132 workers (internal workers) and 26 (outsourse workers) were sighted and found to be valid.</p> <p>Observed examples of insurance policy as follows:</p> <ul style="list-style-type: none"> • GTBE – LONPAC Insurance – Certificate Policy No. W/15/WF01/022831/KUL-36 with a validity from 01 /1/15 to 31/12/15 for 132 internal workers ; <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">• Contractor</th> <th style="text-align: left;">• No. of workers</th> </tr> </thead> <tbody> <tr> <td>• Kam Fot Jin</td> <td>• 2</td> </tr> <tr> <td>• Hu Kim Soon</td> <td>• 14</td> </tr> <tr> <td>• Arumugan</td> <td>• 4</td> </tr> <tr> <td>• Subramanian</td> <td>• 10</td> </tr> <tr> <td>• Total</td> <td>• 26</td> </tr> </tbody> </table> <p>The above are the outsourse workers that were also covered by accident insurance Local workers are covered under the SOCSO scheme whereas for executives, besides SOCSO, Genting Plantations Berhad also has a Group Accident Policy insurance (East Gate Insurance) coverage for them.</p> | | | | | • Contractor | • No. of workers | • Kam Fot Jin | • 2 | • Hu Kim Soon | • 14 | • Arumugan | • 4 | • Subramanian | • 10 | • Total | • 26 |
| • Contractor | • No. of workers | | | | | | | | | | | | | | | | |
| • Kam Fot Jin | • 2 | | | | | | | | | | | | | | | | |
| • Hu Kim Soon | • 14 | | | | | | | | | | | | | | | | |
| • Arumugan | • 4 | | | | | | | | | | | | | | | | |
| • Subramanian | • 10 | | | | | | | | | | | | | | | | |
| • Total | • 26 | | | | | | | | | | | | | | | | |
| 4.7.7 | Occupational injuries shall be recorded using Lost Time Accident (LTA) metrics. | | | | <i>Minor</i> | | | | | | | | | | | | |
| Findings | In compliance: | Yes: | x | No: | | | | | | | | | | | | | |

Objective evidence:

Accident records are found to be updated on a monthly basis (using JKPP 6 form) for GTBE. This is filed in the JKPP 6, 7, 8 file.

The report for the 2 accident in 2014 that occurred on 7/1/14 and 4/9/14 was sighted.

The JKPP 6 report included the following :

- a) JKPP 6 form
- b) Accident investigation Report
- c) Witness Statement Report
- d) Meeting to discuss the accident
- e) Training records

The annual JKPP 8 used for reporting the accident records at a yearly basis was sighted. Observed that latest submissions were conducted as follows:

- 13 January 2015 – Genting Tebong Estate for the year 2014

Occupational injuries shall be recorded using Lost Time Accident (LTA) metrics are available.

See below.

| Type of Cases | Year | | | |
|--|----------|-----------|----------|----------|
| | 2011 | 2012 | 2013 | 2014 |
| Near Miss Cases | 2 | 2 | 0 | 0 |
| Minor Cases (<4 days MC) | 6 | 11 | 0 | 0 |
| Major Cases (>4 days MC) | 0 | 1 | 4 | 2 |
| Fatal Cases | 0 | 0 | 0 | 0 |
| Total Cases | 8 | 14 | 4 | 2 |
| Lost Time Accident Cases (LTA) | 6 | 12 | 4 | 2 |
| Total Lost Mandays | 6 | 29 | 54 | 40 |
| Total Lost Time Injuries - hours (LTI) | 48 | 232 | 432 | 320 |

Criterion 4.8: All staffs, workers, smallholders and contract workers are appropriately trained.

4.8.1

A formal training programme shall be in place that covers all aspects of the RSPO Principles and Criteria, and that includes regular assessments of training needs and documentation of the programme.

Major

Findings

In compliance: Yes: No:

Objective evidence:

The OSH 2015 training programme, some of which are related to pesticide handling for the estate.

| No. | Training topic | Participants | Proposed Month | Date |
|-----|--|----------------------|----------------|------------|
| 1 | Respirator (TTT) Train The Trainer | 24 Staff & Executive | January | 29/01/2015 |
| 2 | Training on Using Bunch Count Chit (BCC) | 22 Staff & Workes | January | 2/02/2015 |
| 3 | OSH Meeting | Osh Committee | February | 16/02/2015 |
| 4 | Handling, maintenance & safety for tractor | 10 Workers | February | 19/02/2015 |
| 5 | Safety & maintenance during spraying | 11 Workers | March | 04/03/2015 |
| 6 | Handling & safety during manuring | 8 workers | March | 19/03/2015 |
| 7 | Marching & handling of fire arm | 19 APs | April | 04/04/2015 |
| 8 | Method of Rat application | 5 Workers | April | 06/04/2014 |
| 9 | Handling & maintainance of | 3 Workers | April | 07/04/2014 |

| | | | | | |
|---|--|-------------------------------|-------------------------------------|------------|--------------------------|
| | | mechanical spreader | | | |
| 10 | Training on Sustainability Management Procedure Manual (SMPM) | 13 Executive & staff | April | 14/04/2015 | |
| 11 | Handling & safety during harvesting | 18 workers | April | 14/04/2015 | |
| 12 | Best practices at workplace place RSPO certification | 7 Executive & staff | May | 13/05/2015 | |
| 13 | OSH Meeting | Osh committee | May | 14/05/2015 | |
| 14 | Handling of chemical, lubricant & fertilizer | 17 Workers | May | 13/05/2015 | |
| 15 | Genp policy briefing for checkroll & harvesters | 121 workers | May | 13/5/2015 | |
| 16 | Training on recycle waste & Landfill | 48 workers | May | 21/5/2015 | |
| 17 | Spillage management ,Spill kit /triple rining & puncturing | 9 Workers | May | 20/05/2015 | |
| 18 | Product demo&calibration | 4 sprayer /staff/driver | May | 20/05/2015 | |
| 19 | Handling &safety for spraying &manuring Gang | 30 workers | May | 21/05/2015 | |
| 20 | Training on reparian buffer zone | 32 sprayer /manuring Gang | June | 25/06/2015 | |
| 21 | HIRARC Refreshment | 18 Executive, staff & mandore | June | 26/06/2015 | |
| 22 | Safety during harvesting/Hirarc &SOP for harvesting operation/company policy | 42 Harvesters | June | 29/06/2015 | |
| 23 | First Aid & CPR Training | 22 Staff/workers | June | 29/06/2015 | |
| 24 | First Aid treatment training | 28 harvesters/pruner BMD Div | July | 1/07/2015 | |
| 25 | Road crossing training | 21 Workers | July | 2/07/2015 | |
| 26 | Safety and handling of chemical during operation | 16 Sprayers | July | 06/07/2015 | |
| Daily during morning muster, safety briefing is conducted for all the work operation and checks to ensure the appropriate PPE are worn. | | | | | |
| 4.8.2 | Records of training for each employee shall be maintained. | | | | <i>Minor</i> |
| Findings | In compliance: | Yes: | <input checked="" type="checkbox"/> | No: | <input type="checkbox"/> |
| Objective evidence: | Records of participants /worker and staff who attend the training are recorded in the specific training. | | | | |

| Principle 5: Environmental Responsibility and Conservation of Natural Resources and Biodiversity | | | | | |
|---|---|------|-------------------------------------|-----|--------------------------|
| Criterion 5.1: Aspects of plantation and mill management, including replanting, that have environmental impacts are identified and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement. | | | | | |
| 5.1.1 | An environmental impact assessment (EIA) shall be documented. | | | | <i>Major</i> |
| Findings | In compliance: | Yes: | <input checked="" type="checkbox"/> | No: | <input type="checkbox"/> |
| Objective evidence: | Genting Tebong Estate documented the environment aspect impact assessment dated 25 th November 2014. The assessment covered: <ul style="list-style-type: none"> a. Section/location, b. Activities/products services, c. Environmental aspect, d. Applicable legal and requirements e. Environmental impact f. Mitigation plan- control measures | | | | |
| 5.1.2 | Where the identification of impacts requires changes in current practices, in order to mitigate negative effects, a timetable for change shall be developed and | | | | <i>Minor</i> |

| | implemented within a comprehensive action plan. The action plan shall identify the responsible person/persons. | | | | | | | | | | | | | | | | | |
|---|--|--|---|------------------|-----------------------------|--------------------------|-----------------------------|---------------------------------------|---|--|---|--|--|---|--|--|--|---|
| Findings | In compliance: <input type="checkbox"/> Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | | | | | | | | | | | | | | | | | |
| Objective evidence: | Environmental Improvement & management plan were defined and implemented for ensuring that negative environmental impacts were prevented and mitigated. The plan cover the source, negative impacts, improvement/mitigation plan, data required, monitoring & action plan, PIC/timeline and status/remark. Each action plan will be managed by the estate manager and the assistant manager. | | | | | | | | | | | | | | | | | |
| 5.1.3 | This plan shall incorporate a monitoring protocol, adaptive to operational changes, which shall be implemented to monitor the effectiveness of the mitigation measures. The plan shall be reviewed as a minimum every two years to reflect the results of monitoring and where there are operational changes that may have positive and negative environmental impacts. | <i>Minor</i> | | | | | | | | | | | | | | | | |
| Findings | In compliance: <input type="checkbox"/> Yes: <input type="checkbox"/> No: <input type="checkbox"/> | | | | | | | | | | | | | | | | | |
| Objective evidence: | Environmental Improvement & management plan dated 28 th April 2015 which will be reviewed annually. Example: | | | | | | | | | | | | | | | | | |
| | <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">Source</th> <th style="width: 25%;">Negative Impacts</th> <th style="width: 25%;">Improvement/mitigation plan</th> <th style="width: 25%;">Monitoring & Action plan</th> </tr> </thead> <tbody> <tr> <td>Soil erosion into waterways</td> <td>Increased turbidity of water Flood</td> <td>Measurement such as buffer zones and silt traps</td> <td>River and surface water quality monitoring</td> </tr> <tr> <td>Dust and other particles from ungraveled roads caused by vehicles traffic</td> <td>Nuisance, safety and health impacts to surrounding communities</td> <td>Watering daily during dry season Install hump to reduce vehicle speed Install speed limit signages</td> <td>To carry out site inspection and document it for control of pollution sources</td> </tr> <tr> <td>Groundwater pollution from waste water, septic tanks or landfill</td> <td>Seepage of raw sewage into ground or surface water</td> <td>Regular maintenance of septic tank system Location of landfill- 100m from waterways</td> <td>Monitoring of groundwater near landfill</td> </tr> </tbody> </table> | | Source | Negative Impacts | Improvement/mitigation plan | Monitoring & Action plan | Soil erosion into waterways | Increased turbidity of water Flood | Measurement such as buffer zones and silt traps | River and surface water quality monitoring | Dust and other particles from ungraveled roads caused by vehicles traffic | Nuisance, safety and health impacts to surrounding communities | Watering daily during dry season Install hump to reduce vehicle speed Install speed limit signages | To carry out site inspection and document it for control of pollution sources | Groundwater pollution from waste water, septic tanks or landfill | Seepage of raw sewage into ground or surface water | Regular maintenance of septic tank system Location of landfill- 100m from waterways | Monitoring of groundwater near landfill |
| Source | Negative Impacts | Improvement/mitigation plan | Monitoring & Action plan | | | | | | | | | | | | | | | |
| Soil erosion into waterways | Increased turbidity of water Flood | Measurement such as buffer zones and silt traps | River and surface water quality monitoring | | | | | | | | | | | | | | | |
| Dust and other particles from ungraveled roads caused by vehicles traffic | Nuisance, safety and health impacts to surrounding communities | Watering daily during dry season Install hump to reduce vehicle speed Install speed limit signages | To carry out site inspection and document it for control of pollution sources | | | | | | | | | | | | | | | |
| Groundwater pollution from waste water, septic tanks or landfill | Seepage of raw sewage into ground or surface water | Regular maintenance of septic tank system Location of landfill- 100m from waterways | Monitoring of groundwater near landfill | | | | | | | | | | | | | | | |
| Criterion 5.2: The status of rare, threatened or endangered species and other High Conservation Value habitats, if any, that exist in the plantation or that could be affected by plantation or mill management, shall be identified and operations managed to best ensure that they are maintained and/or enhanced. | | | | | | | | | | | | | | | | | | |
| 5.2.1 | Information shall be collated in a High Conservation Value (HCV) assessment that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors). | <i>Major</i> | | | | | | | | | | | | | | | | |
| Findings | In compliance: <input type="checkbox"/> Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | | | | | | | | | | | | | | | | | |
| Objective evidence: | The HCV assessment conducted back in February- March 2010 by Dr Yap Son Kheong. Inventory of the sites using HCVF Toolkit for Malaysia within the Genting Plantations estates in the Central region of Peninsular Malaysia to determine the presence of sites with high conservation attributes. In GTBE, following assessment findings: a. Around a lake in the Home Division it was observed to be inhabited by fully protected bird species and together with the surrounding secondary vegetation, the lake could be protected as HCV 1.4 b. Steep slopes in Home Division- HCV 4.2 c. Temples and burial sites for workers were also identified in See Kee division- HCV 6 All the divisions are located next to villages and agricultural planting (rubber or oil palm) of smallholders. | | | | | | | | | | | | | | | | | |
| 5.2.2 | Where rare, threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill operations, appropriate measures that are expected to maintain and/or enhance them shall be implemented through an action plan. | <i>Major</i> | | | | | | | | | | | | | | | | |
| Findings | In compliance: <input type="checkbox"/> Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | | | | | | | | | | | | | | | | | |

| | | | | |
|---|--|------|---|--------------|
| Objective evidence: | <p>Based on the HCV assessment, below measures being implementing following section outlines some of the key threats that are known to exist within the landscape.</p> <ul style="list-style-type: none"> • HCV 1.4- Three ponds in Home Div with totally protected bird species <ul style="list-style-type: none"> ○ Ensure buffer zone of 30m ○ No spraying or fertilizer application ○ To place signage ○ Inform the Department of Wildlife and National Parks on poaching/hunting • HCV 4.2- Steep sites and rocky outcrops at OP 2002A Home Div and OP 94 AR Repah Div <ul style="list-style-type: none"> ○ Land or vegetation cover in erosion area ○ To place signage ○ Area to be excluded from replanting programme • HCV 6- Sacred sites (temples and cemetery) <ul style="list-style-type: none"> ○ Establish buffer zone ○ Mark palms in red and white paint ○ To place signage ○ Socialize the importance of conservation to sprayers and general workers <p>HCV assessment done by the Dr Yap Son Kheong indicated that only HCV 1.4, HCV 4.2 and HCV (cemetery & temple) & HCV 6 with no RTE species presence.</p> | | | |
| 5.2.3 | There shall be a programme to regularly educate the workforce about the status of these RTE species, and appropriate disciplinary measures shall be instituted in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect or kill these species. | | | <i>Minor</i> |
| Findings | In compliance: | Yes: | x | No: |
| Objective evidence: | <p>Estates are doing HCV monitoring assessment based on recommendation of management plan. There is evidence to continuously prevent and discourage any illegal hunting, fishing or collecting activities via the signage erected.</p> <p>Besides that, management plan also include monitoring activities such signage, training, maintain buffer zone marking and maintaining vegetation at riparian zone every two months. All these activities were documented in HVC areas monitoring checklists.</p> | | | |
| 5.2.4 | Where an action plan has been created there shall be ongoing monitoring | | | <i>Minor</i> |
| Findings | In compliance: | Yes: | x | No: |
| Objective evidence: | <p>Action plans, monitoring and continuous improvement programme were established.</p> <p>All these activities were documented in HVC areas monitoring checklists.</p> | | | |
| 5.2.5 | Where HCV set-asides with existing rights of local communities have been identified, there shall be evidence of a negotiated agreement that optimally safeguards both the HCVs and these rights. | | | <i>Minor</i> |
| Findings | In compliance: | Yes: | x | No: |
| Objective evidence: | <p>Based on the assessment conducted by desktop, interview and field visits, it was verified that there has been no instance of HCV set aside that conflicts with cultural identify, basic needs for local communities and critical for water catchments at these estates.</p> <p>Based on the documented stakeholder meeting minutes dated 16th April 2015, the head of the village (Kg Asli Putus) request permission for hunting (food purpose) in their Home division. The estate has agreed based on the list of wildlife for aborigine's consumption of Wildlife Conservation Act 2010 (WM and Labuan only).</p> | | | |
| Criterion 5.3: Waste is reduced, recycled, re-used and disposed of in an environmentally and socially responsible manner. | | | | |
| 5.3.1 | All waste products and sources of pollution shall be identified and documented. | | | x |
| Findings | In compliance: | Yes: | x | No: |
| Objective evidence: | <p>Various aspects have been identified such as domestic waste, schedule waste & recyclable waste in the Waste Management Plans reviewed on 28th April 2015.</p> <p>Observed that an operational plan for each of the identified waste source is found to be established and implemented as follows:</p> | | | |

| | Source | Operational Plan | | | | | | | | |
|--|---|---|--------|----------------------------------|---|---|----------------|---|------------------|---------------------------------|
| | Scheduled waste including clinical waste | Dispose through licensed contractor Complete spill kit Schedule waste store | | | | | | | | |
| | Domestic Waste | Dispose at designated landfill area | | | | | | | | |
| | Recyclable Waste | Collection at least once a week | | | | | | | | |
| | <p>Scheduled waste is found to be disposed according to the Environmental Quality (Disposal of Scheduled Waste) Regulations, 2005. All inventories for schedule waste based on the waste category code are up to date. For example; consignment note: 0036355 dated 29 Jan 2015 and their licensed contractor is Kualiti Alam.</p> <p>With regard to the recycling of waste, the audit team observed that the company has taken proactive action to implement the recycling process. Observed that all recyclable waste is segregated at source and store appropriately at the workshop.</p> <p>There is also no evidence of reuse of empty chemical container observed.</p> | | | | | | | | | |
| 5.3.2 | All chemicals and their containers shall be disposed of responsibly. | | | | | | | | | |
| | <i>Major</i> | | | | | | | | | |
| Findings | In compliance: | Yes: <input type="checkbox"/> No: <input checked="" type="checkbox"/> | | | | | | | | |
| Objective evidence: | <p>Scheduled waste is found to be disposed according to the Environmental Quality (Disposal of Scheduled Waste) Regulations, 2005. The schedule waste storage area restricted access for authorized personnel only. Based on records (inventory and the consignment note). Following samples taken:</p> <ul style="list-style-type: none"> • Empty container 0036355 dated 29 Jan 2015: <ul style="list-style-type: none"> ○ SW430- 20 (55gal. Drum) <p>All the above has been disposed through the licensed scheduled waste collector i.e. Kualiti Alam Sdn. Bhd. The schedule waste disposal was done with proper documentation such as consignment note, schedule waste inventory and fifth schedule (regulation 11) submitted to DOE.</p> <p>For the triple rinsed and punched chemical container, all send to the G Planter for disposal.</p> | | | | | | | | | |
| 5.3.3 | A waste management and disposal plan to avoid or reduce pollution shall be documented and implemented. | | | | | | | | | |
| | <i>Minor</i> | | | | | | | | | |
| Findings | In compliance: | Yes: <input type="checkbox"/> No: <input checked="" type="checkbox"/> | | | | | | | | |
| Objective evidence: | <p>Waste Management Plans reviewed on 28th April 2015 cover source, management plan, monitoring & action plan, data required/reference, PIC and status.</p> <p>Observed that an operational plan for each of the identified waste source is found to be established and implemented as follows:</p> <table border="1" style="width: 100%;"> <thead> <tr> <th>Source</th> <th>Operational Plan</th> </tr> </thead> <tbody> <tr> <td>Schedule waste including clinical waste</td> <td>Dispose through licensed contractor Complete spill kit Schedule waste store</td> </tr> <tr> <td>Domestic Waste</td> <td>Dispose at designated landfill area (within estate)</td> </tr> <tr> <td>Recyclable Waste</td> <td>Collection at least once a week</td> </tr> </tbody> </table> | | Source | Operational Plan | Schedule waste including clinical waste | Dispose through licensed contractor Complete spill kit Schedule waste store | Domestic Waste | Dispose at designated landfill area (within estate) | Recyclable Waste | Collection at least once a week |
| Source | Operational Plan | | | | | | | | | |
| Schedule waste including clinical waste | Dispose through licensed contractor Complete spill kit Schedule waste store | | | | | | | | | |
| Domestic Waste | Dispose at designated landfill area (within estate) | | | | | | | | | |
| Recyclable Waste | Collection at least once a week | | | | | | | | | |
| Criterion 5.4: Efficiency of energy use and use of renewable energy is maximized. | | | | | | | | | | |
| 5.4.1 | A plan for improving efficiency of the use of fossil fuels and to optimize renewable energy shall be in place and monitored. | | | | | | | | | |
| | <i>Minor</i> | | | | | | | | | |
| Findings | In compliance: | Yes: <input type="checkbox"/> No: <input checked="" type="checkbox"/> | | | | | | | | |
| Objective evidence: | <p>Genting Tebong Estate Fuel Monitoring is based on yearly basics (recorded on 12th May 2015). The monitoring sheet recorded FFB produce and diesel usage. Following is the table for the monitoring:</p> <table border="1" style="width: 100%;"> <thead> <tr> <th>Year</th> <th>Diesel consumption per tonne FFB</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> </tr> </tbody> </table> | | Year | Diesel consumption per tonne FFB | | | | | | |
| Year | Diesel consumption per tonne FFB | | | | | | | | | |
| | | | | | | | | | | |

| | | | | | | |
|--|--|------|---|-----|--|-------|
| | 2013 | 0.62 | | | | |
| | 2014 | 1.18 | | | | |
| | 2015 | 1.45 | | | | |
| The diesel usage for tractor, hiring back hoe and lorry despatch are monitored | | | | | | |
| Criterion 5.5: Use of fire for preparing land or replanting is avoided, except in specific situations as identified in the ASEAN guidelines or other regional best practice. | | | | | | |
| 5.5.1 | There shall be no land preparation by burning, other than in specific situations as identified in the 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003. | | | | | Major |
| Findings | In compliance: | Yes: | x | No: | | |
| Objective evidence: | Observed during the field visit showed no evidence of open burning on site. | | | | | |
| 5.5.2 | Where fire has been used for preparing land for replanting, there shall be evidence of prior approval of the controlled burning as specified in 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003. | | | | | Minor |
| Findings | In compliance: | Yes: | x | No: | | |
| Objective evidence: | Not applicable. No evidence of open burning on site during the field visit. | | | | | |
| Criterion 5.6: Plans to reduce pollution and emissions, including greenhouse gases are developed, implemented and monitored. | | | | | | |
| 5.6.1 | An assessment of all polluting activities shall be conducted, including gaseous emissions; particulate/soot emissions and effluent (see Criterion 4.4). | | | | | Major |
| Findings | In compliance: | Yes: | x | No: | | |
| Objective evidence: | Not applicable. Genting Tebong estate is only the estate without mill. No gaseous emissions; particulate/soot emissions and effluent are assessed except diesel usage. | | | | | |
| 5.6.2 | Significant pollutants and greenhouse gas (GHG) emissions shall be identified, and plans to reduce or minimize them implemented. | | | | | Major |
| Findings | In compliance: | Yes: | x | No: | | |
| Objective evidence: | Due to Genting Tebong Estate as the estate without mill. The calculation of the GHG will up to FFB level only. The emission are identified and monitored as stated in the Palm GHG tool: Emission sources: land conversion, fertilizer manufacturer & transport, N2o from fertilizer application, fuel consumption Sinks: Crop sequestration, sequestration in conservation areas. | | | | | |
| 5.6.3 | A monitoring system shall be in place, with regular reporting on progress for these significant pollutants and emissions from estate and mill operations, using appropriate tools. | | | | | Minor |
| Findings | In compliance: | Yes: | x | No: | | |
| Objective evidence: | For the GHG monitoring, company has been communicated to RSPO concerning the requirement for submission of their GHG calculation (using the GHG Palm Tool) for review. The result from the calculation is 0.29 tCO ₂ e/ha and it has accepted by RSPO (verified through email dated 25 June 2015). | | | | | |

| | | | | | | |
|--|---|------|---|-----|--|-------|
| Principle 6: Responsible Consideration of Employees and of Individuals and Communities Affected by Growers and Mills | | | | | | |
| Criterion 6.1: Aspects of plantation and mill management that have social impacts, including replanting, are identified in a participatory way, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement. | | | | | | |
| 6.1.1 | A social impact assessment (SIA) including records of meetings shall be documented. | | | | | Major |
| Findings | In compliance: | Yes: | x | No: | | |

| Objective evidence: | <p>The documented Social Impact Assessment (SIA) dated 7th April 2015 for Genting Tebong Estate is available.</p> <p>The document listed a series of sections relating to social aspects and impacts identified during the stakeholder meeting with the participatory of various external and internal stakeholders. The documents also clearly stated the mitigation plan for the impacts identified. Examples of the mitigation plan from the social assessment are stated below:</p> <table border="1"> <thead> <tr> <th>Aspects Identified</th> <th>Impacts</th> <th>Management Plan</th> </tr> </thead> <tbody> <tr> <td>Neighboring villages/smallholders</td> <td></td> <td></td> </tr> <tr> <td>1) Road issues</td> <td>Estate road that used by villages and smallholders have been cut off without inform to the relevant users/smallholders.</td> <td>Management will inform to all relevant stakeholders and invite them to participate in decision making for any of the tasks/works that would affect others stakeholders in coming days.</td> </tr> <tr> <td>2) Boundary issue</td> <td>Overplanting from estate into the smallholder boundaries.</td> <td>Management had removed the overplanted palms.</td> </tr> <tr> <td>Contract workers</td> <td>Workers are bearing their own flight tickets for travel back to their home country.</td> <td>Management had informed that they will bear the flight ticket expenses for the all the workers who have been working for more than 2 years in the company.</td> </tr> <tr> <td>Workers pay deduction</td> <td>Unlawful deduction on workers' wages</td> <td>Management will provide harvesters with free harvesting tools for the first time. Water subsidy is provided to the workers with 35 gallons per day per person according to the requirement. Strictly no any unlawful deduction allows. All the deduction conducted such as electricity and water charges which exceeded the subsidy limits are legal with approval obtained from Jabatan Tenaga Kerja.</td> </tr> </tbody> </table> <p>Others than that, time bound and person in charge for promote the positive and mitigate the negative impacts for each of the aspects & impacts identified are clearly stated in the management plan.</p> | | | | Aspects Identified | Impacts | Management Plan | Neighboring villages/smallholders | | | 1) Road issues | Estate road that used by villages and smallholders have been cut off without inform to the relevant users/smallholders. | Management will inform to all relevant stakeholders and invite them to participate in decision making for any of the tasks/works that would affect others stakeholders in coming days. | 2) Boundary issue | Overplanting from estate into the smallholder boundaries. | Management had removed the overplanted palms. | Contract workers | Workers are bearing their own flight tickets for travel back to their home country. | Management had informed that they will bear the flight ticket expenses for the all the workers who have been working for more than 2 years in the company. | Workers pay deduction | Unlawful deduction on workers' wages | Management will provide harvesters with free harvesting tools for the first time. Water subsidy is provided to the workers with 35 gallons per day per person according to the requirement. Strictly no any unlawful deduction allows. All the deduction conducted such as electricity and water charges which exceeded the subsidy limits are legal with approval obtained from Jabatan Tenaga Kerja. |
|-----------------------------------|---|--|-------------------------------------|------------------------------|--------------------|---------|-----------------|-----------------------------------|--|--|----------------|---|--|-------------------|---|---|------------------|---|--|-----------------------|--------------------------------------|--|
| | Aspects Identified | Impacts | Management Plan | | | | | | | | | | | | | | | | | | | |
| Neighboring villages/smallholders | | | | | | | | | | | | | | | | | | | | | | |
| 1) Road issues | Estate road that used by villages and smallholders have been cut off without inform to the relevant users/smallholders. | Management will inform to all relevant stakeholders and invite them to participate in decision making for any of the tasks/works that would affect others stakeholders in coming days. | | | | | | | | | | | | | | | | | | | | |
| 2) Boundary issue | Overplanting from estate into the smallholder boundaries. | Management had removed the overplanted palms. | | | | | | | | | | | | | | | | | | | | |
| Contract workers | Workers are bearing their own flight tickets for travel back to their home country. | Management had informed that they will bear the flight ticket expenses for the all the workers who have been working for more than 2 years in the company. | | | | | | | | | | | | | | | | | | | | |
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| 6.1.2 | There shall be evidence that the assessment has been done with the participation of affected parties. | | | <i>Major</i> | | | | | | | | | | | | | | | | | | |
| Findings | In compliance: | Yes: | <input checked="" type="checkbox"/> | No: <input type="checkbox"/> | | | | | | | | | | | | | | | | | | |
| Objective evidence: | <p>List of the external stakeholders (e.g. Government bodies, schools, neighbouring smallholders, <i>Ketua Kampung/</i> Head of neighbouring villages, <i>Tok Batin/</i> Head of aboriginal villages and etc) and internal stakeholders (e.g. NUPW representative, Different nationality representatives: Bangladeshi representative, Indonesian representative, India representative and etc.) are all clearly stated in the updated list.</p> <p>Evidence of invitation letters sent to the relevant stakeholders to attend for the stakeholder meeting also documented in the file.</p> <p>External stakeholders meeting was conducted on 16th April 2015 where it was attended by various relevant stakeholders such as government authorities, school, local communities (e.g <i>Tok Batin</i> from aboriginal villages, <i>Ketua Kampung</i> from local villages, smallholders), contractors, suppliers and etc.</p> <p>An internal stakeholder meeting was conducted on 21st April 2015 where it was attended by various nationality representatives chosen by their own communities, workers representative, union representative and etc.</p> <p>Documented records of meeting and stakeholders consultation conducted are incorporated into</p> | | | | | | | | | | | | | | | | | | | | | |

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| | the SIA document. Other than that, evidence of participation of the above multi stakeholders in the respective meetings are seen in the stakeholder meeting attendant list and stakeholder meeting minutes. | |
| 6.1.3 | Plans for avoidance or mitigation of negative impacts and promotion of the positive ones, and monitoring of impacts identified, shall be developed in consultation with the affected parties, documented and timetabled, including responsibilities for implementation. | <i>Major</i> |
| Findings | In compliance: <input type="checkbox"/> Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |
| Objective evidence: | As reflected earlier, Social Impact Assessment is established by incorporate the mitigation plan /management plan for each of the identified impacts as well as due date and progress(time bound) together with the person in-charge. Refer to Indicator 6.1.1 | |
| 6.1.4 | The plans shall be reviewed as a minimum once every two years and updated as necessary, in those cases where the review has concluded that changes should be made to current practices. There shall be evidence that the review includes the participation of affected parties. | <i>Minor</i> |
| Findings | In compliance: <input type="checkbox"/> Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |
| Objective evidence: | The newly produced SIA with the management plan shall be reviewed next year on the issues or impacts raised. | |
| 6.1.5 | Particular attention shall be paid to the impacts of smallholder schemes (where the plantation includes such a scheme) | <i>Minor</i> |
| Findings | In compliance: <input type="checkbox"/> Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |
| Objective evidence: | Not applicable. No schemes smallholders in this assessment. | |
| Criterion 6.2: There are open and transparent methods for communication and consultation between growers and/or millers, local communities and other affected or interested parties. | | |
| 6.2.1 | Consultation and communication procedures shall be documented. | <i>Major</i> |
| Findings | In compliance: <input type="checkbox"/> Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |
| Objective evidence: | The company has established the Consultation & Communication Procedure (Internal/External) [Ref No.: SMP-GPB-17] dated 11 October 2013 that among others specifies the procedures to resolving issues pertaining to social, environmental issues and RSPO implementations. In summary, the procedures describe the responsibility of personnel identified, procedures and mechanism to be taken should any stakeholders being the external or internal wish to communicate with the company on any issues concerning their interest. Furthermore, the audit team also notes that the company has established a specific flow chart in term of procedures and means to resolve the issues raised by the interest stakeholders starting from the receiving of the report until the solution. In addition, the flow chart also states the estimated time taken for addressing the issues for each of the procedure stages. Documented procedures available in the sustainability management procedure and manual. Besides, the established procedure also seen being display at the office and workers linesite area. Interviewed with various stakeholders including external and internal representatives proved that all affected parties are well aware with procedures. | |
| 6.2.2 | A management official responsible for these issues shall be nominated. | <i>Minor</i> |
| Findings | In compliance: <input type="checkbox"/> Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |
| Objective evidence: | Management has appointed Estate Senior Manager, Mr. Tan as the Social communication and consultation officer. Appointment letter issued by General Manager to the Social officer on 6 th December 2013 is available in the file. Job description as a social communication officer is clearly stated in the appointment letter. Responsibilities of the social officer stated in the letter include handling all the grievances and complaint, RSPO related matters and etc. | |

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| 6.2.3 | A list of stakeholders, records of all communication, including confirmation of receipt and that efforts are made to ensure understanding by affected parties, and records of actions taken in response to input from stakeholders, shall be maintained. | <i>Minor</i> | | | | | |
| Findings | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;">In compliance:</td> <td style="width: 10%;">Yes:</td> <td style="width: 10%; text-align: center;">x</td> <td style="width: 10%;">No:</td> <td style="width: 10%;"></td> </tr> </table> | | In compliance: | Yes: | x | No: | |
| In compliance: | Yes: | x | No: | | | | |
| Objective evidence: | <p>List of stakeholders are updated on 7th April 2015. Relevant stakeholders listed in the stakeholder namelist include: Transporters, Contractors, Suppliers, Government agencies, government schools, neighboring estates, neighboring villages, smallholders, aboriginal people villages, different races representatives (e.g. Bangladesh, India, Indonesian), NUPW representative, workers representatives, temple representatives and etc.</p> <p>In addition, there is also evidence that the company has conducted an official stakeholder consultation for the external stakeholders. Based on records, the audit team observed that the latest consultation was conducted on 16th April 2015 and were attended by various stakeholder groups.</p> <p>Meantime, on 21st April 2015, company also conducted an internal stakeholder meeting with the participation of various internal representatives. Hence, inputs from stakeholders are captured in the Social Management plan.</p> <p>Other than that, inputs such as enquiries and grievances from stakeholders were also recorded in the enquiries and grievances book. Management response and action taken to attend for the enquiries and grievances from stakeholders also documented in the respective record books.</p> | | | | | | |
| Criterion 6.3: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties. | | | | | | | |
| 6.3.1 | The system, open to all affected parties, shall resolve disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants and whistleblowers, where requested. | <i>Major</i> | | | | | |
| Findings | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;">In compliance:</td> <td style="width: 10%;">Yes:</td> <td style="width: 10%; text-align: center;">x</td> <td style="width: 10%;">No:</td> <td style="width: 10%;"></td> </tr> </table> | | In compliance: | Yes: | x | No: | |
| In compliance: | Yes: | x | No: | | | | |
| Objective evidence: | <p>Complaint and grievance procedures established by the company are available in the Sustainability management procedure (SMP-GPB-19)</p> <p>All records of enquiries, complaints and grievances external and internal are kept within the Enquiries record book and Complaints/Grievances record book as a means to record the issues raised on ad-hoc basis. The format in the book is found to be containing the details as follows:</p> <ul style="list-style-type: none"> • Details of complainant; • Date; • Nature of complaints i.e. social, damage of PPE, housing issues, sexual harassment, environmental, cleanliness etc. • Details of complaint/issues; • Details of receiver; • Action taken; • Date of action taken; and • Investigation needs (if any). <p>As of the date of the audit, there are no any major complaints received from outsiders and workers except on certain normal matters pertaining to the broken amenities within the workers line site. Actions taken form management attend to the issues within 14 working days as required in the procedures also stated in the record books.</p> <p>To address all the grievances and complaints raised by the relevant interested stakeholders, the company has established the procedures on Complaints & Grievances Procedure [Ref No.: SMP-GPM-19] dated 14 August 2014 to resolve the grievance raised. In addition a flow chart is formulated in Malay language and is found to be posted on the company's office and workers quarters notice board.</p> <p>Example of enquiries raised: Recent issues on 18 June 2015 raised by Puan Jayaletchumi AP Gundam Nair at SJK(T) Ladang Repah Tampin to request confirmation letter that school is located in the estate compound. Confirmation <i>pengesahan lot 2747 berkeluasan 1.60 Ha</i> on the school location within the estate compound done by management on 29 June 2015. Management has responded accordingly on time with appropriate action taken. Records are well documented in the Enquiries procedure.</p> | | | | | | |

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| 6.3.2 | Documentation of both the process by which a dispute was resolved and the outcome shall be available. | <i>Major</i> |
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |
| Objective evidence: | <p>Documentation on complaints available in the complaints/grievances record book, Mostly all complaints are about the housing maintenance required.</p> <p>e.g. : Complaint on the toilet clogged raised on 24 June 2015, meanwhile management immediately conduct the repairing work for the respective worker's house toilet on 25 June 2015.</p> <p>Complaint from K. Manjula regarding the lights were not functioning, and house door broken reported on 30 April 2015 and repairing work by management has been done on 11 May 2015.</p> <p>All the complaints raised were responded and resolved accordingly by management as per stated in the complaints procedure.</p> | |
| Criterion 6.4: 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 | | |
| 6.4.1 | A procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, shall be in place. | <i>Major</i> |
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |
| Objective evidence: | <p>Procedure for identifying legal and customary rights and a procedure for identifying people entitled to compensation is available within the Sustainability Management Procedure entitled Negotiation, Compensations and handling Procedure (SMP-GPB-18) is available dated 14 August 2014.</p> <p>The procedure included the following elements:</p> <ul style="list-style-type: none"> • Land and Boundary Disputes <ul style="list-style-type: none"> ○ Handling Land and Boundary Disputes • Compensation and Claim Procedures on Overplanted and Underplanted Land Issues <ul style="list-style-type: none"> ○ Land and Boundary Disputes by Estate ○ Encroachment by smallholders, third parties, government etc <p>Squatter Disputes</p> | |
| 6.4.2 | A procedure for calculating and distributing fair compensation (monetary or otherwise) shall be established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. This procedure shall take into account: gender differences in the power to claim rights, ownership and access to land; differences of transmigrants and long-established communities; and differences in ethnic groups' proof of legal versus communal ownership of land. | <i>Minor</i> |
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |
| Objective evidence: | A procedure for calculating and distributing fair compensation is available within the Sustainability Management Procedure entitled Negotiation, Compensations and handling Procedure (SMP-GPB-18) is available dated 14 August 2014.that include identification procedure, calculating and distributing fair compensation procedure and documentation on outcome of compensation. | |
| 6.4.3 | The process and outcome of any negotiated agreements and compensation claims shall be documented, with evidence of the participation of affected parties, and made publicly available. | <i>Major</i> |
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |
| Objective evidence: | This Unit do not have any customary rights issues with the local communities. | |
| Criterion 6.5: Pay and conditions for employees and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages. | | |
| 6.5.1 | Documentation of pay and conditions shall be available. | <i>Major</i> |
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |
| Objective evidence: | Based on verification checking on estate workers' payslip for year 2015 by random selection, the audit team noted that worker is paid the recently government decreed minimum wage and this is well in line with the company's commitment. The estates also encourage the workers to keep on improving their productivities in order to earn more. | |

All of the above verified payslips are above the minimum wages requirements set by the government i.e. RM 900 for Peninsular Malaysia required under the Minimum Wages Order 2012.

Randomly selected samples on workers earning per month (Month of June 2015):

| Worker name | Job function | Wages amount |
|----------------|----------------|--------------|
| Barik Santosh | Sprayer | RM 1703.28 |
| Janaka | Driver | RM 1892.62 |
| Frenad Gurning | Manurer | RM 1522.83 |
| Samsul Hakim | General worker | RM 1389.24 |

Details of workers' pay statement as below:

a) Workers paid for:

- i) Daily wages/piece rated and etc.
- ii) Electricity incentives RM20
- iii) Public holiday pay for RM 34.62/day
- iv) SGP incentives (Special Gratuity payment for harvester)
- v) Overtime pay rate x 1.5
- vi) Productivity incentives for harvester RM 85 per month with no absenteeism to work

b) Deduction:

- i) Socso
- ii) EPF
- iii) NUPW union fees
- iv) Electricity bill when exceed the RM20 limits of subsidy
- v) Water charges when exceed the RM 6 subsidy

*Deduction conducted for electricity and water charges exceed the subsidy amount with approval from *Jabatan Tenaga Kerja*. Approval letter from *Jabatan Tenaga Kerja, Puan Noraini (Penolong Pengarah Tenaga Kerja Negeri Melaka)* was obtained on 12 May 2015.

With regard to the term and conditions for employment, the details of term and conditions of employment are described in their offer letter and contract available.

The above document includes contract agreement, wages and other employment benefits, workers' repatriation, workers' passport. Employment agreement and related conditions is available. There are terms of reference or signed contracts between employers and employees stipulating the position, working hours, type of work, location of work, workers' responsibility, wages, allowances, holidays, rest days, annual leave, fringe benefits, levy deductions (for foreign workers), dismissal, etc.

Direct contracts of employment are observed to contain sufficient details on rates of wages and conditions of employment written in the language understood by the workers. Procedurally, a management official will also explain the payment rates and terms and conditions of employment to a newly recruited worker.

Others than that, verification on payment records for harvesting contractor's (Mr. Tey Thiam Hoch) workers by random selection, evidence that contractors' workers monthly wages paid to contractors' workers also above the Minimum Wages Order requirement of RM 900.

Name list of contractor's workers payment records been verified by random selection as below:

| Contractor's workers Name | Job function | Passport number |
|---------------------------|--------------|-----------------|
| Hakim | Mandore | AP 430341 |

| | | | | | | | | | | | | | | | | | | | | |
|----------------------------|---|--------------|-----------|-----------|---------------|-----------|-----------|---------------|-----------|-----------|--------------------|-----------|-----------|-----------|-----------|-----------|-------------------|-----------|-----------|--|
| | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;">Suyitno</td> <td style="width: 30%;">Harvester</td> <td style="width: 40%;">AS 420538</td> </tr> <tr> <td>Aditia Arifin</td> <td>Harvester</td> <td>A 0458411</td> </tr> <tr> <td>Irwan Effendi</td> <td>Harvester</td> <td>AS 773664</td> </tr> <tr> <td>Parmin Edi Mansyah</td> <td>Harvester</td> <td>AS 468371</td> </tr> <tr> <td>Basarudin</td> <td>Harvester</td> <td>AP 866073</td> </tr> <tr> <td>Husnul Asri Hardi</td> <td>Harvester</td> <td>AR 100778</td> </tr> </table> <p>For contractors which engaged during harvesting process. Agreement between the company and the contractors are available. Observed the contract contains all prescribed requirements for the contractors to have a valid agreement with the workers. Based on the audit team verification found that contracts contain the following:</p> <p>Contract agreement between company and harvesting contractors and available</p> <ul style="list-style-type: none"> • Daily Rate; • Off-day; • Overtime rate; • Rate of Allowance workers entitled • Duration of Termination of Notice; • Annual Leave; and <p>Employment Date.</p> | Suyitno | Harvester | AS 420538 | Aditia Arifin | Harvester | A 0458411 | Irwan Effendi | Harvester | AS 773664 | Parmin Edi Mansyah | Harvester | AS 468371 | Basarudin | Harvester | AP 866073 | Husnul Asri Hardi | Harvester | AR 100778 | |
| Suyitno | Harvester | AS 420538 | | | | | | | | | | | | | | | | | | |
| Aditia Arifin | Harvester | A 0458411 | | | | | | | | | | | | | | | | | | |
| Irwan Effendi | Harvester | AS 773664 | | | | | | | | | | | | | | | | | | |
| Parmin Edi Mansyah | Harvester | AS 468371 | | | | | | | | | | | | | | | | | | |
| Basarudin | Harvester | AP 866073 | | | | | | | | | | | | | | | | | | |
| Husnul Asri Hardi | Harvester | AR 100778 | | | | | | | | | | | | | | | | | | |
| 6.5.2 | Labour laws, union agreements or direct contracts of employment detailing payments and conditions of employment (e.g. working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc.) shall be available in the languages understood by the workers or explained carefully to them by a management official. | <i>Major</i> | | | | | | | | | | | | | | | | | | |
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | | | | | | | | | | | | | | | | | | | |
| Objective evidence: | <p>Verification during the audit showed that the contract agreements have been written in the language understood by the workers.</p> <p>Further verification during the interview with the workers confirmed that the contract has been briefed to them during their signing day with the company.</p> <p>With regard to the contractor's worker, interview with the worker showed that they are understood the term and conditions specified in the contract and that they have been briefed to them during the signing day by their peer.</p> <ul style="list-style-type: none"> • Workers are paid for overtime job, Public holiday entitlement even not working on that day. Rest day working paid x2. • Workers are paid according to the MAPA/NUPW agreement • Deduction mainly for electricity and water usage. • The payment is on time before 7th each month and according to the contract agreement. • Workers are getting monthly wages more than RM 900 • Advanced payment on 3rd week of every month. • Contract agreement clearly stated Levy to be borne by company • Air tickets for the workers after 2 years working will be bare by company. | | | | | | | | | | | | | | | | | | | |
| 6.5.3 | Growers and millers shall provide adequate housing, water supplies, medical, educational and welfare amenities to national standards or above, in accordance with Workers' Minimum Standard of Housing and Amenities Act 1990 (Act 446) or above, where no such public facilities are available or accessible (not applicable to smallholders). | <i>Minor</i> | | | | | | | | | | | | | | | | | | |
| Findings | In compliance: Yes: <input type="checkbox"/> X No: <input type="checkbox"/> | | | | | | | | | | | | | | | | | | | |

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| Objective evidence: | <p>Housing of adequate quality is provided, with workers generally housed with two persons to a room. Houses have electricity, piped water, indoor washrooms, sewerage, waste collection service, etc. Medical facilities and services are provided. Education at primary level is available for children from the estate as well as the surrounding area. Social, cultural and recreational activities and places of worship are supported.</p> <p>OBSERVATION 04</p> <p>However, during the inspection by audit team, found that only 2 units of fire extinguisher are available at the linesite area. Meanwhile, one of the units is not visibly located.</p> <p>Cages wild bird seen in the linesite.</p> <p>Scheduled waste container being use by workers for food storage purposes, E.g. rice.</p> <p>Broken sewage tank cover was not sealed.</p> | | | | |
| 6.5.4 | Growers and millers shall make demonstrable efforts to monitor and where able, improve workers' access to adequate, sufficient and affordable food. | <i>Minor</i> | | | |
| Findings | In compliance: | Yes: | <input checked="" type="checkbox"/> | No: | <input type="checkbox"/> |
| Objective evidence: | <p>Interviewed with the workers and confirmed that the goods and food price is reasonable and affordable within the estate.</p> <p>OBSERVATION 05</p> <p>Food and goods prices are not displayed in the sundry shop. Monitoring to ensure the affordable goods and food prices by management was not in placed.</p> | | | | |
| Criterion 6.6: The employer 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. | | | | | |
| 6.6.1 | A published statement in local languages recognising freedom of association shall be available. | <i>Major</i> | | | |
| Findings | In compliance: | Yes: | <input checked="" type="checkbox"/> | No: | <input type="checkbox"/> |
| Objective evidence: | A policy statement on freedom of association and collective bargaining are clearly stated in the Social policy (Incorporating the Labour and Human rights requirements) under item 1 in page 11 | | | | |
| 6.6.2 | Minutes of meetings with main trade unions or workers representatives shall be documented. | <i>Minor</i> | | | |
| Findings | In compliance: | Yes: | <input checked="" type="checkbox"/> | No: | <input type="checkbox"/> |
| Objective evidence: | JCC meeting with workers representatives and management representatives available in yearly basis. The recent meeting on JCC meeting conducted 5 th May 2015. Meeting will be conducted once in a year or when necessary. Meeting minutes available in the estate. | | | | |
| Criterion 6.7: Children are not employed or exploited. | | | | | |
| 6.7.1 | There shall be documentary evidence that minimum age requirements are met. | <i>Major</i> | | | |
| Findings | In compliance: | Yes: | <input checked="" type="checkbox"/> | No: | <input type="checkbox"/> |
| Objective evidence: | <p>Genting Plantation comply both to the Employment Act 1955 concerning the employment of workers.</p> <p>The company has the copy of the policy posted on notice board in the offices of the estates and mill that the company does not employ persons under 16 years old. Personal information (such as the passport, working permits and employment details) of workers showed that all workers are above 16 years old. There is no evidence of use of children employed in the estate operations.</p> <p>The Genting Social policy stated that '<i>We shall not use any child labour. Children's rights are respected</i>'.</p> <p>Random verification checking conducted on employees' employment details showed that no child labour being employ.</p> | | | | |
| Criterion 6.8: Any form of discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation or age is prohibited. | | | | | |
| 6.8.1 | A publicly available equal opportunities policy including identification of relevant/affected groups in the local environment shall be documented. | <i>Major</i> | | | |

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| Findings | In compliance: | Yes: | x | No: | | |
| Objective evidence: | <p>There is a social policy stating that the company provide equal opportunity for all i.e. <i>Social Policy</i> dated 03 August 2009 with incorporating the labour and human rights requirements dated 22 June 2015) is available. The policy is available and pasted on the notice board for public viewing at the estate office. There were no evidences of any form of discrimination based on race, national origin, religion, gender, union and political affiliation and is covered in the policy as well.</p> <p>Policy statement which elaborate the elements of no discrimination in Social Policy as below:</p> <p><i>We shall not discriminate in terms hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, union membership, or political affiliation.</i></p> | | | | | |
| 6.8.2 | Evidence shall be provided that employees and groups including local communities, women, and migrant workers have not been discriminated against. | | | | | <i>Major</i> |
| Findings | In compliance: | Yes: | x | No: | | |
| Objective evidence: | <p>There is no evidence to show the occurrence of any discrimination against foreign workers. Based on records, the auditing team observed that equal opportunities are demonstrated through the following issues:</p> <ul style="list-style-type: none"> • Similar daily wages for foreign and local workers. • Similar working hours and treatment for foreign and local workers. • Basic amenities and facilities are provided on equal terms to foreign and local workers. • Well balanced representation of foreign and local workers in JCC meetings. • Well balanced representation of foreign and local workers in Gender Committee meetings. • Both the foreign and local workers wages paid based on NUPW/MAPA agreement. <p>Interview with workers (including foreign workers) indicates that there is no such discrimination occurs in the workplace. In addition, the auditing team note that the company is currently implementing the equal opportunities for workers through the following:</p> <ul style="list-style-type: none"> • Training is given to the workers on a yearly basis covering training relating to their working station, personnel training such as communication skills and safety and health training; • All employees are covered with working insurance; and <p>Termination is conducted based on local laws and is stated in the workers employment agreement.</p> <p>People policy statement established by Genting Plantations dated 3rd August 2009 also contains the elements of no discrimination against all relevant parties. Statement as below:</p> <p><i>We prohibited any form of violence, harassment or discrimination against race, religion, national origin, disability, pregnancy, age and gender. No one shall be denied of their rights, freedom of association and equal opportunities.</i></p> | | | | | |
| 6.8.3 | It shall be demonstrated that recruitment selection, hiring and promotion where relevant are based on skills, capabilities, qualities, and medical fitness necessary for the jobs available. | | | | | <i>Minor</i> |
| Findings | In compliance: | Yes: | x | No: | | |
| Objective evidence: | <p>Non discrimination statement in term of recruitment and etc. stated in the Genting Plantations Social Policy. Refer to indicator 6.8.1.</p> <p>Interviewed with workers evidence that non discrimination practices implemented on the ground. For example: workers are allowed to shift to any of their preferable jobs when if they apply formally from management, medical check-up showed that they are suitable and fit for that particular job they apply for and also base on job vacancy available.</p> <p>Other than that, wages paid for harvesting jobs based on productivity and very much depend on their skills and capabilities.</p> | | | | | |
| Criterion 6.9: There is no harassment or abuse in the work place, and reproductive rights are protected. | | | | | | |
| 6.9.1 | A policy to prevent sexual and all other forms of harassment and violence shall be implemented and communicated to all levels of the workforce. | | | | | <i>Major</i> |
| Findings | In compliance: | Yes: | x | No: | | |
| Objective | Genting Plantations established a Sexual Harassment Policy dated 3 rd August 2009. Policy | | | | | |

| | | | | | |
|--|--|------|---|-----|--------------|
| evidence: | statement as below: <i>We shall strive for a harassment-free environment and avoid behaviour that may create an atmosphere of hostility and intimidation of any kind at the workplace.</i> Gender meeting for Genting Tebong Estate's Gender committee was conducted on 15 th May 2015. Minutes meeting are available with updated Gender committee organization chart attached. Gender issues such as topics of workplace sexual harassment, sexual harassment prevention and etc. are discussed during the meeting. Company Sexual harassment policy also been briefed and discussed during the meeting as minuted. Gender representative is Madam Muniamal a/p Muniady. Secretary is Pn. Noridah Othman. Meanwhile, committee members consist of Pn. Aishah Karnu, Mdm. Manjula, Mdm. Sumathi, Mdm Murni, Mdm. Kanaga, Mdm. Tan Chew Bee, Pn. Noor Henny and Pn. Norfalidah. Appointment letters for gender representative and committee members dated 5 th January 2015 documented in the gender file. | | | | |
| 6.9.2 | A policy to protect the reproductive rights of all, especially of women, shall be implemented and communicated to all levels of the workforce. | | | | <i>Major</i> |
| Findings | In compliance: | Yes: | x | No: | |
| Objective evidence: | Social policy of Genting Plantations dated 22 June 2015 (Incorporating the labour and human rights requirements) consist statement to protect the reproductive rights of all. Relative policy statement stated as below: <i>Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited. Reproductive rights are protected.</i> | | | | |
| 6.9.3 | A specific grievance mechanism which respects anonymity and protects complainants where requested shall be established, implemented, and communicated to all levels of the workforce. | | | | <i>Minor</i> |
| Findings | In compliance: | Yes: | x | No: | |
| Objective evidence: | A SOP on "Mechanism for the Prevention and Eradication of Sexual Harassment and Violence in the Work Place" is also in place. The SOP SMP-GPB-20 dated 11 October 2013 specifies the followings: <ul style="list-style-type: none"> • Definition, • Sexual coercion • Sexual annoyance • Form of sexual harassment • Verbal harassment • Non-verbal/gestural harassment • Visual harassment • Psychological harassment • Physical harassment • Procedures to be taken on sexual harassment, • Flowchart for procedures to be taken on sexual harassment, • Protective and remedial measures, • Form of disciplinary action to be taken | | | | |
| Criterion 6.10: Growers and millers deal fairly and transparently with smallholders and other local businesses. | | | | | |
| 6.10.1 | Current and past prices paid for Fresh Fruit Bunches (FFB) shall be publicly available. | | | | <i>Minor</i> |
| Findings | In compliance: | Yes: | x | No: | |
| Objective evidence: | Not applicable. | | | | |
| 6.10.2 | Evidence shall be available that growers/millers have explained FFB pricing, and pricing mechanisms for FFB and inputs/services shall be documented (where these are under the control of the mill or plantation). | | | | <i>Major</i> |
| Findings | In compliance: | Yes: | x | No: | |
| Objective evidence: | Not applicable. | | | | |
| 6.10.3 | Evidence shall be available that all parties understand the contractual agreements they enter into, and that contracts are fair, legal and transparent. | | | | <i>Minor</i> |

| | | |
|---|--|--------------|
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |
| Objective evidence: | Based on the verification on contract and agreement, the audit team notes that the contracts have been established in language English. Random interview with the representatives from the suppliers and contractors during the audit showed that they are understood with the contractual agreements as well as the terms and conditions stated in the agreement. | |
| 6.10.4 | Agreed payments shall be made in a timely manner. | <i>Minor</i> |
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |
| Objective evidence: | Interviews with the supplier and contractor revealed that all payments were made in a timely manner as per agreed timeframe. Payment document are documented in the estate office and showed that payments were made within a month time after delivery of goods and services by the respective supplier and contractor. | |
| Criterion 6.11: Growers and millers contribute to local sustainable development where appropriate. | | |
| 6.11.1 | Contributions to local development that are based on the results of consultation with local communities shall be demonstrated. | <i>Minor</i> |
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |
| Objective evidence: | The individual estate have recorded some corporate social responsibility (CSR) conducted from time to time, which usually involves stakeholders, in particular local communities and smallholders approaching the company for contributions and donations on various occasions such as: <ul style="list-style-type: none"> • Religious celebrations; • For the upkeep and maintenance of access roads to local villages; • Donation for school programme; e.g. Donated used computer to both SJK Cina On Lok and SJK Tamil Ladang Tebong on 29th May 2015. • Request to use estates facilities; e.g. road accessibility • Providing security support for local communities. Contribution to workers is also evidenced in <i>Majlis Berbuka Puasa</i> , sports tournament for workers and etc. All activities and social contributions are recorded in the CSR incentives file (File no: 55). | |
| 6.11.2 | Where there are scheme smallholders, there shall be evidence that efforts and/or resources have been allocated to improve smallholder productivity. | <i>Minor</i> |
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |
| Objective evidence: | Not applicable. No Scheme smallholder. | |
| Criterion 6.12: No forms of forced or trafficked labour are used. | | |
| 6.12.1 | There shall be evidence that no forms of forced or trafficked labour are used. | <i>Major</i> |
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |
| Objective evidence: | No force labour in the estate. Document verification on the workers permit and identification showed that the legal workers are employed for the estate works. Interview with workers also proven that the workers are fully aware on their pay, contract agreement, job function in the estate and they agree with the condition implement by the estates. Other than that, workers are allowed to shift job if they are not suitable/comfortable to work under current job assigned. Commitment on no forced labour are used also seen form Genting Plantations' Social Policy dated 22 June 2015 (Incorporating the labour and human rights requirements) stated that <i>Where there is a risk of forced or bonded labour practices, the company should ensure that it does not use or contribute to the use of such practices.</i> | |
| 6.12.2 | Where applicable, it shall be demonstrated that no contract substitution has occurred. | <i>Minor</i> |
| Findings | In compliance: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> | |
| Objective evidence: | Interviews with different workers representatives evidenced that no contract substitution occurred. | |

| | | | | | |
|---|--|------|---|-----|--------------|
| | Workers are given a copy of their contract agreement signed between workers and management and they fully aware and understand the terms and conditions stated in their contract agreements. | | | | |
| 6.12.3 | Where temporary or foreign workers are employed, a special labour policy and procedures shall be established and implemented. | | | | <i>Major</i> |
| Findings | In compliance: | Yes: | x | No: | |
| Objective evidence: | <p>The people policy/ <i>Polisi Insan</i> established on 3rd August 2009. The respective policy include the no discrimination against races, religions, religion , national origin, disability, pregnancy, age and gender, no one shall denied of their rights, freedom of association and equal opportunities.</p> <p>Induction training records for newly arrived workers conducted at Genting Sepang Estate before their arrival to Genting Tebong Estate.</p> <p>Training on organization structure, contract agreement, wages, holiday entitlements, safety , ERP, operation procedures and etc.</p> <p>2nd training conducted to the workers when they arrive at Genting Tebong Estate by management on topic of Job responsibilities, working safety, risk and accidents, hazard, company policies and etc.</p> | | | | |
| Criterion 6.13: Growers and millers respect human rights | | | | | |
| 6.13.1 | A policy to respect human rights shall be documented and communicated to all levels of the workforce and operations (see criteria 1.2 and 2.1) | | | | <i>Major</i> |
| Findings | In compliance: | Yes: | x | No: | |
| Objective evidence: | <p>Social policy dated 22nd June 2015 (incorporating the labour and human rights requirements) stated that <i>We will respect and support the Universal Declaration of Human Rights.</i></p> <p>Policies training conducted during morning muster briefing which attended by all the workers. Policies training/ briefing session recorded in the morning muster briefing record book.</p> <p>The main objective of training is to create awareness amongst the estate communities. Policies also seen displayed on the notice boards during field inspection by audit team.</p> | | | | |
| 6.13.2 | As long as children of foreign workers in Sabah and Sawarak are ineligible to attend government school, the plantation companies should engage in a process to secure these children access to education as a moral obligation. | | | | <i>Minor</i> |
| Findings | In compliance: | Yes: | x | No: | |
| Objective evidence: | Not applicable. As no any foreign children in the Peninsular Malaysia Estate. | | | | |

| | | | | | |
|---|---|------|---|-----|--------------|
| Principle 7: Responsible Development of New Plantings | | | | | |
| <p>There shall be evidence that no new plantings have replaced primary forest, or any area required to maintain or enhance one or more High Conservation Values (HCVs), since November 2005.</p> <p>Evidence should include historical remote sensing imagery which demonstrates that there has been no conversion of primary forest or any area required to maintain or enhance one or more HCV. Satellite or aerial photographs, land use maps and vegetation maps should be used to inform the HCV assessment.</p> <p>Where land has been cleared since November 2005, and without a prior and adequate HCV assessment, it will be excluded from the RSPO certification programme until an adequate HCV compensation plan has been developed and accepted by the RSPO.</p> | | | | | |
| Criterion 7.3: New plantings since November 2005, have not replaced primary forest or any area required to maintain or enhance one or more High Conservation Values. | | | | | |
| 7.3.1 | There shall be evidence that no new plantings have replaced primary forest, or any area required to maintain or enhance one or more High Conservation Values (HCVs), since November 2005. New plantings shall be planned and managed to best ensure the HCVs identified are maintained and/or enhanced (see Criterion 5.2). | | | | <i>Major</i> |
| Findings | In compliance: | Yes: | x | No: | |
| Objective evidence: | Based on the land titles and previous land use, all land (oil palm, tree corps, grassland) has been converted to oil palm latest by 2002. Not replacing any primary forest or HCV area. | | | | |

Principle 8: Commitment to Continual Improvement in Key Areas of Activity

Criterion 8.1: Growers and millers regularly monitor and review their activities and develop and implement action plans that allow demonstrable continual improvement in key operations.

| | | |
|-------|--|--------------|
| 8.1.1 | <p>The action plan for continual improvement shall be implemented, based on a consideration of the main social and environmental impacts and opportunities of the grower/mill, and shall include a range of Indicators covered by these Principles and Criteria.</p> <p>As a minimum, these shall include, but are not necessarily be limited to:</p> <ul style="list-style-type: none"> • Reduction in use of pesticides (Criterion 4.6) • Environmental impacts (Criterion 4.3, 5.1 and 5.2) • Waste reduction (Criterion 5.3) • Pollution and greenhouse gas (GHG) emissions (Criteria 5.6 and 7.8) • Social impacts (Criterion 6.1) • Encourage optimizing the yield of the supply base. | <i>Major</i> |
|-------|--|--------------|

| | | | | | |
|-----------------|----------------|------|---|-----|--|
| Findings | In compliance: | Yes: | x | No: | |
|-----------------|----------------|------|---|-----|--|

| | |
|----------------------------|--|
| Objective evidence: | <p>The continual improvement plans reviewed on 22 April 2015. The plan will be reviewed annually as below:</p> <ol style="list-style-type: none"> a. Minimize use of pesticide <ul style="list-style-type: none"> • Use of alternative pesticides that are safe and less toxic, i.e. Monex and Glyphosate • Planting cover crop in immature fields. Strive to plant/ establish cover crop before planting b. Environmental impacts <ul style="list-style-type: none"> • Regular monitoring of water quality • Take necessary actions when poor water quality observed • Regular monitoring of HCV and riparian buffer zones c. Waste reduction <ul style="list-style-type: none"> • Maximizing recycling and minimizing waste or by products generation d. Pollution and greenhouse gas emissions <ul style="list-style-type: none"> • Improve condition of tractors i.e. leaking etc to prevent pollution and improve safety as well as productivity e. Social Impacts <ul style="list-style-type: none"> • To hold regular meetings with stakeholders to further enhance the communication and feedback • Improve interior and exterior of workers quarters f. Encourage optimizing the yield of the supply base <ul style="list-style-type: none"> • Planting ACGT seedlings • To improve land preparation, terracing and mechanization accessibility g. Worker personal file <ul style="list-style-type: none"> • To monitor full availability of worker's documents such as agreement, training record and etc. h. Water consumption and water quality <ul style="list-style-type: none"> • Regular maintenance to minimize leakages • Trend the consumption and quality i. Health and safety performance <ul style="list-style-type: none"> • Study and analyze all accident cases. • Hold safety campaign |
|----------------------------|--|

3.2 Corrective Action Request

There are zero (0) non-conformities were raised. Please refer to the **Appendix A** for the observations.

3.3 Noteworthy Positive & Negative Observation

- a. The estate's management team made the documents readily retrievable for auditing.
- b. Workers have demonstrated high awareness and commitment towards RSPO certification.

3.4 Status of Non-Conformities Previously Identified

Please refer to **Appendix B** for the previous audit.

3.5 Issues Raised by Stakeholders and Findings

A list of stakeholders contacted is included as **Appendix C**. Stakeholders did not provide any comments in writing regarding the Genting Tebong Estate environmental and social performance. All interviewed stakeholders had positive comments about Genting Tebong Estate.

4. ACKNOWLEDGEMENT OF ORGANIZATION INTERNAL RESPONSIBILITY

4.1 Conclusion



The audit team concludes that the organization has has not established and maintained its management system in line with the RSPO P&C requirements of the standard and demonstrated the ability of the system to systematically achieve agreed criterion & requirements.

4.2 Date of Next Surveillance Visit

The next surveillance audit is planned before on June 2016.

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

SGS Malaysia acknowledges and confirms acceptance of the Report contents and including the assessment findings. SGS Malaysia accepts the responsibility for addressing the opportunities of improvement detailed in this report.

| Signed on behalf of Genting Plantations Berhad | Signed on behalf of SGS Malaysia Sdn Bhd |
|--|--|
|  <p>Mr Tan Cheng Huat Senior Vice President- Plantation Division</p> |  <p>James Ong, Lead Auditor 28 July 2015</p> |

APPENDIX A: CORRECTIVE ACTION REQUEST & OBSERVATION

Not applicable.

OBSERVATIONS

| OBS # | Indicator | Observation Detail | | | | | |
|-------|-----------|---|--|-----------|--|--------------|--|
| | | Date Recorded> | | Due Date> | | Date Closed> | |
| 01 | 4.4.1 | 8 July 15 | | | | | |
| | | Non-Conformance: | | | | | |
| | | Insufficient of water usage data in the water management plan | | | | | |
| | | Objective Evidence: | | | | | |

| OBS # | Indicator | Observation Detail | | | | | | | | | | | | |
|----------|-------------|---|------------|---------|-------------|-------|---------|-------|---------|-------------|---|------------|---|-------------|
| | | <p>The water management plan is documented in File No: 28: Water Management Plan and Practices.</p> <p>It identifies the areas of concern , the action plan and monitoring as well as the PIC and Status for each area identified such as:</p> <ul style="list-style-type: none"> k. Flood area <ul style="list-style-type: none"> • Monitoring of rainfall data • Desilting programme • WCP l. Water quality <ul style="list-style-type: none"> • Water sampling twice per year • Analysis the result • Protection of watercourses m. Water Pollution <ul style="list-style-type: none"> • Chemical mixing Bay • workshop n. Government water <ul style="list-style-type: none"> • Monitoring of pipe leakages o. Optimize water and reduce wastage <ul style="list-style-type: none"> • Spraying Pump Maintenance p. Water Storage Tank <ul style="list-style-type: none"> • Cleanliness of water distributed to residential area q. Drainage system <ul style="list-style-type: none"> • Drainage system at linesite r. Rubbish Collection <ul style="list-style-type: none"> • Collection of rubbish at linesite s. Assessment of water usage <ul style="list-style-type: none"> • Total occupancy : 200, eligible of water per head: 150 lit/mth t. Education and training <ul style="list-style-type: none"> • Regular training on conservation through regular briefing <p>The above plan was reviewed on 27/4/15</p> <p>Domestic water is piped from Government supply and each resident has a meter that records the usage.</p> <p>GTBE subsidises 150 lit per head per month. The resident /worker will pay for usage above the subsidised amount. Deduction was sighted in the payslip of the workers especially the contractor's harvesting workers.</p> <p>The bills of all the meters are sighted in the monthly payment file.</p> <p>The summary charges for the different division is available;</p> <p>For the June 2015 payment, the following was recorded</p> <table border="1" data-bbox="443 1704 1347 1832"> <thead> <tr> <th>Division</th> <th>Tebong</th> <th>BMD</th> <th>Repah</th> <th>See Kee</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Payment</td> <td>RM 12887.80</td> <td>0</td> <td>RM 3679.05</td> <td>0</td> <td>RM16,566.85</td> </tr> </tbody> </table> <p>OBSERVATION 01</p> <p>However, there was no volume recorded as a basis of monitoring of water usage.</p> <p>Close-out evidence:</p> | Division | Tebong | BMD | Repah | See Kee | Total | Payment | RM 12887.80 | 0 | RM 3679.05 | 0 | RM16,566.85 |
| Division | Tebong | BMD | Repah | See Kee | Total | | | | | | | | | |
| Payment | RM 12887.80 | 0 | RM 3679.05 | 0 | RM16,566.85 | | | | | | | | | |

| OBS # | Indicator | Observation Detail | | | | | |
|----------------------------|-----------|---|--|-----------|--|--------------|--|
| | | Date Recorded> | | Due Date> | | Date Closed> | |
| 02 | 4.6.1 | 8 July 15 | | | | | |
| | | Non-Conformance: | | | | | |
| | | Justification of pesticides used did not include the new chemical being implemented in the estate operation. | | | | | |
| | | Objective Evidence: | | | | | |
| | | The SOP and the Justification of Pesticide used is sighted in the SMP-GPB-28. (17/3/12015) It records the : i) Crop stage j) Application Type k) Pesticide Names l) Active Ingredient m) Class (by Pesticide Malaysia) n) WHO class o) Target Weed/Pest p) Justification of Use | | | | | |
| | | OBSERVATION 02 The justification has most of the major chemical used however some of the new chemical used has not included such as : c) Blocus Beta d) Alion | | | | | |
| Close-out evidence: | | | | | | | |
| 03 | 4.6.6 | 8 July 15 | | | | | |
| | | Non-Conformance: | | | | | |
| | | Storage of all pesticides shall be according to recognized best practices. All pesticide containers shall be properly disposed of and not used for other purposes (see Criterion 5.3). Pesticides shall be stored in accordance to the Occupational Safety and Health Act 1994 (Act 514) and Regulations and Orders, Pesticides Act 1974 (Act 149) and Regulations. However, some of the important MSDS for chemical being used not available. | | | | | |
| | | Objective Evidence: | | | | | |

| OBS # | Indicator | Observation Detail | | | | | |
|-----------|--------------|---|-----------|---------------------|--|------------------------|--|
| | | <p>Pesticides are stored according to recognized best practices.</p> <p>The storage site is robust, concrete with lock and key. It is ventilated, well lit and with good roofing.</p> <p>It has its hazard signs posted on the entrance.</p> <p>Spill kit using sand and sawdust as the absorbing material was also sighted.</p> <p>The emergency shower, eye wash and tap or water source is within easy reach in case of spillage at the premix area.</p> <p>Emergency response procedure was also posted on the notice board at the chemical store.</p> <p>There is a site for the workers to dry their washed PPE was also available</p> <p>Empty containers are sent to the storage site at the workshop. The estate would use some of the 20 lit for premix where they will be relabeled.</p> <p>Empty containers were sent to the Scheduled Waste storage site and they were found to be triple rinsed and punctured.</p> <p>Records of disposal by supplier, G-Planter were also sighted.</p> <p>OBSERVATION 03</p> <p>However in the nursery, some MSDS of the products were not available such as G-Fos and Thiram. In addition, hazard sign and emergency response procedure were not posted close to the chemical store.</p> | | | | | |
| | | Close-out evidence: | | | | | |
| 04 | 6.5.3 | Date Recorded> | 8 July 15 | Due Date> | | Date Closed> | |
| | | Non-Conformance: | | | | | |
| | | Growers and millers shall provide adequate housing, water supplies, medical, educational and welfare amenities to national standards or above, in accordance with Workers' Minimum Standard of Housing and Amenities Act 1990 (Act 446) or above. However, some adequacy seen during the audit verification. | | | | | |
| | | Objective Evidence: | | | | | |
| | | <p>Housing of adequate quality is provided, with workers generally housed with two persons to a room. Houses have electricity, piped water, indoor washrooms, sewerage, waste collection service, etc. Medical facilities and services are provided. Education at primary level is available for children from the estate as well as the surrounding area. Social, cultural and recreational activities and places of worship are supported.</p> <p>However, during the inspection by audit team, found that only 2 units of fire extinguisher are available at the linesite area. Meanwhile, one of the units is not visibly located.</p> <p>Cages wild bird seen in the linesite.</p> <p>Schedule waste container being use by workers for food storage purposes, E.g. rice.</p> <p>Broken sewage tank cover was not sealed.</p> | | | | | |
| | | OBSERVATION 04 | | | | | |
| | | Close-out evidence: | | | | | |
| 05 | 6.5.4 | Date Recorded> | 8 July 15 | Due Date> | | Date Closed> | |

| OBS # | Indicator | Observation Detail |
|-------|-----------|--|
| | | <p>Non-Conformance:</p> <p>Growers and millers shall make demonstrable efforts to monitor and where able, improve workers' access to adequate, sufficient and affordable food. However, monitoring by management not in practice.</p> <p>Objective Evidence:</p> <p>Food and goods prices are not display in the sundry shop. Monitoring to ensure the affordable goods and food prices by management was not in placed.</p> <p>OBSERVATION 05</p> <p>Close-out evidence:</p> |

APPENDIX B: NON-CONFORMITIES PREVIOUSLY IDENTIFIED

Not applicable.

APPENDIX C: TIMEBOUND PLAN

Genting Plantations Bhd

RSPO Certification Time bound plan – Rev 03

Date: 21st Aug 2015

| | Jan | Feb | Mac | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|-------------|-----|--|-----|-----|--|-----|---|--|--|-----|-----|---|
| 2014 | | | | | | | | | | | | Genting Ayer Item Oil Mill (covering 3 group estates) * |
| 2015 | | | | | | | Central & Northern Region (covering 2 group estates – GTBE & GSLE) ** | Genting Sabapalm Oil Mill (covering 1 group estate) ** | | | | |
| 2016 | | Genting Tanjung Oil Mill (covering 5 group estates) *** | | | | | | Genting Jambangan Oil Mill (covering 1 group estate) *** | PT Mulia Oil Mill (covering 4 group estates) *** | | | |
| 2017 | | Genting Trushidup Oil Mill (covering 2 group estate) *** | | | Genting Mewah Oil Mill (covering 1 group estate) *** | | Central & Northern Region (covering 2 group estates – GCE & GBSE) *** | PT Golden Hill Oil Mill (covering 3 group estates) *** | | | | |
| 2018 | | Genting Indah Oil Mill (covering 3 group estate) *** | | | | | PT GAL Oil Mill (covering 1 group estate) **** | | | | | |
| 2019 | | | | | | | PT SAP Oil Mill (covering 1 group estate) *** | | | | | |
| 2020 - 2023 | | | | | | | Associated Smallholders supplying to group mills *** | | | | | |

- * Certified Oil Mill
- ** Completed the Audit
- *** In Preparation
- **** Under construction

SGS services are rendered in accordance with the applicable SGS General Conditions of Service accessible at <http://www.sgs.com/en/Terms-and-Conditions.aspx>

APPENDIX D: LIST OF STAKEHOLDERS CONTACTED

| Stakeholder | Type of Stakeholder | Issues raised |
|--|---|--|
| <p>Pn. Muniammal a/p Muniandy</p> <p>Pn. Noor Henny Bte Ahamad</p> <p>Pn. Noridah Bte Othman</p> <p>Pn. Nor Falidah Bte Abdullah</p> | <p>Internal stakeholders-</p> <p>Gender Representatives for Genting Tebong Estate</p> | <p>Sexual harassment prevention issues are well communicated during gender meeting.</p> <p>Gender committee are well aware on the company sexual harassment policy and they are glad that management support the the gender committee to held their meeting according to their schedules.</p> |
| Mr. Lim Hup Thye | <p>External stakeholders-</p> <p>Supplier</p> | <p>15 years cooperate with Genting Tebong Estate. Satisfied with payment made by management. On time payment made within 30 days.</p> <p>Attended the stakeholder meetings every year.</p> |
| <p>Mr. Tey Thiam Hock</p> <p>Contractor & JKK</p> <p>Kampung Baru On Lok</p> | <p>External stakeholders-</p> <p>Harvesting contractor</p> | <p>Fully aware the grievances mechanism and procedures practice in Genting Tebong Estate.</p> <p>Long term cooperation with management for number of years.</p> |
| Tok Batin Apin | <p>External stakeholders-</p> <p>Neighboring Aboriginal villages Head</p> | <p>Attended the stakeholders meeting. All the while good relationship maintain between Genting Estate Management and aboriginal villages.</p> <p>Estate allows villages to access through their roads entering into the neighboring forest area for collecting of forest products.</p> |
| Mr. Hamza Amir | <p>Internal stakeholders-</p> <p>Bangladesh worker representative</p> | <p>Satisfied with the house maintenance services conducted by management. Minor house repaired usually will be conducted within 2 days.</p> <p>Satisfied with the monthly wages paid. Wages paid on time by management before 7th every month.</p> <p>Attended several meeting and training from time to time. Include safety related training, social welfare meeting and etc.</p> |

SGS services are rendered in accordance with the applicable SGS General Conditions of Service accessible at <http://www.sgs.com/en/Terms-and-Conditions.aspx>

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| Pak Frenad Gurning | Internal stakeholders- Indonesia worker representative | Attended company policies training. Satisfied with the wages paid. Satisfied with the house maintenance by management. |
| Mr. Rahman Chandran (Ladang Yong) | External stakeholders- Neighboring smallholders | Good relationship with Genting Tebong Estate since the smallholder estates developed on year 1985. |
| Haji Sarid (Rubber plantation owner) | External stakeholders- Neighboring smallholders | Estate provides free road accessibility for the smallholder entering the rubber plantation farm. Cattle encroachment issues happened all the time and need to work together in addressing this issue. |
| Estate workers Harvesters manurers, tractors drivers, sprayers and general workers | Internal stakeholders- Workers representatives | Satisfied with the fare treatment by estate management. Satisfied with their monthly wages paid and housing provided. |