

RSPO PRINCIPLE AND CRITERIA**Annual Surveillance Assessment (ASA1)
Public Summary Report**

Genting Plantations Berhad
Head Office: Genting Plantations Berhad 10 th Floor, Wisma Genting Jalan Sultan Ismail 50250 Kuala Lumpur, Malaysia
Genting SDC Sdn Bhd Genting Tanjung Oil Mill and supply base Mile 97, Sandakan-Lahad Datu Road Tenegang, Jalan Jeroco 90200 Kinabatangan Sabah, Malaysia

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Section 1: Scope of the Certification Assessment

1. Company Details			
RSPO Membership Number	1-0086-06-000-00	Date	Member since: 14 November 2006
Company Name	Genting SDC Sdn Bhd Genting Tanjung Oil Mill		
Address	Head office : 10 th Floor, Wisma Genting, Jalan Sultan Ismail 50250 Kuala Lumpur, Malaysia Certification unit : Genting Tanjung Oil Mill, Mile 97, Sandakan-Lahad Datu Road, Tenegang, Jalan Jeroco 90200 Kinabatangan, Sabah, Malaysia		
Subsidiary of (if applicable)	Genting Plantations Berhad		
Contact Name	Mr Tan Cheng Huat (Senior Vice President – Plantation Division)		
Website	http://www.gentingplantations.com/	E-mail	chenghuat.tan@genting.com
Telephone	03 2333 6510 (Head Office) 089 567 091 (Genting Tanjung Oil Mill)	Facsimile	03 2333 6575 (Head Office)

2.Certification Information			
Certificate Number	RSPO 652320	Date	Issue date: 11/01/2017 Expiry date: 10/01/2022
Scope of Certification	Palm Oil and Palm Kernel Production from Genting Tanjung Oil Mill and Supply Base (Genting Tanjung, Genting Tenegang, Genting Landworthy, Genting Layang & Genting Bahagia Estate)		
Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
GTOM, GTJE, GLWE, GLYE, GBGE & GTGE: EU-ISCC-Cert-DE119-60153796 ISCC-Plus-Cert-60153796	ISCC EU & ISCC PLUS	ASG Cert GmbH	12.1.2018
GTOM: ISO 9001:2008 ISO 14001:2004 OHSAS 18001:2007 MS 1722	QMS EMS OHSAS OHSMS	SIRIM QAS International Sdn Bhd	14.09.2018 14.09.2018 24.02.2018 24.02.2018

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3. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base)	Location [Map Reference #]	GPS	
		Easting	Northing
Genting Tanjung Palm Oil Mill (80 mt/hr)	Jalan Jeroco, Mile 97, Sandakan-Lahad Datu Road 90200 Kinabatangan, Sabah, Malaysia	118° 16' 23.9" E	5° 25' 22.8" N
Genting Tanjung Estate	Jalan Jeroco, Mile 97, Sandakan-Lahad Datu Road 90200 Kinabatangan, Sabah, Malaysia	118° 16' 23.9" E	5° 25' 22.8" N
Genting Tenegang Estate	Jalan Jeroco, Mile 97, Sandakan-Lahad Datu Road 90200 Kinabatangan, Sabah, Malaysia	118° 13' 32.2" E	5° 20' 46.02" N
Genting Landworthy Estate	Jalan Jeroco, Mile 97, Sandakan-Lahad Datu Road 90200 Kinabatangan, Sabah, Malaysia	118° 18' 24.6" E	5° 25' 13.4" N
Genting Layang Estate	Jalan Jeroco, Mile 97, Sandakan-Lahad Datu Road 90200 Kinabatangan, Sabah, Malaysia	118° 14' 3.35" E	5° 25' 21.9" N
Genting Bahagia Estate	Jalan Jeroco, Mile 97, Sandakan-Lahad Datu Road 90200 Kinabatangan, Sabah, Malaysia	118° 16' 33.7" E	5° 21' 49.5" N

4. Description of Supply Base							
Estate	Mature (ha)	Immature (ha)	Total Planted (ha)	HCV (ha)	Infras & Other (ha)	Total Hectarage	% of Planted
Genting Tanjung Estate (GTJE)	2,979.03	819.13	*3,798.16	156.9	511.01	*4,466.07	85.04
Genting Tenegang Estate (GTGE)	3,186.69	243.56	3,430.25	85.6	136.69	3,652.54	93.91
Genting Landworthy Estate (GLWE)	3,706.61	0	3,706.61	89.7	241.49	4,037.80	91.80
Genting Layang Estate (GLYE)	1,708.56	110.31	1,818.87	172.05	86.49	2,077.41	87.55
Genting Bahagia Estate (GBGE)	3,614.06	174.24	*3,788.30	92.1	546.64	*4,427.04	85.57
Total	15,194.95	1,347.24	16,542.19	596.35	1,522.32	18,660.86	88.64

*Changes are due to replanting and after boundary survey between Genting Tanjung Estate and Genting Bahagia Estate

5. Plantings & Cycle								
Estate	Age (Years)					Tonnage / Year		
	0 - 3	>3 - 7	>7 - 15	>15 - 20	> 20	Estimated (Nov 16-Oct 17)	Actual (Nov 16-Oct 17)	Forecast (Nov 17-Oct 18)
Genting Tanjung Estate (GTJE)	819.13	0	6.35	191.93	2,780.75	99,630	73,101.50	69,656.00

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Genting Tenegang Estate (GTGE)	243.56	0	0	0	3,186.69	94,778	67,652.48	61,040.00
Genting Landworthy Estate (GLWE)	0	0	0	2,133.93	1,572.68	119,935	83,691.98	75,513.97
Genting Layang Estate (GLYE)	110.31	0	0	1,367.93	340.63	52,561	34,827.24	36,505.00
Genting Bahagia Estate (GBGE)	174.24	0	0	0	3,614.06	124,566	91,380.37	63,722.77
Total	1,347.24	0	6.35	3,693.79	11,494.81	491,470	350,653.57	306,437.7

6. Certified Tonnage of FFB (Own Certified Scope)			
Estate	Tonnage / year		
	Estimated (Nov 2016 – Oct 2017)	Actual (Nov 2016 – Oct 2017)	Forecast (Nov 2017 – Oct 2018)
Genting Tanjung Estate (GTJE)	99,630	73,101.50	69,656.00
Genting Tenegang Estate (GTGE)	94,778	67,652.48	61,040.00
Genting Landworthy Estate (GLWE)	119,935	83,691.98	75,513.97
Genting Layang Estate (GLYE)	52,561	34,827.24	36,505.00
Genting Bahagia Estate (GBGE)	124,566	91,380.37	63,722.77
Total	491,470	350,653.57	306,437.7

7. Non-Certified Tonnage of FFB (outside supplier – excluded from certificate) if applicable			
FFB Supplier	Tonnage / year		
	Estimated (Nov 2016 – Oct 2017)	Actual (Nov 2016 – Oct 2017)	Forecast (Nov 2017 – Oct 2018)
Independent Smallholders	57,130	64,989.78	41,473.34
Independent Outgrowers	0	0	0
Total	57,130	64,989.78	41,473.34

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8. Certified Tonnage (Own Certified Scope)

Mill	Estimated (Nov 2016 – Oct 2017)			Actual (Nov 2016 – Oct 2017)			Forecast (Nov 2017 – Oct 2018)		
	FFB	CPO	PK	FFB	CPO	PK	FFB	CPO	PK
Genting Tanjung Oil Mill	491,470	106,158	26,048	350,653.57	70,747.395	18,656.72	306,437.7	63,938.36	15,925.58
OER & KER		21.60 %	5.30 %		20.18%	5.32%		20.87%	5.20%

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn Bhd,
(ASI Accreditation Number: RSPO-ACC-19)
Unit 3, Level 10, Tower A
The Vertical Business Suites, Bangsar South
No. 8, Jalan Kerinchi
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BSI is a leading global provider of management systems assessment and certification, with more than 60,000 certified locations and clients in over 100 countries. BSI Standards is the UK's National Standards Body. BSI provides independent, third-party certification of management systems. BSI is ASI Accredited (RSPO-ACC-19) to conduct RSPO assessment since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia. BSI is accredited for RSPO Supply Chain Certification Systems (SCCS) and Principles & Criteria for Sustainable Palm Oil Production (P&C, Single Site & Group) certification Worldwide.

Assessment Methodology, Programme, Site Visits

This Surveillance Assessment was conducted from 22-24 November 2017. The audit programme is included as Appendix D. The approach to the audit was to treat the mill and its supply base as an RSPO Certification Unit. Mill was audited together with the sample estates (Layang & Bahagia Estate). A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas and local communities.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. RSPO Principles & Criteria 2013 (MYNI-2014) and RSPO Supply Chain Certification Standard 2014 were used to guide the collection of information to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The approach to the audit was to treat the mill and its supply base as an RSPO Certification Unit. The mill was audited together with the estates (or smallholders) of its supply base. The estates sample were determined based on formula $N = 0.8\sqrt{y}$ where y is the number of estates while when applicable.

Meetings were held with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and these have been incorporated into the assessment findings.

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Appendix E.

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All the previous nonconformities are remains closed. The assessment findings for the 1st Annual Surveillance Assessment are detailed in Section 3.3. On-site Major NC close-out visit was conducted on 19 January 2018.

This report is structured to provide a summary of assessment finding as attached in the Appendix A. The assessment was based on random samples and therefore nonconformities may exist that have not been identified.

The report was internally reviewed by internal approved Certification Reviewer prior to certification decision by BSI.

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

1. Assessment Program					
Name (Mill / Supply Base)	Year 1 (Initial Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
Genting Tanjung Palm Oil Mill	✓	✓	✓	✓	✓
Genting Tanjung Estate	✓		✓		
Genting Tenegang Estate	✓				✓
Genting Landworthy Estate			✓	✓	
Genting Layang Estate		✓		✓	
Genting Bahagia Estate		✓			✓

[Click here to enter a date.](#)

Tentative Date of Next Visit: 23 October – October 25, 2018

Total No. of Mandays: 9 mandays

BSI Assessment Team:

Hafriazhar Mohd Mokhtar – Lead Auditor

Hafriazhar Mohd. Mokhtar is a Chemical Engineer by qualification. He has more than five years of direct work experience in the upstream processes of palm oil within the plantation industry. He is a qualified Lead Auditor for CDM, ISO 14001, ISO 50001 and ISO 9001 and has accumulated more than 500 audit days throughout his current career as the auditor for multiple disciplines covering Malaysia, Indonesia and Thailand. He has been trained in the RSPO P&C and SCCS standards and recently completed his RSPO P&C Lead Assessor training and has been involved in RSPO audits within Malaysia, Papua New Guinea and Solomon Islands. During assessment, he covered the mill and estate best practices, supply chain for CPO mills, legal issues, social issues, workers consultation, stakeholder consultation, environmental and occupational safety & health. He is fluent in Bahasa Malaysia and English languages.

Mohamed Hidhir Zainal Abidin – Team Member

He holds Bachelor Degree in Chemical Engineering, graduated from National University of Malaysia on 2006. He has 7 years working experience in palm oil industry specifically on palm oil milling for 5 years. He also has the experiences as auditor for several standards including ISO 9001, ISO 140001, OHSAS 18001, MSPO and RSPO in his previous certification body. He completed the ISO 9001 Lead Auditor Course, ISO 14001 Lead Auditor Course

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and OHSAS 18001 Lead Auditor Course in 2012, Endorsed RSPO P&C Lead Auditor Course in 2013, MSPO Awareness Training in 2014 and Endorsed RSPO SCCS Lead Auditor Course in 2015. He had been involved in RSPO auditing since May 2012 in more than various companies in Malaysia. During this assessment, he assessed on the aspects of legal, mill best practices, safety and health, environmental and workers and stakeholders consultation.

Daniel Francis - Team Member

Daniel Francis is a fulltime employee with BSI Services Malaysia. He holds a Bachelor of Applied Science Degree in Food Science, graduated from Charles Sturt University, Australia. He has over 8 years of working experience in the oil and gas industry and 3 years in the food & beverage industry. He is an experienced auditor for several management system standards including ISO 9001, ISO 14001, OHSAS 18001 and Integrated Management System. He had completed the ISO 9001:2015 Lead Auditor Course and RSPO SCC Lead Auditor Course. He had been involved in the RSPO audits with various companies in Malaysia. During assessment, he covers the legal issues and occupational safety and health.

Accompanying Persons: -

Section 3: Assessment Findings

3.1 Details of audit results

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

- Genting Plantations Berhad Time Bound Plan
- RSPO P&C MY-NIWG 2014 Checklist
- RSPO Supply Chain Certification Checklist November 2014

3.2 Progress against Time Bound Plan

Time Bound Plan		
Requirement	Remarks	Compliance
Summary of the Time Bound Plan		
Does the plan include all subsidiaries, estates and mills?	The time bound plan includes all operating units in Malaysia and Indonesia.	Complied
Is the time bound plan challenging? <ul style="list-style-type: none"> • Age of plantations. • Location. • POM development • Infrastructure. • Compliance with applicable law. 	The TBP is challenging especially for operating units in Indonesia. The current focus of the Indonesian management is to implement ISPO which is a mandatory requirement. Infrastructure and POM construction is still on-going. The company is also expanding the land areas with new acquisitions.	Complied
Have there been any changes since the last audit? Are they	The changes are due to new acquisitions and rescheduling by the management.	Complied

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justified?		
If there have been changes, what circumstances have occurred?	Delays in certification of some POMs and estates.	Complied
Have there been any stakeholder comments?	To-date, no comments received from stakeholders on the TBP.	Complied
Have there been any newly acquired subsidiaries?	Yes. PT AAC and PT PALJ in Kalimantan, Indonesia.	Complied
Have there been any isolated lapses in implementation of the plan?	No lapses however re-scheduling of the certification dates has been made.	Complied
Un-Certified Units or Holdings		
Did the company conduct an internal audit? If so, has a positive assurance statement been produced?	Yes	Complied
No replacement after dates defined in NIs Criterion 7.3: <ul style="list-style-type: none"> • Primary forest. • Any area identified as containing High Conservation Values (HCVs). • Any area required to maintain or enhance HCVs in accordance with RSPO criterion 7.3. 	HCV Assessments and SEIA have been conducted for all operating units including newly acquired areas. HCV and SEIA management and monitoring plans are also implemented in accordance with the consultant's recommendations.	Complied
Any new plantings since January 1 st 2010 must comply with the RSPO New Plantings Procedure.	NPPs have been submitted for new plantings since Jan 2010. The latest NPP was published on RSPO website on 13 July 2016 for Genting Jambongan Estate in Sabah for an expansion of the estate areas.	Complied
Any Land conflicts are being resolved through a mutually agreed process, e.g. RSPO Grievance procedure or Dispute Settlement Facility, in accordance with RSPO criteria 6.4, 7.5 and 7.6.	No. The above NCR land conflict for Tongod (Genting Tanjung Bahagia S/B) was referred to High Court for mediation in March 2016. Case officially resolved on October 2016.	Complied
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO criterion 6.3.	To-date, no complaints on labour disputes received by the company.	Complied
Did the company conduct an internal audit? If so, has a positive assurance	Yes	Complied

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statement been produced?		
Any Legal non- compliance is being resolved in accordance with the legal requirements, with reference to RSPO criteria 2.1 and 2.2.	None so far. No stakeholder comments or complaints received.	Complied

3.3 Details of findings

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

During the Recertification Assessment there were 2 (two) major and 1 (one) minor nonconformity raised. The Genting Tanjung Oil Mill Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment.

The implementation of the Corrective Actions for the Major Nonconformity has been verified for it effectiveness and closed accordingly.

Non-Conformity		
NCR #	Description	Category (Major / Minor)
1559908-201709-M1	<p>Requirements Indicator 6.5.1 Documentation of pay and conditions shall be available</p>	Major
	<p>Evidence of Nonconformity</p> <p>1) The mill management obtained Permit Wanita Bekerja Malam (Night Work for Woman Permit); JTK Sabah; Serial # 05(0016)SDK; Validity period: 28/7/2017 – 27/8/2018 as required under Section 75 Labour Ordinans (Sabah Chapter 67). The conditions, amongst all stated the following:</p> <ul style="list-style-type: none"> • Woman workers shall be provided with free period of rest from work for continuous 11 hours before allowed to work again • Woman workers shall not involve in continuous night shift works exceeding 1 month period unless agreed • Woman workers shall be paid with shift allowance at a rate agreed within terms and conditions of work • Woman workers shall be provided with free transporting facilities to and fro work place • And etc. <p>However, based on the payslip of sampled shift woman workers employee # E00087 for the pay of Aug-Oct 2017, no any shift allowance were paid despite the punch card record for the same Aug-Oct 2017 months shown the woman worker worked on night shifts as following:</p> <ul style="list-style-type: none"> • Aug 2017: 1st - 5th; 14th – 19th; 27th – 30th 	

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	<ul style="list-style-type: none"> • Sep 2017: 4th; 10th – 12th; 13th – 15th; 22nd – 30th • Oct 2017: 8th – 15th; 22nd – 24th; 26th – 28th <p>Based on the evidence, the mill was not meeting the conditions of pay as per Permit Serial # 05(0016)SDK.</p> <p>2) Sampled of harvester, mandore and bunch checker payslip and cross checked with harvesting interval book, check roll book and bunch checker’s record found that the number of days of harvesters who worked on rest day were not properly documented. Further trail in the bunch checker records, the following workers bunch count recorded as per below:</p> <ul style="list-style-type: none"> i) Employee No.: AS 369872, bunch count: 422 on 16/10/17, rest day on 15/10/17 ii) Employee No.: AT 680829, bunch count: 450 on 23/10/17, rest day on 22/10/17 iii) Employee No.: AT 245388, bunch count: 371 on 9/10/17, rest day on 8/9/17 iv) Employee No.: A 6778643, bunch count: 299 on 9/10/17, rest day on 8/9/17 v) <p>Verified with bunch counter (AT245886) payslip for October 2017, he has worked for 31 days in October 2017 inclusive of rest day and public holiday. Based on interview with mandore and the said workers, they have confirmed that they worked on rest day without formal instruction from management. Document checked on the bunch counters’ payslip and harvester found that there were some different where the bunch counters were paid double rate of its daily rate whereas harvesters were paid on normal rate for their piece per rate on the next day.</p> <p>Statement of Nonconformity Documentations of pay shown unfulfilment of conditions.</p> <p>Root Cause</p> <ul style="list-style-type: none"> 1) Compliance against detail of the requirement in the ‘Permit Wanita Kerja Malam’ not being evaluated 2) The management was guided by group policy where ‘piece’ rated workers are not offered to work on Rest Day/Public Holiday <p>Corrections</p> <ul style="list-style-type: none"> 1) Re-agreement with women employees work on shift as per permit requirements and payment of allowance effective from Jan 2018 2) Re-agreement with piece-rate workers with revised clauses to meet Sabah Labour Ordinance requirements and payment of double rate to affected workers effective from Jan 2018 <p>Corrective Actions</p> <ul style="list-style-type: none"> 1) Evaluation of Compliance against all details of the requirement in the ‘Permit Wanita Kerja Malam’ 2) Revised structure of Sunday work offer to be allowed during peak crops period subject to approvals decision by GM <p>Assessment Conclusion On-site verification of the CAP effectiveness was conducted on 19/1/2018. Evidence shown CAP taken confirmed effective to address the Major Nonconformity, hence the Major Nonconformity was closed on 19/1/2018.</p>	
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Non-Conformity		
NCR #	Description	Category (Major /

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		Minor)
1559908-201709-M2	<p>Requirements Indicator 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.</p>	Major
	<p>Evidence of Nonconformity Refer to Sabah OUs "Perjanjian Pekerjaan" , Employment Contract para 10; " Pekerja harian (tidak termasuk pekerja borong/pajak) jika diberi arahan dan kelulusan bertulis oleh majikan untuk bekerja pada hari rehatnya atau hari cuti umum, pekerja berhak mendapat bayaran gaji pada kadar berikut": a) Pada hari rehat - 2 kali ganda; b) Pada hari cuti umum - 3 kali ganda.</p>	
	<p>Sample of contract checked: i) Genting Bahagia Estate (B1104118, A6778643, AS259435, AS369872, AT680829, AT680829, AT245388) ii) Genting Landworthy Estate (AT 681340, EB 5779176) iii) Genting Layang Estate (AT 681368, AT245056, AT696581)</p>	
	<p>Statement of Nonconformity Contract of employment conditions available shown substandard conditions</p>	
	<p>Root Cause The management was guided by group policy where 'piece' rated workers are not offered to work on Rest Day/Public Holiday</p>	
	<p>Corrections Re-agreement with piece-rate workers with revised clauses to meet Sabah Labour Ordinance requirements and payment of double rate to affected workers effective from Jan 2018</p>	
	<p>Corrective Actions Revision and issuance revised Employment Agreement (v3.0) by HRAD effective from Jan 2018, for implementation by all OUs at Sabah and regular monitoring on compliance of Sabah Labour Ordinance by OUs management.</p>	
	<p>Assessment Conclusion On-site verification of the CAP effectiveness was conducted on 19/1/2018. Evidence shown CAP taken confirmed effective to address the Major Nonconformity, hence the Major Nonconformity was closed on 19/1/2018.</p>	

Non-Conformity		
NCR #	Description	Category (Major / Minor)
1559908-201709-N1	<p>Requirements Indicator 5.3.3 A waste management and disposal plan to avoid or reduce pollution shall be documented and implemented.</p>	Minor

	<p>Evidence of Nonconformity Genting Bahagia Estate (GBE) Sighted traces of oil on the ground surrounding the oil trap at the division 6 (diesel storage tank).</p>	
	<p>Statement of Nonconformity Waste management and disposal plan is not implemented effectively.</p>	
	<p>Root Cause Wrong design of oil trap outlet had caused the waste oil overflowed</p>	
	<p>Corrections Re-designed and reconstructed the oil trap for effective functioning</p>	
	<p>Corrective Actions Conduct an annually training to the storekeeper on managing pollution control devices as per SMP-GPB-31-00</p>	
	<p>Assessment Conclusion CAP proposed has been accepted. effectiveness of CAP taken will be verified in the next-coming audit.</p>	

Observation	
OBS #	Description
	Nil

Positive Findings	
PF #	Description
1.	Good arrangement for stakeholder interview with positive feedbacks obtained
2.	Implementation of joint venture projects of Wildlife Corridor with WWF
3.	Mechanization innovations including cattle grazing, empty container puncture, mobile toilets
4.	Good implementation of CSR program

Issues raised by Stakeholders
<p>Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss Genting Tanjung Palm Oil Mill Certification Unit's environmental and social performance, legal and any known dispute issues.</p> <p>Meetings were conducted with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and later was verified with the management team. These have been incorporated into the assessment findings.</p> <p>Structured worker interviews with male and female workers and staff were held in private at the workplace in the</p>

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mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Appendix E.

IS #	Description
1	Issues: DOE Sandakan – no noncompliance issue at both mill and estate
	Management Responses: Info noted
	Audit Team Findings: No further issue
2	Issues: Neighbour estates (JC Chang Hwa Li 3 & Tey Ah Bu Estate) – no issue related to estate boundaries and operations. Received invitation and attended the latest stakeholder meeting conducted at GTOM
	Management Responses: Info noted
	Audit Team Findings: No further issue
3	Issues: Humana teacher – good support given by company management towards school programs and activities
	Management Responses: Comments noted
	Audit Team Findings: No further issue
4	Issues: Hardware supplier – no any issue since serving the company for the past 10 years
	Management Responses: Info noted
	Audit Team Findings: No further issue
5	Issues: FFB transporter – issue with road conditions sometime quite bad especially during heavy rain
	Management Responses: Road maintenance conducted on periodical basis. Maintenance cannot be done during monsoon season since heavy rainfall might worsen the repaired/graded road. FFB transporter was being told not drive exceed the speed limit when driving within estate road
	Audit Team Findings: Road maintenance programs were evidence based on the site verification and documentations. Road conditions found generally good except at some hilly area within estate which due to seasonal heavy rain

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-Conformity		
NCR #	Description	Category (Major / Minor)

1369435M1	<p>Requirements Indicator 2.1.1 Evidence of compliance with relevant legal requirements shall be available.</p>	Major
	<p>Evidence of Nonconformity Summary Report of inventory of Electronic Schedule Waste Information System only up to 30 June 2016. No reporting in the following month to the system accordingly. Inspection to one of the clinic and found the clinical waste has been stored more than 180 days since 15 January 2016. It did not comply according with the requirements of the Environmental Quality Act 1974 (Scheduled Wastes), Regulations, 2005.</p>	
	<p>Statement of Nonconformity Schedule waste management is not effectively implemented according to Environmental Quality Act 1974 Environmental Quality (Scheduled Wastes) regulations 2005.</p>	
	<p>Correction 1. Schedule Waste Information System has been updated accordingly on the 25/08/2016. Estate HA will be given more guidance and clear exposure on the disposal procedure by sending to sister estate (Genting Tanjung Estate) on the 01/09/2016. 2. The dateline for updating the Schedule Waste Information System will be on or before 7th every month. Monitoring will be done by the Estate Sustainability Coordinator. The clinical waste will be disposed through approved transporter (Sedafiat) in early September 2016 to Genting Tanjung Estate.</p>	
	<p>Corrective Actions Appointment of authorized disposal contractor (Sedafiat). Appointment and training of specific person-in-charge for SW handling.</p>	
	<p>Assessment Conclusion CLOSED - Corrective action was effectively implemented. <u>Genting Tanjung POM</u> Online scheduled waste inventory & consignment – updated as of 31/10/2017 where the quantity and storage period were within allowable limit. <u>Genting Bahagia Estate (GBE)</u> Online scheduled waste inventory & consignment – updated as of 03/10/2017 where the quantity and storage period were within allowable limit. <u>Genting Layang Estate (GLE)</u> Online scheduled waste inventory & consignment – updated as of 07/11/2017 where the quantity and storage period were within allowable limit.</p>	

Non-Conformity		
NCR #	Description	Category (Major / Minor)
1369435M2	<p>Requirements Indicator 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</p>	Major

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	<p>identified issues. All precautions attached to products shall be properly observed and applied to the workers.</p>	
	<p>Evidence of Nonconformity HIRARC for harvesting operation was not reviewed accordingly after accident happened.</p>	
	<p>Statement of Nonconformity The HIRARC was not reviewed after the accident happened on 29/7/2016 at GTGE, Block 10, Division 20</p>	
	<p>Correction HIRARC review on the accident has been updated on the 25/08/2016</p> <p>Corrective Actions Quarterly review on HIRARC will be done during OSH committee meeting to make sure it is updated accordingly</p>	
	<p>Assessment Conclusion</p> <p>CLOSED - Corrective action was effectively implemented.</p> <p><u>Genting Tanjung POM</u> The latest HIRARC reviewed was carried out on 09/11/2017 at Genting Tanjung POM. The HIRARC included the Sterilizer station, loading ramp operations, air compressor, bio-polishing plant, EFB plant, splitter beroperasi, and shovel & tractor driver. Quarterly Safety & Health Committee meeting held – chaired by Mill Manager, discussion on the following : i) Passing of previous minutes and arising matters. ii) Accident report (Monthly Accident statistics) iii) Workplace inspection iv) Fire equipment monitoring Verified the following Minutes: 05/09/2017, 02/06/2017, 21/03/2017 (verified held every 3 months once).</p> <p><u>Genting Bahagia Estate (GBE) & Genting Bahagia Estate (GLE)</u> The latest reviewed was carried out on 11/11/2016 at GBE & GLE. The HIRARC review for GBE included the Barn Owl consensus, Buffalo management, cow slaughter for raya qorban and Vicon operations. Quarterly Safety & Health Committee meeting held – chaired by Estate Manager, discussion on the following : j) Passing of previous minutes and arising matters. v) Accident report (Monthly Accident statistics) vi) Workplace inspection vii) Fire equipment monitoring GBE - Verified the following Minutes: 27/09/2017, 21/06/2017, 17/03/2017 (verified held every 3 months once). GLE - Verified the following Minutes: 21/09/2017, 21/06/2016 and 31/03/2017 (verified held every 3 months once).</p>	

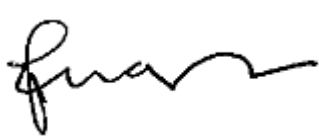
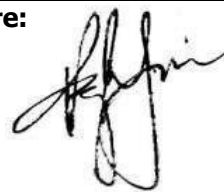
Observation	
OBS #	Description
	Nil

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	CLASS	ISSUED	STATUS
1369435M1 – 2.1.1	Major	23/08/2016	Closed out on 01/09/2016
1369435M1 – 4.7.2	Major	23/08/2016	Closed out on 01/09/2016
1559908-201709-M1 – 6.5.1	Major	24/11/2017	Closed out on 19/1/2018
1559908-201709-M2 – 6.5.2	Major	24/11/2017	Closed out on 19/1/2018
1559908-201709-N1 – 5.3.3	Minor	24/11/2017	“Open”

Assessment Conclusion and Recommendation:

Based on the findings during the assessment Genting Tanjung Oil Mill Certification Unit and supply base complies with the RSPO P&C 2013 (MY-NI 2014) and the RSPO Supply Chain Certification Standard (Nov 2014) for CPO Mill. It is recommended that the certification of Genting Tanjung Oil Mill Certification Unit is approved and continued.

Acknowledgement of Assessment Findings	Report Prepared by
Name: Mr. Tan Cheng Huat	Name: Mr. Hafriazhar Mohd Mokhtar
Company name: Genting Plantation Berhad	Company name: BSI Services Malaysia Sdn Bhd
Title: Senior Vice President - Plantation	Title: Lead Auditor
Signature: 	Signature: 
Date: 9 April 2018	Date: 9 April 2018

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance
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	<p>There shall be evidence that growers and millers provide adequate information on (environmental, social and/or legal) issues relevant to RSPO Criteria to relevant stakeholders for effective participation in decision making.</p> <p>- Minor compliance -</p> <p>Implemented based on Sustainability Management Procedure for Consultation and Communication; SMP-GPB-17; Rev. 01; Date: 19/5/2017. Consultation & communication done through meetings, dialogs, engagement to both internal & external stakeholders and recorded in Genting Plantations Complaints/Grievance Record Book – Estate: GLYE. Sighted latest complaints received by internal stakeholder (mandore) (ref. # 033; dated 3/11/2017) on stray dogs in housing areas. Sighted immediate action taken accordingly. Sighted also enquiry register book with latest enquiry received by GLYE from Pejabat Kesihatan Kawasan Kinabatangan (enquiry ref. # 006; dated 13/6/2017) officer whom complimenting on the cooperation given during the health monitoring visit.</p> <p>Specific to Layang Estate – Procedure for Complaints and Grievances for Workers, Suppliers, Contractors and Other Stakeholders of Genting Layang Estate with Flow-Chart.</p>	Complied
1.1.2	<p>Records of requests for information and responses shall be maintained.</p> <p>-Major compliance</p> <p><u>Mill:</u></p> <p>Implemented based on Sustainability Management Procedure for Consultation and Communication; SMP-GPB-17; Rev. 01; Date: 19/5/2017. Consultation & communication done through meetings, dialogs, engagement to both internal & external stakeholders and recorded in Genting Plantations Complaints/Grievance Record Book – Estate: GLYE.</p> <p>Sighted latest complaints received from external stakeholder (MPOB Cawangan Sandakan) (ref. # 044; dated 30/8/2017) on Summary of Audit Findings for Code of Good Practice Assessment Report. Sighted immediate action taken accordingly.</p> <p><u>Estates:</u></p> <p>Implemented based on Sustainability Management Procedure for Consultation and Communication; SMP-GPB-17; Rev. 01; Date: 19/5/2017. Consultation & communication done through meetings, dialogs, engagement to both internal & external stakeholders and recorded in Genting Plantations Complaints/Grievance Record Book – Estate: GLYE. Sighted latest complaints received by internal stakeholder (mandore) (ref. # 033; dated 3/11/2017) on stray dogs in housing areas. Sighted immediate action taken accordingly. No any external complaints/grievances received from external stakeholder.</p> <p>Specific to Layang Estate – Procedure for Complaints and Grievances for Workers, Suppliers, Contractors and Other Stakeholders of Genting Layang Estate with Flow-Chart.</p>	Complied

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Criterion / Indicator	Assessment Findings	Compliance	
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	Publicly available documents shall include, but are not necessary limited to: <ul style="list-style-type: none"> • Land titles/user rights (Criterion 2.2); • Occupational health and safety plans (Criterion 4.7); • Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8); • HCV documentation (Criteria 5.2 and 7.3); • Pollution prevention and reduction plans (Criterion 5.6); • Details of complaints and grievances (Criterion 6.3); • Negotiation procedures (Criterion 6.4); • Continual improvement plans (Criterion 8.1); • Public summary of certification assessment report; • Human Rights Policy (Criterion 6.13). - Major compliance –	Publicly available documents sighted available which reported in respective criterions in this checklist. Policies also made publicly available that was Established as Sustainability Management Group Policies as following: <ul style="list-style-type: none"> • Sustainability Policy; Rev. 00; Date: 3/8/2009 • Environmental Policy; Rev. 00; Date: 5/10/2009 • People Policy; Rev. 00; Date: 3/8/2009 • Sexual Harassment Policy; Rev. 00; Date: 3/8/2009 • Safety and Health Policy; Rev. 01; Date: 1/7/2015 • Zero Burning Policy; Rev. 00; Date: 10/8/2011 • Food Safety Policy; Rev. 00; Date: 2/2/2010 • Whistleblower Policy; Rev. 00; Date: 4/4/2013 • MSPO Policy; Rev. 00; Date: 18/3/2014 • Policy on Ethical Conduct and Integrity; Rev. 00; Date: 22/6/2015 • Social Policy (Incorporating Special Labour and Human Rights requirements); Rev. 00; Date: 22/6/2015 All policies were available in dual language (BM & English) and signed Genting Plantations Berhad President & COO.	Complied
Criteria 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. -Minor compliance	Policy on Ethical Conduct and Integrity; Rev. 00; Date: 22/6/2015. Displayed in strategic locations within mills and estates notice boards and communicated to all level of employees during daily muster assembly, briefings and meetings.	Complied
Principle 2: Compliance with applicable laws and regulations			
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			

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Criterion / Indicator	Assessment Findings	Compliance
<p>2.1.1 Evidence of compliance with relevant legal requirements shall be available. - Major compliance -</p>	<p>Genting Tanjung Oil Mill and supply base had continued to comply with legal requirements as per indicator. Compliance to each applicable law and regulation is monitored by the operating units and sustainability team. POM had obtained and renewed license and permits as required by the law.</p> <p>Sample of licenses or permit viewed were :</p> <p>Genting Tanjung POM</p> <ol style="list-style-type: none"> 1. DOE License/Jadual Pematuhan: 001877 (validity period 01/07/2017 - 30/06/2018) for 80 MT/hr and method of POME discharge through land application (furrow system). 2. MPOB license: 595974115000 (validity period 01/04/2017 - 31/03/2018) 3. Energy Commission license no: 2017/02031, serial: 23492 for capacity 4240 kW (validity 25/07/2017 – 24/07/2018). 4. Diesel permit serial no: S010676, ref: PPDNKK.SDK. 17/2008 (SK), validity 24/06/2017 – 23/06/2018 for EURO 2M 36,000 liter. 5. FFB Grader serial no: 00947. 6. Certificate of Fitness for Unfired Pressure Vessels:- <ol style="list-style-type: none"> a. (JKT15-Pin. 1/87 PMT-SB/17 01711) – PMT 106058 (valid till 07/06/2018). b. (JKT15-Pin. 1/87 PMT-SB/17 01728) - PMT 57620 (valid till 07/06/2018). c. (JKT15-Pin. 1/87 PMT-SB/17 01722) – PMT 89965 (valid till 07/06/2018). 7. Competent Person: <ol style="list-style-type: none"> a. Authorised Entrant and Standby Person for Confined Space (NW-NSDK-AE-0009-M) for 900218-12-6233 valid till 23/02/2018. b. Authorised Gas Tester and Entry Supervisor for Confined Space (NW-NSDK-AGT-0076-M) for 900218-12-6233 valid till 23/02/2018 c. Energy Commission category AO, no: PJ11400508 (PJ-T-1-B-0298-2016) for 680401-12-5907. 8. Competent Person Certified Environmental Professional in Scheduled Waste Management (CePSWaM) for 850617-12-5745 (validity 15/01/2017 – 15/01/2018). 9. Competent Person for Certified Environmental Professional in the Treatment of Palm Oil Mill Effluent (CePPOME) for 800224-08-5361. <p>Genting Bahagia Estate (GBE)</p> <ol style="list-style-type: none"> 1. MPOB license: 502249802000 (validity period 01/09/2017 - 31/08/2018) 2. Energy Commission license no: 2017/01136, serial: 21787 for capacity 48 kW (validity 18/07/2017 – 17/07/2018). 	<p>Complied</p>

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Criterion / Indicator		Assessment Findings	Compliance
		<p>3. Diesel permit serial no: S010595, ref: PPDNKK.SDK. 91/2012 (SK), validity 15/03/2017 – 14/03/2018 for Diesel 45,000 liter.</p> <p>4. Certificate of Fitness for Unfired Pressure Vessels (JKT15-Pin. 1/87 PMT-SB/17 02909) – SB PMT 10350 (valid till 03/08/2018).</p> <p>5. MCMC Apparatus Assignment no: 01771130-022SU/52017 for service category: Mobile, Type of apparatus: Land Mobile Stn, validity 01/01/2017 – 31/12/2017.</p> <p>Genting Layang Estate (GLE)</p> <p>1. MPOB license: 504759802000 (validity period 01/07/2017 - 30/06/2018)</p> <p>2. Energy Commission license no: 2017/01789, serial: 00770 for capacity 93.5 kW (validity 05/07/2017 – 04/07/2018).</p> <p>3. Diesel permit serial no: S010662, ref: PPDNKK.SDK. 09/2011 (SK), validity 09/05/2017 – 08/05/2018 for Euro SM 18,000 liter.</p> <p>4. Sabah Small Ship License ref: SN-2017/P-135/1594 valid until 05/10/2018 for plying limit: Area "4" Passenger small ship.</p> <p>5. MCMC Apparatus Assignment no: 02090520-000SU/452017 for service category: Fixed, Type of apparatus: Earth Stn (<2.4m), validity 25/04/2017 – 31/12/2017.</p>	
2.1.2	<p>A documented system, which includes written information on legal requirements, shall be maintained. - Minor compliance -</p>	<p>Documented system including Legal Requirements Register (Doc: SMP-GPB-22; revision 04 dated 10/08/2016) is available.</p> <p>The content of the register as below:</p> <ol style="list-style-type: none"> 1. List of local legal requirements applicable to plantation operations in Malaysia 2. List of international standards/requirements applicable to plantation operation in Malaysia: <ol style="list-style-type: none"> a. Part 1: Environment b. Part 2: Safety and Health c. Part 3: Social d. Part 4: Best Practices and other requirements e. Part 5: International Standards/Requirement 	Complied
2.1.3	<p>A mechanism for ensuring compliance shall be implemented. - Minor compliance -</p>	<p>A mechanism to ensure compliance to legal and other requirement has been documented in Procedures on Regional, National and International Laws (Doc: SMP-GPB-21; revision 01 dated 14/08/2014).</p>	Complied

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Criterion / Indicator	Assessment Findings	Compliance
<p>2.1.4</p> <p>A system for tracking any changes in the law shall be implemented. - Minor compliance -</p>	<p>Genting Plantations Berhad has established a documented Procedures on Regional, National and International Laws (Doc: SMP-GPB-21; revision 01 dated 14/08/2014) for tracking any changes in the law.</p> <p>For the changes of laws, the company will refer to as below:</p> <ol style="list-style-type: none"> 1. Notification of changes from various source of information 2. Monitoring for changes in the Law 3. Clarification and review on the changes 4. Updating of the Legal register administered internally 5. Notification to the operating units and/or the relevant person in charge <p>Currently, the person/team responsible for monitoring the changes and communicating in POM is the Mill Engineer appointed on 24/10/2017.</p> <p>The person/team responsible for monitoring the changes and communicating in GBE is Miss Darna Binti Yohan (Act. Chief Clerk) appointed on 27/04/2017.</p> <p>The person/team responsible for monitoring the changes and communicating in GLE is Puan Safanah Jarani (Chief Clerk) appointed on 07/11/2017.</p>	<p>Complied</p>
<p>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.</p>		

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Criterion / Indicator	Assessment Findings	Compliance
<p>2.2.1 Documents showing legal ownership or lease, history of land tenure and the actual legal use of the land shall be available. - Major compliance -</p>	<p><u>Genting Tanjung Oil Mill:</u> Title under Genting Tanjung Estate sighted as following:</p> <ul style="list-style-type: none"> • Title # Country Lease (CL) 095327129; 192.4ha; 1/1/1998– 31/12/2096 (98 years lease); Lot/District: Lot 095327129, Kinabatangan, Sabah <p><u>Layang Estate:</u> Sighted the following:</p> <ul style="list-style-type: none"> • Land titles/user rights – 2 titles: <ul style="list-style-type: none"> i) Title # Country Lease (CL) 095318817; 1683ha; 1/1/1992– 31/12/2090 (98 years lease); Lot/District: Lot 095318817, Kinabatangan, Sabah ii) Title # Country Lease (CL) 095317463; 4047ha; 1/1/1990– 31/12/2088 (98 years lease); Lot/District: Lot 095317463, Kinabatangan, Sabah • Sabah Region - Land Cess for Land Titles; ref. # GLYE/MOK/2017-1 for GLYE Parked Doc. (Quit rent payment voucher) # ATSB8/81625 to Jabatan Tanah dan Ukur Sabah, Malaysia • Area Statement as per Monthly Progress Report for the Month of October 2017; Monthly Management Report (MMR); Div. 13: 989.85ha; Div. 14: 1087/56ha; from GTGE: 394.41ha • MPOB license # 504759802000; 1/7/2017-30/6/2018; Area reg.: 2077.41ha <p>* Noted that inconsistency of area between land titles and MPOB license due to management of only 394.41ha of area from (CL) 095317463 which belonged to Genting Tenegang Estate.</p> <p><u>Bahagia Estate:</u> Sighted the following:</p> <ul style="list-style-type: none"> • Land titles/user rights – 3 titles: <ul style="list-style-type: none"> i) Title # Country Lease (CL) 095316233; 302.5ha; 1/1/1987– 31/12/2085 (98 years lease); Lot/District: Lot 095316233, Kinabatangan, Sabah ii) Title # Country Lease (CL) 095316242; 304.5ha; 1/1/1987– 31/12/2085 (98 years lease); Lot/District: Lot 095316242, Kinabatangan, Sabah iii) Title # Country Lease (CL) 095316993; 8094ha; 1/1/1988– 31/12/2086 (98 years lease); Lot/District: Lot 095316993, Kinabatangan, Sabah (Tanjung Estate 4274.57ha + Bahagia Estate 3819.43ha) • Sabah Region - Land Cess for Land Titles; ref. # GTSB/QR/2017-1 for GLYE Parked Doc. (Quit rent payment voucher) # ATSB8/81626 to Jabatan Tanah dan Ukur Sabah, Malaysia • Area Statement as per Monthly Progress Report for the Month of October 2017; Monthly Management Report (MMR); Div. 13: 989.85ha; Div. 14: 1087/56ha; from GTGE: 394.41ha • MPOB license # 504759802000; 1/7/2017-30/6/2018; Area reg.: 2077.41ha <p>* Noted that inconsistency of area between land titles and MPOB license due to management of only 394.41ha of area from (CL) 095317463 which belonged to Genting Tenegang Estate.</p>	<p>Complied</p>

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Criterion / Indicator	Assessment Findings	Compliance
2.2.2 Legal boundaries shall be clearly demarcated and visibly maintained. - Minor compliance -	At all visited estates, noted that boundary is visibly maintained and verified during the visit. Legal boundaries are clearly demarcated and visibly maintained throughout the estate. Mill is located inside Genting Tanjung Estate and sharing the estate boundary. All the boundaries are visibly maintained as per company SOP. Site visit to the block 1 and confirmed that the boundary stone are well maintained.	Complied
2.2.3 Where there are or have been disputes, additional proof of legal acquisition of title 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). - Minor compliance -	The process established as Sustainability Management Procedure for Negotiation, Compensation and Handling Procedure; SMP-GPB-18; Rev. 02; Date: 5/9/2014. No any disputes recorded.	Complied
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. -Major compliance	There is no land dispute in the certification unit and supply base at the time of audit. The land belongs to Genting Plantations Berhad and land ownership documents verified.	Complied
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 where applicable). -Minor compliance	There is no land dispute in the certification unit and supply base at the time of audit. The land belongs to Genting Plantations Berhad and land ownership documents verified.	Complied
2.2.6 To avoid escalation of conflict, there shall be no evidence that palm oil operations have instigated violence in maintaining peace and order in their current and planned operations. -Major compliance	There is no land dispute in the certification unit and supply base at the time of audit. The land belongs to Genting Plantations Berhad and land ownership documents verified.	Complied
Criterion 2.3: Use of the land for oil palm does not diminish the legal rights, customary or user right 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). - Major compliance -	There is no land dispute in the operating units at the time of audit. The land belongs to Genting Plantation Berhad and land ownership documents verified. Interviewed with the smallholder confirmed that no land dispute reported. The estate is surrounded by smallholders and there is no village settlement near the area.	Complied

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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 and shall include: a) Evidence that a plan has been developed through consultation and discussion with all affected groups in the communities, and that information has been provided to all affected groups, including information on the steps that shall be taken to involve them in decision making; b) Evidence that the company has respected communities' decisions to give or withhold their consent to the operation at the time that this decision was taken; c) Evidence that the legal, economic, environmental and social implications for permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the company's title, concession or lease on the land. - Minor compliance -	There is no land dispute in the operating units at the time of audit. The land belongs to Genting Plantation Berhad and land ownership documents verified. Interviewed with the smallholder confirmed that no land dispute reported. The estate is surrounded by smallholders and there is no village settlement near the area.	Complied
2.3.3 All relevant information shall be available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. -Minor compliance	There is no land dispute in the operating units at the time of audit. The land belongs to Genting Plantation Berhad and land ownership documents verified. Interviewed with the smallholder confirmed that no land dispute reported. The estate is surrounded by smallholders and there is no village settlement near the area.	Complied
2.3.4 Evidence shall be available to show that communities are represented through institutions or representatives of their own choosing, including legal counsel. -Major compliance	There is no land dispute in the operating units at the time of audit. The land belongs to Genting Plantation Berhad and land ownership documents verified. Interviewed with the smallholder confirmed that no land dispute reported. The estate is surrounded by smallholders and there is no village settlement near the area.	Complied
Principle 3: Commitment to long-term economic and financial viability		
Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.		
3.1.1 A business or management plan (minimum three years) shall be documented that includes, where appropriate, a business case for scheme smallholders. - Major compliance -	Genting Tanjung POM has predicted for FY2017 to FY2020 is evident in Genting Tanjung Oil Mill projection for year 2017 to year 2020. The projection covers cop intake from own estate, from outside purchase (smallholders), total intake, processing cost and extraction rate (OER & KER). Similar projection available for the estate as well.	Complied

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Criterion / Indicator		Assessment Findings	Compliance								
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. - Minor compliance -	Annual replanting programme projected for a minimum of five years from 2017 to 2022 and yearly review conducted at the head office level and participated by the Regional GM and Estate managers. On-going replanting programme for 2017 reported as per below: <table border="1" data-bbox="657 562 1299 712"> <thead> <tr> <th>Estate</th> <th>Total area</th> <th>Remark</th> </tr> </thead> <tbody> <tr> <td>Genting Bahagia Estate</td> <td>440.73 ha</td> <td rowspan="2">Tall palm</td> </tr> <tr> <td>Genting Layang Estate</td> <td>72.56 ha</td> </tr> </tbody> </table>	Estate	Total area	Remark	Genting Bahagia Estate	440.73 ha	Tall palm	Genting Layang Estate	72.56 ha	Complied
Estate	Total area	Remark									
Genting Bahagia Estate	440.73 ha	Tall palm									
Genting Layang Estate	72.56 ha										
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 are documented - Major compliance -	At Genting Tanjung POM, the procedure was established and maintained. There was 3 tiers of procedure that established which were Procedure Manual, System Procedure, Sustainability Management Procedure Manual, Safe Operating Procedure and Environmental Control Procedure. At the estates, the Sustainability Management Procedure Manual and Standard Operating Procedures (SOP) were established. All the estate implemented through its daily operations.	Complied								
4.1.2	A mechanism to check consistent implementation of procedures shall be in place. - Minor compliance -	A mechanism to check consistent implementation of procedures shall be in place through inspection. All the machineries were inspecting using preventive maintenance checklist on weekly basis. The annual preventive maintenance schedule was established. The latest inspection was carried out on 27/10/2017 by Foreman. The implementation of safety procedure was monitored through workplace inspection for all activities in the Genting Tanjung POM on quarterly basis. The workplace inspection in Genting Tanjung POM was conducted on quarterly basis which the last workplace inspection was conducted on 24/08/2017. The workplace inspection in GBE was conducted on quarterly basis which the last workplace inspection was conducted on 15/09/2017. The workplace inspection in GLE was conducted on quarterly basis which the last workplace inspection was conducted on 20/09/2017.	Complied								

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Criterion / Indicator	Assessment Findings	Compliance
4.1.3 Records of monitoring and any actions taken shall be maintained and available, as appropriate. - Minor compliance -	All the record and action taken by the management was maintained and available during this assessment for review. Record of permit to work sampled (1) to check ribbon on the fruit return coupon L/A, dated 22/11/2017 was sighted and found adequate. Authorised Gas Tester and Entry Supervisor for Confined Space (NW-NSDK-AGT-0076-M) for 900218-12-6233 valid till 23/02/2018.	Complied
4.1.4 The mill shall record the origins of all third-party sourced Fresh Fruit Bunches (FFB). - Major compliance -	The origins of all third-party sourced Fresh Fruit Bunches (FFB) is verified via list of approved FFB supplier rev:3, dated 13/1/16. Legality of the FFB supplier is checked and verified. MPOB license sampled: i) Tey Ah Bu Plantation Sdn Bhd, MPOB license 509144902000 valid until 30/9/18. ii) Tentu Muri Sdn Bhd, MPOB license 509332802000 valid until 31/10/18 iii) Winking Plantation Sdn Bhd, MPOB license 513616002000 valid until 30/6/18 For non-certified FFB, no traceability identification stamped in the FFB delivery note and only stamped for certified FFB under RSPO and ISCC.	Complied
Criterion 4.2: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.		

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Criterion / Indicator	Assessment Findings	Compliance
<p>4.2.1</p> <p>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. - Minor compliance -</p>	<p>GTGE practices good agricultural practices as contained in their SOPs (Oil Palm Manual, dated 30/8/2013). They are followed to manage the soil fertility to levels ensuring optimal and sustainable yields.</p> <p>One of the SOP procedure, OPM 7: Manuring of Oil Palm is referred for managing soil fertility. It includes sections on :</p> <ul style="list-style-type: none"> a) Introduction b) OPM#1: Land Clearing, Preparation, Planting and Legume Covers Establishment c) OPM#2: Oil Palm Nursery Practice d) OPM#3: Planting Density and Planting Technique e) OPM#4: Soil Conservation and Terracing f) OPM#5: Pest and Disease g) OPM#6: Weeding: Weed Management h) OPM#7: Manuring of Oil Palm i) OPM#8: Palm Replacement During Immaturity j) OPM#9: Roads and Drainage k) OPM#10: Pruning of Fronds l) OPM#11: Harvesting m) OPM#12: Crop Forecast n) OPM#13: Managing Difficult Soils <p>The agronomist from GPRC will visit the estate and conduct the sampling on annual basis. They will provide a fertiliser recommendation based on the foliar and soil sampling analysis .</p> <p>The latest analysis for Soil Analysis Test Report was received on 26/2/2015 which has approved by Senior Assistant Manager-Laboratory (L/1903/6294/12).</p>	<p>Complied</p>

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Criterion / Indicator	Assessment Findings	Compliance
<p>4.2.2</p> <p>Records of fertiliser inputs shall be maintained. - Minor compliance -</p>	<p>The 2017 fertilizer programme was established and available during the assessment. This programme was prepared by Genting Plantations Research Centre for both mature and immature field (Feb, March, Apr, Jul, Aug and Sept). Refer to 4th revised recommendation dated 9/5/17 for Genting Bahagia Estate.</p> <p><u>Past prime (Mature)</u></p> <p>Sample of application for September 2017:</p> <p>i) MOP 60 (rate: 1.75 kg/palm), block 11: 29.06 ha, total bags: 134/ 6.70 mt, date of application: 19/10/17 (deferred programme)</p> <p>For Layang Estate, recommendation was done by Genting Plantations Research Centre for both mature and immature field (Feb, March, Apr, Jul, Aug and Sept). Refer to 4th revised recommendation dated 19/5/17 for Genting Layang Estate.</p> <p><u>Past prime (Mature)</u></p> <p>Sample of application for August 2017:</p> <p>i) Borate 48 (rate: 0.1 kg/palm), block 20: 43.14 ha, total bags: 21/0.525 mt, date of application: 21/10/17 (deferred programme)</p> <p>Fertilizer application cut-off date (30/11/17) based on memo sent by Senior Agronomy dated 2/11/17.</p>	<p>Complied</p>
<p>4.2.3</p> <p>There shall be evidence of periodic tissue and soil sampling to monitor changes in nutrient status. - Minor compliance -</p>	<p>Foliar tissue is sampled for analysis annually and the last result was received on 19/9/17 (Genting Bahagia) and 6/9/2017 (Genting Layang). Plant analysis test report no:PR109/2017 and PR104/2017 were sighted .This plant analysis was carried out by Genting Plantation Research Centre.</p> <p><u>Genting Bahagia Estate</u></p> <p>Soil analysis report No: SR05/2015 dated 25/4/15 was sighted. Frequency of analysis is once every 5 years. Soil sampling to monitor changes in nutrient status will be done every 5 years. Samples of soil were analyzed for pH, Org C, N, P, K, Ca,Mg, Na, CEC and mechanical analysis</p> <p><u>Genting Layang Estate</u></p> <p>Soil analysis report No: SR16/13 dated 23/12/15 was sighted. Frequency of analysis is once every 5 years. Soil sampling to monitor changes in nutrient status will be done every 5 years. Samples of soil were analyzed for pH, Org C, N, P, K, Ca,Mg, Na, CEC and mechanical analysis</p>	<p>Complied</p>
<p>4.2.4</p> <p>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 after replanting. - Minor compliance -</p>	<p>No nutrient recycling strategy recommended by agronomist for EFB/POME/compost at Genting Bahagia and Layang Estate. Most of the area is prone to flood.</p>	<p>Complied</p>
<p>Criterion 4.3: Practices minimise and control erosion and degradation of soils.</p>		

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Criterion / Indicator	Assessment Findings	Compliance																																				
<p>4.3.1 Maps of any fragile soils shall be available. - Major compliance -</p>	<p>Soil Maps of 1:32,000 was sighted in the Soil Management File. Soil series in Genting Bahagia Estate:</p> <table border="1" data-bbox="660 474 1299 801"> <thead> <tr> <th>Soil series</th> <th>%/ha</th> <th>Estate/Div</th> </tr> </thead> <tbody> <tr> <td>Rumidi</td> <td>1.43%/54.50 ha</td> <td>Genting Bahagia (main)</td> </tr> <tr> <td>Bidu-bidu</td> <td>5.16%/ 196.95 ha</td> <td>Genting Bahagia (main)</td> </tr> <tr> <td>Kretam</td> <td>59.47%/370.14 ha</td> <td>Genting Bahagia (main)</td> </tr> <tr> <td>Lungmanis</td> <td>9.69%/ 370.14 ha</td> <td>Genting Bahagia (main)</td> </tr> <tr> <td>Kinabatangan</td> <td>24.26% /926.60 ha</td> <td>Genting Bahagia (main)</td> </tr> </tbody> </table> <p>No fragile soils or peat was identified or found.</p> <p>Soil Maps of 1:45,000 GPRC dated 14/8/17 was sighted in the Soil Management File. Soil series in Genting Layang Estate:</p> <table border="1" data-bbox="660 1019 1299 1279"> <thead> <tr> <th>Soil series</th> <th>%/ha</th> <th>Estate/Div</th> </tr> </thead> <tbody> <tr> <td>Rumidi</td> <td>20.83 %/1.05 ha</td> <td>Genting Layang</td> </tr> <tr> <td>Bidu-bidu</td> <td>2.29%/ 45.36 ha</td> <td>Genting Layang</td> </tr> <tr> <td>Kretam</td> <td>9.38%/185.44ha</td> <td>Genting Layang</td> </tr> <tr> <td>Lungmanis</td> <td>1.03%/ 20.35 ha</td> <td>Genting Layang</td> </tr> <tr> <td>Kinabatangan</td> <td>86.25% /1706.02 ha</td> <td>Genting Layang</td> </tr> </tbody> </table> <p>No fragile soils or peat was identified or found.</p>	Soil series	%/ha	Estate/Div	Rumidi	1.43%/54.50 ha	Genting Bahagia (main)	Bidu-bidu	5.16%/ 196.95 ha	Genting Bahagia (main)	Kretam	59.47%/370.14 ha	Genting Bahagia (main)	Lungmanis	9.69%/ 370.14 ha	Genting Bahagia (main)	Kinabatangan	24.26% /926.60 ha	Genting Bahagia (main)	Soil series	%/ha	Estate/Div	Rumidi	20.83 %/1.05 ha	Genting Layang	Bidu-bidu	2.29%/ 45.36 ha	Genting Layang	Kretam	9.38%/185.44ha	Genting Layang	Lungmanis	1.03%/ 20.35 ha	Genting Layang	Kinabatangan	86.25% /1706.02 ha	Genting Layang	<p>Complied</p>
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<p>4.3.2</p> <p>A management strategy shall be in place for plantings on slopes above a certain limit (this needs to be soil and climate specific). - Minor compliance -</p>	<p>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, rev:0 dated 11/10/13.</p> <p>Clause 7.1 – Step Land Management Steep >25° shall not be planted. These areas shall be demarcated and conserved as Conservation Set Aside (CSA)</p> <table border="1" data-bbox="659 705 1297 1008"> <thead> <tr> <th>Estate</th> <th>Slope/Degree</th> <th>%</th> </tr> </thead> <tbody> <tr> <td rowspan="7">Genting Bahagia (Main Div)</td> <td>Flat (0-2°)</td> <td>36.34</td> </tr> <tr> <td>Undulating (2-6°)</td> <td>45.75</td> </tr> <tr> <td>Rolling (6-12°)</td> <td>16.20</td> </tr> <tr> <td>Hilly (12-20°)</td> <td>1.53</td> </tr> <tr> <td>Steep (20-25°)</td> <td>0.18</td> </tr> <tr> <td>Very Steep, >25°</td> <td>0</td> </tr> <tr> <td>Total</td> <td>100</td> </tr> </tbody> </table> <table border="1" data-bbox="659 1059 1297 1361"> <thead> <tr> <th>Estate</th> <th>Slope/Degree</th> <th>%</th> </tr> </thead> <tbody> <tr> <td rowspan="7">Genting Layang</td> <td>Flat (0-2°)</td> <td>74.77</td> </tr> <tr> <td>Undulating (2-6°)</td> <td>20.30</td> </tr> <tr> <td>Rolling (6-12°)</td> <td>4.65</td> </tr> <tr> <td>Hilly (12-20°)</td> <td>0.28</td> </tr> <tr> <td>Steep (20-25°)</td> <td>0</td> </tr> <tr> <td>Very Steep, >25°</td> <td>0</td> </tr> <tr> <td>Total</td> <td>100</td> </tr> </tbody> </table>	Estate	Slope/Degree	%	Genting Bahagia (Main Div)	Flat (0-2°)	36.34	Undulating (2-6°)	45.75	Rolling (6-12°)	16.20	Hilly (12-20°)	1.53	Steep (20-25°)	0.18	Very Steep, >25°	0	Total	100	Estate	Slope/Degree	%	Genting Layang	Flat (0-2°)	74.77	Undulating (2-6°)	20.30	Rolling (6-12°)	4.65	Hilly (12-20°)	0.28	Steep (20-25°)	0	Very Steep, >25°	0	Total	100	<p>Complied</p>
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<p>4.3.3</p> <p>A road maintenance programme shall be in place. - Minor compliance -</p>	<p>The road maintenance programme is found in the 'Road Maintenance programme' file. The monthly road maintenance programme was sighted. Road patching, gravelling, levelling and grading was planned in included in the plan. Sample of completed programme as at October 2017:</p> <table border="1" data-bbox="659 1563 1297 1839"> <thead> <tr> <th>Block</th> <th>Programme</th> <th>Ha completed</th> </tr> </thead> <tbody> <tr> <td rowspan="4">5</td> <td>Road repair</td> <td rowspan="4">895.82 ha</td> </tr> <tr> <td>Bridges</td> </tr> <tr> <td>Path</td> </tr> <tr> <td>Main trunk road</td> </tr> <tr> <td rowspan="4">6</td> <td>Road repair</td> <td rowspan="4">479.29 ha</td> </tr> <tr> <td>Bridges</td> </tr> <tr> <td>Path</td> </tr> <tr> <td>Main trunk road</td> </tr> </tbody> </table>	Block	Programme	Ha completed	5	Road repair	895.82 ha	Bridges	Path	Main trunk road	6	Road repair	479.29 ha	Bridges	Path	Main trunk road	<p>Complied</p>																					
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<p>4.3.4</p> <p>Subsidence of peat soils shall be minimised and monitored. A documented water and ground cover management programme shall be in place. - Minor compliance -</p>	<p>No peat soil at Genting Bahagia and Genting Layang estate.</p>	<p>Complied</p>																																				

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4.3.5	Drainability assessments shall be required prior to replanting on peat to determine the long-term viability of the necessary drainage for oil palm growing. - Minor compliance -	No peat soil at Genting Bahagia and Genting Layang estate.	Complied
4.3.6	A management strategy shall be in place for other fragile and problem soils (e.g. sandy, low organic matter, acid sulphate soils). - Minor compliance -	No peat soil at Genting Bahagia and Genting Layang estate.	Complied
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. - Minor compliance -	Water management plan for raw water & drinking water (as per SOM-LAB-12 & SOP-LAB-03) dated 30/10/2017 was established. The plan was implemented and monitored on monthly basis by the Mill Engineer. The GBE water management plan dated 23/10/2017 was established. The plan was implemented and monitored on monthly basis by the Estate Manager. The GLE water management plan dated 09/10/2017 was established. The plan was implemented and monitored on monthly basis by the Estate Manager.	Complied

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<p>4.4.2</p> <p>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. - Major compliance -</p>	<p>Water management plan for raw water & drinking water (as per SOM-LAB-12 & SOP-LAB-03) was established. The plan was implemented and monitored on monthly basis by the Mill Engineer and Estate Assistant Manager.</p> <p>Based on the upstream and downstream analysis, all the parameters have been complied with.</p> <p>Analysis was done every month and submitted to the authority on quarterly basis. The following parameters (BOD, TSS, Ammonical Nitrogen, Total Nitrogen, Oil & Grease, pH, COD, Total Suspended Solids) are checked by independent Lab, KL-Kepong (Sabah) Sdn. Bhd – KDC Laboratory.</p> <table border="1" data-bbox="660 824 1299 1059"> <thead> <tr> <th>Month</th> <th>23/10</th> <th>23/09</th> <th>18/08</th> <th>19/07</th> </tr> </thead> <tbody> <tr> <td>Upstream Water Analysis</td> <td>Within Spec</td> <td>Within Spec</td> <td>Within Spec</td> <td>Within Spec</td> </tr> <tr> <td>Down-stream Water Analysis</td> <td>Within Spec</td> <td>Within Spec</td> <td>Within Spec</td> <td>Within Spec</td> </tr> </tbody> </table> <p><u>Genting Tanjung POM</u></p> <p>Sighted the certificate of analysis for water samples (point 1 – point 8) from KL-Kepong (Sabah) Sdn Bhd – KDC Laboratory (ref: GTOM/LAB/01/08) report no: R17/8/212 dated 21/08/2017. All results are within limits of the WQI.</p> <p><u>Genting Bahagia Estate (GBE)</u></p> <p>Sighted the certificate of analysis for water samples (treated water) from Dynakey Laboratories Sdn Bhd (ref: 20170824/01A & 20170824/01B) dated 18/08/2017. All results are within limits of the DWQS.</p> <p><u>Genting Layang Estate (GLE)</u></p> <p>Sighted the certificate of analysis for water samples (raw water and treated water) from Dynakey Laboratories Sdn Bhd (ref: 20170824/05A & 20170824/05B) dated 18/09/2017. All results are within limits of the DWQS.</p>	Month	23/10	23/09	18/08	19/07	Upstream Water Analysis	Within Spec	Within Spec	Within Spec	Within Spec	Down-stream Water Analysis	Within Spec	Within Spec	Within Spec	Within Spec	<p>Complied</p>
Month	23/10	23/09	18/08	19/07													
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4.4.3	Appropriate treatment of mill effluent to required levels and regular monitoring of discharge quality, especially Biochemical Oxygen Demand (BOD), shall be in compliance with national regulations (Criteria 2.1 and 5.6). - Minor compliance -	<p>Based on the effluent final discharge analysis, all the parameters have been complied with. Analysis was done once and every month and submitted to the authority on quarterly basis. The following parameters (BOD, TSS, Ammonical Nitrogen, Total Nitrogen, Oil & Grease, pH, COD, Total Suspended Solids) are checked by independent Lab, KL-Kepong (SABAH) Sdn. Bhd.</p> <table border="1"> <thead> <tr> <th>Month</th> <th>23/10</th> <th>23/09</th> <th>18/08</th> <th>19/07</th> </tr> </thead> <tbody> <tr> <td>Final Discharge Results (BOD)</td> <td>12</td> <td>15</td> <td>16</td> <td>15</td> </tr> </tbody> </table> <p>Quarterly report to DOE has been forwarded. The following record has been reviewed and report dated: 3rd quarter 04/10/2017, 2nd quarter 05/07/2017 and 1st quarter 11/04/2017 were sighted during the audit.</p>	Month	23/10	23/09	18/08	19/07	Final Discharge Results (BOD)	12	15	16	15	Complied
Month	23/10	23/09	18/08	19/07									
Final Discharge Results (BOD)	12	15	16	15									
4.4.4	Mill water use per tonne of Fresh Fruit Bunches (FFB) (see Criterion 5.6) shall be monitored. - Minor compliance -	<p>Water consumption per tonne of FFB is being monitored.</p> <p>Verified the following water consumption data:</p> <table border="1"> <thead> <tr> <th>Month</th> <th>July 2017</th> <th>Aug 2017</th> <th>Sept 2017</th> <th>Oct 2017</th> </tr> </thead> <tbody> <tr> <td>(m3/MT)</td> <td>1.32</td> <td>1.34</td> <td>1.31</td> <td>1.25</td> </tr> </tbody> </table>	Month	July 2017	Aug 2017	Sept 2017	Oct 2017	(m3/MT)	1.32	1.34	1.31	1.25	Complied
Month	July 2017	Aug 2017	Sept 2017	Oct 2017									
(m3/MT)	1.32	1.34	1.31	1.25									
<p>Criterion 4.5: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management techniques.</p>													
4.5.1	Implementation of Integrated Pest Management (IPM) plans shall be monitored. - Major compliance -	<p>Documented IPM is found in the Oil Palm Manual under 'Pest and disease (revision June 2013) OPM 5. 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>Genting Bahagia Estate has IPM management plan dated 27/4/17. The plan has include :</p> <ul style="list-style-type: none"> a) Rat damage census and baiting campaign based census results more threshold limit at 26% on March 2017. Campaign start immediately on March 2017 using 1st generation rat baiting, warfarin b) Beneficial plant planting – cultivation ratio 60:20:20 (tunera; cassia: antigonan). Planted 1000 ha, expected planted area : 1500 ha. c) Weed management (cattle management/grazing) – div 5 (flat area) block 1-12. 	Complied										

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4.5.2	Training of those involved in IPM implementation shall be demonstrated. - Minor compliance -	Training of those involved in IPM implementation was demonstrated. Group Training for Tenegang Group Estates was done on 21/4/17 by GPRC to all workers, staff and executive.	Complied						
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. - Major compliance -	The SOP and the Justification of Pesticide used is sighted in The Sustainability Management Procedure Manual, SMP-GPB-28, rev:3 dated 2 September 2016. 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 Amendment to include insecticides chemical Nurelle D505 EC and Legend 5.0SC and alternative for methamidphos, (class IB), Acephate Impact 75% for bagworm treatment.	Complied						
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. - Major compliance -	Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) was maintained. To date 2017: 0.69 Ai/Ha <table border="1" data-bbox="662 1198 1300 1288"> <tr> <td>Total pesticides</td> <td>2016</td> <td>2017</td> </tr> <tr> <td>Ai/Ha</td> <td>3.63</td> <td>0.69</td> </tr> </table>	Total pesticides	2016	2017	Ai/Ha	3.63	0.69	Complied
Total pesticides	2016	2017							
Ai/Ha	3.63	0.69							
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 national Best Practice guidelines. - Major compliance -	Use of pesticide is minimized as reported in above indicator and part of the IPM programme. Documented IPM is found in the Oil Palm Manual under 'Pest and disease (revision June 2013) OPM 5 . It identified the pest such as : 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 It also shows the lifecycles, type of species as well as the chemical, physical and biological control method recommended. Prophylactic used is confined to the spray in the oil palm nursery whereby the seedlings are ensured to be protected.	Complied						

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Criterion / Indicator	Assessment Findings	Compliance									
4.6.4 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 national Best Practice guidelines. The use of such pesticides shall be minimised and eliminated as part of a plan, and shall only be used in exceptional circumstances. - Minor compliance -	No class 1A and 1B chemical used as there was no severe pest and disease outbreak as to date	Complied									
4.6.5 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). - Major compliance -	<p>Pesticide operators given training on the safe handling and application of the pesticides. Suitable personal protective equipment's and application equipment provided to the operators. All precautions attached to the products explained to operators and understood by them. This was verified during the interview with workers. Sample of training checked:</p> <table border="1" data-bbox="660 954 1297 1205"> <thead> <tr> <th data-bbox="660 954 874 999">Training</th> <th data-bbox="874 954 1086 999">Date</th> <th data-bbox="1086 954 1297 999">Trainer</th> </tr> </thead> <tbody> <tr> <td data-bbox="660 999 874 1077">Chemical handling</td> <td data-bbox="874 999 1086 1077">20/3/17</td> <td data-bbox="1086 999 1297 1077">G-planters</td> </tr> <tr> <td data-bbox="660 1077 874 1205">Safe work procedure/ PPE usage and maintenance</td> <td data-bbox="874 1077 1086 1205">17/4/17</td> <td data-bbox="1086 1077 1297 1205">Estate assistant</td> </tr> </tbody> </table>	Training	Date	Trainer	Chemical handling	20/3/17	G-planters	Safe work procedure/ PPE usage and maintenance	17/4/17	Estate assistant	Complied
Training	Date	Trainer									
Chemical handling	20/3/17	G-planters									
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4.6.6 Storage of all pesticides shall be according to recognised best practices. All pesticide containers shall be properly disposed of and not used for other purposes (see Criterion 5.3). - Major compliance -	<p>The mill and estates comply with Regulation 9 of the Pesticides Act 1974 requiring balance of remaining solution to be kept under lock and key.</p> <p>During visit it was noted that all the remaining pesticides are kept in the store and securely locked and comply with regulation.</p> <p>Containers are triple rinsed and punctured before collection by registered agent. MSDS also made available for all the pesticides during onsite audit</p>	Complied									
4.6.7 Application of pesticides shall be by proven methods that minimise risk and impacts. - Minor compliance -	The operating units comply with Regulation 9 of the Pesticides Act 1974 requiring balance of remaining solution to be kept under lock and key. During visit it was noted that all the remaining pesticides are kept in the store and securely locked and comply with regulation. Agrochemical containers recycled for premixing.	Complied									
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. - Major compliance -	No aerial spray at all visited estate.	Complied									

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<p>4.6.9 Maintenance of employee and associated smallholder knowledge and skills on pesticide handling shall be demonstrated, including provision of appropriate information materials (see Criterion 4.8). - Minor compliance -</p>	<p>No associated smallholders.</p> <p>Training records for staff and workers on implementation were available and verified to be satisfactory during on-site assessment.</p> <table border="1" data-bbox="662 539 1305 880"> <thead> <tr> <th>Date</th> <th>Training Topic</th> <th>Trainer</th> <th>Remark</th> </tr> </thead> <tbody> <tr> <td>16/03/2017</td> <td>Pesticide Handling Training</td> <td>G-Planter</td> <td>GBE</td> </tr> <tr> <td>17/11/2017</td> <td>Pesticide Handling and Fertilizer Training</td> <td>En Muhammad Faisal Bin Abu</td> <td>GLE</td> </tr> </tbody> </table>	Date	Training Topic	Trainer	Remark	16/03/2017	Pesticide Handling Training	G-Planter	GBE	17/11/2017	Pesticide Handling and Fertilizer Training	En Muhammad Faisal Bin Abu	GLE	<p>Complied</p>			
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<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). - Minor compliance -</p>	<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>Wastes are identified eg. domestic waste, scheduled waste, recyclable waste and empty chemical containers.</p> <p>GBE and GLE have designated areas to store litter and waste, which do not create a safety or health hazard.</p> <p>The domestic wastes were disposed at landfill. The site visit at landfill at block 62 (GBE).</p>	<p>Complied</p>															
<p>4.6.11 Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, shall be demonstrated. - Major compliance -</p>	<p>Medical Surveillance carried out on 25/02/2017 (GBE) for 50 workers and 20/05/2017 & 29/07/2017 (GLE) by Dr. Shaji A/L Prathap Gopal (Reg ref: HQ /12/DOC/00/259).</p> <p>The following medical surveillance report reviewed.</p> <table border="1" data-bbox="662 1453 1305 1686"> <thead> <tr> <th>Passport No</th> <th>Health Status</th> <th>Station</th> </tr> </thead> <tbody> <tr> <td>B1104121</td> <td>FIT</td> <td>GBE</td> </tr> <tr> <td>AT680539</td> <td>FIT</td> <td>GBE</td> </tr> <tr> <td>960606125544</td> <td>FIT</td> <td>GLE</td> </tr> <tr> <td>AF44554</td> <td>FIT</td> <td>GLE</td> </tr> </tbody> </table> <p>Sighted GLE medical removal protection for AP646009 (Thalasaemia trait) transfer date 01/09/2017 from praying activity to loose fruit collection activity approved by Mr Kevin Tuck Cheong (Acting Estate Manager).</p>	Passport No	Health Status	Station	B1104121	FIT	GBE	AT680539	FIT	GBE	960606125544	FIT	GLE	AF44554	FIT	GLE	<p>Complied</p>
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4.6.12	No work with pesticides shall be undertaken by pregnant or breast-feeding women. - Major compliance -	<p>The monthly check-up was conducted by HA. The following checkup records were sighted.</p> <table border="1"> <thead> <tr> <th>Name</th> <th>UPT</th> <th>Date</th> <th>Station</th> </tr> </thead> <tbody> <tr> <td>Marry Jane</td> <td>Not pregnant</td> <td>06/11/2017</td> <td>GBE</td> </tr> <tr> <td>Nurlina Beddu</td> <td>Not pregnant</td> <td>06/11/2017</td> <td>GBE</td> </tr> <tr> <td>Samsudarmia Binti Sudirman</td> <td>Not pregnant</td> <td>16/11/2017</td> <td>GLE</td> </tr> <tr> <td>Rosma Malana</td> <td>Not pregnant</td> <td>16/11/2017</td> <td>GLE</td> </tr> </tbody> </table>	Name	UPT	Date	Station	Marry Jane	Not pregnant	06/11/2017	GBE	Nurlina Beddu	Not pregnant	06/11/2017	GBE	Samsudarmia Binti Sudirman	Not pregnant	16/11/2017	GLE	Rosma Malana	Not pregnant	16/11/2017	GLE	Complied
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An occupational health and safety plan is documented, effectively communicated and implemented. The health and safety plan shall cover the following:																							
4.7.1	A health and safety policy shall be in place. A health and safety plan covering all activities shall be documented and implemented, and its effectiveness monitored. - Major compliance -	<p>The Occupational Safety And Health Policy was established, signed by Senior Vice President – Group Processing on 20/07/2017. The communication between employer and employees can be seen through briefing during morning muster and displayed the policy on the notice board.</p> <p>The safety and health management plan 2017 was established and prepared by Mill Engineer and approved by Mill Manager. All the activities were included in this Safety and Health Management plan.</p> <p>At Genting Tanjung POM, CHRA was conducted on 11/5/2015 by Mr Tan Tiong Pin (JKKPHIE 127/171-2(160)) from ENVOSHA Sdn Bhd. All the recommendations by assessor were included in the CHRA action plan. This plan was reviewed by Mill Manager on monthly basis.</p> <p>At GBE, CHRA was conducted on 25/06/2014 by QMSPRO Training and Consultancy, Noormahani Harun (JKKP IH 127/171-2(154) and Zairul Akmar Mosmin (JKKP IH 127/171-2(236)). All the recommendations by assessor were included in the CHRA action plan.</p> <p>This plan was reviewed by Estate Manager and the latest review was on 20/09/2016 (GBE).</p> <p>At GLE, CHRA was conducted on 24/06/2014 by QMSPRO Training and Consultancy, Noormahani Harun (JKKP IH 127/171-2(154) and Zairul Akmar Mosmin (JKKP IH 127/171-2(236)). All the recommendations by assessor were included in the CHRA action plan. This plan was reviewed by Estate Manager.</p>	Complied																				

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<p>4.7.2</p> <p>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 compliance -</p>	<p>The Hazard Identification, Risk Assessment and Control Procedure was established and maintained. All the activities were register in the HIRARC register form. HIRARC was reviewed on annually basis or if there is any significant change including occurrence of incident.</p> <p>The latest reviewed was carried out on 09/11/2017 at Genting Tanjung POM, 11/11/2016 at GBE & GLE.</p> <p>At Genting Tanjung POM, HIRARC included the Sterilizer station, loading ramp operations, air compressor, bio-polishing plant, EFB plant, splitter beroperasi, and shovel & tractor driver.</p> <p>HIRARC review for GBE & GLE included the Barn Owl consensus, Buffalo management, cow slaughter for raya qorban and Vicon operations.</p> <p>Health Surveillance Programme</p> <p>Genting Tanjung POM - Medical Surveillance carried out on 18/10/2016 by Dr. Mohd Azizan Abdul Aziz (Reg ref: HQ /10/DOC/00/167) from Dab Oh Sdn Bhd.</p> <p>The following medical surveillance report reviewed.</p> <table border="1" data-bbox="660 1048 1297 1234"> <thead> <tr> <th>Name</th> <th>Health Status</th> <th>Station</th> </tr> </thead> <tbody> <tr> <td>Jusman bin Usman</td> <td>FIT</td> <td>Laboratory</td> </tr> <tr> <td>Mohd Idrus Yunus</td> <td>FIT</td> <td>Laboratory</td> </tr> <tr> <td>Yasrin Yahya</td> <td>FIT</td> <td>Laboratory</td> </tr> </tbody> </table> <p>Chemical Exposure Monitoring</p> <p>Chemical Exposure Monitoring was carried out by Dah Oh Sdn Bhd Dr Mohd Azizan Abdul Aziz: JKKP HIE 127/171-2(298)) on 17/11/2017. Sighted letter dated 18/11/2017 (ref: DABOH GEN/112017-018) mentioned that the report for assessment is in progress.</p> <p>Audiometric Test</p> <p>The audiometric test was conducted on 18/10/2016, by DAB OH Sdn Bhd (Dr Mohd Azizan Abdul Aziz: JKKP HIE 127/171-2(298)) for 21 workers. Based on the result, 1 worker had mild to moderate hearing impairment, those JKKP 7 was sent to DOSH accordingly by OHD on 20/10/2016.</p>	Name	Health Status	Station	Jusman bin Usman	FIT	Laboratory	Mohd Idrus Yunus	FIT	Laboratory	Yasrin Yahya	FIT	Laboratory	<p>Complied</p>
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<p>4.7.3 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. - Minor compliance -</p>	<p>Comprehensive Safety Related training was provided to the workers. The following Training reviewed :</p> <table border="1" data-bbox="657 461 1295 1742"> <thead> <tr> <th>Training Type</th> <th>Date</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>Basic Lubricant Training</td> <td>26/10/2017</td> <td>Genting Tanjung POM</td> </tr> <tr> <td>Risk Assessment Training & Centralized Documentation Review</td> <td>05/06/2017</td> <td>Genting Tanjung POM</td> </tr> <tr> <td>Training scheduled waste management</td> <td>27/04/2017</td> <td>Genting Tanjung POM</td> </tr> <tr> <td>Training on confined space & permit to work</td> <td>28/01/2017</td> <td>Genting Tanjung POM</td> </tr> <tr> <td>Training for Workshop & Boiler</td> <td>12/01/2017</td> <td>Genting Tanjung POM</td> </tr> <tr> <td>Safety Training (Genset, Water Treatment & Water Pump)</td> <td>26/10/2017</td> <td>GBE</td> </tr> <tr> <td>OSH Manual contents briefing to workers regarding HIRARC</td> <td>10/08/2017</td> <td>GBE</td> </tr> <tr> <td>Harvesting and collection of loose fruit training</td> <td>28/07/2017</td> <td>GBE</td> </tr> <tr> <td>Workshop Safety Training</td> <td>13/07/2017</td> <td>GBE</td> </tr> <tr> <td>Safety Induction to new workers</td> <td>01/07/2017</td> <td>GBE</td> </tr> <tr> <td>Sprayers training & SOP</td> <td>18/11/2017</td> <td>GLE</td> </tr> <tr> <td>Fertilizer store and Pesticide training</td> <td>17/11/2017</td> <td>GLE</td> </tr> <tr> <td>Safety & PPE training</td> <td>21/09/2017</td> <td>GLE</td> </tr> <tr> <td>Harvesting training</td> <td>14/09/2017</td> <td>GLE</td> </tr> <tr> <td>Triple rinsing training</td> <td>15/08/2017</td> <td>GLE</td> </tr> </tbody> </table>	Training Type	Date	Remarks	Basic Lubricant Training	26/10/2017	Genting Tanjung POM	Risk Assessment Training & Centralized Documentation Review	05/06/2017	Genting Tanjung POM	Training scheduled waste management	27/04/2017	Genting Tanjung POM	Training on confined space & permit to work	28/01/2017	Genting Tanjung POM	Training for Workshop & Boiler	12/01/2017	Genting Tanjung POM	Safety Training (Genset, Water Treatment & Water Pump)	26/10/2017	GBE	OSH Manual contents briefing to workers regarding HIRARC	10/08/2017	GBE	Harvesting and collection of loose fruit training	28/07/2017	GBE	Workshop Safety Training	13/07/2017	GBE	Safety Induction to new workers	01/07/2017	GBE	Sprayers training & SOP	18/11/2017	GLE	Fertilizer store and Pesticide training	17/11/2017	GLE	Safety & PPE training	21/09/2017	GLE	Harvesting training	14/09/2017	GLE	Triple rinsing training	15/08/2017	GLE	<p>Complied</p>
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<p>4.7.4</p> <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. - Major compliance -</p>	<p>At Genting Tanjung POM, the Safety and Health Committee organization chart was established and available, dated 9/6/2016 - Interviewed Mr Elbert Tay as Committee Secretary.</p> <p>Quarterly Safety & Health Committee meeting held – chaired by Mill Manager, discussion on the following :</p> <ul style="list-style-type: none"> i) Passing of previous minutes and arising matters. ii) Accident report (Monthly Accident statistics) iii) Workplace inspection iv) Fire equipment monitoring <p>Verified the following Minutes: 05/09/2017, 02/06/2017, 21/03/2017 (verified held every 3 months once).</p> <p>At GBE, Safety and Health Committee organization chart was established and available, dated 27/09/2017 - Interviewed Puan Norsita Bahar as Committee secretary.</p> <p>Quarterly Safety & Health Committee meeting held – chaired by Mill Manager, discussion on the following :</p> <ul style="list-style-type: none"> j) Passing of previous minutes and arising matters. v) Accident report (Monthly Accident statistics) vi) Workplace inspection vii) Fire equipment monitoring <p>Verified the following Minutes: 27/09/2017, 21/06/2017, 17/03/2017 (verified held every 3 months once).</p> <p>At GLE, Safety and Health Committee organization Chart was established and available, dated 14/08/2017 - Interviewed Mrs Bibih Andipoh as Committee secretary.</p> <p>Quarterly Safety & Health Committee meeting held – chaired by Mill Manager, discussion on the following :</p> <ul style="list-style-type: none"> k) Passing of previous minutes and arising matters. viii) Accident report (Monthly Accident statistics) ix) Workplace inspection x) Fire equipment monitoring <p>Verified the following Minutes: 21/09/2017, 21/06/2016 and 31/03/2017 (verified held every 3 months once).</p>	<p>Complied</p>

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<p>4.7.5</p> <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. - Minor compliance -</p>	<p>The accident and emergency procedure was establish - Emergency Response Procedure (SP-MGR-04, Revision 01 dated 01/08/2017. The procedure was addressed on the policy, fire, the emergency escape routes, plan when emergency happened, contact person in-charge, chemical spillage, effluent overflow from broken bund and broken pipe and accident.</p> <p>The fire drill was carried out on 23/05/2017 at Genting Tanjung POM. Target evacuation times (3 minutes) were established and actual time (4 minutes 5 sec) was followed. The drill was supervised by Mill Engineer. Safety briefing provided by Mill engineer. The report of fire drill was verified accordingly.</p> <p>While at GBE & GLE, the fire extinguisher drill was conducted on 25/10/2017 (GBE) and 14/11/2017 (GLE) to all the workers.</p> <p>'First Aid Kit' is maintained. The First Kit are checked on a quarterly basis and replenished by Medical Assistant.</p> <p>First Aiders Training (Basic of Occupational First Aid and CPR course) was conducted, the following certificate was found valid.</p>	<p>Complied</p>

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<p>4.7.6 All workers shall be provided with medical care, and covered by accident insurance. - Minor compliance -</p>	<p><u>Genting Tanjung POM</u></p> <p>Local Workers – covered by SOCSO – ‘Pertubuhan Keselamatan Sosial’. Verified through ‘Jadual Caruman Bulanan’ Aug, Sept and Oct 2017 for the following workers:</p> <table border="1" data-bbox="660 533 1299 721"> <thead> <tr> <th></th> <th>I/C No</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>691103125654</td> </tr> <tr> <td>2</td> <td>690122125487</td> </tr> <tr> <td>3</td> <td>880214125799</td> </tr> </tbody> </table> <p>Foreign Workers – covered by Workmen Compensation provided as per Compensation Act 1952 through Lonpac Insurance Berhad (Policy No: S/17/WF00/012540/SDK-26, Policy Period: 01/01/2017 to 31/12/2017).</p> <p>Verified for the following workers :</p> <table border="1" data-bbox="660 943 1299 1131"> <thead> <tr> <th></th> <th>Employee No/Passport No</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>AS 243884 (Indonesia)</td> </tr> <tr> <td>2</td> <td>AS 241565 (Indonesia)</td> </tr> <tr> <td>3</td> <td>TT 0376199 (Philippines)</td> </tr> </tbody> </table> <p><u>Genting Bahagia Estate (GBE)</u></p> <p>Local Workers – covered by SOCSO – ‘Pertubuhan Keselamatan Sosial’. Verified through ‘Jadual Caruman Bulanan’ Aug, Sept and Oct 2017 for the following workers:</p> <table border="1" data-bbox="660 1323 1299 1512"> <thead> <tr> <th></th> <th>I/C No</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>871124496292</td> </tr> <tr> <td>2</td> <td>901029126159</td> </tr> <tr> <td>3</td> <td>761129125397</td> </tr> </tbody> </table> <p>Foreign Workers – covered by Workmen Compensation provided as per Compensation Act 1952 through Lonpac Insurance Berhad (Policy No: S/17/WF00/012539/SDK-25, Policy Period: 01/01/2017 to 31/12/2017).</p> <p>Verified for the following workers :</p> <table border="1" data-bbox="660 1727 1299 1915"> <thead> <tr> <th></th> <th>Employee No/Passport No</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>AS 240537</td> </tr> <tr> <td>2</td> <td>AS 189066</td> </tr> <tr> <td>3</td> <td>AR 411028</td> </tr> </tbody> </table>		I/C No	1	691103125654	2	690122125487	3	880214125799		Employee No/Passport No	1	AS 243884 (Indonesia)	2	AS 241565 (Indonesia)	3	TT 0376199 (Philippines)		I/C No	1	871124496292	2	901029126159	3	761129125397		Employee No/Passport No	1	AS 240537	2	AS 189066	3	AR 411028	<p>Complied</p>
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	<p><u>Genting Layang Estate (GLE)</u></p> <p>Local Workers – covered by SOCSO – ‘Pertubuhan Keselamatan Sosial’. Verified through ‘Jadual Caruman Bulanan’ Aug, Sept and Oct 2017 for the following workers:</p> <table border="1" data-bbox="660 539 1299 725"> <thead> <tr> <th data-bbox="660 539 740 580"></th> <th data-bbox="740 539 1299 580">I/C No</th> </tr> </thead> <tbody> <tr> <td data-bbox="660 580 740 624">1</td> <td data-bbox="740 580 1299 624">940814126228</td> </tr> <tr> <td data-bbox="660 624 740 669">2</td> <td data-bbox="740 624 1299 669">780214125627</td> </tr> <tr> <td data-bbox="660 669 740 725">3</td> <td data-bbox="740 669 1299 725">891009125910</td> </tr> </tbody> </table> <p>Foreign Workers – covered by Workmen Compensation provided as per Compensation Act 1952 through Lonpac Insurance Berhad (Policy No: S/17/WF00/012524/SDK-0, Policy Period: 01/01/2017 to 31/12/2017).</p> <p>Verified for the following workers :</p> <table border="1" data-bbox="660 949 1299 1128"> <thead> <tr> <th data-bbox="660 949 740 990"></th> <th data-bbox="740 949 1299 990">Employee No/Passport No</th> </tr> </thead> <tbody> <tr> <td data-bbox="660 990 740 1034">1</td> <td data-bbox="740 990 1299 1034">A 5143841</td> </tr> <tr> <td data-bbox="660 1034 740 1079">2</td> <td data-bbox="740 1034 1299 1079">AS 510644</td> </tr> <tr> <td data-bbox="660 1079 740 1128">3</td> <td data-bbox="740 1079 1299 1128">AT 695758</td> </tr> </tbody> </table>		I/C No	1	940814126228	2	780214125627	3	891009125910		Employee No/Passport No	1	A 5143841	2	AS 510644	3	AT 695758	
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<p>4.7.7 Occupational injuries shall be recorded using Lost Time Accident (LTA) metrics - Minor compliance -</p>	<p>Accident statistics are being maintained and periodically reviewed (quarterly basis) during 'Health and Safety' committee meeting – minutes reviewed. The following Accident instances were reviewed.</p> <p>At Genting Tanjung POM, there no case of accident for 2016 (to-date).</p> <p>JKKP 8 was submitted on 10/01/2017, sighted the report and found no accidents recorded for 2016.</p> <p>At GBE and GLE, the accident statistic report was monitored on monthly basis.</p> <p>GBE - JKPP 8 was submitted on 13/01/2017, sighted the report.</p> <p>GLE - JKPP 8 was submitted on 08/01/2017, sighted the report.</p> <p>Accident records are found to be updated. All records on Lost Time Accident (LTA) metrics are maintained.</p> <p>Samples of accident statistic as shown below :</p> <table border="1" data-bbox="660 1010 1145 1193"> <thead> <tr> <th>Year to-date</th> <th>GBE</th> <th>GLE</th> </tr> </thead> <tbody> <tr> <td>2015</td> <td>14 (LTA 22)</td> <td>8 (LTA 12)</td> </tr> <tr> <td>2016</td> <td>6 (LTA 10)</td> <td>4 (LTA 5)</td> </tr> </tbody> </table> <p>*LTA is equivalent to lost man days (MC)</p> <p>GBE recorded LTI as at January 2017 – 1,096,640.</p> <p>GLE recorded LTI as at January 2017 – 437,736.</p>	Year to-date	GBE	GLE	2015	14 (LTA 22)	8 (LTA 12)	2016	6 (LTA 10)	4 (LTA 5)	<p>Complied</p>
Year to-date	GBE	GLE									
2015	14 (LTA 22)	8 (LTA 12)									
2016	6 (LTA 10)	4 (LTA 5)									
<p>Criterion 4.8: All staff, workers, smallholders and contract workers are appropriately trained.</p>											

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<p>4.8.1</p> <p>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 compliance -</p>	<p>Comprehensive safety related training was provided to the workers. The following training reviewed :</p> <table border="1" data-bbox="660 465 1294 1693"> <thead> <tr> <th>Training Type</th> <th>Date</th> <th>Remark</th> </tr> </thead> <tbody> <tr> <td>ESH Policy & Sub policy/ ESH Objectives & Targets</td> <td>12/01/2017</td> <td>Genting Tanjung POM</td> </tr> <tr> <td>HIRARC & Aspect Impact</td> <td>21/02/2017</td> <td>Genting Tanjung POM</td> </tr> <tr> <td>Confined space & permit to work</td> <td>18/01/2017</td> <td>Genting Tanjung POM</td> </tr> <tr> <td>Effective workplace inspection & ESH audit</td> <td>21/03/2017</td> <td>Genting Tanjung POM</td> </tr> <tr> <td>Legal & other requirement and the amendment</td> <td>08/04/2017</td> <td>Genting Tanjung POM</td> </tr> <tr> <td>Emergency Preparedness Training</td> <td>25/10/2017</td> <td>GBE</td> </tr> <tr> <td>Safe lorry driving training</td> <td>07/08/2017</td> <td>GBE</td> </tr> <tr> <td>Water pump handling in nursery training</td> <td>03/08/2017</td> <td>GBE</td> </tr> <tr> <td>Genset Safe Operation Training</td> <td>10/07/2017</td> <td>GBE</td> </tr> <tr> <td>Excavator handling training</td> <td>13/04/2017</td> <td>GBE</td> </tr> <tr> <td>MSPO Awareness</td> <td>13/11/2017</td> <td>GLE</td> </tr> <tr> <td>RSPO, ISCC & MSPO Awareness to contractors</td> <td>16/11/2017</td> <td>GLE</td> </tr> <tr> <td>Scheduled waste training</td> <td>20/09/2017</td> <td>GLE</td> </tr> <tr> <td>Firefighting training</td> <td>14/11/2017</td> <td>GLE</td> </tr> <tr> <td>Excavator handling training</td> <td>22/05/2017</td> <td>GLE</td> </tr> </tbody> </table>	Training Type	Date	Remark	ESH Policy & Sub policy/ ESH Objectives & Targets	12/01/2017	Genting Tanjung POM	HIRARC & Aspect Impact	21/02/2017	Genting Tanjung POM	Confined space & permit to work	18/01/2017	Genting Tanjung POM	Effective workplace inspection & ESH audit	21/03/2017	Genting Tanjung POM	Legal & other requirement and the amendment	08/04/2017	Genting Tanjung POM	Emergency Preparedness Training	25/10/2017	GBE	Safe lorry driving training	07/08/2017	GBE	Water pump handling in nursery training	03/08/2017	GBE	Genset Safe Operation Training	10/07/2017	GBE	Excavator handling training	13/04/2017	GBE	MSPO Awareness	13/11/2017	GLE	RSPO, ISCC & MSPO Awareness to contractors	16/11/2017	GLE	Scheduled waste training	20/09/2017	GLE	Firefighting training	14/11/2017	GLE	Excavator handling training	22/05/2017	GLE	<p>Complied</p>
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<p>4.8.2</p> <p>Records of training for each employee shall be maintained. - Minor compliance -</p>	<p>All records of training for each employee were maintained at the mill and estate office.</p>	<p>Complied</p>																																																

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.

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<p>5.1.1 An environmental impact assessment (EIA) shall be documented. - Major compliance -</p>	<p>Genting Tanjung POM documented the environment aspect impact register assessment dated 01/08/2017.</p> <p>The assessment covered:</p> <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 <p>The assessment covered different area and process in the mill such as FFB reception, loading ramp & marshalling yard, sterilizer and etc.</p> <p>List of identification of environmental aspect and impact and evaluation of significance incorporating all activities/area which available in the estates. The activities/area including herbicides spraying, manuring, harvesting/pruning and etc.</p> <p><u>GBE & GLE</u></p> <p>Environmental impact assessment for the proposed replanting of oil palm plantation at Genting Tenegang and Genting Bahagia Estates, Kinabatangan District, Sabah were available. Final report ref: CK/EV403-4252/14 dated June 2015. The proposed replanting project covers an area of approx. 7,674.19 hectares. The tentative replanting schedule program is from 2015 to 2022 for a period of 8 years.</p> <p>“Surat Akujanji” dated 15/09/2015 signed between Genting Plantations Berhad and “Jabatan Perlindungan Alam Sekitar” were available. Sighted also the “Perjanjian Syarat-syarat Alam Sekitar” ref: JPAS/PP/06/600-1/11/1/226 dated 09/09/2015.</p> <p>List of the most significant environmental impacts identified:-</p> <ul style="list-style-type: none"> 1. Biomass Management 2. General Waste Management 3. Water Pollution 4. Pest Infestation 5. Fire Hazard 6. Potential Abandonment. 	<p>Complied</p>

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<p>5.1.2</p>	<p>Where the identification of impacts requires changes in current practices, in order to mitigate negative effects, a timetable for change shall be developed and implemented within a comprehensive management plan. The management plan shall identify the responsible person/persons. - Minor compliance -</p> <p>As for the review process, the annual review of the EIA management review meeting and re-evaluate if any new activities in the POM and estate, changes of legislation and environmental issue raise by stakeholders.</p> <p>It was observed that the reviewing and updating on the registers were done annually if there's no any new activity within respective sites.</p> <p>The monitoring & action plan are ongoing and the person in charge always by Estate Manager and Assistant Manager.</p>	<p>Complied</p>

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<p>5.1.3</p> <p>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.</p> <p>- Minor compliance -</p>	<p><u>Genting Tanjung POM</u></p> <p>Monitoring plan was established based on DOE license compliance schedule which include scheduled waste storage and disposal record, POME final discharge BOD, stack monitoring and boiler stack sampling.</p> <p>a. Stack emission monitoring report dated 02/10/2017; Result for Boiler no. 2 (S2) are within permissible limit at 0.323 g/Nm³.</p> <p>b. Sampled effluent monitoring records: Monthly Effluent Analysis Test Report no. GTOM/LAB/17/057 dated 23/10/2017 for sample taken on 17/10/2017 by KDC Laboratory; parameter monitored-: pH, BOD, COD, TS, SS, TN, AN, O&G. Samples were taken from each point of treatment in the system consist of raw pond, acid ponds, digester tanks and final pond before field application. BOD limit for final discharge <20mg/L were met as well as all parameters that were within allowable limit.</p> <p>c. CEMS emission data records on 22/11/2017 shown the stack emissions opacity are within limit (20%). Certificate of calibration (MCTRL/SDM/17/0070) dated 13/09/2017 due on 13/03/2018.</p> <p>d. Inventory of scheduled wastes (5th schedule) ref: ASSH/SDK(B)31/152/000/049, inventory no: 1221H21144 361102017 for SW102, SW305, SW306, SW408, SW409, SW410, and SW430 dated 31/10/2017.</p> <p><u>Genting Bahagia Estate (GBE)</u></p> <p>Environmental monitoring & compliance audit report (2nd report of year 2017) AEC ref no: JPAS/PP/06/600-1/11/1/226, report no: CK/MO411/996-2/17, report no: 3, dated 20/10/2017 by Chemsain Konsultant Sdn Bhd were available.</p> <p>Project name: Replanting of Oil Palm Plantation (OPP) at Genting Tenegang and Genting Bahagia Estates, Kinabatangan Districts, Sabah.</p> <p>Monitoring period: May 2017 – October 2017</p> <p>Date of monitoring</p> <p>Compliance Audit visit: 16-17/08/2017</p> <p>Water Quality Sampling: 16-17/08/2017</p> <p>EIA Consultant: Chemsain Konsultant Sdn Bhd</p>	<p>Complied</p>

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	<p><u>Genting Layang Estate (GLE)</u></p> <p>Environmental monitoring & compliance audit report for proposed replanting of oil palm plantation at Genting Tenegang and Genting Bahagia Estates, Kinabatangan District, Sabah (1st report of year 2017) AEC ref: JPAS/PP/06/600-1/11/1/226, report ref: CK/MO411/996-1/17, report no: 2 dated 05/05/2017 by Chemsain Konsultant Sdn Bhd.</p> <p>Project name: Replanting of Oil Palm Plantation (OPP) at Genting Tenegang and Genting Bahagia Estates, Kinabatangan Districts, Sabah.</p> <p>Monitoring period: November 2016 – April 2017</p> <p>Date of monitoring</p> <p>Compliance Audit visit: 08/02/2017</p> <p>Water Quality Sampling: 08/02/2017</p> <p>EIA Consultant: Chemsain Konsultant Sdn Bhd</p> <p>Environmental monitoring & compliance audit report for proposed replanting of oil palm plantation at Genting Tenegang and Genting Bahagia Estates, Kinabatangan District, Sabah (2nd report of year 2017) AEC ref: JPAS/PP/06/600-1/11/1/226, report ref: CK/MO411/996-2/17, report no: 3 dated 20/10/2017 by Chemsain Konsultant Sdn Bhd.</p> <p>Project name: Replanting of Oil Palm Plantation (OPP) at Genting Tenegang and Genting Bahagia Estates, Kinabatangan Districts, Sabah.</p> <p>Monitoring period: May 2017 – October 2017</p> <p>Date of monitoring</p> <p>Compliance Audit visit: 16-17/08/2017</p> <p>Water Quality Sampling: 16-17/08/2017</p> <p>EIA Consultant: Chemsain Konsultant Sdn Bhd</p>	
<p>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.</p>		

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<p>5.2.1</p> <p>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). - Major compliance -</p>	<p>The inventory of the HCV sites was conducted in FY2010 by Dr Yap Son Kheong which covered all the Sabah region estates of Genting Plantations.</p> <p>Based on the findings of the assessment, the management and monitoring plan for HCV areas report dated 10th October 2014; High Conservation Value (HCV) areas have been identified such as forested area, river buffer zone, steep terrain, wild life sanctuary, in Genting Tenegang Group Estate.</p> <p>For Genting Bahagia Estate, it has a forested area covering approximately 21 hectares as a site for water catchment. The estate recorded present of HCV 1, 3 and 4.</p>	<p>Complied</p>
<p>5.2.2</p> <p>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 a management plan. - Major compliance -</p>	<p>Regular patrols within the operating unit estates were carried out and findings recorded by the respective Estate executives to monitor the Conservation / buffer zone areas. Monitoring and control of any illegal hunting, fishing or collecting activities was also implemented.</p> <p>While in Genting Bahagia estate, HCV1,3 and 4 is present within the plantation including the riparian buffer zone. Management and monitoring plan for HCV areas dated 23 October 2017 sighted during onsite visit</p>	<p>Complied</p>
<p>5.2.3</p> <p>There shall be a programme to regularly educate the workforce about the status of these RTE species, and appropriate disciplinary measures shall be instigated 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. - Minor compliance -</p>	<p>The program to regularly educate the workforce and community about the status of these RTE species are also established with on-going consultation with the relevant authorities at the Kinabatangan District. The last outreach programme for Orang Utan Conservation was last done on 5-9 October 2015 by Senior Research Assistant, OAUK-TOP. Other RTE sightings included elephants and proboscis monkey.</p> <p>There is evidence of commitment to discourage any illegal or inappropriate hunting, fishing or collecting activities via the signage erected around the affected areas which prohibit such activities. In 2017, awareness was given to workers on 4/8/17 with regards to Buffer Zone Conservation.</p>	<p>Complied</p>

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5.2.4 Where a management plan has been created there shall be ongoing monitoring: <ul style="list-style-type: none"> • The status of HCV and RTE species that are affected by plantation or mill operations shall be documented and reported; • Outcomes of monitoring shall be fed back into the management plan. - Minor compliance -	<p>The management of the individual estates has taken action to discourage any illegal or inappropriate hunting, fishing or collecting activities.</p> <p>During site visit, 'no hunting' signs has erected at the different strategic location at Genting Bahagia Estate, conducted a number of awareness training/meeting to the workers and local communities to discourage hunting and disturbance to the natural areas. Bi-monthly monitoring at the HCV area checklist (dated 2 November 2017) make available during onsite visit.</p> <p>Site verification to the HCV area of within Genting Layang Estate confirmed that all signage and boundary markers are well maintain. No activities had carried out in that area. Stakeholders being informed about the HCV assessment and monitoring result through meeting.</p>	Complied
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. - Minor compliance -	There was no HCV set-aside that needs any negotiation process with the local communities	Complied
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. - Major compliance -	<p>In Genting Tanjung POM and estates, three main type of waste including schedule waste, domestic waste and recyclable waste were identified and documented as per Waste Management Plan (Genting Tanjung POM dated 24/10/2017; GBE dated 23/10/2017 and GLE dated 13/09/2017).</p> <p>Stores for scheduled wastes were inspected at audited sites in estate and disposal was done by scheduled waste disposal company authorized (Legenda Bumimas Sdn Bhd) and licensed by Department of Environment.</p> <p>The estates also have a proper Scheduled Waste Store for storing scheduled waste until time of disposal by DOE authorized waste disposal contractor.</p>	Complied

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<p>5.3.2 All chemicals and their containers shall be disposed of responsibly. - Major compliance -</p>	<p>For estates, the empty pesticides container were collected in scheduled waste store after being triple rinsing and punctured at the bottom of the container.</p> <p>Latest disposal record by G-planter dated 18 March 2016 sighted during onsite audit.</p> <p>Stores for scheduled waste was inspected at audited sites in estate & mill and disposal was done by scheduled waste disposal company authorized (Legenda Bumimas Sdn Bhd) and licensed by Department of Environment.</p> <p>For example, the latest consignment note (no: A021494) dated 11/05/2017 sighted at Genting Tanjung POM.</p> <p>For example, the latest consignment note (no: A021479) dated 22/11/2017 sighted at GBE.</p> <p>For example, the latest consignment note (no: A024859) dated 22/11/2017 sighted at GLE.</p> <p>The mill and estate also have a proper Scheduled Waste Store for storing scheduled waste until time of disposal by DOE authorized waste disposal contractor.</p>	<p>Complied</p>
<p>5.3.3 A waste management and disposal plan to avoid or reduce pollution shall be documented and implemented. - Minor compliance -</p>	<p><u>Genting Tanjung POM</u></p> <p>Online scheduled waste inventory & consignment – updated as of 31/10/2017 where the quantity and storage period were within allowable limit.</p> <p>In Genting POM, latest scheduled waste disposal done on 21/11/2017, ticket no: SHCE17000005W for SW 305 by Legenda Bumimas Sdn Bhd.</p> <p><u>Genting Bahagia Estate (GBE)</u></p> <p>Online scheduled waste inventory & consignment – updated as of 03/10/2017 where the quantity and storage period were within allowable limit.</p> <p>In GBE, latest scheduled waste disposal done on 22/11/2017, consignment note: A024866 for SW 305, A024865 for SW 102, A024868 for SW 410 and A024867 for SW 409 by Legenda Bumimas Sdn Bhd.</p> <p>Sighted traces of oil on the ground surrounding the oil trap at the division 6 (diesel storage tank).</p> <p>Thus, minor non-conformance is raised.</p> <p><u>Genting Layang Estate (GLE)</u></p> <p>Online scheduled waste inventory & consignment – updated as of 07/11/2017 where the quantity and storage period were within allowable limit.</p> <p>In GLE, latest scheduled waste disposal done on 22/11/2017, consignment note: A024859 for SW 409 and A024857 for SW 305 by Legenda Bumimas Sdn Bhd.</p>	<p>Minor nonconformance</p>
<p>Criterion 5.4: Efficiency of fossil fuel use and the use of renewable energy is optimised.</p>		

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5.4.1 A plan for improving efficiency of the use of fossil fuels and to optimise renewable energy shall be in place and monitored. - Minor compliance -	<p>The plan to improve the efficiency of fossil fuel usage was established and approved by Mill Manager.</p> <ol style="list-style-type: none"> 1. Diesel consumption/FFB processed: 0.45 l/tonne (October 2017). 2. Renewable energy use (fibre): 27.55kWh/mt FFB (October 2017). <p>The plan was monitored by Mill Engineer on monthly basis.</p> <p>At GBE & GLE, there was a plan established for improving efficiency of the use of fossil fuel.</p> <p>Sighted the GBE diesel consumption 2014 – 2017 (as at October 2017). Diesel consumption/FFB processed: 5.56 l/mt (Jan - Oct 2017).</p> <p>Sighted the GLE diesel consumption 2012 – 2017 (as at October 2017). Diesel consumption/FFB processed: 4.43 l/mt (Jan - Oct 2017).</p>	Complied
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, or comparable guidelines in other regions. - Major compliance -	<p>No burning policy is available and signed by Mr Yong Chee Kong (President & Chief Operating Officer) dated 10 Aug 2011 and no evidence of open burning was observed during onsite visit to the line site as well as the areas surrounding the office.</p> <p>Prohibition use of fire during land preparation stage detailed out under agreement# GBGE/MOA/RP17/03 dated 1/9/17 between Harimaju Sdn Bhd and Genting Bahagia Estate and valid until 31/12/17. As stipulated in the contract;</p> <p>Para 2.3 – compliance with RSPO/MSPO/ISCC requirements related company policies (iv) Zero Burning Policy under Schedule 2; scope of works/work order guidelines.</p>	Complied
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, or comparable guidelines in other regions. - Minor compliance -	<p>No use of fire for land preparation during replanting and verified during site review at Agroview division.</p>	Complied
Criterion 5.6: Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.		

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<p>5.6.1</p> <p>An assessment of all polluting activities shall be conducted, including gaseous emissions, particulate/soot emissions and effluent (see Criterion 4.4). - Major compliance -</p>	<p>Based on the assessment done by Genting Tanjung POM of all polluting activities as of the Environment Aspect and Impact assessment, identified source was boiler chimney.</p> <p>Current monitoring was through online boiler smoke density and alarm and quarterly boiler stack monitoring of dust particulate.</p> <p>For example:</p> <p>a. Stack emission monitoring report dated 02/10/2017; Result for Boiler no. 2 (S2) are within permissible limit at 0.323 g/Nm³.</p> <p>b. Sampled effluent monitoring records: Monthly Effluent Analysis Test Report no. GTOM/LAB/17/057 dated 23/10/2017 for sample taken on 17/10/2017 by KDC Laboratory; parameter monitored:- pH, BOD, COD, TS, SS, TN, AN, O&G. Samples were taken from each point of treatment in the system consist of raw pond, acid ponds, digester tanks and final pond before field application. BOD limit for final discharge <20mg/L were met as well as all parameters that were within allowable limit.</p> <p>c. CEMS emission data records on 22/11/2017 shown the stack emissions opacity are within limit (20%). Certificate of calibration (MCTRL/SDM/17/0070) dated 13/09/2017 due on 13/03/2018.</p> <p>d. Inventory of scheduled wastes (5th schedule) ref: ASSH/SDK(B)31/152/000/049, inventory no: 1221H21144 361102017 for SW102, SW305, SW306, SW408, SW409, SW410, and SW430 dated 31/10/2017.</p>	<p>Complied</p>
<p>5.6.2</p> <p>Significant pollutants and greenhouse gas (GHG) emissions shall be identified, and plans to reduce or minimise them implemented. - Major compliance</p>	<p>Plans to reduce significant GHG emissions implemented includes monitoring as above. For the estate, insignificant GHG emissions identified including CO_x, SO_x and NO_x from various sources including fossil fuel, chemical and fertilizer consumptions were control through IPM.</p>	<p>Complied</p>
<p>5.6.3</p> <p>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 compliance -</p>	<p>Monitoring of the GHG quantity was done through RSPO approved calculator Palm GHG. Annual quantification of all GHG sources was input into the calculator. These GHG calculations were done as per certification unit basics.</p> <p>Total emission is 0.18 tCO₂e/mt FFB (Genting Tanjung POM), 0.54 tCO₂e/mt FFB (GLE) and 0.27 tCO₂e/mt FFB (GBE) respectively.</p> <p>Final Report for Palm GHG Calculator and email dated 22/11/2017 submitted to RSPO were sighted.</p>	<p>Complied</p>
<p>Principle 6: Responsible consideration of employees and of individuals and communities affected by growers and millers.</p>		
<p>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.</p>		

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<p>6.1.1 A social impact assessment (SIA) including records of meetings shall be documented. - Major compliance -</p>	<p><u>GTOM:</u> Sighted the RSPO Social Impact Assessment (SIA) and Human Rights Impact Assessment (HRIM) Report; Genting Tanjung Oil Mill (GTOM) Oct 2017; by Sustainability Department; Date: 30/3/2016. The report consists of a summary of the social impact assessment combined with human rights impact of GTOM conducted on 7-9/3/2016.</p> <p><u>GLYE:</u> Social Impact Assessment (SIA) and Human Rights Impact Assessment (HRIM) Report; Genting Layang Estate (GLYE) Oct 2017; by Sustainability Department; Date: 31/10/2017</p> <p><u>GBGE:</u> RSPO Social Baseline Assessment; Genting Bahagia Estate 2010; by Sustainability Department; September 2010 & Social Management and Monitoring Plan of Genting Bahagia Estate (GBGE); Updated 26/9/2017</p>	<p>Complied</p>
<p>6.1.2 There shall be evidence that the assessment has been done with the participation of affected parties. - Major compliance -</p>	<p>The Social Management and Monitoring Plan for GTOM were last updated on 24/10/2017 based on review made through stakeholder consultation meeting. Meetings were attended by both relevant internal and external stakeholders.</p>	<p>Complied</p>
<p>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. - Major compliance -</p>	<p>Based on SIA & HRIM studies, a Social Management and Monitoring Plan were established. For GTOM and sampled estates, the plan includes Procedures and Responsibilities for Implementation which were last updated on 24/10/2017.</p>	<p>Complied</p>
<p>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. - Minor compliance -</p>	<p>The Social Management and Monitoring Plan for GTOM were last updated on 24/10/2017 based on review made through stakeholder consultation meeting. Previous review was made on 3/3/2016.</p>	<p>Complied</p>
<p>6.1.5 Particular attention shall be paid to the impacts of smallholder schemes (where the plantation includes such a scheme). - Minor compliance -</p>	<p>Not applicable as there is no scheme smallholders involved in the operating units.</p>	<p>Not applicable</p>
<p>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.</p>		

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6.2.1 Consultation and communication procedures shall be documented. - Major compliance -	The process implemented based on Sustainability Management Procedure for Consultation and Communication; SMP-GPB-17; Rev. 01; Date: 19/5/2017. Consultation & communication done through meetings, dialogs, and engagement to both internal & external stakeholders. Any complaints or grievances recorded in Genting Plantations Complaints/Grievance Record Book.	Complied
6.2.2 A management official responsible for these issues shall be nominated. - Minor compliance -	<p><u>GTOM:</u></p> <p>Letter of Appointment as Management Representative for ISCC, RSPO and MSPO Related Matters; dated 24/10/2017. Appointed person: Senior Mill Manager – GTOM; by VP – Processing (Sabah)</p> <p>Letter of Appointment as Sustainability Coordinator for ISCC, RSPO and MSPO Related Matters; dated 30/10/2017. Appointed person: Mill Engineer; by Senior Mill Manager GTOM</p> <p><u>GBGE:</u></p> <p>Letter of Appointment as Sustainability Coordinator for ISCC, RSPO and MSPO Related Matters; dated 28/11/2013. Appointed person: Estate Manager; by VP/GM (Plantation) Sabah Region 2</p> <p>Letter of Appointment as Sustainability Coordinator for ISCC, RSPO and MSPO Related Matters; dated 1/8/2016. Appointed person: Senior Assistant; by Estate Manager GBGE</p>	Complied

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<p>6.2.3</p> <p>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. - Minor compliance -</p>	<p>GTOM: Genting SDC Sdn Bhd Genting Tanjung Oil Mill List of External Stakeholders updated as at October 2017. This including Approved Supplier List Rev. 2; dated 30/10/2017</p> <p>Sighted list of External Stakeholders updated as at November 2017 identified amongst all neighbouring estate, villagers, smallholders, suppliers, contractors, customer, NGO and etc.</p> <p>Latest stakeholder meeting conducted at regional level (Region 2 Sabah) on 30/10/2017 at Wisma Genting Plantations Office Sabah (GPOS). Meeting attended by Sustainability Dept. GPOS, OU MR and external stakeholders including Jab. Perkhidmatan Haiwan & Perusahaan Ternak Sabah, Kinabatangan, Jabatan Hidupan Liar Sabah, Kinabatangan.</p> <p>Previous meeting was conducted on 25/10/2017 with the attendance of local external stakeholders surrounding the GTOM complex amongst all include contractor, suppliers, neighbouring estates, smallholders, school teachers and etc.</p> <p>GBGE: Latest internal stakeholder meeting was conducted on 28/7/2017 at Block 66 Div. 8 attended by representative from contractors, vendors, suppliers as well as staffs and workers representatives.</p>	<p>Complied</p>
<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 effected parties.</p>		
<p>6.3.1</p> <p>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. - Major compliance -</p>	<p>Mechanism implemented as per Whistleblower Policy; Rev. 00; Date: 4/4/2013 under the Sustainability Management Group Policies established through specific contact person at Genting Plantation HQ office via phone or email or website form.</p>	<p>Complied</p>

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<p>6.3.2</p> <p>Documentation of both the process by which a dispute was resolved and the outcome shall be available. - Major compliance –</p>	<p>The process implemented based on Sustainability Management Procedure for Consultation and Communication; SMP-GPB-17; Rev. 01; Date: 19/5/2017. Consultation & communication done through meetings, dialogs, engagement to both internal & external stakeholders and recorded in Genting Plantations Complaints/Grievance Record Book.</p> <p>For GTOM, sighted latest complaints received from external stakeholder (MPOB Cawangan Sandakan) (ref. # 044; dated 30/8/2017) on Summary of Audit Findings for Code of Good Practice Assessment Report. Sighted immediate action taken accordingly.</p> <p>For GLYE, sighted latest complaints received from internal stakeholder (mandore) (ref. # 033; dated 3/11/2017) on stray dogs in housing areas. Sighted immediate action taken accordingly. No any external complaints/grievances received from external stakeholder.</p> <p>For GBGE, sighted latest complaints received from internal stakeholder (HA) (ref. # 013; dated 20/5/2016) on storage of harvesting pole & uncovered sickles within housing area. Sighted immediate action taken accordingly. No any external complaints/grievances received from external stakeholder.</p>	<p>Complied</p>
<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.</p>		
<p>6.4.1</p> <p>A procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, shall be in place. - Major compliance -</p>	<p>Established as Sustainability Management Procedure for Negotiation, Compensation and Handling Procedure; SMP-GPB-18; Rev. 02; Date: 5/9/2014. The objective of the procedure is to provide guidelines on handling issues as follow:</p> <ul style="list-style-type: none"> • Land/ Boundary dispute including NCR related land conflict • Squatter issue • Social issue <p>Negotiation will be carried out between estate management and the stakeholders. If it fails, then will consult Legal Department and etc. in Head Office. Any compensation claims will be decided by the HO top management bases on case basis and current value. If negotiation and compensation fails, HQ top management will proceed with legal action against the affected party. However, no disputes recorded since the last visit.</p>	<p>Complied</p>

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Criterion / Indicator	Assessment Findings	Compliance
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. - Minor compliance -	SOP same as above criteria 6.4.1 which includes calculating and distributing monetary or other type of compensation. Complied
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. - Major compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit. Complied
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.		

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Criterion / Indicator	Assessment Findings	Compliance
<p>6.5.1 Documentation of pay and conditions shall be available. - Major compliance -</p>	<p>Mill employed local and foreign workers. All the workers are under direct employment. Sampled payslip from Aug – Oct 2017 as below: a) Employee # E00087 (Indonesian) b) Employee # E00152 (Philippine) c) Employee # E00222 (Indonesian) d) Employee # E00120 (Indonesian)</p> <p>All sampled workers achieved the minimum wage as per Minimum Wage Order 2016 for period of Aug – Oct 2017.</p> <p>The mill management obtained Permit Wanita Bekerja Malam (Night Work for Woman Permit); JTK Sabah; Serial # 05(0016)SDK; Validity period: 28/7/2017 – 27/8/2018 as required under Section 75 Labour Ordinans (Sabah Chapter 67). The conditions, amongst all stated the following:</p> <ul style="list-style-type: none"> • Woman workers shall be provided with free period of rest from work for continuous 11 hours before allowed to work again • Woman workers shall not involve in continuous night shift works exceeding 1 month period unless agreed • Woman workers shall be paid with shift allowance at a rate agreed within terms and conditions of work • Woman workers shall be provided with free transporting facilities to and fro work place • And etc. <p>However, based on the payslip of sampled shift woman workers employee # E00087 for the pay of Aug-Oct 2017, no any shift allowance were paid despite the punch card record for the same Aug-Oct 2017 months shown the woman worker worked on night shifts as following:</p> <ul style="list-style-type: none"> • Aug 2017: 1st - 5th; 14th – 19th; 27th – 30th • Sep 2017: 4th; 10th – 12th; 13th – 15th; 22nd – 30th • Oct 2017: 8th – 15th; 22nd – 24th; 26th – 28th <p>Based on the evidence, the mill was not meeting the conditions of pay as per Permit Serial # 05(0016)SDK. Hence a major nonconformity has been raised.</p>	<p>Major nonconformance</p>
<p>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. - Major compliance -</p>	<p>Samples of agreements were checked as following:</p> <p><u>GTOM:</u> a) Employee # E00087; Joined date: 31/10/2008 b) Employee # E00152; Joined date: 1/2/2008 c) Employee # E00222; Joined date: 1/1/2000</p> <p><u>GLYE:</u> a) Employee # E00120; Joined date: 20/2/2016 b) Employee # E00899; Joined date: 16/6/2016 c) Employee # E00992; Joined date: 4/4/2015</p> <p><u>GBGE:</u> a) Employee # E11680; Joined date: 29/8/2016 b) Employee # E11837; Joined date: 5/9/2016 c) Employee # E11950; Joined date: 31/8/2016 d) Employee # P00126; Joined date: 30/7/2016</p>	<p>Major nonconformance</p>

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Criterion / Indicator	Assessment Findings	Compliance	
	<p>Refer to Sabah OUs "Perjanjian Pekerjaan" , Employment Contract para 10; " Pekerja harian (tidak termasuk pekerja borong/pajak) jika diberi arahan dan kelulusan bertulis oleh majikan untuk bekerja pada hari rehatnya atau hari cuti umum, pekerja berhak mendapat bayaran gaji pada kadar berikut":</p> <p>a) Pada hari rehat - 2 kali ganda; b) Pada hari cuti umum - 3 kali ganda.</p> <p>Sample of contract checked:</p> <p>i) Genting Bahagia Estate (B1104118, A6778643, AS259435, AS369872, AT680829, AT680829, AT245388)</p> <p>ii) Genting Landworthy Estate (AT 681340, EB 5779176)</p> <p>Genting Layang Estate (AT 681368, AT245056, AT696581)</p>		
6.5.3	<p>Growers and millers shall provide adequate housing, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible.</p> <p>- Minor compliance –</p>	<p>The mill and estates have provided housing facilities to the workers. They also supplied water tanks for the workers to store water. Water was treated in the mill treatment plant and found is clean. Interview with the housewives and workers found out that water and electricity was provided without charges. Clinic is located in the estate compound to provide medical facilities to all the workers. HUMANA school was also found in the estate. Crèche is provided in the mill and estate for the kids.</p> <p>Based on the result of analysis for drinking water sample taken from treated water storage tank in mill, the drinking water supplied found complied to the Standard for Water & Package Drinking 25th A Schedule of Malaysian Food 1983 (Act 281) & Regulation (Subregulation 394 (1) as at 1st March 2013. Results available in Certificate of Analysis; Report # GentingTanjung/E/N14802; Dated: 12/7/2017 by Envilab Sdn. Bhd.</p>	Complied
6.5.4	<p>Growers and millers shall make demonstrable efforts to monitor and improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance –</p>	<p>Sundry shops and canteens were located in the estate. The goods and foods price list was displayed at the shop. Besides, the management has provided transport to send workers to Lahad Datu town once a month to purchase goods and foods upon request.</p>	Complied
<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.</p>			
6.6.1	<p>A published statement in local languages recognising freedom of association shall be available.</p> <p>- Major compliance -</p>	<p>The statement published as per as per People Policy; Rev. 00; Date: 3/8/2009 sighted available in local languages recognising freedom of association.</p>	Complied

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Criterion / Indicator	Assessment Findings	Compliance
6.6.2 Minutes of meetings with main trade unions or workers representatives shall be documented. - Minor compliance -	In GTOM, the latest meeting with workers representative was done on 29/8/2017 as per "Minit Mesyuarat Persatuan Kebajikan Pekerja" sighted. In GBGE, the latest meeting with workers representative was done on 17/10/2017 as per "Minit Mesyuarat Persatuan Pekerja Ladang Bahagia" sighted. "Borang Aduan" (Complaint Form) as per Carta Aliran Pengaduan has been established. However no complaints received.	Complied
Criterion 6.7: Children are not employed or exploited.		
6.7.1 There shall be documentary evidence that minimum age requirements are met. - Major compliance -	Based on Workers List as of November 2017 for both mill and estates, no any children being employed or exploited.	Complied
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. - Major compliance -	A publicly available policy on equal opportunities as per People Policy; Rev. 00; Date: 3/8/2009 sighted and implemented accordingly.	Complied
6.8.2 Evidence shall be provided that employees and groups including local communities, women, and migrant workers have not been discriminated against. - Major compliance -	No evidence of discrimination since the company employees consist of well mixed of multiracial local and foreigners.	Complied
6.8.3 It shall be demonstrated that recruitment selection, hiring and promotion are based on skills, capabilities, qualities, and medical fitness necessary for the jobs available. - Minor compliance -	It was demonstrated that all recruitments were fairly selected and promoted.	Complied
Criterion 6.9: There is no harassment or abuse in the work place, and reproductive rights are protected.		
6.9.1 Policy to prevent sexual and all other forms of harassment and violence shall be implemented and communicated to all levels of the workforce. - Major compliance -	GPB has implemented a Sexual Harassment Policy dated 3/8/2009 signed by Chief Operating Officer. Training on sexual harassment in workplace has been given to the workers on 22/8/2016 for GTOM female workers. For GTOM, the latest meeting with woman association was done on 29/8/2017 as per "Minit Mesyuarat Persatuan Wanita" sighted. For GBGE, the latest meeting with woman association was done on 21/7/2017 as per "Minit Mesyuarat Persatuan Wanita Dan Kanak-Kanak" sighted.	Complied

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Criterion / Indicator	Assessment Findings	Compliance
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. - Major compliance -	GPB has implemented a Social Policy (Incorporating the Labour and Human Rights requirements) dated 22/6/2015. In the policy statement, it mentioned that reproductive rights are protected. Briefing on policies on 12/1/2016. Attendant list and training material is sighted.	Complied
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. - Minor compliance -	The process implemented as per relevant policies and procedure of grievance incorporated in the Social Policy above.	Complied
Criterion 6.10: Growers and mills 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. - Minor compliance -	The mill has displayed the FFB pricing for August (RM557), Sep (RM583) and October (RM597) 2017 at weighbridge area. The pricing was displayed in front of the weighbridge counter.	Complied
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). - Major compliance -	Pricing mechanism was documented as "External Fresh Fruit Bunch (FFB) Procurement Policy Agreement" which is available in dual language English & BM. The policy was briefed and issued to the smallholders and FFB suppliers on periodical basis. Sighted latest briefing was conducted on 2/10/2017. The policy also described the Price Formula consist of OER offered, MPOB monthly average CPO Price, MPOB Cess, Processing Fee and etc.	Complied
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. - Minor compliance -	Established as Genting SDC Sdn Bhd External Fresh Fruit Bunch (FFB) Procurement Policy Agreement which also available in BM. All contractual agreements made by the mill with all FFB were signed by both party.	Complied
6.10.4 Agreed payments shall be made in a timely manner. - Minor compliance -	Timely payments were done accordingly as per samples sighted as following: CPO Transport Agreement Genting SDC Sdn Bhd & Landasan Kembar Sdn Bhd; Validity 1/2/2015 – 31/12/2017; with additional inclusion of RSPO, ISCC, MSPO & OSH requirements dated 26/4/2017. CPO Transport Agreement Genting SDC Sdn Bhd & Chong Shu Min Trading Bhd; Validity 27/2/2015 – 31/12/2017; with additional inclusion of RSPO, ISCC, MSPO & OSH requirements dated 26/4/2017. PK Transport Agreement Genting SDC Sdn Bhd & Landasan Kembar Sdn Bhd; Validity 1/2/2015 – 31/12/2017; with additional inclusion of RSPO, ISCC, MSPO & OSH requirements dated 26/4/2017.	Complied
Criterion 6.11: Growers and millers contribute to local sustainable development where appropriate.		

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6.11.1	Contributions to local development that are based on the results of consultation with local communities shall be demonstrated. - Minor compliance –	Few contributions made by company amongst all sighted were as following: <ul style="list-style-type: none"> • Personal contribution to purchase of drinking water for Ranau • Transport incentive to foreign workers completed 10 years working period • Annual program of kenduri • Rice incentive to harvesters 	Complied
6.11.2	Where there are scheme smallholders, there shall be evidence that efforts and/or resources have been allocated to improve smallholder productivity. - Minor compliance –	Indicator not applicable as there is no scheme smallholder involved in the operating units.	Not applicable
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. - Major compliance -	GPB has implemented a Social Policy (Incorporating the Labour and Human Rights requirements) dated 22/6/2015. In the policy statement, the management has committed not to use any forced labour or trafficked labour. The workers had signed on the contract of employment where it stated that the passport will be retained by the employer for safety reason.	Complied
6.12.2	Where applicable, it shall be demonstrated that no contract substitution has occurred. - Minor compliance –	It was demonstrated that no contract substitution has occurred within all Genting sites.	Complied
6.12.3	Where temporary or migrant workers are employed, a special labour policy and procedures shall be established and implemented. - Major compliance -	Specific labour policies i.e. People Policy and Social Policy evidently implemented where migrant workers are treated equally as per the local workers.	Complied
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). - Major compliance -	GPB has implemented a Social Policy (Incorporating the Labour and Human Rights requirements) dated 22/6/2015. They are respected and supported the Universal Declaration of Human Rights. Briefing on policies was conducted regularly during worker assembly and displayed on notice boards at offices.	Complied
6.13.2	As long as children of foreign workers in Sabah and Sarawak 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.	There is a HUMANA school in the estates' compound. Parents do not need to pay any school fee. The mill and estates have provided free stationery and school bags to the student every year. Photo evident is sighted. Budget 2017 also found that have contribution to Humana Child Society Sabah and upkeep of Humana. Total 30 students from mill, 67 students from GTGE and 62 students from GTJE. GTGE has also donated computer to HUMANA school. Upon request by GTJE HUMANA teacher, the management has provided transport for the students to send the students to the GTGE. There was budget allocated for HUMANA maintenance and fees sighted in Budget 2017.	Complied

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<p>Principle 7: Responsible development of new plantings Genting Tanjung Oil Mill and supply base did not carry out any new plantings after November 2005. Therefore, the requirement of Principle 7 is not applicable during the annual surveillance. It was verified through the land statement, land title and planting history.</p>		
<p>Principle 8: Commitment to continual improvement in key areas of activity</p>		
<p>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.</p>		
<p>8.1.1</p>	<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 (Criteria 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); <ul style="list-style-type: none"> • Optimising the yield of the supply base. <p>- Major compliance -</p>	<p>Significant actions plan taken amongst all of continual improvements sighted were as following:</p> <ul style="list-style-type: none"> - Installation of Electrostatic Precipitation (ESP) system in mill boiler as part of programs for compliance against revised DOE EQA (Clean Air) Regulations 2014 - 3M-CPD programs at mill. <p>Complied</p>

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Appendix B: Approved Time Bound Plan

No.	Name of the Estate and Mills	TBP for certification	Status as Jan 2017	Any unresolved (Labour Disputes/Land conflicts/Legal Non-Compliance etc.)	
1	Genting Sri Gading Estate, Johor, Malaysia	Supply base for Genting Ayer Item Oil Mill, Johor, Malaysia	Dec 2014	Certified	None
2	Genting Sungei Rayat Estate, Johor, Malaysia		Dec 2014		
3	Genting Kulai Besar Estate, Johor, Malaysia		Dec 2014		
4	Genting Tanah Merah Estate, Johor, Malaysia		Dec 2015		
5	Genting Tebong Estate, Melaka, Malaysia		July 2015		
6	Genting Selama Estate, Kedah, Malaysia		July 2015	Certified. Voluntary Suspension of the Certificate w.e.f 1 Sept 2017	None
7	Genting Sabapalm Estate, Sabah, Malaysia	Supply base for Genting Sabapalm Oil Mill, Sabah, Malaysia	Aug 2015	Certified	None
8	Genting Tanjung Estate, Sabah, Malaysia	Supply base for Genting Tanjung Oil Mill, Sabah, Malaysia	Aug 2016	Certified	None
9	Genting Tenegang Estate, Sabah, Malaysia		Aug 2016		
10	Genting Layang Estate, Sabah, Malaysia		Aug 2016		
11	Genting Bahagia Estate, Sabah, Malaysia		Aug 2016		
12	Genting Landworthy Estate, Sabah, Malaysia		Aug 2016		
13	Genting Indah Estate, Sabah, Malaysia	Supply base for Genting Indah Oil Mill, Sabah, Malaysia	Oct 2018		None
14	Genting Permai Estate, Sabah, Malaysia		Oct 2018		
15	Genting Kencana Estate, Sabah, Malaysia		Oct 2018		
16	Genting Jambongan Estate, Sabah, Malaysia	Supply base for Genting Jambongan Oil Mill, Sabah, Malaysia	Sept 2018		None
17	Genting Sekong Estate, Sabah, Malaysia	Supply base for Genting Trushidup Oil Mill, Sabah, Malaysia	Sept 2017		None
18	Genting Suan Lamba Estate, Sabah, Malaysia		Sept 2017		
19	Mulia Estate 1, Kalimantan, Indonesia	Supply base for Mulia Oil Mill, Kalimantan,	Oct 2017	Stage 1 Sept	None

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		Indonesia		2016	
20	Mulia Estate 2, Kalimantan, Indonesia		Oct 2017	Stage 1 Sept 2016	
21	Mulia Estate 3, Kalimantan, Indonesia		Oct 2017	Stage 1 Sept 2016	
22	Mulia Estate 4, Kalimantan, Indonesia		Oct 2017	Stage 1 Sept 2016	
23	Mulia Estate 5, Kalimantan, Indonesia		Oct 2017	Stage 1 Sept 2016	
24	Mulia Estate 6, Kalimantan, Indonesia		Oct 2017	Stage 1 Sept 2016	
25	PT SMA Estate 1		Oct 2017	Stage 1 Sept 2016	
26	PT SMA Estate 2		Oct 2017	Stage 1 Sept 2016	
27	PT SMA Estate 3		Oct 2017	Stage 1 Sept 2016	
28	PT SMA Estate 4		Oct 2017	Stage 1 Sept 2016	
29	Genting Mewah Estate, Sabah, Malaysia	Supply base for Genting Mewah Oil Mill, Sabah, Malaysia	March 2017	Certified	None
30	Genting Lokan Estate, Sabah, Malaysia		March 2017		
31	Genting Bukit Sembilan Estate, Kedah, Malaysia		July 2017	Certified	None
32	Lamunti Barat Estate		Oct 2018		None
33	Lamunti Timur Estate I/II		Oct 2018		None
34	Mengkatip Estate I/II	Supply base for PT GAL Oil Mill, Kalimantan, Indonesia	Oct 2018		None
35	Bakuta Estate		Oct 2018		None
36	Plasma Timur/Barat		Oct 2018		None
37	PT UAI 1/2		Oct 2020		None
38	Golden Hill Estate I		Oct 2019		None
39	Golden Hill Estate I	Supply base for Golden Hill Oil Mill, Kalimantan, Indonesia	Oct 2019		None
40	SP1		Oct 2019		None
41	SP2		Oct 2019		None
42	Diamond Hill Estate		Oct 2019		None
43	Puroh Estate	Supply base for KMJ Oil Mill*	Oct 2019		None
44	Masaha Estate		Oct 2019		None
45	PT CSC	Supply base for CSC Oil Mill*	Cot 2020		None
46	PT SAP Estate 1	Supply base for PT	Oct 2019		None

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47	PT SAP Estate 2	SAP Oil Mill*	Oct 2019		None
48	PT SAP Estate 3		Oct 2019		None
49	PT SAP Estate 4		Oct 2019		None
50	PT SAP Estate 5		Oct 2019		None
51	PT SAP Estate 6		Oct 2019		None
52	PT AAC 1,2,3, 4		Oct 2019		None
53	PT PALJ	Supply base for PALJ Oil Mill*	Aug 2023		None

Note: The above time-bound plan is subject to revision and changes by top management. If any change is made, the Certification Body will be notified before the next audit.

*Oil Mill planned for constrcutio

Appendix C: Certification Unit RSPO Certificate Details

Genting Plantations Berhad
Genting SDC Sdn Bhd
Genting Tanjung Oil Mill
Mile 97, Sandakan-Lahad Datu Road
Tenegang, Jalan Jeroco
90200 Kinabatangan, Sabah, Malaysia
RSPO membership number: 1-0086-06-000-00

BSI RSPO Certificate No. : RSPO 652320
Date of Initial Certificate Issued: 11/01/2017
Date of Expiry: 10/01/2022
Applicable Standards: RSPO P&C MYNI-2014; RSPO Supply Chain Certification Standard November 2014 Module E
– CPO Mills: Mass Balance)

Genting Tanjung Oil Mill and Supply Base							
Location Address	Mile 97, Sandakan-Lahad datu Road, Tenegang, Jalan Jeroco 90200 Kinabatangan, Sabah, Malaysia						
GPS Location	118° 16' 23.9" E ; 5° 25' 22.8" N						
CPO Tonnage Total	63,938.36 mt						
PK Tonnage Total	15,925.58 mt						
CPO Claimed for Certification*	63,938.36 mt						
PK Claimed for Certification *	15,925.58 mt						
Own estates FFB Tonnage	306,437.7 mt						
Scheme Smallholder FFB Tonnage	-						
Estates	Production Area		Total planted (ha)	HCV (ha)	Infra & Other (ha)	Total/Certified Area (ha)	Annual FFB Production (mt)
	Mature (ha)	Immature (ha)					
Genting Tanjung Estate	2,979.03	819.13	*3,798.16	156.9	511.01	*4,466.07	69,656.00
Genting Tenegang Estate	3,186.69	243.56	3,430.25	85.6	136.69	3,652.54	61,040.00
Genting Landworthy Estate	3,706.61	0	3,706.61	89.7	241.49	4,037.80	75,513.97
Genting Layang Estate	1,708.56	110.31	1,818.87	172.05	86.49	2,077.41	36,505.00
Genting Bahagia Estate	3,614.06	174.24	*3,788.30	92.1	546.64	*4,427.04	63,722.77
TOTAL	15,194.95	1,347.24	16,542.19	596.35	1,522.32	1,8660.86	306,437.7

Appendix D: Assessment Plan

Date	Time	Subjects	Hafri	Hidhir	Daniel
Sunday 19/11/2017	13.40 – 16.30	Audit team travel to Sandakan (Air Asia AK 5194 flight)	✓	✓	✓
Wednesday 22/11/2017 Genting Tanjung Oil Mill	08.30 – 09.00	Opening Meeting: <ul style="list-style-type: none"> Opening Presentation by Audit team leader. Confirmation of assessment scope and finalize Audit plan (including stakeholder’s consultation). 	✓	✓	✓
	09.00 – 12.00	Genting Tanjung Oil Mill Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment, staff, workers and contractor interview, housing and facility inspection, clinic, etc.	✓	✓	✓
	12.00 – 13.00	Lunch	✓	✓	✓
	13.00 – 16.30	Genting Tanjung Oil Mill: Visit to laboratory, weighbridge and palm product storage area. Document Review P1 – P8: SOPs, Supply chain for CPO mill, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation etc. Verify previous nonconformities.	✓	✓	✓
	16.30-17.00	Interim Closing briefing.	✓	✓	✓
	Thursday 23/11/2017 Layang Estate	08.30 – 12.00	Layang Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill, , etc.	-	✓
	09.00 – 12.00	Meeting with stakeholders (local government, village rep, smallholders, Workers Leader, contractor etc.)	✓	-	-
	12.00 – 13.00	Lunch	✓	✓	✓
	13.00 – 16.30	Layang Estate Document review P1 – P8: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc).	✓	✓	✓
	16.30-17.00	Interim Closing Briefing	✓	✓	✓

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Date	Time	Subjects	Hafri	Hidhir	Daniel
Friday 24/11/2017 Bahagia Estate	8.30 – 12.00	Bahagia Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill, , etc.	✓	✓	✓
	12.00 – 13.00	Lunch	✓	✓	✓
	13.00 – 16.00	Bahagia Estate Document review P1 – P8: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc).	✓	✓	✓
	16.00-17.00	Verify any outstanding issues and preparation for Closing Meeting	✓	✓	✓
	17.00-18.00	Closing Meeting	✓	✓	✓
Saturday 25/11/2017	09.40-12.25	Audit team travel back to KL (Air Asia AK 5193 flight)	✓	✓	✓

Appendix E: Stakeholders Contacted

Internal Stakeholders

Management team Staff Workers Hospital Assisstant Creche Attendant HUMANA Teacher
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External Stakeholders

Government Departments Environmental Department, Sandakan	NGOs and others Neighbour estate (JC Chang Hwa Li 3 & Tey Ah Bu Estate)	Local Communities/Vendor FFB transporter Sundry Shop Workers
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Appendix F: CPO Mill Supply Chain Assessment Report (Module E: Mass Balance)

Requirements	Compliance
E.1 Definition	
<p>E.1.1 Certification for CPO mills is necessary to verify the volumes of certified and uncertified FFB entering the mill and volume sales of RSPO certified producers. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own certified land base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>Genting Tanjung POM only receives 84% FFB from own estates and 16% from third party estates (smallholders).</p> <p>Therefore qualifies for the Mass Balance supply chain system and module.</p> <p>During the P&C assessment, the audit team verified the volumes and sources of certified and uncertified FFB entering the mill, the implementation of processing controls and volume sales of RSPO certified products.</p>
E.2 Explanation	
<p>E.2.1 The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill must be recorded by the CB in the public summary of the P&C certification report. This figure represents the total volume of certified palm oil product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced should then be recorded in each subsequent annual surveillance report.</p>	<p>The estimated tonnage of certified CPO and PK products that could potentially be produced by the certified mill is recorded in this public summary report.</p>
<p>E.2.2 The mill must also meet all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organization (RSPO IT platform or book and claim).</p>	<p>The mill has met all registration (RSPO_PO1000005521) and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organization (RSPO IT platform or book and claim).</p>
E.3 Documented procedures	
<p>E.3.1 The site shall have written procedures and/or work instructions to ensure the implementation of all the elements specified in these requirements. This shall include at minimum the following:</p> <p>a) Complete and up to date procedures covering the implementation of all the elements in these requirements;</p> <p>b) The name of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the site procedures for the implementation of this standard.</p>	<p>Latest written documented procedures - Supply Chain, Traceability, Mass Balance (MB) & Identity Preserved (IP) (Doc: SMP-GPB-23, revision 05 dated 19/11/2015) for the chain of custody is with Mass Balance (MB) model covering all the RSPO Supply Chain Certification Standard. This developed based on the RSPO SCCS 21/11/2014.</p> <p>The mill manager and assistant manager able to demonstrate awareness of the supply chain system. The manager has overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements.</p>
<p>E.3.2 The site shall have documented procedures for receiving and processing certified and non-certified FFBs.</p>	<p>Genting Tanjung POM has documented procedures for the incoming FFB, processing and outgoing palm products (CPO and PK). System available to make marking on the receiving documents to differentiate the certified and noncertified FFB received. Interviewed the weighbridge officer and confirmed that the FFB from own estates will have the stamp on the dispatch chip.</p>
E.4 Purchasing and goods in	
<p>E.4.1 The site shall verify and document the volumes of certified and non-certified FFBs received.</p>	<p>Daily records are prepared at the entry point at the weighbridge. Daily summary and monthly summary documented for all the certified and non-</p>

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	<p>certified FFB.</p> <p>Records verified by internal and external audit.</p>
E.4.2 The site shall inform the CB immediately if there is a projected overproduction.	The mill aware of the procedure to inform CB immediately in case there is a projected overproduction.
E.5 Record keeping	
<p>E.5.1 a) The site shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a three-monthly basis.</p> <p>(b) All volumes of palm oil and palm kernel oil that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The site can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three months. However, a site is allowed to sell short.(ie product can be sold before it is in stock.)</p>	<p>Daily records are prepared at the entry point at the weighbridge. Daily summary and monthly summary documented for all the certified and non-certified FFB.</p> <p>Computerized system in place. Records verified by internal and external audit.</p> <p>Sample taken at Genting Tanjung POM: a. Ticket No: FFB17037821W (Genting Bahagia Estate) b. Ticket No: FFB17037907W (Genting Tenegang Estate) c. Ticket No: FFB17037949W (Genting Landworthy Estate) d. Ticket No: FFB17037818W (Tenera Eco Plantation Sdn Bhd) e. Ticket No: FFB17037832W (Malbumi Estate Sdn Bhd) f. Ticket No: FFB17037870W (Harus Permai Sdn Bhd)</p> <p>Computerized system in place with the delivery deducted according to conversion ratios stated by RSPO. The mass balance worksheet recorded the FFB received, CPO and PK Despatch through sustainable (ISCC EU, ISCC Plus, RSPO, MSPO) and non-certified scheme.</p> <p>The Mill aware that only positive stock can be delivered. The mass balance stock record updated on monthly basics.</p> <p>RSPO Palm Trace and RSPO Trading Control Certified CPO volume: 106,158.000 MT Period: 11/01/2017 – 10/01/2018</p> <p>Mass Balance Worksheet – Monthly Input ISCC, RSPO and MSPO/ISPO Sustainable Products – Monthly Movement Summary Report (CPO) – as at 21/11/2019 (quarter 4) CPO Closing stock (virtual) certified + non-certified (334,845) MT CPO Closing stock (physical) certified + non-certified (402,322) MT</p> <p>RSPO Palm Trace and RSPO Trading Control Certified PK volume: 26,048.000 MT Period: 11/01/2017 – 10/01/2018</p> <p>Mass Balance Worksheet – Monthly Input ISCC, RSPO and MSPO/ISPO Sustainable Products – Monthly Movement Summary Report (PK) – as at 21/11/2019 (quarter 4) PK Closing stock (virtual) certified + non-certified 12,785.553 MT PK Closing stock (physical) certified + non-certified 330.680 MT</p>
E.5.2 In cases where a mill outsources activities to an independent palm kernel crush, the crush still falls under the responsibility of the mill and does not need to be separately certified. The mill has to ensure that the crush is covered through a signed and enforceable agreement	No outsourcing activities.

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Actual Tonnage Certified Palm Production- 01 Nov 2016 – 31 Oct 2017

MILL	CAPACITY	CPO	PK
Genting Tanjung Oil Mill	80 mt/hr	70,747.40	18,656.72

Actual Sales of Certified Palm Products - 01 Nov 2016 – 31 Oct 2017

	CPO (Certified)	PK (Certified)	Remarks
Genting Tanjung Oil Mill	2,404.98	16,482.95	Verified through Palmtrace

Actual Tonnages Sales of Certified Palm Products (Under Other Schemes) – 1 Nov 2016 – 31 Oct 2017

Mill	Certified CPO Sales	Certified PK Sales	Other Scheme(s)
Genting Tanjung Oil Mill	68,342.42	2,173.77	ISCC

Actual Tonnages Sales of Conventional Palm Products - 1 Nov 2016 – 31 Oct 2017

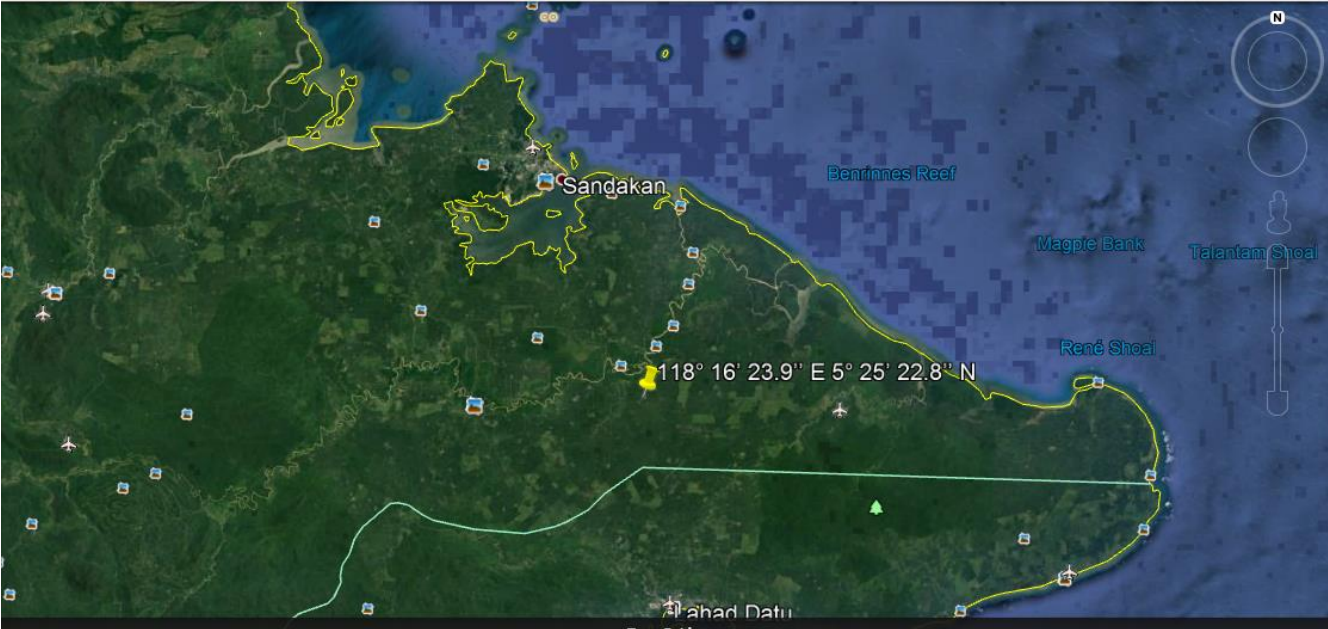
Mill	Conventional CPO Sales	Conventional PK Sales	Remarks
Genting Tanjung Oil Mill	0	0	No conventional sales

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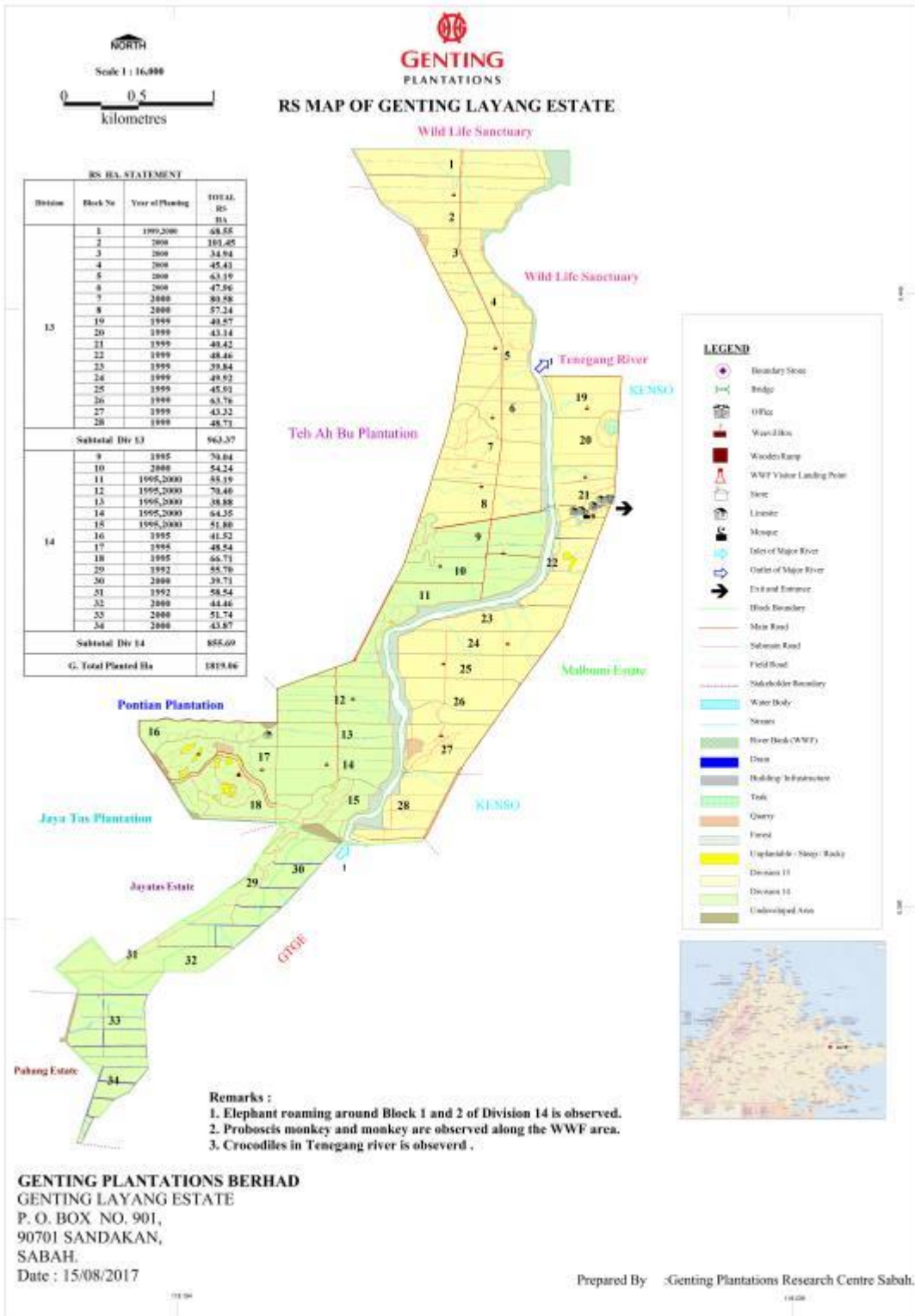
Actual Tonnage Certified FFB Received Monthly by the mill - 1 Nov 2016 – 31 Oct 2017

Month	Certified Supply Base (from own & group certificate scope) (mt)					Total FFB/Month (mt)
	Genting Tanjung Estate	Genting Tenegang Estate	Genting Landworthy Estate	Genting Layang Estate	Genting Bahagia Estate	
Jul 2016	7,475.74	7,471.63	7,613.58	3,626.48	9,228.34	35,415.77
Aug 2016	6,255.21	7,471.70	6,101.33	3,879.30	7,989.49	31,697.03
Sep 2016	6,637.56	6,939.36	7,959.90	3,699.55	8,435.34	33,671.71
Oct 2016	7,031.01	7,066.42	8,791.06	4,178.85	9,327.37	36,394.71
Nov 2016	6,717.03	6,008.53	8,830.78	3,442.10	8,498.69	33,497.13
Dec 2016	6,679.83	5,880.55	7,965.85	3,006.68	8,106.51	31,639.42
Jan 2017	5,451.02	4,000.25	6,818.95	2,005.48	5,874.67	24,150.37
Feb 2017	4,793.79	3,417.67	5,071.83	2,005.88	5,483.94	20,773.11
Mar 2017	5,203.95	4,038.59	6,126.97	2,080.44	6,265.01	23,714.96
Apr 2017	5,019.01	4,348.00	6,097.36	1,887.82	6,237.83	23,590.02
May 2017	5,782.16	5,388.25	6,219.12	2,510.94	7,953.33	27,853.80
Jun 2017	6,055.19	5,621.53	6,095.25	2,503.72	7,979.85	28,255.54
Total	73,101.50	67,652.48	83,691.98	34,827.24	91,380.37	350,653.57

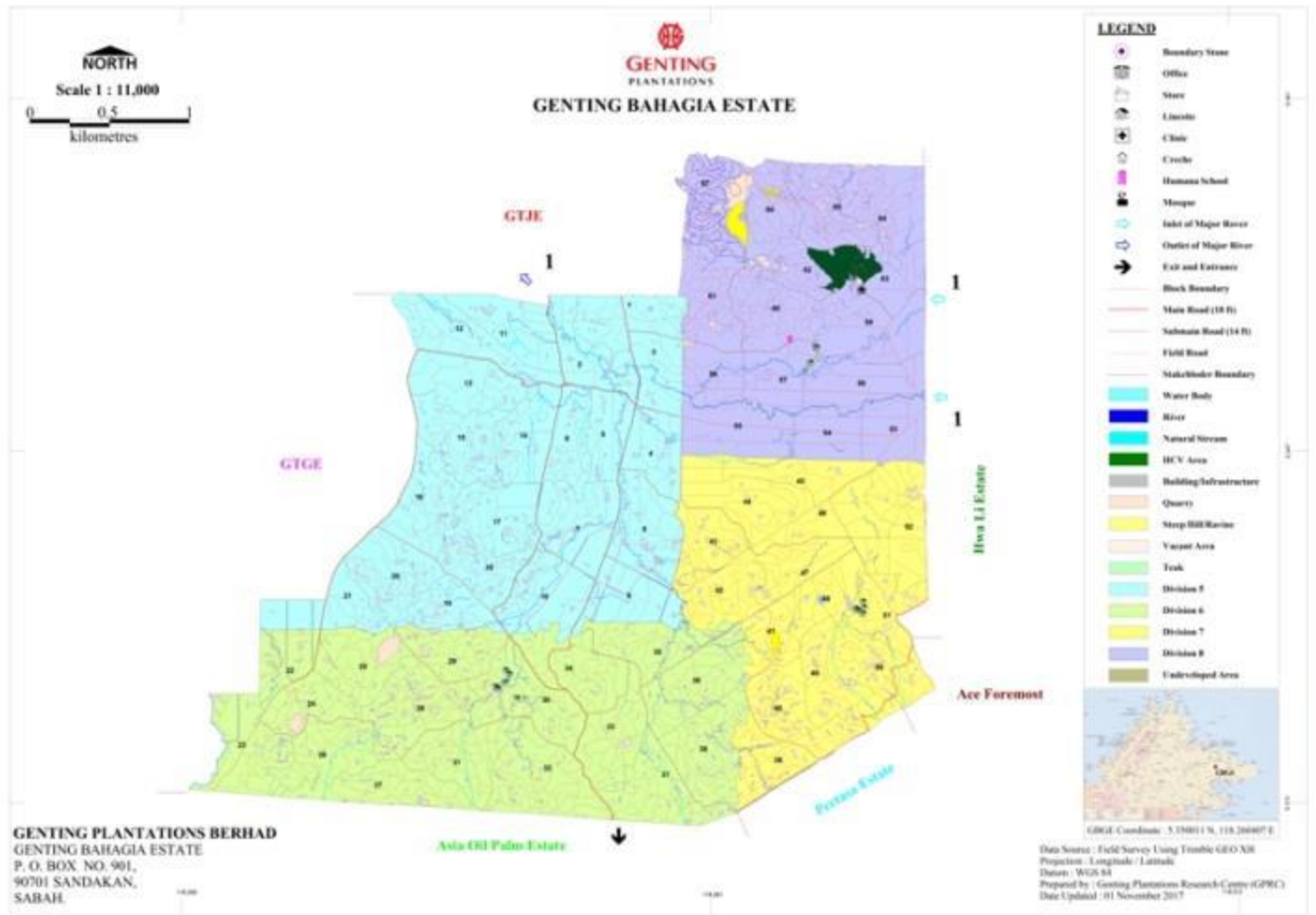
Appendix G : Location Map of Genting Tanjung Oil Mill and Supply Bases



Appendix H: Layang Estate Field Map



Appendix I: Bahagia Estate Field Map



Appendix J: GHG Reporting Executive Summary

The GHG emissions that were produced in 2016 for Genting Tanjung Oil Mill and supply base was calculated using the GHGpalm Calculator version 3.0. The assessment team had verified the data input in the GHGpalm Calculator against operations records. Palm GHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in 2016 for Genting Tanjung Oil Mill and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.34
PKO	0.34

Extraction	%
OER	20.18
KER	5.32

Production	t/yr
FFB Process	350,653.57
CPO Produced	70,747.395
PKO Produced	18,656.72

Land Use	Ha
OP Planted Area	16,542.19
OP Planted on peat	0
Conservation (forested)	21
Conservation (non-forested)	575.35
Total	17,138.54

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	65,747.48	0.71	0	0	0	0	65,747.48	0.71
CO ₂ Emission from fertilizer	6,324.84	0.07	0	0	0	0	6,324.84	0.07
NO ₂ Emmission	4,086.49	0.04	0	0	0	0	4,086.49	0.04
Fuel Consumption	517.22	0.01	0	0	0	0	517.22	0.01
Peat Oxidation	0	0	0	0	0	0	0	0
Sink								
Crop Sequestration	-62,319.89	-0.67	0	0	0	0	-62,319.89	-0.67
Conservation Sequestration	0	0	0	0	0	0	0	0
Total	14,356.14	0.15	0	0	0	0	14,356.14	0.15

*Note: Own estates only

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Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	22,460.66	0.20
Fuel Consumption	27.02	0.00
Grid Electricity Utilisation	596.50	0.01
Credit		
Export of Grid Electricity	0	0
Sales of PKS	0	0
Sales of EFB	0	0
Total	23,084.18	0.20

Summary of Kernel Crusher Emission and Credit (if applicable)

Emissions	tCO₂e
PK from own mill	17,692.05
PK from other source	0
Fuel Consumptions	0
Total Crusher emissions	0

Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	2
Divert to anaerobic diversion (%)	98

POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	100
Divert to methane captured (flaring) (%)	0
Divert to methane captured (energy generation) (%)	0

Appendix K: List of Abbreviations Used

AMESU	All Malaysia Estate Staff Union
AN	Ammoniacal Nitrogen
ASA	Annual Surveillance Assessment
BOD	Biological Oxygen Demand
CHRA	Chemical Health Risk Assessment
CIP	Continual Improvement Plan
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
DOE	Department of Environment
DOSH	Department of Occupational Safety & Health
EFB	Empty Fruit Bunch
EIA	Environmental Impact Assessment
EMS	Environmental Management System
ERP	Emergency Response Plan
FFB	Fresh Fruit Bunch
HCV	High Conservation Value
IPM	Integrated Pest Management
ISCC	International Sustainable Carbon Certification
MAPA	Malayan Agricultural Producers Association
MPOA	Malaysian Palm Oil Association
MSDS	Material Safety Data Sheet
MSPO	Malaysian Sustainable Palm Oil
MY-NI	Malaysian National Interpretation
NGO	Non Governmental Organisation
NUPW	National Union of Plantation Workers
OSH	Occupational Safety & Health
O&G	Oil and Grease
PK	Palm Kernel
PKO	Palm Kernel Oil
POM	Palm Oil Mill
PPE	Personal Protective Equipment
RED	Renewable Energy Directive
RSPO	P&C Roundtable on Sustainable Palm Oil Principle & Criteria
SCCS	Supply Chain Certification Standard
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure
SS	Suspended Solids
TS	Total Solids
VFA	Volatile Fatty Acids