

**RSPO PRINCIPLE AND CRITERIA
 PUBLIC SUMMARY REPORT**

- Initial Assessment**
- Annual Surveillance Assessment (2 & 3)**
- Recertification Assessment (Choose an item.)**
- Extension of Scope**

GENTING PLANTATIONS BERHAD
Client Company / Parent Company Address: 10th Floor, Wisma Genting, Jalan Sultan Ismail, 50250 Kuala Lumpur, Malaysia.
Certification Unit: Genting Oil Mills (Sabah) Sdn. Bhd. – Genting Jambongan Oil Mill
Location of Certification Unit: Jambongan Island, 90100 Beluran District, Sabah, Malaysia
Date of Final Report: 20/09/2022

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Section 1: Scope of the Assessment

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

2. Certification Information			
Certificate Number	RSPO 709622	Certificate Start Date	26/08/2019
Date of First Certification	26/08/2019	Certificate Expiry Date	25/08/2024
Scope of Certification	Production of Palm Oil and Palm Kernel		
Visit Objectives	To conduct a ASA2 and ASA3 surveillance assessment with an increase of 50% in sampling and look for positive evidence to ensure that elements of the scope of certification and the requirements of the management standard are effectively addressed by the organisation's management system and that the system is demonstrating the ability to support the achievement of statutory, regulatory and contractual requirements and the organisation's specified objectives, as applicable with regard to the scope of the management standard, and to confirm the on-going achievement and applicability of the forward strategic plan and where applicable to identify potential areas for improvement of the management system.		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 2 & ASA 3) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		

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Applicable Standards / Normative Reference	RSP0 Certification System for P&C and RSP0 ISH 2020 <input type="checkbox"/> RSP0 P&C 2018 for the Production of Sustainable Palm Oil <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 for RSP0 P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	20 mt/Hr
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 709464	MSPO MS:2530-Part 3	BSI Services (Malaysia) Sdn Bhd	08/08/2024
MSPO 709462	MSPO MS:2530-Part 4	BSI Services (Malaysia) Sdn Bhd	08/08/2024
MSPO 715401	MSPO Supply Chain Certification Standard 2018	BSI Services (Malaysia) Sdn Bhd	26/08/2024
EU-ISCC-Cert-DE119-60214826	ISCC EU	ASG Cert GmbH	30/11/2022

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Genting Jambongan Oil Mill	Jambongan Island, 90100 Beluran District, Sabah, Malaysia	6° 39' 06.00" N	117° 26' 43.08" E
Genting Jambongan Estate	Jambongan Island, 90100 Beluran District, Sabah, Malaysia	6° 38' 59.04" N	117° 27' 03.07" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes (please refer to Principle 7 for details)		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Genting Jambongan Estate	3,790.14	24.36	247.80	4,062.30	93.30
Total	3,790.14	24.36	247.80	4,062.30	93.30

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6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Genting Jambangan Estate	0	506.27	3,283.87	0	3790.14	0
Total (ha)	0	506.27	3,283.87	0	3,790.14	0

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Aug 20 – Jul 22)	Actual (Aug 2020 – May 2022)		Forecast (Aug 22 – Jul 23)
		Previous license period (Aug 2020 – Jul 2021)	Current license period (Aug 2021 – May 2022)	
Genting Jambangan Estate	143,725.80	62,251.97	59,111.18	68,100.00
Total	143,725.80	121,363.15		68,100.00

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Aug 20 – Jul 22)	Actual (Aug 2020 – May 2022)		Forecast (Aug 22 – Jul 23)
		Previous license period (Aug 2020 – Jul 2021)	Current license period (Aug 2021 – May 2022)	
NA		-	-	
Total		-		

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Aug 20 – Jul 22)	Actual (Aug 2020 – May 2022)		Forecast (Aug 22 – Jul 23)
		Previous license period (Aug 2020 – Jul 2021)	Current license period (Aug 2021 – May 2022)	
Yazid Sarip Rahman	-	7.46	28.37	-
Norlia Binti Abdul Wahid	-	-	0.26	-
Abdul Rauf Bin Jalil	-	-	3.73	-
Mohd Najar Bin Abdul Razak	-	-	10.36	-

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Bahagia Jaya	-	4,933.65	6,998.11	-
Roziah Binti Hariri	-	2.86	76.85	-
Koh Shuk Kien/ Lo Yaw En	-	-	519.01	-
Total	-	12,580.66		-

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1.	August 2020	7,304.31	552.29	7,856.60
2.	September 2020	8,002.12	620.77	8,622.89
3.	October 2020	7,411.01	575.56	7,986.57
4.	November 2020	5,919.54	478.19	6,397.73
5.	December 2020	4,856.79	407.89	5,264.68
6.	January 2021	3,763.00	300.01	4,063.01
7.	February 2021	2,656.12	188.09	2,844.21
8.	March 2021	2,704.95	216.59	2,921.54
9.	April 2021	3,699.12	245.85	3,944.97
10.	May 2021	4,969.47	326.86	5,296.33
11.	June 2021	5,114.86	403.06	5,517.92
12.	July 2021	5,850.68	628.81	6,479.49
13.	August 2021	6,466.02	825.95	7,291.97
14.	September 2021	6,112.04	1,053.25	7,165.29
15.	October 2021	7,085.44	1,055.32	8,140.76
16.	November 2021	6,168.52	957.43	7,125.95
17.	December 2021	6,368.21	792.28	7,160.49
18.	January 2022	6,146.51	766.74	6,913.25
19.	February 2022	4,902.57	547.18	5,449.75
20.	March 2022	5,522.44	535.78	6,058.22
21.	April 2022	5,182.98	490.51	5,673.49
22.	May 2022	5,156.45	612.25	5,768.70
TOTAL		121,363.15	12,580.66	133,943.81

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10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Aug 20 – Jul 22)	Actual (Aug 2020 – May 2022)		Forecast (Aug 22 – Jul 23)
	Previous license period (Aug 2020 – Jul 2021)	Current license period (Aug 2021 – May 2022)	
FFB	FFB		FFB
143,725.80 mt	62,251.97 mt	59,111.18 mt	68,100.00 mt
	TOTAL	121,363.15 mt	
CPO (OER: 22.34 %)	CPO (OER: 21.93%)		CPO (OER: 21.70 %)
32,111.00 mt	13,575.39 mt	13,044.20 mt	14,777.70 mt
	TOTAL	26,619.59 mt	
PK (KER: 4.17 %)	PK (KER: 4.19%)		PK (KER: 4.0%)
5,991.00 mt	2,586.37 mt	2,496.30 mt	2,724.00 mt
	TOTAL	5,082.67 mt	

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1.	August 2020	1,571.35	326.22
2.	September 2020	1,863.56	349.53
3.	October 2020	1,682.72	370.63
4.	November 2020	1,345.04	284.10
5.	December 2020	1,076.52	220.27
6.	January 2021	742.65	123.67
7.	February 2021	560.61	101.45
8.	March 2021	558.80	95.67
9.	April 2021	742.73	162.71
10.	May 2021	1,016.97	156.01
11.	June 2021	1,207.66	197.01
12.	July 2021	1,206.78	199.10
13.	August 2021	1,503.53	260.70
14.	September 2021	1,422.37	301.50
15.	October 2021	1,572.52	308.69
16.	November 2021	1,428.60	244.08
17.	December 2021	1,373.62	240.63
18.	January 2022	1,309.20	272.88
19.	February 2022	1,085.06	219.71

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20.	March 2022	1,155.34	202.68
21.	April 2022	1,129.49	242.54
22.	May 2022	1,064.47	202.89
TOTAL		26,619.59	5,082.67

11. Summary of Actual Volume sold					
Current License period (Aug 21 – May 22)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	6,950.00	5,367.98	-	2,073.70	14,391.68
PK (MT)	1,518.48	-	-	1,142.71	2,661.19
Credits	-	-	-	-	-
Previous License period (Aug 20 – Jul 21)					
CPO (MT)	1,800.00	10,090.56	-	671.95	12,562.51
PK (MT)	1,749.60	-	-	714.13	2,463.73
Credits	-	-	-	-	-
Note:					
1. Conventional is RSPO certified material but sold as non-RSPO.					
2. CPO Opening Stock for Aug 2021: 2,353.621 mt. (Storage Capacity @ Mill: 5,000 mt)					
3. PK Opening Stock for Aug 2021: 317.632 mt.					

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	A	RSPO_PO1000005763	8,750.00	-
2	B	RSPO_PO1000007211	-	3,268.08
TOTAL			8,750.00	3,268.08

11B. Records of certified CPO & PK Sold under other schemes since the last audit (if any)				
No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	XXX	ISCC	15,458.54	-
TOTAL			15,458.54	-

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11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
1	XXX	2,745.65	1,856.84
TOTAL		2,745.65	1,856.84

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

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

12A. Monthly Records of Certified CPO, PK & PKE (equivalent) produced since the last audit						
No.	Month - Year	FFB (MT)	Certified CPO (MT)	Certified PK (MT)	Certified PKO (MT)	Certified PKE (MT)
-	-	-	-	-	-	-
-	-	-	-	-	-	-
TOTAL		-	-	-	-	-

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
Current License period (Not Applicable)							
Credits				-	-	-	-
Physical	-	-	-				

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Previous License period (Not Applicable)							
Credits				-	-	-	-
Physical	-	-	-				

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

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)
Suite 29.01 Level 29, The Gardens North Tower,
Mid Valley City, Lingkaran Syed Putra,
59200 Kuala Lumpur, Malaysia.
Tel +60 (3) 9212 9638 Fax +60 (3) 9212 9639
Representative: Chaiyaporn Seekao (Chaiyaporn.Seekao@bsigroup.com)
Website: www.bsigroup.com

BSI is a leading global provider of management systems assessment and certification, with more than 92,000 certified locations and clients in over 193 countries. BSI is the UK's National Standards Body. BSI provides independent, third-party certification of management systems. BSI is ASI Accredited (ASI-ACC-067) to conduct RSPO assessment since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia.

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **20/06/2022 – 24/06/2022**. The audit programme is included as Section 2.3. Due to the COVID-19 pandemic, this assessment involved a partial remote audit as allowed by RSPO Secretariat. The remote audit was conducted on **25/06/2021**. Prior to the remote audit, Information Security Measures was agreed with Client on **14/06/2021**. The remaining on-site assessment was conducted on dates stated above with an increase of 150% in sampling

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

The Critical NC close out on-site assessment was conducted on **30/08/2022**. The audit programs are included in Section 2.3.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. Malaysia National Interpretation 2019 of the RSPO P&C 2018 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

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

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

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.4.

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

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

For Initial, Re-certification and Extension of Scope assessment, the report was externally reviewed by approved external peer reviewer prior to certification decision by BSI.

For Annual surveillance assessment, the report was internally reviewed and approved by BSI qualified certification reviewer.

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
Genting Jambongan Oil Mill	✓	✓	✓	✓	✓
Genting Jambongan Estate	✓	✓	✓	✓	✓

Tentative Date of Next Visit: June 26, 2023 - June 30, 2023

Total Number of Mandays: 14 Mandays

2.2 BSI Assessment Team

Name	Role	Competency
Vijay Kanna Pakirisamy (VKP)	Team Leader	<p>Education: Holds a Bachelor Degree in Agribusiness Science Management with Honours, University Utara Malaysia.</p> <p>Work Experience: He has 10 years’ experience in Oil Palm Estate Management in leading Oil Palm Companies such as KL Kepong Bhd, IOI Plantations and United Plantations. The last position held was Senior Assistant Manager. His experience includes the day-to-day estate operations and ensured the implementation of RSPO, ISCC and MSPO certification. He has been an sustainable palm oil auditor since 2019.</p> <p>Training attended: He has completed ISO IMS 9001, 14001, 45001(OHS 18001) Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed RSPO SCCS Lead Auditor Course, Endorsed MSPO Lead Auditor Course, HCV & HCS Introductory Training g and SMETA Requirements Training, RSPO Independent Smallholder (IHS) Auditor Training.</p> <p>Aspect covered in this audit: During this assessment, he assessed on the aspects of Occupational, Health & Safety, Estate Best Practises and supply chain requirements.</p> <p>Language proficiency: He is fluent in English, Bahasa Malaysia, Tamil languages.</p>
Mohamed Hidhir bin Zainal Abidin (MHZ)	Team Member	<p>Education: Holds a Bachelor Degree in Chemical Engineering, graduated from National University of Malaysia on 2006.</p> <p>Work Experience: 4½ years working experience in palm oil industry specifically in palm oil mill as Mill Engineer. More than 10 years of auditing</p>

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		<p>experience with accredited certification body for several schemes include ISO9001, ISO14001, OHSAS18001 (now ISO45001), RSPO, MSPO and RBA Labor Ethics</p> <p>Training attended: He has completed ISO 9001 Lead Auditor Course, ISO 14001 Lead Auditor Course, OHSAS 18001 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, MSPO Awareness Training, Endorsed RSPO SCCS Lead Auditor Course, HCV & HCS Introductory Training and SMETA Requirements Training.</p> <p>Aspect covered in this audit: During this assessment, he assessed on the aspects of legal, social, and stakeholder engagement.</p> <p>Language proficiency: He is fluent in Bahasa Malaysia and English languages.</p>
<p>Yusof Khairan Nizar bin Ahmad Tarmizi (YKN)</p>	<p>Team Member</p>	<p>Education: Holds a Bachelor of Corporate Administration (Hons), MARA University of Technology and a Master of Science in Occupational Safety and Health Management-Northern University of Malaysia.</p> <p>Work Experience: Has more than 30 years of working experience in varies industries including as safety officer in manufacturing company; consultant and trainer for management systems including ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, OHSAS 18001:2007, MS1722:2011, Environmental Legislation; contract auditor with varies accredited certification bodies for scheme including Malaysia Sustainable Palm Oil (MSPO), RSPO Principles & Criteria; MPOCC Registered Peer Reviewer and was a Certificate of Safety and Health Officer-Malaysian Insurance Institute.</p> <p>Training attended: He has completed ISO 9001:2000 IRCA/IATC A Lead Auditor Training; ISO 14001:2004 IEMA Approved EMS Advanced Lead Auditor Training Course; OH&SMS IRCA Certified Lead Auditor Training Course; MS 1722 Lead Auditor Training; MSPO Auditing; Endorsed RSPO P&C 2018 Lead Auditor Course; SMETA Requirements Training; HCV & HCS Introductory Training. Also attended the Quality & Environmental MS Auditing Skills Based on Risk Management, Conformity Assessment – For Bodied Providing Audit and Certification (ISO/IEC 17021:2015) collaboration with Institute of Quality Malaysia, ISO/IEC 17021. MSPO Peer Reviewer Training (MPOCC).</p> <p>Aspect covered in this audit: During this assessment, he assessed on the aspects of Environment, HCV and estate best practises.</p> <p>Language proficiency: He is fluent in English, Bahasa Malaysia,</p>

Accompanying Persons:

Name	Role
-	-

1.3 Assessment Plan

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

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Date	Time	Subjects	VKP	MHZ	YKN
Monday, 20/06/2022	0900 - 0930	Opening Meeting @ Genting Jambongan Oil Mill: - Opening Presentation by Audit Team Leader. - Confirmation of assessment scope and finalize Audit plan (including stakeholder's consultation).	✓	✓	✓
	0930 - 1230	Genting Jambongan Oil Mill Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment. Laboratory, weighbridge and palm product storage area, staff, workers and contractor interview, housing and facility inspection, clinic, Lab, weighbridge and palm product storage area, etc.	✓	✓	✓
	1230 - 1330	LUNCH BREAK			
	1330 - 1630	Document review P1 – P7: Document Review P1 – P7: SOPs, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation, OSH & ERP etc.	✓	✓	✓
	1630 - 1700	Interim Closing Briefing	✓	✓	✓
Tuesday, 21/06/2022	0900 - 1230	Genting Jambongan Oil Mill Continue document review P1 – P7: Document Review P1 – P7: SOPs, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation, OSH & ERP etc.	✓	✓	✓
	1230 - 1330	LUNCH BREAK			
	1330 - 1630	Continue document review P1 – P7: Document Review P1 – P7: SOPs, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation, OSH & ERP etc.	✓	✓	✓
	1630 - 1700	Interim Closing Briefing	✓	✓	✓
Wednesday 22/06/2022	0900 - 1230	Genting Jambongan Oil Mill Continue document review P1 – P7: Document Review P1 – P7: SOPs, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation. RSPO SCCS general requirements, internal audit, management review, sales and purchasing documents, mass balance accounting and other relevant documents and records	✓	✓	✓
	1000 - 1200	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	-	✓	-
	1230 - 1330	LUNCH BREAK			

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Date	Time	Subjects	VKP	MHZ	YKN
	1330 - 1630	RSPO SCC general requirements, internal audit, management review, sales and purchasing documents, mass balance accounting and other relevant documents and records.	✓	✓	-
	1630 - 1700	Interim Closing Briefing	✓	✓	✓
Thursday 23/06/2022	0900 - 1230	Genting Jambongan Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	✓	✓	✓
	1230 - 1330	LUNCH BREAK			
	1330 - 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	✓	✓	✓
	1630 - 1700	Interim Closing Briefing	✓	✓	✓
Friday 24/06/2022	0900 - 1230	Genting Jambongan Estate Continue Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	✓	✓	✓
	1230 - 1330	LUNCH BREAK			
	1330 - 1530	Continue Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	✓	✓	✓
	1530 - 1600	Verify any Outstanding Issues and Preparation for Closing Meeting	✓	✓	✓
	1600 - 1700	Closing Meeting	✓	✓	✓

Critical NC Close Out Verification Plan

Date	Time	Subjects	VKP
Tuesday, 30.08.2022	0900 – 0930	Opening Meeting at Genting Jambongan Oil Mill: - Opening Presentation by Audit Team Leader. - Confirmation of assessment scope and finalize Audit plan	✓

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Date	Time	Subjects	VKP
	0930 – 1230	1. Verification on Critical NC: <ul style="list-style-type: none"> • 2216487-202206-M1 • 2216487-202206-M2 • 2216487-202206-M3 • 2216487-202206-M4 2. Site observation, workers interview 3. Document review – implemented evidence	✓
	1230 – 1300	Closing Meeting	✓

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	The time bound plan has included all the subsidiaries of Genting Plantations Berhad. The TBP includes all units in Malaysia and Indonesia. The detail of the subsidiaries and the management units is as per Approved Time Bound Plan below.	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	No. As stated in the updated time bound plan, the management of Genting Plantations Berhad has plan to certify all the complexes until October 2023. The updated time bound plan dated 09/11/2021 shows that the plan spans from year 2014 until year 2023. The delays are due to the following factors: 1) Some estates in Indonesia are in progress to obtain their Hak Guna Usaha (HGU). 2) PT SP, KMJ, DWK is in the process of obtaining Forest Release and Forest Exchange prior to HGU application. 3) RACP in progress for Genting Kencana Estate. 4) Standalone HCSA reports are in progress to be peer reviewed. NPP in progress for PT SISM, PT SMA (additional areas) and PT KIU	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.	No new acquisitions as of Nov 2021. Nonetheless, there is a three parts of expansion of land area at PT Sepanjang Inti Surya Mulia i.e. Area 199 Ha, Area 100 Ha and Area 1300 Ha. As per comment in table below, the required assessments were being conducted and in progress.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	No deviations from the maximum periods.	Complied
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	No changes in the 100% certification targets, except for adjustment of dates for planned certification. ACOP Reporting has been verified and found to be consistent.	Complied

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<p>Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised</p>	<p>There are no lapses in implementation of the plan.</p>	<p>Complied</p>
<p>Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised</p>	<p>There are no fundamental failure in implementation of the plan.</p>	<p>Complied</p>
<p>Un-Certified Units or Holdings</p>		
<p>No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.</p>	<p>NPP documents are publicly available at the RSPO website.</p>	<p>Complied</p>
<p>Any new plantings since January 1st 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>Registered HCSA reports Completed Peer Review Reports are published at: http://highcarbonstock.org/registered-hcsa-assessments/ Completed Peer Reviewed HCV reports: PT Agro Abadi Cemerlang: https://hcvnetwork.org/find-a-report/?acs-action=advanced-search PT Kharisma Inti Usaha: https://hcvnetwork.org/find-a-report/?acs-action=advanced-search PT Sawit Mitra Abadi: https://hcvnetwork.org/find-a-report/?acs-action=advanced-search PT Palma Agro Lestari Jaya: https://hcvnetwork.org/find-a-report/?acs-action=advanced-search PT United Agro Indonesia: https://hcvnetwork.org/find-a-report/?acs-action=advanced-search</p>	<p>Complied</p>
<p>Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.</p>	<p>No outstanding land conflicts. <u>Indonesian Operating Units</u> SOP - CPD – 02-00.00 Mekanisme Penyelesaian Sengketa Lahan <u>Malaysian Operating Unit</u> SMP-GPB-18 Negotiation, Compensation and Handling Procedures. At the point of this assessment, based on the RaCP Tracker, Genting Plantations Berhad, has a total of 4 submitted LUCA which 3 of them have completed the review. There are 2 Concept Notes required which 1 of them has been submitted and approved. 3</p>	<p>Complied</p>

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	Remediation Plans are required which 1 of them has been submitted.	
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	No outstanding labour disputes. <u>Indonesian Operating Unit</u> SOP - HRD-04-00.00 Penyelesaian Keluh Kesah <u>Malaysian Operating Unit</u> SMP-GPB-19 Complaints and Grievances	Complied
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	In progress to obtain Hak Guna Usaha (HGU). Refer to TBP (9 Nov 2021)	Complied
Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.	Yes. Sustainability Dept conducts the internal audit. Positive Assurance Statement 2021 was made available for verification.	Complied
Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?	None raised.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	Respective sites maintained stakeholder engagements as part of the estates/mills operations.	Complied

3.2 Progress of scheme smallholders and/or outgrowers

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

Approved Time Bound Plan

No	Subsidiaries & Ownership (%)	Name of the Estate and Mills		TBP for certification	Status as of November 2021	Any unresolved non-compliances
1	Genting Plantations (WM) Sdn Bhd & Setiamas Sdn Bhd (100%) for estates Genting Oil Mill Sdn Bhd (100%) for mill	Genting Sri Gading Estate	Supply base for Genting Ayer Item Oil Mill, Johor, Malaysia	Dec,2014	Certified	None
2		Genting Sungei Rayat Estate				
3		Genting Kulai Besar Estate				
4		Genting Tanah Merah Estate		Dec,2015		
5		Genting Tebong Estate		July, 2015		
6	Genting Plantations (WM) Sdn Bhd (100%)for estate	Genting Selama Estate, Kedah, Malaysia		July 2019	Certified	None
7	Genting Oil Mills (Sabah) Sdn Bhd (100%) for Mill Genting Plantations Berhad (Estate)	Genting Sabapalm Estate, Sabah, Malaysia	Supply base for Genting Sabapalm Oil Mill, Sabah, Malaysia	Aug,2015	Certified	None
8	Genting Tanjung Bahagia Sdn Bhd (100%) for estates Genting Oil Mills (Sabah) Sdn Bhd (Mill)	Genting Tanjung Estate, Sabah, Malaysia	Supply base for Genting Tanjung Oil Mill, Sabah, Malaysia	Aug,2016	Certified	None
9		Genting Tenegang Estate, Sabah, Malaysia				
10		Genting Layang Estate, Sabah, Malaysia				
11		Genting Bahagia Estate,				
12	Landworthy Sdn Bhd (84%)	Genting Landworthy Estate, Sabah, Malaysia				

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13	Genting Tanjung Bahagia Sdn Bhd (100%) for estates	Genting Indah Estate, Sabah, Malaysia	Supply base for Genting Indah Oil Mill, Sabah, Malaysia	July,2022		Concept Note for RACP approved on 19/11/2021. RACP plan submitted and awaiting for approval.
14	Genting Oil Mills (Sabah) Sdn Bhd (Mill)	Genting Permai Estate, Sabah, Malaysia				
15		Genting Kencana Estate, Sabah, Malaysia				
16	Genting Oil Mills (Sabah) Sdn Bhd (100%) for estate and mill	Genting Jambongan Estate, Sabah, Malaysia	Supply base for Genting Jambongan Oil Mill, Sabah, Malaysia	Sept 2019	Certified	None
17	Genting Plantations Bhd Wawasan Land Progress Sdn Bhd (100%) Genting Oil Mills (Sabah) (Mill)	Genting Sekong Estate, Sabah, Malaysia	Supply base for Genting Trushidup Oil Mill, Sabah, Malaysia	Sept,2017	Certified	None
18	Asiaticom Sdn Bhd (100%) Sawit Sukau Usahasama Sdn Bhd(56%)	Genting Suan Lamba Estate, Sabah, Malaysia				
19	PT Sepanjang Intisurya Mulia (70%)	Mulia 1 & 2 Mulia 3 & 4 Mulia 5 & 6	Supply base for Mulia Oil Mill, Kalimantan, Indonesia	Oct, 2017	Certified	None
20	PT Sawit Mitra Abadi (70%)	Abadi 1 & 2 Abadi 3 & 4				

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21	PT Sepanjang Intisurya Mulia (70%)	Area 199 Ha Area 1300 Ha	Supply base for Mulia Oil Mill, Kalimantan, Indonesia	Oct,2023		In Process of NPP In Process of NPP In process of obtaining HGU.
22	PT Sawit Mitra Abadi (70%)	Area 1000 Ha				NPP Process In process of obtaining HGU. HCS Report completed peer review.
23	Genting Plantations Berhad (100%)Estate Genting Oil Mills (Sabah) Sdn Bhd (Mill)	Genting Mewah Estate, Sabah, Malaysia	Supply base for Genting Mewah Oil Mill, Sabah, Malaysia	Mar,2017	Certified	None
24	Genting Plantations (WM) Sdn Bhd (100%)	Genting Bukit Sembilan Estate, Kedah, Malaysia		July,2017	Certified	None
25	PT Globalindo Agung Lestari (60%)	Lamunti Barat Estate Lamunti Timur Estate I &II Mengkatip Estate I & II Bakuta Estate Plasma Timur & Barat	Supply base for Globalindo Oil Mill, Kalimantan, Indonesia	Aug, 2022		NPP and HCSA Report completed for PT UAI. In the process of obtaining HGU for UAI.

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26	PT United Agro Indonesia(60%)	PT UAI 1 & 2 UAI Plasma		Oct, 2023		
27	PT Susantri Permai (95%)	Puroh Estate Masaha Estate Zircon Hill Estate	Supply base for Golden Hill Oil Mill, Kalimantan, Indonesia	Oct, 2023		In the process of obtaining Forest Release and Forest Exchange prior to HGU application.
		SP Plasma		Oct, 2023		
28	PT Kapuas Maju Jaya (95%)	Waterfall Estate I & II Muhun Estate I & II Talawang Estate I & II	Supply bases for Golden Hill Oil Mill, Kalimantan Indonesia	Oct, 2023		In the process of obtaining Forest Release and Forest Exchange prior to HGU application.
		KMJ Plasma		Oct, 2023		
29	PT Dwie Warna Karya (95%)	Golden Hill Estate I Golden Hill Estate II Diamond Hill Estate		Oct, 2023		In the process of obtaining Forest Release and Forest Exchange prior to HGU application.
		DWK Plasma		Oct, 2023		
30	PT Citra Sawit Cemerlang (70%)	CSC Estates	Supply base for Mulia Oil Mill	Oct, 2023		In process of obtaining HGU. HCSA report completed review.

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31	PT Surya Agro Palma (70%)	SAP Estate 1&2 SAP Estate 3&4 SAP Estate 5&6	Supply base for Cemerlang Oil Mill, Kalimantan, Indonesia	Sept, 2023		In process of obtaining HGU. HCSA report completed review.		
		Plasma		Sept, 2023				
32	PT Agro Abadi Cemerlang (70%)	AAC 1 & 2				Sept, 2022		In process of obtaining HGU HCSA report completed review. Report not published yet.
		AAC 3 & 4						
		Plasma – KSK1, KMB, BSL				Sept, 2023		
33	PT Palma Agro Lestari Jaya (70%)	PALJ Estates				Dec,2023		In process of obtaining HGU. HCSA report completed review.
		PALJ Plasma						
34	Knowledge One Investment Pte Ltd (85%)-PT Kharisma Inti Usaha (KIU)	KIU 1 & 2 KIU 3 & 4	Supply base for KIU Oil Mill	July,2022		NPP in progress. HCV report approved by HCVRN. HCSA report is completed and waiting for peer review.		
		KIU Plasma		July 2022				

3.3 Details of Nonconformities

The nonconformities are listed below. The findings summary of the assessment by criteria are listed in Appendix A. During this Assessment there were Four (4) Critical; Minor (1) Minor nonconformities and One (1) Opportunity For Improvement raised. The Genting Jambongan Oil Mill Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

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

Non-conformity			
NCR Ref #	2216487-202206-M1	Issued Date	24/06/2022
Due Date	21/09/2022	Closure Date	30/08/2022
Indicator & Category (Critical / Minor)	2.1.1 (Critical)		
Statement of Nonconformity:	Genting Jambongan POM has not established evidence on compliance to legal requirements for: <ol style="list-style-type: none"> a. Made Written Notification for Fume Hood in Laboratory under Regulation 5 of Environmental Quality (Clean Air) Regulations 2014. b. Appoint Competent Person for Scheduled Waste Management (CepSWAM) as required by License No. 005264 and Environmental Quality (Scheduled Waste) Regulations 2005. c. Conduct Environmental Audit 2 times a year as required by License No. 005264. 		
Requirement Reference:	The Unit of Certification complies with legal requirements.		
Objective Evidence:	<ol style="list-style-type: none"> 1. There was no Written Notification made to Department of Environment under Regulation 5 of Environmental Quality (Clean Air) Regulations 2014 for one unit of Fume Cupboard located in Laboratory of Genting Jambongan POM. 2. Genting Jambongan POM has not appointed any Competent Person for Scheduled Waste Management (CepSWAM) as required by License No. 005264, valid from 01/07/2021-30/06/2022. 3. Environmental Audit as required by License No. 005264 valid from 01/07/21-30/06/22 (No. 21. to be conducted 2 times a year). Currently only conducted once conducted as Environmental Audit Report dated 21/04/2022. 		
Corrections:	<ol style="list-style-type: none"> 1. As the submission requires professional endorsement on the design, they will proceed to obtain quotation and approval on the submission. 2. The current Acting Mill Manager will be registered for CePSWaM course in this year 2022. Scheduled class is available in October 2022. 3. Proceed with approval after obtaining another quotation and proceed to engage The Best Solution as third party auditor. 		
Root Cause Analysis:	<ol style="list-style-type: none"> 1. The requirement for Fume Hood Notification to DOE not complied due to the requirement was not stated at the mill Legal Register. The mill PIC also not checking the requirements with DOE. 		

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	<ol style="list-style-type: none"> 2. Since the previous Mill Manager is transferred to other OU, there is no competent person for CePSWaM in this mill. 3. Late in obtaining another quotation besides R & K consultancy as company required minimum 2 quotations.
Corrective Actions:	<ol style="list-style-type: none"> 1. To update the LRR by add in requirement for Fume Hood Notification to DOE. 2. In future, mill will proceed to register a PIC for CePSWaM if the current active PIC is transferred to other OU or replaced. 3. To prepare schedule for the Environmental Audit as monitoring tools together with other environmental compliance requirements.
Assessment Conclusion:	<p><u>Critical NC Onsite Verification</u></p> <ol style="list-style-type: none"> 1. Based on the communication with DOE it was understood that the current fume hood the required documents to be submitted for notification such as Engineering Drawing with IR Endorsement. Hence Genting Jambongan Oil Mill have approved a tender from Dynakey Laboratories Sdn Bhd for purchase of a new unit of Fume Hood as stated in the Original Tender Analysis dated 25/07/2022. On 29/08/2022, the supplier have conducted inspection and measurements at the mill and the have planned for installation of the new fume hood on 12/09/2022. The mill have proposed to notify DOE with the required documents by 30/09/2022. LRR has been updated on 11/08/2022 to include the requirement for Fume Hood Notification to DOE. 2. The mill is in progress to certify its Acting Manager as A CePSWaM competent person. The mill has registered for the Acting Manager to attend the required training on 10 – 14/10/2022 as verified in the registration documents. 3. The mill has appointed The Best Solution Management Sdn Bhd to conduct the Environmental Audit twice as per DOE Licence. The Environmental Audit is scheduled to be conducted in Oct 2022 and April 2023. The LORR has been updated on 11/08/2022 to include the requirement of conducting Environmental Audit 2 times a year as required by the DOE License. <p>The progress of the mill to address the raised critical nonconformity is accepted hence the Critical Non-Conformity is successfully closed on 30/08/2022. Further verification on completion of raised issued will be verified during the next assessment.</p>

Non-conformity			
NCR Ref #	2216487-202206-M2	Issued Date	24/06/2022
Due Date	21/09/2022	Closure Date	30/08/2022
Indicator & Category (Critical / Minor)	6.2.4 (Critical)		
Statement of Nonconformity:	Maintenance and inspection to ensure adequacy of housing, water supplies and amenities was not effectively demonstrated		
Requirement Reference:	The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or		

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	<p>in their absence the ILO Guidance on Workers’ Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure</p>
Objective Evidence:	<p>Based on “Rekod Pemeriksaan Mingguan Perumahan” for division 2 line site, no non-compliance reported against company’s guideline “Langkah-Langkah Perlu Di Patuhi Di Kawasan Perumahan, Pusat Asuhan Kanak-Kanak dan Sekolah” rev:3 (Oct 2018). Seen during site visit at division 2 block (GJBE/BLRE/02/1212/032);</p> <ol style="list-style-type: none"> 1. Treated water (from mill) and rainwater harvesting connected to the same common line/pipe from storage tank. 2. Found a few green empty chemical containers were dumped at the backyard of block GJBE/BLRE/02/1212/032 3. Parking bay cum temporary workshop was found at the backyard of block GJBE/BLRE/02/1212/032. <p>Result of inspections was found contrary with the actual condition seen at site.</p>
Corrections:	<ol style="list-style-type: none"> 1. The water tank and pipeline will be separated. 2. All empty container will be cleared immediately from the housing area and stored in the estate empty chemical container store. 3. The current parking bay will be dismantled and the spillage will be cleared. The contaminated soil will be stored in the estate scheduled waste SW408.
Root Cause Analysis:	<p>The weekly housing inspection is not thoroughly done as per current checklist because there was no actual on-site inspection done by the PIC.</p>
Corrective Actions:	<p>The weekly housing inspection checklist will be review to include in the inspection of any lubricant spillage happen in the housing area. Current checklist is not covered.</p> <p>The PIC on conducting the inspection will be re-brief on the reviewed checklist and the inspection must be done thoroughly on site with according to the reviewed checklist.</p>
Assessment Conclusion:	<p><u>Critical NC Onsite Verification</u></p> <ol style="list-style-type: none"> 1. The pipelines for the water tanks at the housing compound has been modified. The rain water has been channelled directly to the tank labelled “air hujan” and the treated water has been channelled separately to the tanks labelled “air terawatt”. Therefore there were no more common line for both water. 2. Chemical Containers have been collected and triple rinsed and stored in the used empty chemical containers. The inventories have been updated accordingly. 3. The parking bay has been dismantled accordingly. The oil spillage have been cleared. Photos were available where dismantling and clearing has been done. The cleared contaminated soils have been stored in the scheduled waste store and the inventories have been updated accordingly. 4. The “Rekod Pemeriksaan Mingguan Perumahan” has been updated to include “Sisa tumpahan minyak enjin terpakai”. Briefing on reviewed linesite Inspection checklist has been conducted on 11/08/2022 with the records available for verification. <p>The evidence sighted was deemed sufficient to address the raised critical non-conformity. Hence the Critical Nonconformity is successfully closed on 30/08/2022.</p>

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Non-conformity			
NCR Ref #	2216487-202206-M3	Issued Date	24/06/2022
Due Date	21/09/2022	Closure Date	30/08/2022
Indicator & Category (Critical / Minor)	3.6.2 (Critical)		
Statement of Nonconformity:	The effectiveness of the implementation of Health & Safety Plan was ineffective.		
Requirement Reference:	The effectiveness of the H&S plan to address health and safety risks to people is monitored.		
Objective Evidence:	<p>The effectiveness of the implementation of Health & Safety Plan was ineffective. Evidences were verified as below.</p> <p><u>Genting Jambangan Estate</u></p> <ol style="list-style-type: none"> During the site visit it was noticed that there were Mechanical Spreader Operation being carried out in the estate. Nevertheless, there were no HIRARC established for the hazards associated with the operations. During the site visit to the Mechanical Spreader Operation, It was sighted that the tractor driver was wearing Wellington Boots. This was not in compliance with the Standard Operating Procedures; Langkah-Langkah Penaburan Baja – Kaedah Mekanikal & Separa Mekanikal; Langkah – Langkah Keselamatan; vii. Kasut Keselamatan yang diluluskan. During the Site Visit to the Genset Operation, it was sighted that the genset operator was wearing wellington boots and earplugs. This was not in accordance to the HIRARC for Genset (Updated: 08.02.2018) which states: Kawalan Sedia Ada – PPE – Kasut Keselamatan & Ear Muff. During the site visit to Chemical PreMix Area, it was noticed that the Emergency Shower was not fully functional. 		
Corrections:	<ol style="list-style-type: none"> To create HIRARC regarding Mechanical Spreader Operation (VICON) immediately. The driver will be provided with the appropriate PPE and the estate management will do a refresh briefing regarding SOP to driver during muster. The genset operator will be provided with the appropriate PPE and re-briefing will be done to genset operator regarding HIRARC and possibility hazards at work place during do the job. Install a water pump at the tank for increase water pressure on emergency shower. 		
Root Cause Analysis:	<ol style="list-style-type: none"> HIRARC for the Mechanical Spreader Operation (VICON) was not included in the previous latest overall HIRARC review, hence, it is not yet available. There is no appropriate safety shoe provided to the driver. There is no appropriate safety shoe and ear muff provided to the genset operator. 		

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	4. The premix area was not covered during OSH workplace inspection and no any report received by the Assistant Manager in-charge on the water pressure issue.
Corrective Actions:	<ol style="list-style-type: none"> 1. The SHO team will make a briefing on new HIRARC for the Mechanical Spreader Operation to the drivers and estate team. 2. The estate will conduct all SOP and HIRARC briefing according work station every 6 month and be included in the estate annual Program Training Plan. 3. To include the chemical premix area in OSH workplace inspection so that inspection will be done every 3 months before the OSH meeting.
Assessment Conclusion:	<p><u>Critical NC Onsite Verification</u></p> <ol style="list-style-type: none"> 1. The HIRARC review was conducted on 27/07/2022. The estate have established the HIRARC entitled "Manabur Baja – Manual & Mechanisation dated 12/08/2022 which was available for verification. Training has been conducted for workers on the revised HIRARC on 18/08/2022. 2. The Mechanical Spreader Driver has been provided the appropriate safety boots as per the SOP. The PPE issuance record dated 05/07/2022 was available for verification. The driver has been retrained on the 18/07/2022. Annual training program has been revised to include training of mechanical spreader drivers and the usage of PPEs. 3. The genset Operator has been provide with the appropriate PPEs in accordance to the HIRARC. The PPE issuance records dated 01/07/2022 was available for verification. Training has been provided to the Genset Operator on the new PPEs and records dated 20/07/2022 was available for verification. 4. Water pump have been installed at the premix area for the emergency shower. The shower was seen to be working appropriately with sufficient water pressure. 5. Verified the "Borang Pemeriksaan Tempat Kerja Oleh Ahli Jawatankuasa Keselamatan (Perladangan), which has been updated to include "Siraman Kecemasan" in the checklist for inspection. <p>The evidence sighted was deemed sufficient to address the raised critical non-conformity. Hence the Critical Nonconformity is successfully closed on 30/08/2022.</p>

Non-conformity			
NCR Ref #	2216487-202206-M4	Issued Date	24/06/2022
Due Date	21/09/2022	Closure Date	30/08/2022
Indicator & Category (Critical / Minor)	7.2.10 (Critical)		
Statement of Nonconformity:	Monthly Health Checks not conducted for the Sampled Sprayers.		
Requirement Reference:	Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.		
Objective Evidence:	The estate, in compliance with the CHRA Report conducts monthly health checks for all sprayers by the Hospital Assistant to record any health-related illness and complains of its workers who are handling pesticides.		

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	Nevertheless, there were no evidence that monthly health checks were conducted for the sampled sprayers (Passport Number: C7721XXX & C7722XXX) by the Hospital Assistant (Verified records for March, April & May 2022). This was not in compliance with the CHRA Report which states "it is recommended for Genting Jambongan Estate to continue its current health checks performed by the hospital assistant to record any health-related illness and complains of its workers who are handling these pesticides.
Corrections:	The sprayer will be sent to estate clinic for immediate health check-up by the HA.
Root Cause Analysis:	The monthly health check-up the sprayer is not done thoroughly as no follow up conducted for sprayers that missed monthly health check-up and sprayers was not informed on the date for check-up for that respective month.
Corrective Actions:	The HA will provide a monthly memo to the estate management for the date of monthly health check-up will be done. Respective division in-charge to ensure all sprayer attend and complete the monthly health check-up as per CHRA requirement. HA is compulsory to follow up with division in-charge to ensure all sprayers has been health checked.
Assessment Conclusion:	<p><u>Critical NC Onsite Verification</u></p> <ol style="list-style-type: none"> 1. Health Check-Up has been conducted for the sampled sprayers (Passport Number: C7721XXX & C7722XXX) by the HA on 24/06/2022 and 19/07/2022. Records were available for verification. 2. Verified the memo provide by the HA to Assistant and Staff In Charge of the division on the date and time of appointment for medical check up for their respective division sprayers. Memos for the month of July and August 2022 were verified. <p>The evidence sighted was deemed sufficient to address the raised critical non-conformity. Hence the Critical Nonconformity is successfully closed on 30/08/2022.</p>

Non-conformity			
NCR Ref #	2216487-202206-N1	Issued Date	24/06/2022
Due Date	Next Surveillance Assessment	Closure Date	"Open"
Indicator & Category (Critical / Minor)	4.2.2 (Minor)		
Statement of Nonconformity:	Understanding of complaint procedure was not effectively demonstrated		
Requirement Reference:	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.		
Objective Evidence:	Site visit at division-2 line site (GJBE/BLRE/02/1212/032); Toilet and main door were found to be broken and yet to be repaired. The occupant (creche helper/ayah) had informed auditor that they have lodged complaint on housing defect to carpenter verbally. She was not aware on the complaint process which require to be reported via complaint/grievance book.		
Corrections:	All the damaged facility will be repair.		

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Root Cause Analysis:	Latest briefing on the SMPM, SMP-GPB-19 complaint and grievances procedure was done during the morning muster. Childminder is not required to attend morning master hence they have missed out the briefing on the procedure.
Corrective Actions:	Re-briefing on the SMPM, SMP-GPB-19 complaint and grievances will be done to all the childminder. The estate will include the briefing and training on complaint procedure in the Program Training Plan covering all workers and will be done twice a year.
Assessment Conclusion:	Corrective action plan has been reviewed and deemed to be satisfactory to address the Minor Nonconformity. Evidence of the CAP will be verified during the next assessment.

Opportunity for Improvements	
OFI #	Description
OFI 1	Finding Reference: 2216487-202206-I1 Clause: 3.4.1 The SOP of Environmental Aspect and Impact (EIA) (SMP-GPB-29) Rev. 01, dated 06/06/18 under Para 7.3 and format of Environmental Aspect and Impact Register (SP-MGR-02-F01-1) to be further reviewed and reference made to updated applicable legal and other requirements.

Positive Findings	
PF #	Description
PF 1	Good commitment and corporation from the management.
PF 2	Positive feedbacks from internal and external stakeholders.
PF 3	Well maintained labour quarters at the mill and estate.
PF 4	Generally, well implementation of Good Agricultural Practices (GAP).

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	2073507-202106-M1	Issued Date	25/06/2021
Due Date	22/09/2021	Closure Date	11/09/2021
Indicator & Category (Critical / Minor)	2.2.2 (Critical)		
Statement of Nonconformity:	Due diligence of contractors was not available.		
Requirement Reference:	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.		

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Objective Evidence:	<p>Sampled of workers for FFB transporters as below:</p> <p>a. Contractor: Pengangkutan Yee Kiun Worker: 941211-12 -66XX</p> <ul style="list-style-type: none"> i. Interviewed with the contractor confirmed that he did not make any SOCSO contribution for the worker above. ii. No employment contract was given to the worker as informed by the contractor. iii. No detail of number of working days mentioned in the sampled payslips for September 2020, March 2021 and May 2021. iv. Reviewed on the Fresh Fruit Bunch Receive Details for September 2020, March 2021 and May 2021 found no evidence to show that the worker has paid as per Sabah Ordinance for the work on rest day and work on public holiday. The worker above has worked on 06/09/2020, 13/09/2020, 16/09/2020, 20/09/2020, 27/09/2020, 14/03/2021, 28/03/2021, 02/05/2021, 09/05/2021, 16/05/2021, 23/05/2021 and 30/05/2021. <p>b. Contractor: Syarikat Raihan Worker I/C: 930214-12-64XX</p> <ul style="list-style-type: none"> i. No detail of number of working days mentioned in the sampled payslips for September 2020, March 2021 and May 2021. ii. Employment contract was incomplete where terms & conditions were not clearly stated such as annual leave entitlement, public holiday entitlement, period of notice, medical leave entitlement and rest day. iii. No evidence to show that EPF and SOCSO contribution has been made for the worker. iv. Reviewed on the Fresh Fruit Bunch Receive Details for September 2020, March 2021 and May 2021 found no evidence to show that the worker has paid as per Sabah Ordinance for the work on rest day and work on public holiday. The worker above has worked on 06/09/2020, 16/09/2020, 27/09/2020, 14/03/2021, 21/03/2021, 28/03/2021, 02/05/2021, 09/05/2021, 16/05/2021, 23/05/2021 and 30/05/2021. <p>This non-conformance was escalated to Major non-conformance due to repeat Minor non-conformance 1946100-202008-N2.</p>
Corrections:	<p><u>For Pengangkutan Yee Kiun</u></p> <ul style="list-style-type: none"> a. The said worker will registered in SOCSO, and the contribution will be started after registration succeeded. b. Estate will assist to prepare the sample format of complete workers agreement and format of complete payslip for the contractor. Once finalize and agreed, the contractor will use this agreement and the payslip for all their workers. c. The contractor will pay full to the said worker for the miss payment Sunday work and PH. Payment will be made in July 2021. <p><u>For Raihan Jaya</u></p> <ul style="list-style-type: none"> a. Estate will assist to prepare the sample format of complete workers agreement and format of complete payslip for the contractor. Once finalize and agreed, the contractor will use this agreement and the payslip for all their workers.

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	<ul style="list-style-type: none"> b. The said worker will registered with SOCSO and KWSP, and the contribution will be started after registration succeeded. c. The contractor will pay full to the said worker for the miss payment Sunday work and PH. Payment will be made in July 2021.
Root Cause Analysis:	There is no monitoring done by the estate management to ensure that this condition is comply by the contractors.
Corrective Actions:	<ol style="list-style-type: none"> 1. Sustainability Dept. will conduct a refresh briefing regarding this requirement to the estate management so that the monitoring will be done in monthly basis without any misses. 2. Estate management will conduct briefing on these requirement as per stated in the contractor’s agreement, to all the contractors that currently working with the estate. These requirements also will be brief thoroughly when new contractor signing with the estate, if any. 3. Sustainability Department will monitor this compliance in monthly basis and in the next RSPO Internal audit.
Assessment Conclusion:	<p>The contractor of Pengangkutan Yee Kiun submitted the application of SOCSO account and received by PERKESO Kota Marudu on 07/09/2021. The payment will be made right after the approval letter for registration issued by PERKESO. Seen the Akuan Terima dan Notis Makluman. Payment vouchers dated 06/08/2021 where the contractor has made underpaid wages to the sampled worker from September 2020 to May 2021 were sighted. A total of RM 1,805.48 was paid to the worker. The worker has acknowledged on the received payment. The worker has signed on the employment contract with terms and conditions of the employment were clearly stated. A copy of the employment contract was reviewed. In additional, reviewed the payslips for June 2021 to August 2021 found that information such as number of normal working day, number of work on rest day, number of work on public holiday, absent and medical leave was outlined in the payslip of the worker.</p> <p>For Syarikat Raihan Jaya, the contractor has made payment for the underpaid wages from September 2020 to May 2021 to the sampled worker on 06/07/2021. A total of RM 637.33 was paid to the worker with acknowledgement of recipient. The sampled worker has tendered resignation on 29/06/2021 and seen the resignation letter from the worker due to personal reason. Currently, the contractor himself work as driver to transport the FFB. Seen the FFB Despatch Ticket # FFB21003071W dated 02/07/2021 and verified the Trading License confirmed that the work was carried out by the contractor.</p> <p>A briefing with the contractors was conducted on 06/07/2021 to brief on the non-conformance and action to be taken by the contractors. Seen the attendance list and photo evident of the briefing conducted. The estate’s management has carried out monitoring of Contractor’s Due Diligence on monthly basis. Seen the Contractor’s Due Diligence Monthly Monitoring Form for July 2021 and August 2021 where the details of monitoring such as workers’ persona details, workers agreement, workers insurance policy and payslips are submitted to the management by contractors on monthly basis. The monitoring report will be verified by Senior Assistant Manager and approved by Estate Manager.</p> <p>The closure of critical non-conformance was carried out offsite due to travel restriction and the risk is minimal. The implementation of the corrective action was found effective and thus, the critical non-conformance was closed on 11/09/2021.</p>

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Effectiveness Closure (for previous audit closed Critical NC):	CPO/PK transporter agreement was sighted between Hai Heng Enterprise Sdn Bhd dated 1/5/2022. List of registered workers under the said company were sampled for their pay slips, employment contracts and related statutory deductions as mandated by law. Payment records from January to May 2022 were verified and no recurrence of such issues sighted. Thus, the previous major NC is remained closed.
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Non-conformity			
NCR Ref #	2073507-202106-M2	Issued Date	25/06/2021
Due Date	22/09/2021	Closure Date	11/09/2021
Indicator & Category (Critical / Minor)	3.8.17 (Critical)		
Statement of Nonconformity:	The company has yet to comply with requirement of RSPO Rules on Market Communications and Claims.		
Requirement Reference:	RSPO P&C MYNI 2019: 1. The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims. RSPO Rules on Market Communications and Claims November 2016, revised Jan 2019: 2. The rules contained in this document are designed to safeguard the reputation of the RSPO and the credibility of the RSPO trademark and RSPO claims, and to promote the production and use of RSPO-certified oil palm products. RSPO members wishing to use the RSPO trademark must hold a trademark license from the RSPO. This will be granted on acceptance as a member. Existing members can apply separately. A unique identification number shall be issued to be used in conjunction with the RSPO trademark. A list of unique numbers issued to RSPO members is available on the RSPO website (www.rsपो.org).		
Objective Evidence:	Genting Plantations Berhad used Trademark logo in the Annual Report 2020, https://www.gentingplantations.com/wp-content/uploads/2021/04/GENP_AR20-Final.pdf , page 40. However, no trademark license was available for the usage of RSPO Trademark logo.		
Corrections:	SD applied for the RSPO Trademark License via online 'MyRSPO Portal' on 08/07/2021. Waiting for the approval.		
Root Cause Analysis:	The company's SOP on Internal Audit Procedure (SMP-GPB-03), is not updated with the compliances of RSPO Market Communications and Claims Documents, hence no checking conducted against the requirement.		
Corrective Actions:	SD to amend the Internal Audit procedure (SMP-GPB-03) to include element of compliance check against the RSPO Market Communications and Claims Documents. SD to check compliance during internal audit on the RSPO Market Communications and Claims Documents against group Annual Report, Sustainability Report, website and other publicly available documents. SD to renew the Trademark Logo license without fail annually.		
Assessment Conclusion:	The Sustainability Manager has applied the RSPO Trademark license in RSPO website. Seen the screenshot of the application. RSPO has informed by email on 13/07/2021 on the successful of application of RSPO Trademark license. Seen the		

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	<p>email correspondence and the copy of RSPO Trademark license with License Number: 1-0086-06-100-00 which valid until 12/07/2023.</p> <p>Sustainability Manager has issued an email on 03/08/2021 to the staffs on ground related to the correct logo will be used if applicable. Sustainability Internal Audit Procedure (Doc. No.: SMP-GPB-03, Rev. 06 dated August 2021) was revised to include the audit requirements on RSPO, MSPO & ISCC – Trademark Logo Usage License & Claim under Clause 5.0 Audit Criteria. Logo or claim compliance of “on-product” and/ or “off-product” will be audited against RSPO Rules on Market Communications and Claims procedure. Besides, Internal Audit Checklist was revised on 09/07/2021 where requirement/ document to be checked during internal audit such as annual report, GenP website and any related document if claim is made.</p> <p>The closure of critical non-conformance was carried out offsite due to travel restriction and the risk is minimal. The implementation of the corrective action was found effective and thus, the critical non-conformance was closed on 11/09/2021.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>RSPO trademark was not use. Nonetheless, the facility is aware with the requirements of the RSPO Rules on Market Communications and Claims. Genting Plantations Berhad have obtained the RSPO Trademark License, approved by the RSPO Executive Board on 31/03/2011. Thus, the previous major NC is remained closed.</p>

Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Ref #: 2073507- 202106-I1</p> <p>OFI Statement:</p> <p>Clause: 3.8.6</p> <p>The management should improve the internal audit process to include the audit against RSPO Market Communications and Claims.</p> <p>Verification / Follow-up actions:</p> <p>Internal Audit Checklist by Sustainability team was verified to include the elements on RSPO market Communications and Claims.</p>

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1776587-201904-M1	Major	2.1.1	16/05/2019	Closed on 10/07/2019
1776587-201904-M2	Major	6.5.2	16/05/2019	Closed on 10/07/2019
1776587-201904-N1	Minor	2.1.3	16/05/2019	Closed on 27/08/2020
1946100-202008-M1	Critical	4.1.1	27/08/2020	Closed on 30/10/2020
1946100-202008-N1	Minor	1.2.1	27/08/2020	Closed on 25/06/2021

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1946100-202008-N2	Minor	2.2.2	27/08/2020	Closed on 25/06/2021
1946100-202008-N3	Minor	3.5.1	27/08/2020	Closed on 25/06/2021
1946100-202008-N4	Minor	3.5.2	27/08/2020	Closed on 25/06/2021
1946100-202008-N5	Minor	7.11.3	27/08/2020	Closed on 25/06/2021
2073507-202106-M1	Critical	2.2.2	25/06/2021	Closed on 11/09/2021
2073507-202106-M2	Critical	3.8.17	25/06/2021	Closed on 11/09/2021
2216487-202206-M1	Critical	2.1.1	24/06/2022	Closed on 30/08/2022
2216487-202206-M2	Critical	6.2.4	24/06/2022	Closed on 30/08/2022
2216487-202206-M3	Critical	3.6.2	24/06/2022	Closed on 30/08/2022
2216487-202206-M4	Critical	7.2.10	24/06/2022	Closed on 30/08/2022
2216487-202206-N1	Minor	4.2.2	24/06/2022	"Open"

3.4 Stakeholders and previous land owner / user consultation

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

Meetings were conducted with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and later was verified with the management team. Any comment which is not complying to the RSPO P&C requirements have been incorporated as an assessment finding.

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

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Internal Stakeholder	Gender Committee	Face to Face
Governmental Department	Jabatan Tenaga Kerja, Sandakan	Face to Face
Internal Stakeholder	Local & foreign Workers Representatives	Phone Interview
External Stakeholder	Headmaster – SK Jambongan	Face to Face
Internal Stakeholder	Creche Ayah	Face to Face

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Internal Stakeholder	Sundry Shop – Tabanar Trading	Face to Face
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Stakeholders comment

1	Feedbacks: Gender Committee Representatives – No sexual harassment or violence case reported during the time of assessment. They are aware of the function of the committee and informed that no discrimination from the management regardless of gender.
	Audit Team verification and response: No further issue.
2	Feedbacks: Local and Foreign Workers Representative – The workers are satisfied with the management and they informed that their wages have achieved Minimum Wage Order 2020. They are aware of the complaint procedure and they can voice out any issues with the management through JCC @ Social Dialogue Meeting. No discrimination from the management in terms of job/task offered and treatment to all workers.
	Audit Team verification and response: No further issue.
3	Feedbacks: Labour Department: A phone call made with the officer from Labour Department office, Sandakan, Mr Denson Saidi. A few issues have been discussed with the officer with regards to implementation of Minimum Wages Order 2022. Minimum Wages of RM1500 per month effective from 1/5/2022 and for a company that employed less than 5 workers, a grace period until 1/1/2023 is given before in compliance with Minimum Wages Order 2022. Previous Minimum Wages Order 2020 is still applied until the cut-off date.
	Audit Team verification and response: No further issue.
4	Feedbacks: SK Jambongan (Headmaster): A lot of contributions and assistance given by Genting Jambongan POM and estate. No issue so far with the management of mill and estate and he is fully aware on the process to request and complaint to the Genting management.
	Audit Team verification and response: No further issue
5	Feedbacks: Creche Ayah – Accommodation provided for children/toddlers in the estate. Toys and learning apparatus available. No cooking allowed in the creche and mostly packed food provided by parents. In overall, no complaint raised by the creche ayah.
	Audit Team verification and response: No further issue
6	Feedbacks: Sundry Shop (Tabanar Trading) – Shop located outside estate compound and belong to nearby villager. The shop sells all sort of grocery items for workers and neighbouring villagers. Term of payment is preferable by cash.

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	Audit Team verification and response: No further issue
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List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Not Applicable as Genting Jambongan Certification Unit have already undergone 2 nd Cycle of Replanting.					

Previous land owner / user comment	
NA	Feedbacks: - Audit Team verification and response: -


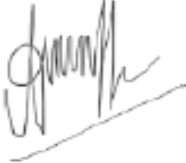

3.5 Impartiality and conflict of interest

During this assessment there was no circumstances or pressure that had influenced the independence or confidentiality of the assessment team.

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Formal Signing-off of Assessment Conclusion and Recommendation

The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Genting Jambongan Oil Mill and Supply Base has complied with the Malaysia National Interpretation 2019 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that Genting Jambongan Oil Mill and Supply Base is remain certified.

Report prepared by	Acceptance of Assessment Conclusion	Acceptance of Assessment Conclusion
Name: VIJAY KANNA PAKIRISAMY	Name: ARUNAN KANDASAMY	Name: JAMES CHUNG KHIM HON
Company Name: BSI SERVICES (M) SDN BHD	Company Name: GENTING PLANTATIONS BERHAD	Company Name: GENTING PLANTATIONS BERHAD
Title: CLIENT MANAGER	Title: SENIOR VICE PRESIDENT - PLANTATION (MALAYSIA)	Title: SENIOR VICE PRESIDENT - GROUP PROCESSING
Signature: 	Signature: (I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.) 	Signature: (I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.) 
Date: 01/09/2022	Date: 05/09/2022	Date: 05/09/2022

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance
Principle 1: Behave ethically and transparently		
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.		
1.1.1	<p>© Documents that are specified in the RSPO P&C are made available to the public.</p> <p>- Critical (Major) compliance -</p> <p>Genting Plantations Berhad has developed Procedures on Requests and Responses with Doc. No.: SMP-GPB-25, Rev. 0 dated 14/08/2014 to define the responsibilities to respond constructively and promptly to the information requested by stakeholders. As per the procedure, the list of documents which are publicly available as below:</p> <ul style="list-style-type: none"> • Company annual report • Group policies • Reports related to environment such as EIA, EAI • RSPO external audit reports • Pollution prevention plan • Continuous improvement plan • Complaints and grievances book and its procedure • Negotiation and compensation procedure • Sexual harassment procedure <p>Genting Jambongan Estate has issued the list of documents that could be requested by the stakeholders to all the relevant stakeholders of the mill. The stakeholders are required to register in Enquiry Register Book prior to access to the documents. The list of documents not limited to:</p>	Complied

		<ul style="list-style-type: none"> • Land title • Policies • Reports – EAI, SIA, HCV and audit reports • Management plans • Procedures <p>The stakeholders were briefed on the request and response during the stakeholder meeting conducted on 14/5/22.</p>	
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders. - Minor compliance -	The unit of certification has no restriction to provide any information according to the standard guidance. All the information is available in English or Bahasa Malaysia or both languages and will be provided by the certification unit upon request.	Complied
1.1.3	© Records of requests for information and responses are maintained. - Critical (Major) compliance -	The mill and estate have implemented Enquiry Register Book to record any requests from the stakeholder. There was no request on information from stakeholder. However, the management has briefed to the stakeholders during the stakeholder meeting conducted on 14/5/22 and requests from stakeholders on assistance such as road repairing and installing of culvert were recorded in the meeting minutes. Action plan was developed for the requests raised by the stakeholders with proposed action and status. Details refer to Indicator 3.4.2.	Complied
1.1.4	© Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative. - Critical (Major) compliance -	The process implemented based on Sustainability Management Procedure for Consultation and Communication; SMP-GPB-17; Rev. 02; Date: 23/02/2018. 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
1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives.	Stakeholder list for Genting Jambongan Oil Mill and estate was last reviewed on 15/06/2022 and Stakeholder list for Genting	Complied

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	- Minor compliance -	Jambangan Estate was sighted. The stakeholders such as FFB suppliers, contractors, suppliers, local communities, neighbouring plantations and government authorities were included into the list with list of contact and information of nominated representatives	
Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts. - Minor compliance -	The Ethical Conduct and Integrity Policy signed by President & COO dated 22/06/2015 and it was communicated to the stakeholders including contractors and third party. Record of contractors & labor agent have signed the Addendum to Contract Agreement Contract verified as per document review as per below: - Hai Heng Enterprise Sdn Bhd signed on 01/05/2022 for the carrier operation of tug-bats, motor launches, scows, oil barges, lighters and landing crafts - Pengangkutan Yee Kiun (ref: GJBE/FFB/20/01/02) signed on 1/1/20 valid until 31/12/22 (loading and transporting of FFB and loose fruit) Sampling on FFB supplier, they accepted the COBC and sign off the agreement as per date 20/05/2021 for Roziah Binti Hariri.	Complied
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice. - Minor compliance -	Anti-Bribery & Corruption Policy as well as Code of Business Conduct for Third Parties established were signed by both contractor & internal employees. It is also been checked in the internal audit by Sustainability Team.	Complied
Principle 2: Operate legally and respect rights			
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	© The Unit of Certification complies with legal requirements - Critical (Major) compliance -	Genting Jambangan Certification Unit continues to ensure compliance towards all applicable local, national and ratified	Non-compliance

		<p>international laws and regulations. Among permit and license sampled were:</p> <p><u>Genting Jambangan Oil Mill</u></p> <ol style="list-style-type: none"> 1. MPOB License; License Number: 620052004000; License Validity Period: 01/03/2022 – 28/02/2023. 2. DOE License – Compliance Schedule; License Number 005264; License validity Period: 01/07/2021 – 30/06/2022. 3. Energy Commission – Private Installation License; License Number: 2022/01276; Serial Number: 55178; License Validity Period: 27/04/2022 – 26/04/2023. 4. JTK Sabah – Permit to Deduct from Workers Salary; Serial Number: JTKSBH/PMT/113/2021/0179; License Validity Period: 20/05/2021 – 19/05/2023. 5. JTK Sabah – License to Employ Non-Residential Workers; License Number: JTK.H.SDK.600-4/1/1/10401/007217; License Validity Period: 13/09/2021 – 12/09/2022. 6. Permit Barang Kawalan Berjadual; Reference Number: PPDNKK.SDK.25/2005(SK); Serial Number: P(S002548); Description: Diesel Euro 5; Storage Quantity: 60, 000 Litres; Permit Validity Period: 03/08/2021 – 02/08/2024. <p>Nevertheless, Genting Jambangan POM has not established evidence on compliance to legal requirements for:</p> <ol style="list-style-type: none"> a. Made Written Notification for Fume Hood in Laboratory under Regulation 5 of Environmental Quality (Clean Air) Regulations 2014. b. Appoint Competent Person for Scheduled Waste Management (CepSWAM) as required by License No. 005264 and Environmental Quality (Scheduled Waste) Regulations 2005. 	
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		<p>c. Conduct Environmental Audit 2 times a year as required by License No. 005264.</p> <p>Evidence Provided as follows;</p> <ol style="list-style-type: none"> 1. There was no Written Notification made to Department of Environment under Regulation 5 of Environmental Quality (Clean Air) Regulations 2014 for one unit of Fume Cupboard located in Laboratory of Genting Jambongan POM. 2. Genting Jambongan POM has not appointed any Competent Person for Scheduled Waste Management (CepSWAM) as required by License No. 005264, valid from 01/07/21-30/06/22. 3. Environmental Audit as required by License No. 005264 valid from 01/07/21-30/06/22 (No. 21. to be conducted 2 times a year). Currently only conducted once as Environmental Audit Report dated 21/04/22. <p>Hence a Critical Nonconformity was raised.</p> <p><u>Genting Jambongan Estate</u></p> <ol style="list-style-type: none"> 1. MPOB License; License Number: 509406502000; License validity period: 01/12/2021 – 30/11/2022. 2. Permit Barang Kawalan Berjadual; Reference Number: PPDNKK.SDK/2005(SK); Serial Number: P(S003513); Description: Diesel Euro 2M; Storage Quantity: 50, 000 Litres; License validity period: 09/06/2021 – 08/06/2024. 3. Permit Barang Kawalan Berjadual; Reference Number: PPDNKK.SDK/2005(SK); Serial Number: P(S003513); Description: Diesel Euro 2M; Storage Quantity: 50, 000 Litres; License validity period: 09/06/2021 – 08/06/2024. 	
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		<p>4. Permit Khas Barang Kawalan Berjadual; Reference Number: KPDNHEP.SDK.68/2021(PK); Serial Number: PK(S003190); Description: Petrol (RON 95); Purchase Quantity: 100 litres per day; License validity Period: 12/07/2021 – 11/07/2022.</p> <p>5. JTK License to Employ Non-Residential Workers; License Number: JTK.H.SDK.600-4/1/1/01261/005606; License Validity Period: 02/10/2021 – 01/10/2022.</p> <p>6. Energy Commission – Private Installation License; License Number: 2021/01869; Serial Number: 51297; License Validity Period; 18/09/2021 – 17/09/2022.</p>	
2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.</p> <p>- Minor compliance -</p>	<p>The system to track changes in law is implemented through the head office Sustainability Team. They are responsible for tracking and ensuring that all legal requirements applicable to Operating Units have been identified and for evaluating their potential impact on the company’s operations. They are guided by the Legal Requirement Register; Document Number: SMP-GPB-22; Revision: 09; Issue Date: October 2020.</p> <p>Means of tracking and identifying include the respective authority website visits and direct communication with those agencies.</p> <p>Among the laws covered in the list were EQA, Employment Act, OSHA, FMA to name a few. The amendment/update of the list is done by Systems, Methods, Insurance and Risk Management Department (based in KL).</p>	Complied
2.1.3	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p> <p>- Minor compliance -</p>	<p>Genting Jambongan Estate (Division 1-4) has established and maintained a Boundary Stone Map effective date 24/05/22 and prepared by Genting Plantation Research Centre (GPRC). Sampled Division 2:</p> <ul style="list-style-type: none"> - 338/616 - 883/28A 	Complied

		- 775/10A All visibly maintained and clearly seen as sampled during site visit.	
Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	A list of contracted parties is maintained. - Minor compliance -	List of contracted parties were maintained at all visited operating units. The list has been incorporated together with other categories of stakeholders. Document dated 15/6/2022 was made available for verification.	Complied
2.2.2	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available. - Minor compliance -	Sample of agreement contract between Genting Oil Mills (Sabah) Sdn Bhd and Hai Heng Enterprise Sdn bhd, the requirements to comply with applicable laws are stipulated in the contract agreements under Clause 2 and 3. Among the applicable laws mentioned are OSHA, EQA, FMA to name a few. Engagement of contract works and purchasing is guided by procedures namely: a. Procedural Instructions: Tender Procedures PLA 02, dated 15/1/2013 b. Procedural Instructions: Contract Works PLA 04, dated 15/1/2013 The procedures outlined the process of awarding contracts and the establishment of system of various contracts and set guidelines for control on the execution, processing and payment of contract works. Evidence of due diligence process is based on self-declared pledge recorded under 3 rd party due diligence review form. For Pengangkutan Yee Kiun, signed declaration dated 23/3/21 was sighted.	Complied
2.2.3	All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection. - Minor compliance -	Clauses disallowing child, forced and trafficked labour are covered under Clause 2.5 D of the contract agreement. Based on the employee's database and interview with workers, there was no	Complied

		evidence of child labour, forced and trafficked labour being practiced by the operating units.	
Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	<p>(C) For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> • Information on geo-location of FFB origins • Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder • One or more supporting documents for claims • Valid MPOB license <p>- Critical (Major) compliance -</p>	<p>A list of all directly sourced FFB is available for verification in the Genting Jambongan Oil Mill List of FFB Supplier. It has the information about names of the suppliers, MPOB License number, geo-location and the status of the third party FFB suppliers land ownership.</p> <p>Genting Jambongan receives RSPO certified FFB from its own estates which is Genting Jambongan Estate. The mill also receives FFB from 1 Outgrower and 8 smallholders registered from outside the certification scope. The information related to the third party FFB suppliers were available and sampled as below:</p> <ol style="list-style-type: none"> 1. Outgrower Name: Bahagia Jaya Plantations Sdn Bhd; Land Area: 241.51 Ha; MPOB License: 616684002000; License Validity Period: 01/08/2022 – 31/07/2023. 2. Smallholder Name: Yazid Bin Sarif Rahman; Land Area: 12.13 Ha; MPOB License: 619514001014; License Validity Period: 04/10/2018 – 30/09/2023. 3. Smallholder Name: Roziah Binti Hariri; Land Area: 6.0690 Ha; MPOB License: 822935001014; License Validity Period: 15/09/2020 – 31/08/2025. 4. Smallholder Name: Koh Shuk Kien; Land Area: 35.69 Ha; MPOB License Number: 781071001014; License Validity Period: 23/08/2019 – 31/07/2024. 	Complied
2.3.2	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator2.3.1.	At the moment the mill does not receive any indirectly sourced FFB. All FFB are sent directly from its own estates or smallholders certified under RSPO ISH. Therefore, this indicator is not applicable during this assessment.	Not Applicable

	- Minor compliance -		
Principle 3: Optimise productivity, efficiency, positive impacts and resilience			
Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.			
3.1.1	<p>(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>Business Plan for the Genting Jambongan POM for Year 2022-2027 comprises of the following:</p> <ul style="list-style-type: none"> • Crop Intake Forecast (own and external) • Processing Cost • Extraction Rate (%): OER and KER • Capital Expenditures: <ul style="list-style-type: none"> - Buildings - Residential - Others - Plant and Machinery (Processing/Others/Agriculture) - Road and Bridges - Motor Vehicles - Lights and Water - Office Equipment - Computers - Electrical Appliances - Furniture & Fittings - Low Value Asset <p>Genting Jambongan Estate has established an FFB Crop Projection 2022-2026.</p>	Complied

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		<table border="1"> <thead> <tr> <th>Year</th> <th>2022</th> <th>2023</th> <th>2024</th> <th>2025</th> <th>2026</th> </tr> </thead> <tbody> <tr> <td>Ha</td> <td>3,790.14</td> <td>3,790.14</td> <td>3,790.14</td> <td>3,790.14</td> <td>3,790.14</td> </tr> <tr> <td>MT</td> <td>69.370</td> <td>73,718</td> <td>81,299</td> <td>88,907</td> <td>96,038</td> </tr> <tr> <td>Yield per Ha</td> <td>18.30</td> <td>19.45</td> <td>21.45</td> <td>23.46</td> <td>25.34</td> </tr> </tbody> </table> <p>Capital expenditure 2022-2026 available consist of information:</p> <ul style="list-style-type: none"> - Building (residential/Others) - Plant and Machinery - Computer - New Planting - Motor Vehicles - Furniture and Fittings - Road and Bridges. 	Year	2022	2023	2024	2025	2026	Ha	3,790.14	3,790.14	3,790.14	3,790.14	3,790.14	MT	69.370	73,718	81,299	88,907	96,038	Yield per Ha	18.30	19.45	21.45	23.46	25.34	
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Yield per Ha	18.30	19.45	21.45	23.46	25.34																						
3.1.2	An annual replanting programme projected for a minimum of five years with yearly review, is available. - Minor compliance -	No replanting program in Genting Jambongan Estate established for the next 5 years as the oldest palm was planted in 2004.	Complied																								
3.1.3	The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake. - Minor compliance -	Management Review Meeting covering MSPO, RSPO and SCCS was conducted on 17/06/22 at Meeting Room, GJOM Office. Attended by Sr. Mill Operation Manager, Acting Manager, Mill Engineer, Sustainability Manager, Sustainability Executive, Chief Clerk and	Complied																								

		<p>Documents Clerk. Minutes of meeting was established with agenda and attendance list attached. Discussion covering:</p> <ul style="list-style-type: none"> • Status of Outstanding Issues from previous Management Review. • Changes, improvement of Mgt System • Results of Internal and External Audits. • Customer Feedback. • Process and Products Performances • Status of Correction and Corrective Actions. • Follow up from previous Management Review. • Changes that could effect the Mgt System • Recommendation for Improvement. • Complaints and Grievances.' • Improvement for Effectiveness of Mgt System. <p>Genting Jambongan Estate has conducted a Management Review on 17/06/2022 at GJOM Meeting Room. Similar agenda as above found discussed and recorded in the minutes of management reviewed prepared by Sustainability Executives dated 18/06/2022.</p>	
<p>Criterion 3.2: The unit of Certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable Continuous improvement in key operations.</p>			
<p>3.2.1</p>	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>The mill and estate have established management plan for the continuous improvement among others as described below compiled based on the social and environmental concerns.</p> <p><u>Environmental Impacts</u></p> <ol style="list-style-type: none"> 1. Regular Monitoring of Water Quality. Take necessary actions when poor water quality observed. 	<p>Complied</p>

		<ol style="list-style-type: none"> 2. Regular monitoring of HCV and riparian buffer zone areas. Educate and create awareness among workers and staff. 3. Carry out stakeholder meeting as per procedure – at least yearly. Communicate with workers in daily master. 4. Continue to create awareness on recycling programme through campaigns and signages. Keep records of any sales of the recyclable waste for auditing purpose. 5. Keep communication with the estate for the usage of biomass waste. Maximise delivery of waste to the estate. <p><u>Social Impacts</u></p> <ol style="list-style-type: none"> 1. SIA stakeholder issues, recommendation to be studied, followed up or executed. To hold regular meetings with stakeholders to further enhance the communication and feedback. 2. Workers Quarters – Carry out interior and exterior painting for workers quarters. Improvement and repair works as follow: - Doors, new windows, roofing materials etc. 3. Necessary repairs also will be carried out as and when required. 	
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the [RSPO metrics template].</p> <p>PROCEDURAL NOTE: The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed.</p>	<p>RSPO metric template version 2.1 is used for the reporting of Genting Jambongan Certification Unit’s metrics (economic, social and environment). Data reporting period is January to December 2021 for (social and environment metrics) and economic metrics from May 2021 to April 2022 (counting back from audit month). Based on verification with input data, no discrepancies of data reported for the said period for all metrics.</p>	Complied

	<p>Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>		
<p>Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.</p>			
<p>3.3.1</p>	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>Genting Jambongan POM has established and documented a Sustainability Management Procedure Manual (SMP-GPB-01-33). Among them included:</p> <ul style="list-style-type: none"> • Control of Documents • Control of Records • Sustainability Internal Audit • Corrective Action • Preventive Action • Management Review • Training • Risk Mgt and Risk Assessment • Traceability (Estate Only) • Steep Land Management • Scheduled Waste Management • Landfill and Domestic Waste Management • Recycable waste Management • Riparian Buffer Zone Management • Water Sampling and Analysis • Re-Entry Period and Pre-harvesting Interval • Consultation and Communication • Negotiation, Compensation and Handling Procedure 	<p>Complied</p>

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		<ul style="list-style-type: none"> • Complaint and Grievances • Procedure for Prevention and Eradiction of Sexual harassment at Workplace. • Procedure for Regional, International and National Law • Legal Requirements Register (LRR) • Supply Chain and traceability (POM) • Job Responsibilities • Procedure on Requests and Response • Procedure for Continual Improvement • Procedure for New Planting and New Development • SOP and Justification of Pesticides Used • Environmental Impact Assessment • Management of HCV • Pollution Management • Social Management • GENP Supply Chain and Traceability. <p>(Last Updated 15/02/2022).</p> <p>Available SOP (Safety/Operation) Procedure (GJOM-SOP-MGR-01-05, GJOM-SOP-PRD-01-18, GJOM-SOP-LAB-01-06, GJOM-SOP-MNT-01-19 and GJOM-SOP-STO-01-03).</p>	
3.3.2	A mechanism to check consistent implementation of procedures is in place. - Minor Compliance -	Internal Audit was conducted by Genting Jambangan Estate as mechanism to check consistency of implementation of SOPs. This was conducted on 08-08/06/2022. Sighted checking points on SOPs, Documentation used for estate operation sampled by internal auditors.	Complied
3.3.3	Records of monitoring and any actions taken are maintained and available.	In Genting Jambangan POM and Estate both has established monitoring and updating of progress of implementation as stated	Complied

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	- Minor Compliance -	in various management Plan such as Waste Management Plan, Water Management Plan, Operational Checklists.	
Criterion 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.			
3.4.1	<p>(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented.</p> <p>- Critical (Major) compliance -</p>	<p>No new planting at Genting Jambongan Certification Unit.</p> <p>Social Impact Assessment (SIA) & Human Rights Impact Assessment (HRIM) Report was reviewed on April 2021 for both Genting Jambongan Oil Mill and Genting Jambongan Estate by Sustainability Department. The assessment has involved relevant stakeholders such as schools’ representatives, local authorities and workers. No negative impact was identified during the assessment through interviewed.</p> <p>Environmental Aspect and Impact Register (SP-MGR-02-F01-1) Rev.01 dated 03/1/21 was sampled and covering operational activities, product and services and updated as environmental aspect assessment on Compost Plant conducted on 01/03/21 and installation of newly Clean Air Pollution Control System (ESP) on 03/01/21.</p> <p>Genting Jambongan Estate has conducted Environmental Aspect and Impact Assessment for estate operation dated 11/06/22. Prepared and reviewed by Assistant Manager GJBE and approved by Estate Manager. Available guidance on EIA-Score, ranking and etc which consistently applied in the assessment.</p> <p>The SOP of Environmental Aspect and Impact (EIA) (SMP-GPB-29) Rev. 01, dated 06/06/18 under Para 7.3 and format of Environmental Aspect and Impact Register (SP-MGR-02-F01-1) to be further reviewed and reference made to updated applicable legal and other requirements.</p>	OFI

<p>3.4.2</p>	<p>For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.</p> <p>- Minor Compliance -</p>	<p>Social Management and Monitoring Plan of Genting Jambongan Estate was reviewed and last updated on 09/06/2022 and 13/06/2022 in Genting Jambongan Oil Mill. Besides, action plan for issues raised during stakeholder meeting and workers' committee meeting was developed. Sampled of concern raised as below:</p> <p>a. Local stakeholder: Representative from Kg Limau-Limau has requested for road compaction and repair at the main road. Action: The management has progressively and planned for road repair at a few areas such as (Kg Melalin and Kg Bahanan). Status: Repair work completed in stages and expected to be completed by end of July 2022.</p> <p>b. Worker's representative: Foreign worker representative has requested for a HUMANA school. Status: Development will require a development of infrastructure and resources for teachers. This will be further discussed with the management team.</p> <p>Sampled for Environmental Management and Monitoring plan has been developed to mitigate and control as significant Environmental Aspect and Impact assessed accordingly in the format itself. While available Continual Improvement Plan established dated 26/05/2021.</p>	<p>Complied</p>
<p>3.4.3</p>	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>The SIA monitoring plan were developed annually with on-going and continuous plan. GJOM has produced the social management and monitoring plan dated 13/06/2022 and GJE on 9/6/2022 incorporated the SIA, list of stakeholders, internal stakeholder, complaints and grievances, etc.</p> <p>Continual Improvement Plan established dated 26/05/21 found implemented, having clear review and update on progress and result as recorded. As exampled stated under water quality which found mentioned:</p>	<p>Complied</p>

		<ul style="list-style-type: none"> • Water quality analysed every 3 months. • 1st Quarter fall on March 20th, • 2nd and 3rd and 4th Quarter done accordingly. • 1st & 2nd Quarter 2021 done sent to Dynakey. <p>Genting Jambongan Estate has established Environmental Management Plan dated 09/03/22. Amomng action plan included:</p> <ul style="list-style-type: none"> • Soil Erosion protection • Air Pollution Protection • Water Pollution Protection (chemicals & fertilizer, line site, landfill) • Noise Pollution Protection • Soil Pollution Protection • GHG Emission Control • Waste Management. <p>Progress and Status of action implemented found clearly recorded and updated in the EMP as actual with designated PIC updating and review each progress.</p>	
<p>Criterion 3.5: A system for managing human resources is in place.</p>			
3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.</p> <p>- Minor Compliance -</p>	<p>Genting Plantations Berhad has developed Foreign Workers Recruitment Procedure (Doc. No.: GEN-13, Rev. 02 dated 09/11/2020) to establish control procedures on the employment of foreign workers. Recruitment, selection and termination/retirements process was clearly outlined in the procedure. Local Recruitment Procedure was established as well in the company. Besides, criteria for promotion was outlined in Procedures for Social Management (Doc. No.: SMP-GPB-32, Rev. 01 dated April 2021).</p>	Complied

3.5.2	<p>Employment procedures are implemented, and records are maintained.</p> <p>- Minor Compliance -</p>	<p>Latest local recruitment for Genting Jambongan POM in February 2022. Seen recruitment records for one (1) worker, E00150, join date 14/02/2022.</p> <p>Genting Jambongan Estate</p> <p>Local recruitment for Genting Jambongan Estate in May 2022. Seen recruitment records for one (1) worker, E, join date 14/02/2022.</p>	Complied
Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	<p>(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p><u>Genting Jambongan Oil Mill</u></p> <p>Genting Jambongan Oil Mill have implemented a Safety & Health Management Plan for the year 2022 and available for verification. Among the objectives are to provide and maintain a working environment that is safe without risk to health and adequate as regard to welfare at work. Risk assessments were identified and assessed in the mill for all operations and as legal compliances. Verification were done as below:</p> <ol style="list-style-type: none"> 1. Hazard Identification, Risk Assessment and Risk Control (HIRARC) was established to assess all hazards and risk related to operations in the mill. Among the HIRARC verified were Backhus Machine, Compost Plant, tools and equipments. 2. Chemical Health Risk Assessment (CHRA) was conducted in compliance with OSHA Act 1994 and USECHH, 2000 for Genting Jambongan Oil Mill by Rehpro Scientific Sdn Bhd on 10/12/2019. The CHRA Report (Report Reference Number: RSSB/CHRA/2019-156) was available for verification. 3. Annual Medical Surveillance was conducted in accordance with recommendations stated in the CHRA for workers exposed to chemicals listed under USECHH 200 Regulations such as Welding Fumes, Hexane and Diesel. A total of 4 workers were 	Complied

		<p>examined at Klinik Mebllo Paris on 28/07/2021, deemed to be exposed to hazardous chemicals. Results indicated that there were no occupational caused abnormal results.</p> <ol style="list-style-type: none"> 4. Noise Risk Assessment (NRA) was conducted as part of the OSH (Noise Exposure) Regulations 2019 for Genting Jambongan Oil Mill by Sherman Services & Supply on 19 – 20/04/2021. The NRA Report (Report Reference Number: SSS/NOISE-302/21) was available for verification. 5. Audiometric Test was conducted in compliance with the recommendations in the NRA by Dab OH Sdn Bhd on 25/01/2022. A total of 26 workers were tested with the results stating that 25 workers were having normal audiogram and 1 worker with abnormal audiogram. <p><u>Genting Jambongan Estate</u></p> <p>Genting Jambongan Estate have implemented a Safety & Health Management Plan for the year 2022 and available for verification. Among the objectives are to provide and maintain a working environment that is safe without risk to health and adequate as regard to welfare at work. Risk assessments were identified and assessed in the mill for all operations and as legal compliances. Verification were done as below:</p> <ol style="list-style-type: none"> 1. Hazard Identification, Risk Assessment and Risk Control (HIRARC) was established to assess all hazards and risk related to operations in the estate. Among the HIRARC verified were EFB Application, Genset, Circle Raking and Carpenter Works. 2. Chemical Health Risk Assessment (CHRA) was conducted in compliance with OSHA Act 1994 and USECHH, 2000 for Genting Jambongan Estate by QMSPRO Sdn Bhd on February 	
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		<p>2021. The CHRA Report (Report Reference Number: JKPP HQ/03/ASS/00/154-2021/034) was available for verification.</p> <p>3. Noise Risk Assessment (NRA) was conducted as part of the OSH (Noise Exposure) Regulations 2019 for Genting Jambongan Estate by Chemclass Sdn Bhd on 05/04/2021 – 27/06/2021. The NRA Report (Report Reference Number: CC/0621/061) was available for verification.</p> <p>4. Audiometric Test was conducted in compliance with the recommendations in the NRA by Dab OH Sdn Bhd on 25/01/2022. A total of 32 workers were tested with the results stating that 28 workers were having normal audiogram and 4 worker with abnormal audiogram.</p>	
3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored. - Critical (Major) compliance -</p>	<p>The effectiveness of the Safety & Health Management Plan is monitored and ensured through checklist, worksite inspections and trainings that were conducted by Genting Jambongan Oil Mill and Genting Jambongan Estate in each of the operations. Site visits around the mill and estate indicated the control measures as per HIRARC were followed and ensured by the respective management units.</p> <p>Nevertheless, the effectiveness of the implementation of Health & Safety Plan was ineffective. Evidences were verified as below.</p> <p><u>Genting Jambongan Estate</u></p> <ol style="list-style-type: none"> 1. During the site visit it was noticed that there were Mechanical Spreader Operation being carried out in the estate. Nevertheless, there were no HIRARC established for the hazards associated with the operations. 2. During the site visit to the Mechanical Spreader Operation, It was sighted that the tractor driver was wearing Wellington 	Non-compliance

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		<p>Boots. This was not in compliance with the Standard Operating Procedures; Langkah-Langkah Penaburan Baja – Kaedah Mekanikal & Separa Mekanikal; Langkah – Langkah Keselamatan; vii. Kasut Keselamatan yang diluluskan.</p> <p>3. During the Site Visit to the Genset Operation, it was sighted that the genset operator was wearing wellington boots and earplugs. This was not in accordance to the HIRARC for Genset (Updated: 08.02.2018) which states: Kawalan Sedia Ada – PPE – Kasut Keselamatan & Ear Muff.</p> <p>4. During the site visit to Chemical PreMix Area, it was noticed that the Emergency Shower was not fully functional.</p>							
Criterion 3.7: All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.									
3.7.1	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out-growers, taking into account gender-specific needs, and which covers applicable aspects of the RSPOP&C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>For Genting Jambangan Oil Mill, a training plan entitled ESH Training Plan For January to December 2022 was available. The training plan consist of Intended Scope of Training, Rationale of Training Planned, Proposed Person to Attend, Designation, Date, Trainer and Venue.</p>	Complied						
3.7.2	<p>Records of training are maintained.</p> <p>- Minor Compliance -</p>	<p>Training records are maintained by each Operating Unit. Sample some records at each Operating as follows:</p> <p><u>Genting Jambangan Oil Mill</u></p> <table border="1" data-bbox="1153 1149 1926 1324"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>HCV Training</td> <td>18/06/2022</td> </tr> <tr> <td>Emergency Equipment and Action – Spillage (Water Treatment) Training</td> <td>03/06/2022</td> </tr> </tbody> </table>	Training	Date	HCV Training	18/06/2022	Emergency Equipment and Action – Spillage (Water Treatment) Training	03/06/2022	Complied
Training	Date								
HCV Training	18/06/2022								
Emergency Equipment and Action – Spillage (Water Treatment) Training	03/06/2022								

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		Emergency Equipment and Action – Spillage (Compost Plant) Training	13/06/2022	
		CEMS Monitoring Training	19/05/2022	
		Compost Plant Operation Training	14/05/2022	
		Training on Permit to Work	06/04/2022	
		Store HIRARC and SOP Training	05/03/2022	
		Workshop HIRARC and SOP Training	12/03/2022	
		Mill Lab and Water Treatment Plant HIRARC and SOP Training	01/04/2022	
		<u>Genting Jambongan Estate</u>		
		Training	Date	
		Riparian Zone Training	11/06/2022	
		Schedule Waste Training	17/06/2022	
		Store Management Training	14/06/2022	
		Manuring Training	11/06/2022	
		Noise Conservation Training	10/06/2022	
		FFB Harvesting & PPE Training	09/06/2022	
		IPM Training	20/05/2022	
		Water Treatment Training	13/05/2022	
		Genset Operation Training	13/05/2022	

3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	<p>The Traceability and Supply Chain Training has been conducted at the mill on 17/05/2022 for personals involved in the supply chain process in the mill. Among the attendees the Mill Acting Manager, Office Clerk and Weighbridge Attendant.</p>	Complied
<p>Criterion 3.8: Supply chain requirement for mills (note: All supply chain requirements are considered as Critical (C). However, it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	<p>Genting Jambongan Oil Mill receives certified and non-certified FFB from own supply base and third-party sources. Thus, the mill has opted for the Mass Balance Module. Therefore, this indicator is not applicable to the mill.</p>	Not Applicable
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>Genting Jambongan Oil Mill received and processed certified and non-certified FFB (92% own estate and 8% outsider). Therefore, the mill opted for the Mass Balance Module.</p> <p>During the assessment, volumes and sources of certified and non-certified FFB entering the mill, the implementation of processing controls and volume sales of RSPO Certified Products was verified.</p>	Complied
3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that</p>	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in Table 10 of this public summary report.</p>	Complied

	the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.		
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	The registration of PalmTrace will be carried out by the Marketing Palm Products Department (MPP), HQ. All transaction will be registered in the PalmTrace. The mill registered license available in PalmTrace as following: - Member ID: RSPO_PO1000003777 - Member category: Oil Mill - RSPO Membership No.: 1-0086-06-000-00	Complied
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill’s procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill. 	<p>Genting Plantations Berhad have developed Supply Chain and Traceability (Palm Oil Mill) Procedure (Doc. No.: SMP-GPB-23, Rev. Feb 2022) to ensure that handling of incoming FFB and outgoing CPO & PK are carried out in a proper manger to meet the sustainability requirements for traceability and mass balance. Other supporting documents were developed as below:</p> <ol style="list-style-type: none"> 1. Handling, Storage, Preservation and Delivery Procedure (Doc. No.: PM-LAB-03, Rev. 0 dated 02/01/2018) 2. Product Identification & Traceability Procedure (Doc. No.: PM-PRD-01, Rev. 0 dated 02/01/2018) 3. Control of Nonconforming/ Noncertified Product Procedure (Doc. No.: PM-PRD-05, Rev. 01 dated 12/12/2019) <p>Supply Chain & Traceability Refresher Training was conducted on 17/05/2022 for the critical control point personnel such as weighbridge operators and Document Controller who are responsible for traceability.</p>	Complied

		Appointment letter for person-in-charge of Supply Chain, Traceability and Mass Balance requirements of RSPO, ISCC and MSPO Sustainability Standard dated 03/01/2022 was sighted. Account Clerk has been appointed as the person-in-charge by the Mill Acting Manager. Interviewed with the weighbridge operator confirmed that she is aware and understands the supply chain traceability.	
3.8.6	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill:</p> <p>a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b. Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>Genting Plantations Berhad have developed Sustainability Internal Audit procedure with Doc. No.: SMP-GPB-03, Rev. 06 dated August 2021 to plan and implement internal audits to determine conformance to the applicable sustainability standards' requirements such as RSPO, MSPO and ISCC. The frequency of the audit is not less than once a year.</p> <p>The last internal audit was carried out on 09-10/06/2022 with total 4 observations were raised and recorded in the internal audit report. Seen the Internal Audit Checklist.</p>	Complied
3.8.7	<p>Purchasing and Goods In</p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBS received.</p> <p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>The accompanying documents of incoming FFB from own estate are estate's weighbridge tickets which has the info about name of estate, RSPO certificate number, weighbridge ticket number, date of delivery, field number, number of bunches. Upon arrival at the mill, the mill issues its weighbridge ticket as confirmation of receipt. The estate's ticket number is recorded in the mill's ticket number.</p> <p>There has been no projected overproduction. Nonetheless, based on interview with the staff, the facility is aware of this requirement.</p>	Complied

		<p>The mechanism for handling non-conforming oil palm products and/or documents is addressed under Control of Non-conforming Product [PM-PRD-05, rev. 0, dated 02/01/2018] which describes the non-certified material or product shall be kept segregated from the certified ones.</p>	
<p>3.8.8</p>	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ol style="list-style-type: none"> a) The name and address of the buyer; b) The name and address of the seller; c) The loading or shipment / delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation; i) A unique identification number. 	<p>All the information required by the standard was available in various shipping documents such as transporter’s delivery order, mill’s weighbridge, buyer’s receiving notes, to name a few. The following documents were verified:</p> <p><u>Sales of RSPO Certified CPO</u></p> <p>Contract Number: SOM/1021/J01CPO</p> <ol style="list-style-type: none"> 1. Buyer: XXX 2. Seller: Genting Oil Mills (Sabah) Sdn Bhd 3. Delivery Date: 28/10/2021 4. Doc Issue Date: 28/10/2021 5. RSPO Cert Number: RSPO 709622 6. Product: CPO/MB 7. Quantity: 35,800 Kg 8. Related Doc: Authorization Form & CPO Despatch Checklist 9. Ticket Number: CPO21000287W <p><u>Sales of RSPO Certified PK</u></p> <p>Contract Number: SGOMS/PK/2204/J02PK</p> <ol style="list-style-type: none"> 1. Buyer: XXX 2. Seller: Genting Oil Mills (Sabah) Sdn Bhd 3. Delivery Date: 24/05/2022 	<p>Complied</p>

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		<p>4. Doc Issue Date: 24/05/2022 5. RSPO Cert Number: RSPO 709622 6. Product: PK RSPO MB 7. Quantity: 13,930 KG 8. Related Doc: Delivery/Goods Received Advice, Authorization Form, PK Despatch Checklist, Receiving Note & Delivery Advice. 9. Ticket Number: PKMB2200031W</p>	
3.8.9	<p>Outsourcing Activities</p> <p>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide</p>	<p>There is no any outsourcing activity related to processing and storage except for transporter of CPO and PK. Seen the agreement for the CPO & PK transporter (Hai Heng Enterprise Sdn Bhd) dated 01/05/2022 which valid until 30/04/2025. Requirements of RSPO, ISCC, MSPO and OSHA was stated under Clause 38. The contractor shall ensure to provide cooperation and relevant access to the appointed Certification Bodies into their respective operations, systems and any and all information when this is announced in advance.</p>	Complied

	relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.		
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	The mill has recorded the details of the contractors engaged by the mill in the stakeholder list.	Complied
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	There were no new contractors used for the physical handling of RSPO certified products by the mill.	Complied
3.8.12	<p>Record keeping</p> <ul style="list-style-type: none"> i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements. ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock. iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis. iv) For Mass Balance Module, the mill: <ul style="list-style-type: none"> a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis. b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO. 	<p>Genting Jambangan Oil Mill has maintained the accurate, complete, up-to-date and accessible records and reports covering all aspects of these RSPO Supply Chain Certification requirements. Retention period of all supply chain documented information retained for more than two years as per sample sighted in indicator 3.8.7 - 3.8.9 above.</p> <p>All the inventory records are maintained and updated on daily basis and monthly. Daily records are prepared at the entry point at the weighbridge.</p>	Complied

	<p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock.</p>		
3.8.13	<p>Extraction Rate The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>NA. Conversion factor of CPO and PK production is depending on the actual OER and KER. The previous actual OER & KER can be seen in Table 10 of this report.</p>	Complied
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>Conversion factor of CPO and PK production is depending on the actual OER and KER. The previous actual OER & KER and estimation can be seen in Table 10 of this report.</p>	Complied
3.8.15	<p>Processing For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	<p>NA. The facility opted for mass balance model.</p>	Not Applicable
3.8.16	<p>Registration of Transactions i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date. ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>The actor is a palm oil mill and its products are CPO and PK which are covered under Figure 2 and 3, Annex 1 of the RSPO SCCS Standard. Based on the downloaded transactions register from the certification unit's PalmTrace, the company was able to demonstrate that it has been registering its transactions in the PalmTrace accordingly. Since the last assessment there were 13 announcements made for sales of RSPO PK and 11 announcements made for RSPO CPO.</p>	Complied

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3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>RSPO trademark was not use. Nonetheless, the facility is aware with the requirements of the RSPO Rules on Market Communications and Claims. Genting Plantations Berhad have obtained the RSPO Trademark License, approved by the RSPO Executive Board on 31/03/2011.</p>	Complied
General corporate communications			
4.1	<p>A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.</p>	<p>Genting Plantations Berhad has made "off-product" claim by highlighted the commitment to comply with RSPO in https://www.gentingplantations.com/sustainability/ and status of certification of RSPO in Annual Report 2020.</p>	Complied
4.2	<p>In corporate communications a member is allowed to:</p> <ul style="list-style-type: none"> a. Display its RSPO membership status b. Display the RSPO web address (www.rspo.org) c. State that the member supports the work of the RSPO d. State the member's history with regard to the RSPO. e. Use the RSPO trademark to promote its membership of the RSPO. <p>Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text 'Check our progress at www.rspo.org' where the link must lead to the member's profile page.</p>	<p>The company has used the RSPO Trademark logo in the company Annual Report 2020, https://www.gentingplantations.com/wp-content/uploads/2021/04/GENP_AR20-Final.pdf.</p>	Complied
4.3	<p>In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.</p>	<p>Genting Plantations Berhad does not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.</p>	Complied
4.4	<p>Members must ensure that all communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member's own products.</p>	<p>Genting Plantations Berhad ensure communication is consistent, clear and cannot mislead consumers or other stakeholders as to</p>	Complied

		the certified content of oil palm products in the member's own products.	
4.5	Members are not allowed to use the RSPO corporate logo as shown in the RSPO Rules on Market Communications & Claims document. This is for the sole use of the RSPO secretariat.	No RSPO corporate logo used as evidence during the document audit.	Complied
Business to business communications			
5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	Business to business communication is demonstrated via shipping documentation and sales contract to the next supply chain actor or buyer.	Complied
5.2	When confirming the sale of certified oil palm products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	The only business to business communication is through the delivery documents. There is no use of trademark logo in the delivery document. Only the communication with RSPO certification number and supply chain model sighted in the despatch note.	Complied
5.3	Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options: a. If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer's SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation.	Not applicable as Genting Jambongan Oil Mill is not a distributor or wholesaler.	Not Applicable

	b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.		
MODULE B – MASS BALANCE SPECIFIC RULES			
Minimum Mass Balance content			
	95% or above of the oil palm content must be RSPO MB-certified.	Genting Jambongan Oil Mill produces RSPO MB CPO and RSPO MB PK. 100% of the oil palm content in both products are RSPO MB Certified.	Complied
	Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.	Genting Jambongan Oil Mill produces RSPO MB CPO and RSPO MB PK. 100% of the oil palm content in both products are RSPO MB Certified. No Non-Certified content within the product.	Complied
Labelling and trademark (MB)			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> Surrounded by the text: 'Certified sustainable palm oil'. The RSPO label MUST contain the tag 'MIXED'. The tag MIXED designates oil palm products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag 'MIXED' on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim. The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'. Wherever the RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4 pt (1.4 mm or 0.06 inch). 	Genting Jambongan Oil Mill is producing crude palm product and does not involved in any labelling of end product.	Complied

	<ul style="list-style-type: none"> In on-pack communications, the RSPO trademark can be printed anywhere on the pack. Further guidance on use of the trademark is provided in the RSPO Trademark License Terms and Conditions and in Annex 1 of the Rules on Market Communications & Claims document. 		
Messaging (MB)			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> [Oil palm products]/[palm oil]/[palm kernel oil] from RSPO-certified mills and plantations were mixed with non-certified oil palm products in the supply chain. The volume of [oil palm products][palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. <p>In off-product communications, reference to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown in company records is allowed.</p> <p>Messaging NOT ALLOWED in storytelling in product-related communications:</p> <ul style="list-style-type: none"> Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product. 	<p>Genting Jambongan Oil Mill is producing crude palm product and does not involved in any labelling of end product.</p>	<p>Complied</p>
Principle 4: Respect community and human rights and deliver benefits			
Criterion 4.1: The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p>	<p>Genting Plantations Berhad has established Social Policy dated 14/09/2020 signed by President & Chief Operating Officer. The company respect human rights and support international human rights law. They protect retaliation against human rights defenders who submit complaints in good faith. Briefing of the policy was conducted on 10/02/2022 in the mill and 25/03/2022 in the estate.</p>	<p>Complied</p>

	- Critical (Major) compliance -		
4.1.2	The unit of certification does not instigate violence or use any form of harassment in their operations. - Minor compliance -	Based on the interview with internal and external stakeholders, the certification unit is not use violence or harassment in their operations.	Complied
Criterion 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties			
4.2.1	(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD. - Critical (Major) compliance -	Genting Plantations Berhad has the Sustainability management Procedure Manual (Doc No: SMP-GPB-18 Rev 03 dated 29/12/2017) for guidelines on the handling of land issues/boundary conflicts including related land conflicts. For other complaints, Sustainability Management Procedure Manual for Complaints & Grievances, Doc No: SMP-GPB-19, Rev: 03, Dated 21/03/2018.	Complied
4.2.2	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties. - Minor compliance -	Genting Plantations Berhad has established Complaints and Grievances procedure with Doc. No.: SMP-GPB-19, Rev. 04 dated March 2020 to provide guidelines on handling complaints & grievances involved internal and external stakeholders. All the written confidential complaints shall be dealt by Manager. The timeframe for the action to be taken depends on seriousness of the complaints or grievance. The accepted timeframe to acknowledge and respond to the complaint or grievances is within 1 month upon receipt. Understanding of complaint procedure was not effectively demonstrated. The following issues were observed at division-2 line site (GJBE/BLRE/02/1212/032); Toilet and main door were found to be broken and yet to be repaired. The occupant (creche helper/ayah) had informed auditor that they have lodged complaint on housing defect to carpenter verbally. She was not aware on the complaint process which require	Non-compliance

		to be reported via complaint/grievance book. Thus, a minor NC was raised.	
4.2.3	The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders. - Minor compliance -	Based on the complaint & grievance book, the complainants have acknowledged if the issue has been solved by management. Sighted all the complaints were solved within the timeframe of 1 month.	Complied
4.2.4	The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator. - Minor compliance -	As per SOP Sustainability management Procedure Manual (Doc No: SMP-GPB-18 Rev 03 dated 29/12/2017) for guidelines on the handling of land issues/boundary conflicts including related land conflicts, the parties may explore the mediation process to achieve resolution in a timely and satisfactory manner if negotiations fail to find resolution.	Complied
Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.			
4.3.1	Contributions to community development that are based on the results of consultation with local communities are demonstrated. - Minor compliance -	Genting Jambongan Estate and Genting Jambongan Oil Mill has provided the contribution to the local communities based on their request through letter or during the stakeholder meeting. Among the contributions were: GJBE and GJOM 1. Request to use estate mass for the chief of Beluran Police Department visit on 14-15/03/2022 2. Request to use tractor for Kg Bahanas. The tractor will be used to transport wooden plank for house repair. Request dated 17/5/22 3. Road repair at Kg Malalin, SK Jambongan (on going)	Complied
Criterion 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1	(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free,	Total of 597 land titles under country lease (CL) with total of 4,062.3 ha. Sample of land titles checked:	Complied

	<p>Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	Land title	Land tenure	Land use type	
		1) CL085337337, hectarage: 199.89 ha	Country lease, 98 years (1/1/1974-31/12/2072)	Cultivation of oil palm	
		2) CL085311995 hectarage: 101.48 ha	Country lease, 98 years (1/1/2002-31/12/2100)	Cultivation of oil palm	
		1) CL085325622, hectarage: 202.26 ha	Country lease, 98 years (1/1/2002-31/12/2100)	Cultivation of oil palm	
4.4.2	<p>Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:</p>	<p>The process established as Sustainability Management Procedure on Conflict Resolution and Handling of Negotiations and Compensations within GENP Estates, Doc no: SMP-GPB-18; Rev. 03; Date: 29/12/2017. No disputes recorded.</p>			Complied
4.4.2a	<p>Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making.</p> <p>- Minor compliance -</p>	<p>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.</p>			Complied
4.4.2b	<p>Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken.</p> <p>- Minor compliance -</p>	<p>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</p>			Complied

4.4.2c	Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land. - Minor compliance -	There is no 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
4.4.3	(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities). - Critical (Major) compliance -	There is no 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
4.4.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. - Minor compliance -	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
4.4.5	(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose. - Critical (Major) compliance -	There is no 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
4.4.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties. - Minor compliance -	There is no 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

Criterion 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.

4.5.1	<p>(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available. - Critical (Major) compliance -</p>	<p>There is no new planting on customary or user rights in Genting Jambongan Estate. Therefore, no issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit.</p>	Not Applicable
4.5.2	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation. - Critical (Major) compliance -</p>	<p>There is no new planting on customary or user rights in Genting Jambongan Estate. Therefore, no issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit.</p>	Not Applicable
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations. - Minor compliance -</p>	<p>There is no new planting on customary or user rights in Genting Jambongan Estate. Therefore, no issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit.</p>	Not Applicable
4.5.4	<p>To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process. - Minor compliance -</p>	<p>There is no new planting on customary or user rights in Genting Jambongan Estate. Therefore, no issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit.</p>	Not Applicable
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic,</p>	<p>There is no new planting on customary or user rights in Genting Jambongan Estate. Therefore, no issues related to loss of legal</p>	Not Applicable

	environmental and social implications of the proposed operations on their lands. - Minor compliance -	customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit.	
4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator. - Minor compliance -	There is no new planting on customary or user rights in Genting Jambongan Estate. Therefore, no issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit.	Not Applicable
4.5.7	New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations. - Minor compliance -	There is no new planting on customary or user rights in Genting Jambongan Estate. Therefore, no issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit.	Not Applicable
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	There is no new planting on customary or user rights in Genting Jambongan Estate. Therefore, no issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit.	Not Applicable
Criterion 4.6: Any negotiations Concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place. - Critical (Major) compliance -	The process established as Sustainability Management Procedure on Conflict Resolution and Handling of Negotiations and Compensations within GENP Estates, Doc no: SMP-GPB-18; Rev. 03; Date: 29/12/2017. No disputes recorded.	Complied
4.6.2	(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. - Critical (Major) compliance -	The process established as Sustainability Management Procedure on Conflict Resolution and Handling of Negotiations and Compensations within GENP Estates, Doc no: SMP-GPB-18; Rev. 03; Date: 29/12/2017. No disputes recorded.	Complied

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4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings. - Minor compliance -	The process established as Sustainability Management Procedure on Conflict Resolution and Handling of Negotiations and Compensations within GENP Estates, Doc no: SMP-GPB-18; Rev. 03; Date: 29/12/2017. No disputes recorded.	Complied
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them. - Minor compliance -	The process established as Sustainability Management Procedure on Conflict Resolution and Handling of Negotiations and Compensations within GENP Estates, Doc no: SMP-GPB-18; Rev. 03; Date: 29/12/2017. No disputes recorded.	Complied
Criterion 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	The process established as Sustainability Management Procedure on Conflict Resolution and Handling of Negotiations and Compensations within GENP Estates, Doc no: SMP-GPB-18; Rev. 03; Date: 29/12/2017. No disputes recorded.	Complied
4.7.2	(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. - Critical (Major) compliance -	The process established as Sustainability Management Procedure on Conflict Resolution and Handling of Negotiations and Compensations within GENP Estates, Doc no: SMP-GPB-18; Rev. 03; Date: 29/12/2017. No disputes recorded.	Complied
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development. - Minor compliance -	The process established as Sustainability Management Procedure on Conflict Resolution and Handling of Negotiations and Compensations within GENP Estates, Doc no: SMP-GPB-18; Rev. 03; Date: 29/12/2017. No disputes recorded.	Complied
Criterion 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all	The process established as Sustainability Management Procedure on Conflict Resolution and Handling of Negotiations and	Complied

	people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	Compensations within GENP Estates, Doc no: SMP-GPB-18; Rev. 03; Date: 29/12/2017. No disputes recorded.	
4.8.2	(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms. - Critical (Major) compliance -	The process established as Sustainability Management Procedure on Conflict Resolution and Handling of Negotiations and Compensations within GENP Estates, Doc no: SMP-GPB-18; Rev. 03; Date: 29/12/2017. No disputes recorded.	Complied
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4) - Minor compliance -	The process established as Sustainability Management Procedure on Conflict Resolution and Handling of Negotiations and Compensations within GENP Estates, Doc no: SMP-GPB-18; Rev. 03; Date: 29/12/2017. No disputes recorded.	Complied
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). - Minor compliance -	The process established as Sustainability Management Procedure on Conflict Resolution and Handling of Negotiations and Compensations within GENP Estates, Doc no: SMP-GPB-18; Rev. 03; Date: 29/12/2017. No disputes recorded.	Complied
Principle 5: Support smallholder inclusion			
Criterion 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders. - Minor compliance -	Current and previous period prices paid for FFB are available in the agreement between the company and the third-party supplier. It is also publicly available upon request.	Complied

5.1.2	<p>(C) Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request).</p> <p>- Critical (Major) compliance -</p>	<p>Mechanism of pricing is spelt out in Genting's "Polisi Perolehan Tandan Buah Sawit (TBS)" (External FFB Procurement Policy Agreement) dated 31/3/2021. The last meeting for FFB pricing was done on 20/5/2021 for the smallholders.</p>	Complied
5.1.3	<p>(C) Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented.</p> <p>- Critical (Major) compliance -</p>	<p>Based on interview, the third-party supplier is satisfied with the calculation formula documented in the agreement.</p>	Complied
5.1.4	<p>(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable.</p> <p>- Critical (Major) compliance -</p>	<p>No associated smallholder within the scope of Jambongan POM and estate. ISH which currently supply the FFB to Jambongan POM is undergo RSPO ISH certification under eligibility phase.</p>	Complied
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>Contracts are fair, legal and transparent and have an agreed timeframe available for verification for;</p> <p>i) Roziah binti Hariri dated 20/5/2021 ii) Yazid bin Rahman dated 20/5/2021</p>	Complied
5.1.6	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>In the contract under 4.0 they agreed payment will be made in a timely manner. As per verification on payment, Sampled transactions reference 528075530100006 (Roziah Hariri) showed that the payments were made in timely manner according to the agreement.</p>	Complied
5.1.7	<p>Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government).</p> <p>- Minor compliance -</p>	<p>GJOM has two units of weighbridge i.e. indicator reference no. 074816 and 101154. Both equipment has been last calibrated by a third-party metrology company on 2/12/21 and valid until 1/12/22</p>	Complied

		as per requirement under Weights and Measures Act 1981, Regulations 16, 28A dan 45.	
5.1.8	The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material. - Minor compliance -	The ISH has yet to certified under RSPO ISH November 2019 requirement. The name of group manage entity is Jambongan ISH Enterprise. Mutual agreement to between Jambongan POM and Jambongan ISH Enterprise will be made available once certified.	Complied
5.1.9	(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner. - Critical (Major) compliance -	The grievance mechanism for smallholders is guided by Genting's grievance procedure which details described in Criterion 4.2. So far there was no grievance raised from the third-party supplier.	Complied
Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification. - Minor compliance -	No associated smallholder within the scope of Jambongan POM and estate. ISH which currently supply the FFB to Jambongan POM is undergo RSPO ISH certification under eligibility phase.	Not Applicable
5.2.2	The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS). - Minor compliance -	No associated smallholder within the scope of Jambongan POM and estate. ISH which currently supply the FFB to Jambongan POM is undergo RSPO ISH certification under eligibility phase.	Not Applicable
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	No associated smallholder within the scope of Jambongan POM and estate. ISH which currently supply the FFB to Jambongan POM is undergo RSPO ISH certification under eligibility phase.	Not Applicable

5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	No associated smallholder within the scope of Jambongan POM and estate. ISH which currently supply the FFB to Jambongan POM is undergo RSPO ISH certification under eligibility phase.	Not Applicable
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	No associated smallholder within the scope of Jambongan POM and estate. ISH which currently supply the FFB to Jambongan POM is undergo RSPO ISH certification under eligibility phase.	Not Applicable
Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. - Critical (Major) compliance -	Genting Plantations Berhad has established Social Policy dated 14/09/2020 signed by President & Chief Operating Officer. The company shall not discriminate in terms of hiring, compensation, access to training, promotion, termination or retirement based on rase, caste, national origin, religion, age, disability, gender, marital status, union membership or political affiliation.	Complied
6.1.2	(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers. - Critical (Major) compliance -	No evidence that workers and groups including local communities, women, and migrant workers have been discriminated against including charging of recruitment fees for foreign workers. Most of the workers join the company voluntary and has not been discriminated in any way. This has been confirmed through interview with workers.	Complied
6.1.3	The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available. - Minor compliance -	As per the Procedure for Social Management, the recruitment and promotion were based on merit and skills. No discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. Reviewed the list of documents and interviewed with workers found that foreign female workers are promoted as Mandor of the specific work station.	Complied

6.1.4	Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women. - Minor compliance -	The pregnancy test only conducted for female working with chemical such as pesticide sprayer, fertilizer applicator or rat bait. This is to ensure that no pregnant women are working with dangerous chemical. The pregnancy test is checked on monthly basis by Medical Assistant and results is summarized in the check-up spray/manuring.	Complied
6.1.5	(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women. - Critical (Major) compliance -	Gender Committee was established in the estate and mil as the platform to raise awareness and identify issue faced by the women. The last meeting was conducted on 20/04/2022 in the estate and 15/01/2022 in the mill with meeting minutes was sighted. Function of the committee and the rights of women were briefed during the ;meeting. There was no case of sexual harassment and violence reported	Complied
6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	Either female or male workers, they were paid equally based on job type and skills. Further pay slip reviewed on clause 6.2.3	Complied
Criterion 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand. - Critical (Major) compliance -	Sample of employment contracts are reviewed and the agreements are signed in Bahasa Malaysia as the workers are from Indonesia. Upon the foreign workers arriving to the estate, they will be inducted for the terms and conditions of employment contract and briefed on the company's policies	Complied
6.2.2	(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on	The terms and conditions such as working hours, deduction, overtime, sick leave, holiday entitlement, reason of dismissal and period of notice were outlined in the contract. The extension contract has followed the terms and condition as per the original signed contract. Total of 8 workers sample from 29 workers (GJOM)	Complied

	<p>compensation for all work performed. This includes a form of record for work done by family members. - Critical (Major) compliance -</p>	<ol style="list-style-type: none"> 1) E00123, date join: 5/11/2018 2) E00093, date join: 1/1/2019 3) E00103, date join: 1/8/2017 4) E00002, date join: 31/10/2008 5) E00066, date join: 6/2/2015 6i) E00137, date join: 17/8/2020 7) E00070, date join: 13/5/2015 8) E00132, date join: 1/11/2019 <p>Total of 25 workers sample from 270 workers (GJE)</p> <ol style="list-style-type: none"> 1) E17857, date join: 1/8/2021 2) E01443, date join: 1/2/2016 3) E01594, date join: 10/12/2017 4) E17829, date join: 17/2/2020 5) E00716, date join: 31/10/2009 6) E01192, date join: 31/10/2009 7) E17971, date join: 10/5/2008 8) E01533, date join: 31/10/2008 9) E17795, date join: 28/10/2019 10) E01319, date join: 5/6/2015 11) E01263, date join: 1/9/2014 12) E00255, date join: 31/10/2009 13) E01570, date join: 1/11/2017 14) E11795, date join: 7/10/2019 15) E01223, date join: 1/9/2014 	
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		<p>16) E18003, date join: 1/2/2022 17) P00065, date join: 18/8/2012 18) E01620, date join: 10/12/2017 19) E01441, date join: 16/5/2017 20) E01603, date join: 10/12/2017 21) E17876, date join: 1/2/2022 22) E18011, date join: 1/2/2022 23) E17996, date join: 1/2/2022 24) E18007, date join: 1/2/2022 25) E17903, date join: 1/2/2022</p>	
<p>6.2.3</p>	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements. - Critical (Major) compliance -</p>	<p>Evidence of of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements were demonstrated. Review of payslips in October 2021 (peak crop), February 2022 (low crop) and November 2021 (average crop) were checked for the following workers.</p> <p>Total of 8 workers sample from 29 workers (GJOM)</p> <p>1) E00123, date join: 5/11/2018 2) E00093, date join: 1/1/2019 3) E00103, date join: 1/8/2017 4) E00002, date join: 31/10/2008 5) E00066, date join: 6/2/2015 6i) E00137, date join: 17/8/2020 7) E00070, date join: 13/5/2015 8) E00132, date join: 1/11/2019</p>	<p>Complied</p>

		<p>Total of 25 workers sample from 270 workers (GJE)</p> <ol style="list-style-type: none"> 1) E17857, date join: 1/8/2021 2) E01443, date join: 1/2/2016 3) E01594, date join: 10/12/2017 4) E17829, date join: 17/2/2020 5) E00716, date join: 31/10/2009 6) E01192, date join: 31/10/2009 7) E17971, date join: 10/5/2008 8) E01533, date join: 31/10/2008 9) E17795, date join: 28/10/2019 10) E01319, date join: 5/6/2015 11) E01263, date join: 1/9/2014 12) E00255, date join: 31/10/2009 13) E01570, date join: 1/11/2017 14) E11795, date join: 7/10/2019 15) E01223, date join: 1/9/2014 16) E18003, date join: 1/2/2022 17) P00065, date join: 18/8/2012 18) E01620, date join: 10/12/2017 19) E01441, date join: 16/5/2017 20) E01603, date join: 10/12/2017 21) E17876, date join: 1/2/2022 22) E18011, date join: 1/2/2022 23) E17996, date join: 1/2/2022 	
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		<p>24) E18007, date join: 1/2/2022 25) E17903, date join: 1/2/2022</p> <p>Permits obtained from Labour Department checked;</p> <p><u>Genting Jambangan Oil Mill</u></p> <p>a. Permit for work work on night shift, Section 75, Labour Ordinance (Sabah Cap 67), serial no. 600-1/2/13/9 Jld.6 (05/SDK/2020-0284) valid from 22/8/2020 – 25/8/2022.</p> <p>b. Permit for Overtime Limit Approval, Section 104(7), Labour Ordinance (Cap 67) for 120 hours. Serial no. 600-1/2/13/9 Jld. (08/SDK/2020-0285) valid from 27/8/20 – 26/8/22</p> <p>c. Permit to Employ Non-Resident Workers, license no. JTK.H.SDK.600-4/1/1/10401/0007217 valid from 13/9/2021 – 12/09/2022, Workers quota: 8 – Indonesian, 1 – Philippines, 1 – West Malaysia.</p> <p><u>Genting Jambangan Estate</u></p> <p>a. Permit to Employ Non-Resident Workers, license no. JTK.H.SDK.600-4/1/1/01261/005606 valid from 2/10/2021 – 1/10/2022, Workers quota: 294 – Indonesian, 0 – Philippines, 1 – West Malaysia.</p> <p>b. Salary deduction permit, Section 113(4), Labour Ordinance (Sabah Cap 67) for medical cost (dependent), processing fees (travel documents), serial no. JTKSBH/PMT/113/2021/0401 valid from 27/12/2021 – 26/12/2023.</p>	
6.2.4	<p>(C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers’ Housing Recommendation No. 115, are used. In the case of</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 in the estate</p>	<p>Non-compliance</p>

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	<p>acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>compound to provide medical facilities to all the workers. Crèche is provided in the mill and estate for the kids. Hospital Assistant has conducted the weekly housing inspection. Latest inspection was carried out as per following:</p> <p>Line site inspection – 14/6/2022, 7/6/2022 (GJOM) Line site inspection – 6/6/2022, 13/6/2022 (GJE)</p> <p>Based on “Rekod Pemeriksaan Mingguan Perumahan” for division 2 line site, no non-compliance reported against company’s guideline “Langkah-Langkah Perlu Di Patuhi Di Kawasan Perumahan, Pusat Asuhan Kanak-Kanak dan Sekolah” rev:3 (Oct 2018). Seen during site visit at division 2 block (GJBE/BLRE/02/1212/032);</p> <ol style="list-style-type: none"> 1. Treated water (from mill) and rainwater harvesting connected to the same common line/pipe from storage tank. 2. Found a few green empty chemical containers were dumped at the backyard of block GJBE/BLRE/02/1212/032 3. Parking bay cum temporary workshop was found at the backyard of block GJBE/BLRE/02/1212/032. <p>Result of inspections was found contrary with the actual condition seen at site.</p>	
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>Sundry shops and canteens were located next to mill. The goods and foods price list were displayed at the shop. Besides, the management has provided 3x boat trip from Jambongan Island to Paitan town for workers</p>	Complied
6.2.6	<p>A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p>PROCEDURAL NOTE:</p>	<p>Genting Plantations Berhad has established the prevailing wage calculation last updated on 27/5/2022 to include all the in-kind benefits provided to the workers in Genting Jambongan Estate and Genting Jambongan Oil Mill. In-kind benefit calculated is RM 991,78</p>	Complied

<p>STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE</p> <p>With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p> <p><i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i></p> <p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation with relevant stakeholders such as palm oil industry members, workers' union, authorities and/or relevant organisations.</p> <p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage (RSPO Guidance for Implementing a Decent Living Wage. The RSPO will also develop further guidance and tools to calculate DLW in line with the RSPO endorsed methodology which may include independent studies by local experts in their respective region or country).</i></p> <p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> • Updated assessment on prevailing wages and in-kind benefits 	<p>and average take home salary is around RM1700. The prevailing wages is more than the Minimum Wage Order 2022.</p>	
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	<ul style="list-style-type: none"> • There is annual progress on the implementation of living wages • Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment • The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation. <p>- Minor compliance -</p>		
6.2.7	<p>Permanent, full-time employment including contractors' workers and contracted workers is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal</p> <p>- Minor compliance -</p>	<p>There are no casual or temporary workers used in the certification unit. All workers are check roll and contracted workers used for all work perform.</p>	Complied
<p>Criterion 6.3: The unit of Certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p>(C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>Genting Plantations Berhad has established Social Policy dated 14/09/2020 and People Policy dated 03/08/2009 where physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation is prohibited. Reproductive rights are protected. Briefing of the policy was conducted on 10/02/2022 in the mill and 25/03/2022 in the estate.</p>	Complied
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.</p> <p>- Minor compliance -</p>	<p>Minutes of meetings between GJOM and GJE with workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request. Meeting carried out at respective operating units as per below: Workers welfare committee – 18/05/2022 (GJOM)</p>	Complied

		Workers welfare committee – 11/06/2022 (GJE)	
6.3.3	<p>Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p>Worker representatives were freely elected with no interference of management in the formation and operation of said group. Based on interview with worker’s representatives and gender committee members, the have confirmed the organization committees were freely elected by them with no interference from the Mill and Estate management.</p>	Complied
Criterion 6.4: Children are not employed or exploited.			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>Genting Plantations Berhad has established Social Policy dated 14/09/2020 and People Policy dated 03/08/2009 where the company shall not use any child labour. Children’s right are respected. There was specific clause under 2.6 of the agreement with contractors mentioned the contractor shall ensure no minor (Below 18 years old) are employed</p>	Complied
6.4.2	<p>(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	<p>As per Procedures for Social Management (Doc. No.: SMP-GPB-32, Rev. 01 dated April 2021), Clause 6.8.4, the estate and mill shall verify identification card, passport and work permit before employ workers to ensure no child labour in the company. The contractor shall also provide full details of the workers such as identification card, passport, work permit for age verification by the management. Reviewed the list of workers and passports found that no child labour was employed in the company.</p>	Complied
6.4.3	<p>(C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>There are no young persons employed in GJBE and GJOM.</p>	Complied
6.4.4	<p>The unit of certification demonstrates communication about its ‘no child labour’ policy and the negative effects of child labour, and promotes child</p>	<p>The communication of no child labour policy together with the Social Management were given through the stakeholder meeting on 14/05/2022 to all stakeholders.</p>	Complied

	<p>protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>		
<p>Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.</p>			
6.5.1	<p>(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>Genting Plantations Berhad has established Social Policy dated 14/09/2020 and People Policy dated 03/08/2009 where physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation is prohibited Besides, Sexual Harassment Policy dated 03/08/2009 was developed to ensure harassment-free environment and avoid behavior that may create an atmosphere of hostility and intimidation of any kind at the workplace. Reproductive rights are protected. Briefing of the policy was conducted on 10/02/2022 in the mill and 25/03/2022 in the estate. Procedure on Prevention and Eradication of Sexual Harassment at the Workplace was established with Doc. No.: SMP-GPB-20, Rev. 0 dated 11/10/2013. Process of handling sexual harassment complaint was outlined in the procedure.</p>	Complied
6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>Genting Plantations Berhad has implemented a Social Policy (Incorporating the Labour and Human Rights requirements) dated 22/6/2015. In the policy statement, it mentioned that reproductive rights are protected. Briefing of the policy was conducted on 10/02/2022 in the mill and 25/03/2022 in the estate.</p>	Complied
6.5.3	<p>Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified.</p> <p>- Minor compliance -</p>	<p>New mothers need assessment was carried out on 20/4/2022. The assessment was done by VMO, Dr Mohammad Fikri Zainal Abidin. Need of new mother have been discussed and identified while pregnancy (ante-natal check) and post-natal check after delivery etc. Financial preparation is a must for delivery cost and immunization for baby.</p>	Complied

6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>For grievance and complaints regarding sexual harassment or domestic violence, there is specific complaint form established and communicated in the gender committee meeting. So far, there is no sexual harassment cases reported at both GJBE & GJOM.</p>	Complied
Criterion 6.6: No forms of forced or trafficked labour are used.			
6.6.1	<p>(C) All workers have entered into employment voluntarily and the following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes) • Charging the workers for recruitment fees. • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>	<p>The workers have been allocated with passport locker to keep their passport and the key was hold by themselves. Seen the photo evident of the passport lockers with name for each worker. As per the Foreign Workers Recruitment Procedures, self-declaration from the recruitment agent need to be filled in to ensure no recruitment fee paid by the workers. All the agreed recruitment fee will be paid by the company and list of recruitment cost was stated in Appendix III of the procedure. Employment contract was signed by the workers as sampled and the worker is allowed to terminate the contract with the serve of notice period. Based on phone interviewed with the workers, overtime was voluntarily basis. They were paid with the overtime rate as per Sabah Ordinance. No contract substitution occurred.</p>	Complied
6.6.2	<p>(C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>The company has implemented Social Policy dated 14/09/2020 and People Policy dated 03/08/2009. Besides, Procedures for Social Management (Doc. No.: SMP-GPB-32, Rev. 01 dated April 2021) was developed and implemented where the migrant workers are provided with safe living condition, post-arrival orientation on the employment condition, safety & health, sustainability and law & regulations. No discrimination, no recruitment fee and no contract substitution was implemented in the company.</p>	Complied
Criterion 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.			

<p>6.7.1</p>	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>Both operating units have formed an OSH Committee in the respective mill and estate to address all issues associated to Health and Safety in the operating units. The OSH Organisation Charts were available and displayed at the workstations.</p> <ol style="list-style-type: none"> 1. Genting Jambongan Oil Mill The Mill Acting Manager, Mr. Yee Chee Fui has been appointed as the OSH Committee Chairman as stated in the appointment letter dated 08/12/2021 undersigned by the Senior Manager – Processing (Sabah). 2. Genting Jambongan Estate The Estate Manager, Mr. Sharif Abdul Nasir Bin Sharif Kayong has been appointed as the OSH Committee Chairman as stated in the appointment letter dated 03/01/2022 undersigned by the General Manager – R2. <p>OSH Committee of the respective operating units conducts regular OSH Meetings to address all issues related to OSH in the operating units. Workplace Inspections are conducted prior to the OSH Meeting.</p> <p><u>Genting Jambongan Oil Mill</u></p> <p>Genting Jambongan POM have conducted regular OSH Meetings and Meeting Minutes were available for verification. The meetings were sighted to be conducted on 23/04/2022 (02/2022), 26/01/2022 (01/2022), 30/10/2021 (04/2021) and 17/07/2021 (03/2021).</p> <p><u>Genting Jambongan Estate</u></p> <p>Genting Jambongan Estate have conducted regular OSH Meetings and Meeting Minutes were available for verification. The meetings</p>	<p>Complied</p>
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		<p>were sighted to be conducted on 11/02/2022 (01/2022), 12/05/2022 (02/2022), 11/11/2021 (04/2021) and 11/08/2021 (03/2021).</p>	
<p>6.7.2</p>	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<ol style="list-style-type: none"> 1. Emergency Response Procedures was available in the document Genting Sabah Oil Mills; Emergency Response Procedures; Doc Number: SP-MGR-04; Doc Date: 01.08.2017. The ERP includes plans and procedures for emergency incidences such as fire outbreak, oil/chemical spillage, effluent overflow and accident. An emergency response team have been created in the mill to combat the incidences mentioned above. Regular trainings and drills are conducted for the team to handle emergencies. <ul style="list-style-type: none"> - Fire Fighting Training was conducted in the mill on 28/04/2022. - Night Security Drill was conducted by the estate for the security team on 24/04/2022. - Fire Drill and ERP Training was conducted on 11/06/2022 (Division 2) and 22/04/2022 (Division 4). 2. First aid kit inventory was available for verification. It was acknowledged that all required items were stated in the inventory and does not contain consumable medicines. Regular monitoring of the first aid box was done by the mill and estate Hospital Assistant. The first aid holder’s summary list was also available to include all important operations and worksites. <ul style="list-style-type: none"> - The mill personals have attended First Aider – Emergency Response Training on 17/12/2021. - The estate have conducted First Aid Box Training on 18/04/2022 and 12/06/2022 	<p>Complied</p>

		<p>3. SOP for Handling and Reporting Accidents were available in the document System Procedure: NADOPOD; Doc Number: SP-MGR-06; Doc Date: 01.08.2017.</p> <p><u>Genting Jambongan Oil Mill</u></p> <p>There were no accident cases reported for the year 2021. The JKPP 8 Form for 2021 was submitted on 08.01.2022 for the year ending 2021. As of to date there were no accidents reported for the year 2022 as well.</p> <p><u>Genting Jambongan Estate</u></p> <p>There were 3 accident cases reported in the estate for the year 2021. The JKPP 6 form for each accidents have been submitted to DOSH and available for verification. The JKPP 8 form for the year ending 2021 have been submitted to DOSH on 13/01/2022 and available for verification. As of to date there were no accidents reported for the year 2022.</p>	
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>All workers have been provided with appropriate personal protective equipment (PPE), which is provided by the management free of charge. During the field visit to the Spraying Gang and Manuring Gang and visit to the stores of the respective estates and mill, it was sighted that all required and appropriate PPEs were worn by the personals.</p> <p>The estates have well maintained facilities for the workers to sanitise themselves prior to returning home from work. The showers rooms were all in good working condition. Interview with workers indicated that they were all well aware that they have to sanitise themselves before returning home due to the hazard that the chemical residues could cause them.</p>	Complied

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6.7.4	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work-related incidents leading to injury or sickness are covered in accordance with Malaysian law.</p> <p>- Minor compliance -</p>	<p>Medical care is provided to all the employees. Local workers and foreign workers were covered under SOCSO scheme. Sighted the contribution form (8A) for March – May 2022 for all operating units visited as below.</p> <table border="1" data-bbox="1133 507 1937 885"> <thead> <tr> <th>Operating Units</th> <th>Month</th> <th>No of Employees</th> <th>Contribution</th> </tr> </thead> <tbody> <tr> <td rowspan="3">Genting Jambongan Oil Mill</td> <td>Mar 2022</td> <td>28</td> <td>RM 923.90</td> </tr> <tr> <td>Apr 2022</td> <td>30</td> <td>RM 955.70</td> </tr> <tr> <td>May 2022</td> <td>30</td> <td>RM 1252.30</td> </tr> <tr> <td rowspan="3">Genting Jambongan Estate</td> <td>Mar 2022</td> <td>306</td> <td>RM 5268.50</td> </tr> <tr> <td>Apr 2022</td> <td>281</td> <td>RM 4923.30</td> </tr> <tr> <td>May 2022</td> <td>272</td> <td>RM 6459.10</td> </tr> </tbody> </table>	Operating Units	Month	No of Employees	Contribution	Genting Jambongan Oil Mill	Mar 2022	28	RM 923.90	Apr 2022	30	RM 955.70	May 2022	30	RM 1252.30	Genting Jambongan Estate	Mar 2022	306	RM 5268.50	Apr 2022	281	RM 4923.30	May 2022	272	RM 6459.10	Complied
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6.7.5	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>The Operating units recorded all injuries and accidents in the LTA format as below:</p> <table border="1" data-bbox="1133 970 1937 1276"> <thead> <tr> <th rowspan="2">Operating Units</th> <th colspan="2">2021</th> <th colspan="2">2022 (as of 20/06/2022)</th> </tr> <tr> <th>Days</th> <th>Cases</th> <th>Days</th> <th>Cases</th> </tr> </thead> <tbody> <tr> <td>Genting Jambongan Oil Mill</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Genting Jambongan Estate</td> <td>75</td> <td>3</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Operating Units	2021		2022 (as of 20/06/2022)		Days	Cases	Days	Cases	Genting Jambongan Oil Mill	0	0	0	0	Genting Jambongan Estate	75	3	0	0	Complied					
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Principle 7: Protect, conserve and enhance ecosystems and the environment

a. **Criterion 7.1:** Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.

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7.1.1	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>Addressed in the Oil Palm Manual under section Pest and Disease. Refer document no. OPM 5, rev. June 2013.</p> <p>The estate has established IPM Management Plan, dated 20/05/2022, focusing on Beneficial Plant and Rat Baiting Campaign. Sighted the implementation as follows:</p> <ol style="list-style-type: none"> a. The estate continuously planting beneficial plant such as Tunera subulata. Sighted the beneficial planting along the main road. Map and records of beneficial plant was available for review. b. The estate conducted 2 rat baiting campaign per year as base on rat census result. 	Complied
7.1.2	<p>Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented.</p> <p>- Minor compliance -</p>	<p>None of species referenced in the Global Invasive Species Database and CABI.org are used for the management of IPM in Genting Jambangan Estate. The estate have declared this compliance in the status of IPM species invasiveness.</p>	Complied
7.1.3	<p>There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities.</p> <p>- Minor compliance -</p>	<p>There was no land preparation in the Genting Jambangan Estate by burning ever since Genting Plantations practiced zero burning.</p> <p>Genting Plantations has a policy of no open burning. As advocated, the estates practiced zero burning. There was no evidence that fire had been used to prepare land for replanting in the estate No fire was used for waste disposal.</p>	Complied
<p>Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.</p>			
7.2.1	<p>(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p> <p>- Critical (Major) compliance -</p>	<p>All pesticides used were those officially registered under the Pesticide Act 1974. All estates use only class II, class III & class IV pesticides as verified via the chemical register and the chemicals available in the chemical store of the respective estates.</p> <ol style="list-style-type: none"> a. No illegal agrochemicals (stated by local and international laws) such as paraquat was used in their estates. 	Complied

		<p>b. The usage of the agrochemicals was based on the Sustainability Management Procedure; Doc No: SMP-GPB-28; Titled: Justification Of Pesticides Used; Revised on: 17/03/2015. SOP and in the Pictorial Safety Standard Book where written justifications had been provided for various fields operations.</p> <p>The Manual has included chemical register list which indicates the use of selective products that are specific to the targeted pest, weed or disease. The procedures also covered the use of PPE when handling the chemicals. The estates continued to use pesticides as per the SOPs.</p>																			
7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>Records of Pesticide/Agrochemicals used in the estate were recorded and monitored on a yearly basis and available for verification. Summary Data were sampled as below (To date May 2022):</p> <table border="1" data-bbox="1137 847 1928 994"> <thead> <tr> <th>All Pesticides</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Kg a.i/mt FFB</td> <td>0.056</td> <td>0.039</td> <td>0.064</td> <td>0.054</td> <td>0.076</td> </tr> <tr> <td>Kg a.i/Ha</td> <td>0.789</td> <td>0.742</td> <td>1.021</td> <td>0.980</td> <td>0.539</td> </tr> </tbody> </table>	All Pesticides	2018	2019	2020	2021	2022	Kg a.i/mt FFB	0.056	0.039	0.064	0.054	0.076	Kg a.i/Ha	0.789	0.742	1.021	0.980	0.539	Complied
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7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>The quantity of agrochemicals required for various field conditions are documented and justified in Genting Plantation Sustainability Management Procedure Manual, SMP-GPB-28 Rev. 04, dated 03/07/2018. The implementation in the field is consistent with the manual.</p> <p>Genting Plantation views the use of agrochemicals in its daily operation as essential but not at the expense of its existing IPM programme. All pesticides application is carried out as per the Oil Palm Manual and SOP.</p>	Complied																		

		<p>The estate has implemented a Continuous Improvement Plan where they have stated the intention to reduce the usage of chemical through implementation of Integrated Pest Management Plan.</p> <p>Sighted during the site visit at Genting Jambangan Estate, the establishment of beneficial plants along the estate roads as well as barn owl boxes placed at strategic areas. Paraquat was eliminated. In its place, alternatives such as Glyphosate is used instead.</p>	
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p> <p>- Minor compliance -</p>	<p>There is no prophylactic use of pesticides in all estates visited.</p>	Complied
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to:</p> <ol style="list-style-type: none"> Judgment of the threat and verify why this is a major threat Why there is no other alternative which can be used Which process was applied to verify why there is no other less hazardous alternative What is the process to limit the negative impacts of the application Estimation of the timescale of the application and steps taken to limit application to the specific outbreak. <p>- Minor compliance -</p>	<p>Genting Jambangan Estate does not use chemical that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions or Paraquat in their daily operations. This was established during the verification of the chemical register and interview with the management representative.</p> <p>This can also be evident in the estates Continual Improvement Plans which the estate has committed to:</p> <ol style="list-style-type: none"> Use of alternative pesticides that are safe and less toxic. Change from Paraquat to other alternative chemicals i.e. Glyphosate, Glufosinate and, Monosodium. Briefing to staffs and executives on minimizing pesticides and continue monitoring, avoid wastage and leakage, etc. Planting cover crops at immature fields. Strive to establish covers before planting. Increase Beneficial Plant areas. 	Complied

		<p>5. Implement Cattle Grazing at suitable areas for reducing pesticides use which in changing spraying technique from circle and path spraying to circle spraying only.</p> <p>6. Commence manual uprooting/slashing for selective weed control.</p>	
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticide operators are given training on the safe handling and application of the pesticides. Suitable personal protective equipment's and application equipment provided to the operators based on the PPE issuance forms.</p> <p>Sampled the training conducted for pesticide handlers as below: -</p> <p>1. Spraying Application, Calibration and Triple Rinse Training – 11/06/2022.</p>	Complied
7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticides were found stored in the mill and estate's Chemical Store in accordance with the Occupational Safety and Health Act 1994 (Act 514) and Pesticides Act 1974 (Act 149) and their Regulations. The stores were at all times locked and at the time of visit the store keeper was seen to unlock the pad-lock to open entrance door for auditor to inspect the store. At the entrance door, signage requiring donning of PPE were visibly posted. The Chemical Store signage with required Hazard Symbols were available at the entrance. The facility ventilation fan was found working with adequate ventilation available, up-to-date chemical register, trade and generic names, and their Safety Data Sheet were available.</p>	Complied
7.2.8	<p>All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes.</p> <p>- Minor compliance -</p>	<p>Genting Jambangan Estate has SOP Rev.03 October 2013 under Topic Steps in handling Chemicals (No. 21.1) Disposing Empty Chemicals Containers. Mentioned all empty chemicals containers need to be triple rinsed, punched with holes and kept in the store. Inventory need to be updated accordingly.</p>	Complied

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		Empty pesticides containers were triple rinsed, holes punched and stored separately in the SW store. Thereafter disposal arrangement will follow accordingly as per guidelines /procedure in recyclable waste management SMPM ref SPM GPB 13 dated 11/10/2013.	
7.2.9	(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying. - Critical (Major) compliance -	No aerial spraying for pesticide were done in Genting Jambangan Estate.	Complied
7.2.10	(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated. - Critical (Major) compliance -	The estate, in compliance with the CHRA Report conducts monthly health checks for all sprayers by the Hospital Assistant to record any health-related illness and complains of its workers who are handling pesticides. Nevertheless, there were no evidence that monthly health checks were conducted for the sampled sprayers (Passport Number: C7721XXX & C7722XXX) by the Hospital Assistant (Verified records for March, April & May 2022). This was not in compliance with the CHRA Report which states "it is recommended for Genting Jambangan Estate to continue its current health checks performed by the hospital assistant to record any health-related illness and complains of its workers who are handling these pesticides.	Non-compliance
7.2.11	(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work. - Critical (Major) compliance -	The Sustainability Management Procedure Manual; Doc Number: SMP-GPB-32; Revision 01; Document Date April 2021 is referred to which states: <u><i>Procedure for compliance requirement</i></u> - <i>Subject to the relevant laws and regulations</i> a. <i>Pregnant and breast feeding women are transferred to safer jobs.</i>	Complied

		b. <i>Breastfeeding women shall be allowed to breastfeed up to nine (9) months before resuming jobs deemed as hazardous e.g. chemical spraying etc.</i>	
Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.			
7.3.1	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented. - Minor compliance -	<p>Available in Genting Jambongan POM a Waste management Plan dated 25/02/22 approved by Mill Manager.</p> <ul style="list-style-type: none"> - Scheduled Waste - Domestic Waste - Recyclable Waste <p>Available management plan, monitoring and action plan, PIC and Status of action (Progress).</p> <p>Genting Jambongan Estate has maintained a Waste Management Plan dated 20/04/22. Among waste identified included:</p> <ul style="list-style-type: none"> - Scheduled Waste (including clinical waste from clinic) - Domestic Waste - Recycable Waste 	Complied
7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated. - Minor compliance -	<p>Sampled in Genting Jambongan POM a Scheduled Waste Store was properly maintained with bunding, lock, signage for SW 409 (Used Containers), SW 410 (Contaminated rags/filters), SW 305 (Used Lubricating Oil), SW 322 (Used Organic Solvent/Hexane). The visit in POM and Estate found satisfactorily maintained the regulated documents such as notification, inventory records and consignment notes through eSWISS. Among the scheduled wastes generated by the operating units were spent lubricants, spent batteries, contaminated filters & rags, contaminated PPE and clinical wastes</p>	Complied

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		<p>Available a Consignment Note/ESWISS for disposal of Scheduled Waste to Lagenda Bumimas such as:</p> <ul style="list-style-type: none"> - CN 2022051707IYZC1, date submitted 17/05/22 (Status received) for SW 305 Spent Lubrication Oil. Qty: 1.0000 MT. Lorry No. SMB 2328. - CN 2022051708JOR3DL, date submitted 17/05/22 (Status: received) for SW 410 Used Filters, Rags, Plastics contaminated with SW. Qty: 0.1115 MT. Lorry No. SMB 2328. - CN 2022061408QPAHYD, date submitted 14/06/22 (Status received) for SW 322 Waste of halogenated organic solvent. Qty: 0.00385 MT. Lorry No. SMB 2328 - CN 2022051707JBK8WH, date submitted 17/05/22 (Status received) for SW 409 (Disposal containers, bags, equipment contaminated with SW). Qty: 0.0080 MT. Lorry No. SMB 2328. <p>Genting Jambangan Estate has a record of disposal for:</p> <ul style="list-style-type: none"> - SW404 Clinical Waste as <p>Lagenda Bumimas Sdn. Bhd.</p> <ul style="list-style-type: none"> - CN 2022051910IVJRWQ, date submitted 19/05/22 (Status received) for SW 410 (Cotton rags contaminated with SW). Qty 0.0390 MT. Lorry No. SMB 2328. - CN 2022051909BWGTFL, date submitted 14/05/22 (Status received) for SW 305 (Spent Lubricating Oil) Qty 0.1070 MT. Lorry No SMB 2346 - CN 2022051909ZGCJ09, date submitted 14/05/22 (Status received) for SW 102 (Waste of lead acid battery, in whole or crushed form). Qty 0.1070 MT. lorry No. SMB 23228. <p>Sedafiat Sdn. Bhd.</p>	
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		<p>– CN 2022042716FVKSZB, date submitted 25/04/22 (Status received) for SW 404 (Clinical waste). Qty 0.0063 MT. Lorry No. SAB 8685.</p> <p>Visit at line site and landfill at Block 19 at Division 2 for domestic waste found closed previous one and open a new one dated 16/06/22. Signage of operation sighted properly posted.</p>	
7.3.3	<p>The unit of certification does not use open fire for waste disposal.</p> <p>- Minor compliance -</p>	<p>As sampled during site visit at fields, in Genting Jambongan POM and Genting Jambongan Estate found no evident of use of fire for waste disposal in mill operation area and surrounding area. Domestic and household wastes were sent to landfill and based on site visit to the landfill, it was observed as not burnt.</p>	Complied
<p>Criterion 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>			
7.4.1	<p>Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts.</p> <p>- Minor compliance -</p>	<p>Genting Jambongan Estate practices good agricultural practices as contained in their procedure (Oil Palm Manual, updated April 2021). They are followed to manage the soil fertility to levels ensuring optimal and sustainable as in:</p> <ul style="list-style-type: none"> • OPM 4: Soils and Water Conservation and • OPM 7: Manuring <p>Both are referred for managing soil fertility, optimizing yield and minimize environmental impact. Included sections on soil conservation practices, Water /Moisture Conservation, Nursery Manuring, Manuring (Immature Palms), Manuring (Mature Palms), Mulching with EFB/Mill by-products, Field Management Control, Productivity, Fertilizer Delivery and Stock Report for Estates, System Control-Order, Arrival, Issue and Stock.</p>	Complied
7.4.2	<p>Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health.</p> <p>- Minor compliance -</p>	<p>Sighted in Oil Palm Manual in OPM 7: Manuring under para 4.1 stated:</p>	Complied

		<p>For mature palms, the discriminatory manuring approach based on nutrient balance and yearly foliar analysis in conjunction with other factors such as soil analysis and visual inspection on palm and field condition adopted. Genting Plantation Research Centre is responsible for annual fertilizer formulation and recommendation.</p> <p>Also sighted SOP for Soil Sampling (GPRC/SOP/FS/02) Rev. 01 dated 26/03/19 stated:</p> <p>Plan and prepared schedule for soil Sampling every 10 years.</p> <p>Sighted Soil Test Report (LAS 024) conducted by Genting Plantation Research Centre, Issue 8, dated 01/07/18.</p> <p>Sighted Foliar Test Result (LAS 025) 2020, Issue 13, dated 01/04/20 for Genting Jambongan Estate conducted by Genting Plantation Research Centre for Young (3-7 Years), Prime 1(8-15 Years), Prime 2 (16-20 Years)</p> <p>Sighted Foliar Test Result (LAS 025) 2020, Issue 16, dated 15/04/21 for Genting Jambongan Estate conducted by Genting Plantation Research Centre for Young (3-7 Years), Prime 1(8-15 Years), Prime 2 (16-20 Years).</p>																			
7.4.3	<p>A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p> <p>- Minor compliance -</p>	<p>Sighted in Genting Jambongan POM maintained a record of Compost Supplied to Estate dated 03/06/2021.</p> <table border="1" data-bbox="1182 1072 1877 1369"> <thead> <tr> <th>Month</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Jan</td> <td>499.89</td> <td>1,227.64</td> </tr> <tr> <td>Feb</td> <td>663.65</td> <td>1,231.63</td> </tr> <tr> <td>Mac</td> <td>420.87</td> <td>1,154.57</td> </tr> <tr> <td>Apr</td> <td>653.69</td> <td>1,124.01</td> </tr> <tr> <td>May</td> <td>240.62</td> <td>1,276.62</td> </tr> </tbody> </table>	Month	2021	2022	Jan	499.89	1,227.64	Feb	663.65	1,231.63	Mac	420.87	1,154.57	Apr	653.69	1,124.01	May	240.62	1,276.62	Complied
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7.4.4	<p>Records of fertiliser inputs are maintained.</p> <p>- Minor compliance -</p>	<p>Genting Jambongan Estate has maintained a fertilizer use records as dated 16/02/2022.</p> <table border="1" data-bbox="1137 983 1924 1382"> <thead> <tr> <th>2021</th> <th>FFB (MT)</th> <th>Fertilizer (MT)</th> <th>Fertilizer Usage /MT FFB</th> </tr> </thead> <tbody> <tr><td>Jan</td><td>3,763.12</td><td>15.00</td><td>0.00</td></tr> <tr><td>Feb</td><td>2,656.12</td><td>313.75</td><td>0.12</td></tr> <tr><td>Mac</td><td>2,704.95</td><td>789.25</td><td>0.29</td></tr> <tr><td>Apr</td><td>3,699.12</td><td>362.95</td><td>0.10</td></tr> <tr><td>May</td><td>4,969.47</td><td>648.85</td><td>0.13</td></tr> <tr><td>Jun</td><td>5,114.86</td><td>249.55</td><td>0.05</td></tr> <tr><td>Jul</td><td>5,850.68</td><td>92..80</td><td>0.02</td></tr> </tbody> </table>	2021	FFB (MT)	Fertilizer (MT)	Fertilizer Usage /MT FFB	Jan	3,763.12	15.00	0.00	Feb	2,656.12	313.75	0.12	Mac	2,704.95	789.25	0.29	Apr	3,699.12	362.95	0.10	May	4,969.47	648.85	0.13	Jun	5,114.86	249.55	0.05	Jul	5,850.68	92..80	0.02	Complied
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		Aug	6,466.02	0.00	0.00	
		Sep	6,112.04	16.95	0.00	
		Oct	7,085.44	400.95	0.06	
		Nov	6,168.52	1,010.35	0.16	
		Dec	6,368.21	0.00	0.00	
		Total	60,958.43	4,300.40		

Criterion 7.5: Practices minimise and control erosion and degradation of soils.

7.5.1	<p>(C) Maps identifying marginal and fragile soils, including steep terrain, are available. - Critical (Major) compliance -</p>	<p>Genting Jambangan Estate has established a Soil Map dated 24/05/22 and prepared by GPRC.</p> <table border="1" data-bbox="1137 774 1926 1125"> <thead> <tr> <th>Soil Series/Classes</th> <th>Area (Ha)</th> <th>Percentage (%)</th> </tr> </thead> <tbody> <tr> <td>Brantian</td> <td>853.26</td> <td>21.32</td> </tr> <tr> <td>Dalit</td> <td>998.18</td> <td>29.94</td> </tr> <tr> <td>Kepayan</td> <td>36.41</td> <td>0.91</td> </tr> <tr> <td>Maliau</td> <td>1,678.92</td> <td>41.94</td> </tr> <tr> <td>Sook</td> <td>299.92</td> <td>7.48</td> </tr> <tr> <td>Weston</td> <td>136.83</td> <td>3.42</td> </tr> </tbody> </table> <p>Slope Map dated 24/05/22, created by GPRCS for Division 1-4. No steep terrain more than 25 degrees.</p> <table border="1" data-bbox="1137 1244 1926 1388"> <thead> <tr> <th>Terrain Classes</th> <th>Area (Ha)</th> <th>Percentage (%)</th> </tr> </thead> <tbody> <tr> <td>Flat (0-2)</td> <td>1,532.77</td> <td>38.29</td> </tr> <tr> <td>Undulating (2-6)</td> <td>1,837.44</td> <td>45.90</td> </tr> </tbody> </table>	Soil Series/Classes	Area (Ha)	Percentage (%)	Brantian	853.26	21.32	Dalit	998.18	29.94	Kepayan	36.41	0.91	Maliau	1,678.92	41.94	Sook	299.92	7.48	Weston	136.83	3.42	Terrain Classes	Area (Ha)	Percentage (%)	Flat (0-2)	1,532.77	38.29	Undulating (2-6)	1,837.44	45.90	Complied
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		Rolling (6-12)	554.41	13.86	
		Hilly (12-20)	78.09	1.95	
		Steep (20-25)	0.18	0.01	
		Very Steep (>25)	0.00	0.00	
		Total	4,002.89	100	
7.5.2	No replanting on steep slopes (above 25 degrees) unless approved by state governments. In case of replanting is permitted, no replanting in contiguous area of steep terrain (greater than 25 degrees) larger than 25 Ha within the Unit of Certification. - Minor compliance -	Genting Jambongan Estate as in the Slope Map dated 24/05/2022 sampled found not having planted area more than 25 degree in all division and this was verified during site visit in Division 2 and 3.			Complied
7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	Genting Jambongan Estate as in the Slope Map dated 24/05/2022 sampled found not having planted area more than 25 degree.			Complied
Criterion 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.					
7.6.1	(C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations. - Critical (Major) compliance -	Genting Jambongan Estate has demonstrated a long term suitability of land for plantation by using Soil Series, Slope Map. No fragile soil categorized in the estates visited as per soil map issued by Genting Plant Research Centre. The Genting Plantation Research Centre conducted assessment and provided the estates with topography maps.			Complied
7.6.2	Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices. - Minor compliance -	No extensive planting on marginal and fragile soils as observed during site visit at Division 2 and 3 in Genting Jambongan Estate.			Complied

7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	Genting Jambongan Estate has using Soil Map and topographic information guide in planning of drainage and irrigation systems, roads and other infrastructure.	Complied
Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -	Not applicable as there is no peat soil in Genting Jambongan Estate	Not Applicable
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below). - Minor compliance -	Not applicable as there is no peat soil in Genting Jambongan Estate	Not Applicable
7.7.3	(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	Not applicable as there is no peat soil in Genting Jambongan Estate	Not Applicable
7.7.4	(C) A documented water and ground cover management programme is in place. - Critical (Major) compliance -	Not applicable as there is no peat soil in Genting Jambongan Estate	Not Applicable
7.7.5	(C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with	Not applicable as there is no peat soil in Genting Jambongan Estate	Not Applicable

	<p>crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.</p> <p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p> <p>- Critical (Major) compliance -</p>		
7.7.6	<p>(C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	Not applicable as there is no peat soil in Genting Jambongan Estate	Not Applicable
7.7.7	<p>(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	Not applicable as there is no peat soil in Genting Jambongan Estate	Not Applicable
<p>Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.</p>			
7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>b) Workers have adequate access to clean water.</p>	<p>Available in Jambongan POM a Water Management Plan for Raw Water and Drinking Water dated 14/03/22, Rev.00. reviewed and approved by Acting Manager dated 14/03/22. Treated water is supply 24hrs for housing. Drinking water for executive, GM, labor and staff operating 24 hrs.</p> <p>Genting Jambongan POM has appointed Dynakey Labarotories Sdn Bhd to conduct Drinking Water Test (25 Parameters) – Category A.</p>	Complied

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	- Minor compliance -	Sighted Certificate of Analysis (W220120-01-00 sampling on 14/01/2022. Genting Jambongan Estate has established and maintained a Water Management Plant Rev. 08 prepared May 2022. 3 main contents in the plan are general water management, water quality management and emergency management. These to ensure access and adequate supply of clean water.																			
7.8.2	(C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental deterioration having occurred during the previous cycle. - Critical (Major) compliance -	Sampled during site visit in Genting Jambongan Estate found clearly identified the requirements of riparian protection. The clear demarcation, signage sighted. No evidence of application of chemicals/pesticides in buffer area and red paint marking on trees clearly seen at area of Sungai Seguntur in Division 2.	Complied																		
7.8.3	Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored. - Minor compliance -	AS License No. 005264 valid from 01/07/21-30/06/22 mentioned no effluent discharge (Compost). However under term No. 15, required to conduct water quality sampling at upstream and downstream if by land application. (Not applicable). The Jambongan POM has proactively applied to DOE for exemption as letter dated 13/06/22.	Complied																		
7.8.4	Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -	Genting Jambongan POM has established a monitoring data on water usage in Mill and Domestic Water Monitoring Report. As for Year 2022 up to month of May as below: <table border="1" data-bbox="1137 1182 1921 1367"> <thead> <tr> <th>Month</th> <th>FFB Processed</th> <th>Mill</th> <th>Domestic</th> <th>Total Water Used</th> <th>Water Usage per Ton FFB Process</th> </tr> </thead> <tbody> <tr> <td>Jan</td> <td>6,919.290</td> <td>2,579</td> <td>5,224</td> <td>7,803</td> <td>1.13</td> </tr> <tr> <td>Feb</td> <td>5,460.372</td> <td>2,089</td> <td>4,576</td> <td>6,665</td> <td>1.22</td> </tr> </tbody> </table>	Month	FFB Processed	Mill	Domestic	Total Water Used	Water Usage per Ton FFB Process	Jan	6,919.290	2,579	5,224	7,803	1.13	Feb	5,460.372	2,089	4,576	6,665	1.22	Complied
Month	FFB Processed	Mill	Domestic	Total Water Used	Water Usage per Ton FFB Process																
Jan	6,919.290	2,579	5,224	7,803	1.13																
Feb	5,460.372	2,089	4,576	6,665	1.22																

		Mac	6,085.106	2,473	5,415	7,888	1.30																																			
		Apr	5,683.898	2,408	5,969	8,337	1.47																																			
		May	5,404.432	2,186	5,097	7,283	1.35																																			
Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised																																										
7.9.1	<p>A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented.</p> <p>- Minor compliance -</p>	<p>Management Plan to Improve Efficiency of Diesel Usage established and documented by Genting Jambongan POM dated 20/05/22. To improve efficiency of diesel usage. Among specific concern:</p> <ol style="list-style-type: none"> 1. Running Shovels, tractors and back hoe. 2. Fuel consumption by genset. <p>Genting Jambongan POM has established and recorded a Fossil fuels (Diesel) Consumption Monitoring and documented. A yearly comparison (2018-2022) also available.</p> <table border="1"> <thead> <tr> <th>Month</th> <th>FFB Processed</th> <th>CPO Produced</th> <th>Diesel Usage</th> </tr> </thead> <tbody> <tr> <td>Jan</td> <td>6,919.29</td> <td>1,472.49</td> <td>22,926.50</td> </tr> <tr> <td>Feb</td> <td>5,460.37</td> <td>1,206.59</td> <td>23,152.00</td> </tr> <tr> <td>Mac</td> <td>6,085.11</td> <td>1,267.80</td> <td>26,694.50</td> </tr> <tr> <td>Apr</td> <td>5,683.90</td> <td>1,236.50</td> <td>23,174.00</td> </tr> <tr> <td>May</td> <td>5,404.43</td> <td>1,190.25</td> <td>22,123.00</td> </tr> <tr> <td>Total</td> <td>29,553.10</td> <td>6,373.62</td> <td>118,123.00</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Year</th> <th>Diesel/Ton FFB</th> <th>Diesel/Ton CPO</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>7.07</td> <td>31.17</td> </tr> </tbody> </table>						Month	FFB Processed	CPO Produced	Diesel Usage	Jan	6,919.29	1,472.49	22,926.50	Feb	5,460.37	1,206.59	23,152.00	Mac	6,085.11	1,267.80	26,694.50	Apr	5,683.90	1,236.50	23,174.00	May	5,404.43	1,190.25	22,123.00	Total	29,553.10	6,373.62	118,123.00	Year	Diesel/Ton FFB	Diesel/Ton CPO	2018	7.07	31.17	Complied
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Year	Diesel/Ton FFB	Diesel/Ton CPO																																								
2018	7.07	31.17																																								

		2019	4.11	18.41	
		2020	4.47	20.40	
		2021	4.39	20.03	
		2022	3.99	18.52	
Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.					
7.10.1	<p>(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>Identification of greenhouse gas (GHG) emissions has been done through the environmental aspect & impact assessment. Among the source of GHG emissions were effluent treatment plant, diesel consumption and fertiliser consumption to name a few. The plan to reduce or minimise the GHG emission has been established and implemented.</p> <p>RSPO GHG Calculator version 4 is used. The consumption of fertilisers and diesel were verified through Estate: Lintramax Store Report Bin card store requisition & issuance note Mill: Stock Issue Summary (Lintramax) Diesel Store Record store requisition & issuance note Effluent Treatment Plant Log sheet Based on the verification of the above records, all the sampled issuance was traceable.</p>			Complied
7.10.2	<p>(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	<p>Not applicable since no new development by the certification unit after 15/11/2018. The last new land development was completed in 2016 and has undergone the NPP.</p>			Complied
7.10.3	<p>(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.</p>	<p>The Genting Jambongan POM has not discharged any effluent and diverted to Compost Plant. Other significant pollutant identified is</p>			Complied

	<p>- Critical (Major) compliance -</p>	<p>the smoke emission from boiler operation. The mill currently is using multi-stage dust cyclone to minimise the pollutant. Monitoring of quality is done through regular stack sampling. A Verification of the stack sampling reports (Report No. MS/GJOM/2021/BOILER NO. 2(S2) -2ND HALF, date monitoring 20/12/2021, with result stated mill complied with Malaysian Standard MS 1596:2003 the regulated limit which is 150 mg/m3.</p> <p>CEMS was installed to monitor opacity % and sighted monitoring report for Stack 1 reporting period 11/04/22-17/04/22 with Permissible Limit Value 20% with Average Value of 3.27% and Max Value of 23.74%. Reporting period 14/03/22-20/03/22 with Average Value of 3.92% and Max Value of 23.86%.</p> <p>The mill is still in the process of having its electrostatic precipitation (ESP) to be commenced which is expected to be at the end of the year. Currently running under Contravention License No. 005162 for period of 06/04/22-31/12/22 with Term and Condition of the License (JPLB/PBU/12/5162).</p>	
<p>Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area</p>			
<p>7.11.1</p>	<p>(C) Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -</p>	<p>There is no new planting or replanting in Genting Jambongan Estate. The first generation and the oldest palms were planted in 2004. There is no evidence that open burning is being practiced and this is also monitored through the Environmental Monitoring & Compliance Report.</p>	<p>Complied</p>
<p>7.11.2</p>	<p>The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification. - Minor compliance -</p>	<p>The Genting Sustainability Department established and documented a Fire Prevention and Control Measures (SOP-PD-12) Rev.00, dated Oct 2020. The document approved by SVP-Plantation (Malaysia) on 05/10/2020.</p>	<p>Complied</p>
<p>7.11.3</p>	<p>The unit of certification engages with adjacent stakeholders on fire prevention and control measures.</p>	<p>Genting Jambongan Estate has engaged with adjacent community such as Wakil Ketua Anak Negeri (WKA) Zon Jambongan, Pengerusi</p>	<p>Complied</p>

	<p>- Minor compliance -</p>	<p>JPKK Kg. Bahanan Jambongan, Ketua Anak Negeri Jambongan Beluran, PDRM Beluran, Sabah, Ketua Kampung Malalin, Pengerusi Madrasah Darul Sunnah, Pengerusi JPKK-Kg Hujung Jambongan, Ketua Kampung Kg. Limau Limau Jambongan, Ketua Kampung Kg. Bahanan.</p>	
<p>Criterion 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.</p>			
<p>7.12.1</p>	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests. A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document. - Critical (Major) compliance -</p>	<p>A comprehensive and independent High Conservation Value (HCV) Assessment for on-site assessment done from 4-8 August 2014 which included participation internal and external stakeholders were completed by an assessment team from S.K. Yap Forestry and Landscape Advisory Services, led by Dr. Yap Son Kheong. The report was finalized on October 2014. There was only one HCV area identified in the proposed new planting area, i.e. HCV 4.1 which is a stream utilized by the villagers at Kg Limau Limau which flows from Block E and Sg Ginday in Block D. Based on the report, it was confirmed that no primary forest or peat present in any of these land parcels.</p>	<p>Complied</p>
<p>7.12.2</p>	<p>(C) HCVs, HCS forests and other conservation areas are identified as follows: a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid. b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations. PROCEDURAL NOTE:</p>	<p>The last new land development was completed in 2016 and has undergone the NPP. There is no new land clearing after 15/11/2018 at Jambongan certification unit. Nonetheless, HCV assessment had been done as described in Indicator 7.12.1.</p>	<p>Complied</p>

	Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019). - Critical (Major) compliance -		
7.12.3	<i>Indicator is not applicable in Malaysia context</i>		Not Applicable
7.12.4	(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified). - Critical (Major) compliance -	The last new land development was completed in 2016 and has undergone the NPP. Not applicable as there is no new land clearing after 15/11/2018. Nonetheless, there is an HCV management plan established based on the result of the assessment mentioned in Indicator 7.12.1. Verification on-site confirmed that the plan was satisfactorily implemented.	Complied
7.12.5	Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas. - Minor compliance -	The last new land development was completed in 2016 and has undergone the NPP. Not applicable as there is no new land clearing after 15/11/2018.	Not Applicable
7.12.6	All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species. - Minor compliance -	Based on the HCV assessment report mentioned in Indicator 7.12.1, there was no RTE species presence in the plantation area (Clause 8.4.1 of the report). Nonetheless, signage about the restriction to capture RTE and the information about disciplinary measures were planted at many strategic places in the estate to educate the employees.	Complied

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7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>The last new land development was completed in 2016 and has undergone the NPP. There is no new land clearing after 15/11/2018. Nonetheless, monitoring of HCV was done once in two months by utilising a checklist. Among the criteria outlined in the checklist were cleanliness, safety, signage, intrusion, restricted activities and others.</p>	Complied
7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>Genting Jambongan Estate has established its remediation plan with an objective to restore the areas with environmental impact as identified in the land use change analysis. According to the Land Use Change Analysis Verification Result, prepared by RSPO's Independent Reviewer (Aksenta) in February 2016, the areas that required remediation is the buffer zones of Sungai Segempa (a.k.a Sg. Guntur) The total area required for remediation action amounts to 15.98 Ha. The restoration has been completed and ongoing monitoring is being carried out. Water analysis was also done at a selected point of Sg Guntur twice a year incorporated with the Environmental Monitoring & Compliance Audit.</p>	Complied

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2020 and 2021** for Genting Jambangan Oil Mill and supply base was calculated using the PalmGHG Calculator version 4.0. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in **2020** for Genting Jambangan Oil Mill and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.37
PKO	0.37

Extraction	%
OER	21.91
KER	4.36

Production	t/yr
FFB Process	66,380.83
CPO Produced	14,546.67
PKO Produced	2,896.23

Land Use	Ha
OP Planted Area	3,790.14
OP Planted on peat	0.00
Conservation (forested)	24.36
Conservation (non-forested)	0.00
Total	3,814.50

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	26,977.21	0.44	0.00	0.00	0.00	0.00	26,977.21	0.44
CO ₂ Emission from fertilizer	4,261.58	0.08	0.00	0.00	0.00	0.00	4,261.58	0.08
NO ₂ Emission	3,832.31	0.06	0.00	0.00	0.00	0.00	3,832.31	0.06
Fuel Consumption	1,205.48	0.02	0.00	0.00	0.00	0.00	1,205.48	0.02
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-35,482.28	-0.58	0.00	0.00	0.00	0.00	-35,482.28	-0.58
Conservation Sequestration	-223.38	-0.00	0.00	0.00	0.00	0.00	-223.38	-0.00
Total	930.92	0.02	0.00	0.00	0.00	0.00	930.92	0.02

*Note: Includes both estates and smallholders

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	4,538.37	0.07
Fuel Consumption	925.98	0.01
Grid Electricity Utilization	0.00	0.00
Credit		
Export of Grid Electricity	-28.91	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	5,435.44	0.08

Summary of Kernel Crusher Emission and Credit (if applicable)

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

*This mill has no kernel crusher operation.

Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	100
Divert to anaerobic diversion (%)	0

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

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The summary of the Net GHG emitted in **2021** for Genting Jambangan Oil Mill and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.32
PKO	0.32

Extraction	%
OER	21.90
KER	3.93

Production	t/yr
FFB Process	67,951.93
CPO Produced	14,882.62
PKO Produced	2,672.17

Land Use	Ha
OP Planted Area	3,790.14
OP Planted on peat	0.00
Conservation (forested)	24.36
Conservation (non-forested)	0.00
Total	3,814.50

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	26977.21	0.44	0.00	0.00	0.00	0.00	26977.21	0.44
CO ₂ Emission from fertilizer	3982.87	0.07	0.00	0.00	0.00	0.00	3982.87	0.07
NO ₂ Emission	3386.98	0.06	0.00	0.00	0.00	0.00	3386.98	0.06
Fuel Consumption	872.29	0.01	0.00	0.00	0.00	0.00	872.29	0.01
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-35482.28	-0.58	0.00	0.00	0.00	0.00	-35482.28	-0.58
Conservation Sequestration	-223.38	-0.00	0.00	0.00	0.00	0.00	-223.38	-0.00
Total	-486.32	-0.01	0.00	0.00	1748.38	0.00	1262.05	-0.01

*Note: Includes both estates and smallholders

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	3376.49	0.05
Fuel Consumption	930.14	0.01
Grid Electricity Utilization	0.00	0.00
Credit		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	4306.63	0.06

Summary of Kernel Crusher Emission and Credit (if applicable)

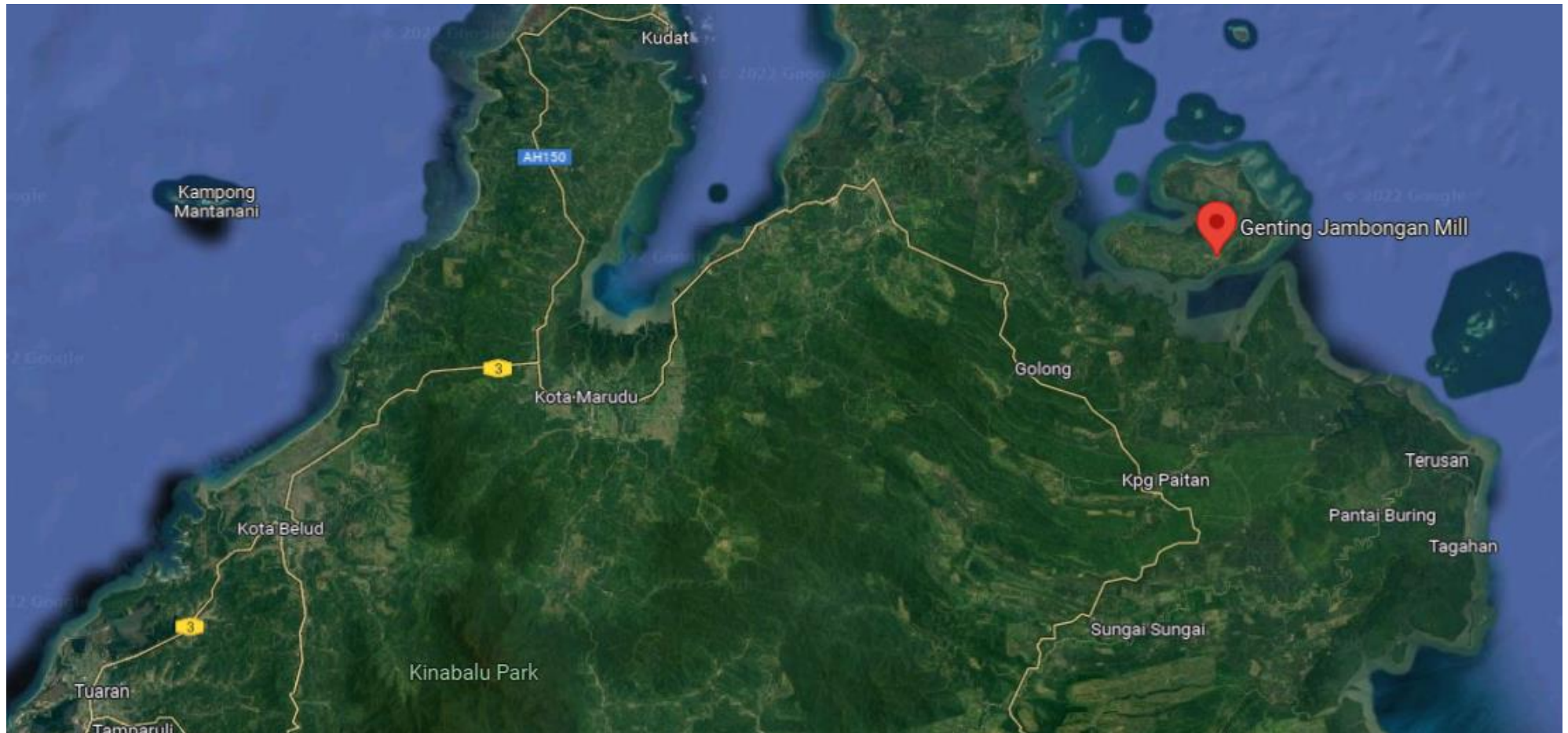
Emissions	tCO ₂ e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	0.00

*This mill has no kernel crusher operation.

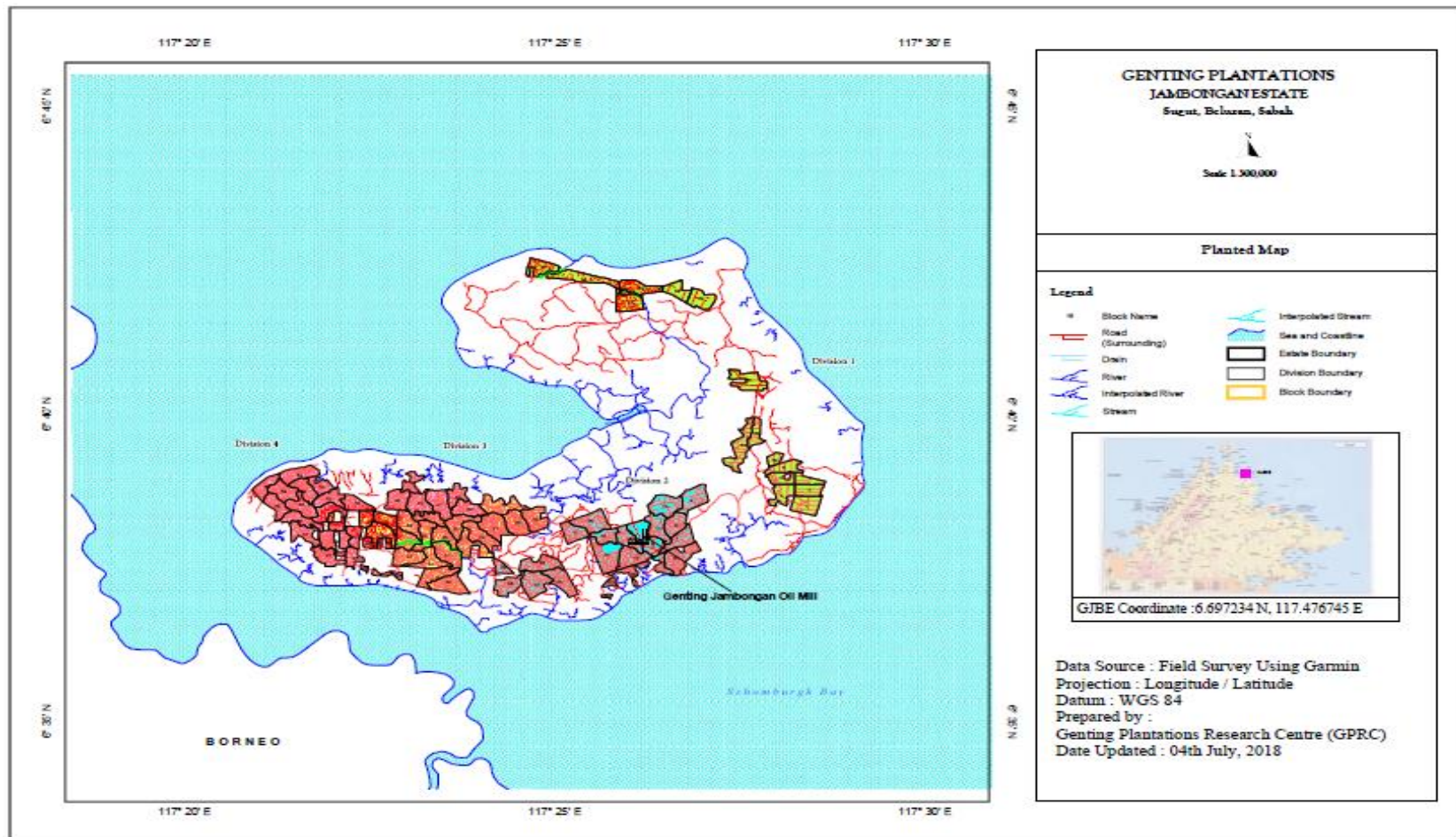
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	100
Divert to anaerobic diversion (%)	0

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

Appendix C: Location Map of Certification Unit and Supply bases



Appendix D: Estate Field Map



Appendix E: List of Smallholder Registered and/or sampled

Not Applicable

Appendix F: List of Abbreviations

a.i	Active Ingredient
BOD	Biochemical Oxygen Demand
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
CSPO	Certified Sustainable Palm Oil
CSPKO	Certified Sustainable Palm Kernel Oil
EFB	Empty Fruit Bunch
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMS	Environmental Management System
FFB	Fresh Fruit Bunch
FPIC	Free, Prior, Informed and Consent
GAP	Good Agricultural Practice
GJBE	Genting Jambongan Estate
GJOM	Genting Jambongan Oil Mill
GHG	Greenhouse Gas
GMP	Good Manufacturing Practice
GPS	Global Positioning System
HCV	High Conservation Value
IPM	Integrated Pest Management
IP	Identity Preserved
IS - CSPO	Independent Smallholder Certified Sustainable Palm Oil
IS – CSPKO	Independent Smallholder Certified Sustainable Palm Kernel Oil
IS – CSPKE	Independent Smallholder Certified Sustainable Palm Kernel Expeller
ISCC	International Sustainable Carbon Certification
ISS	Independent Smallholder Standard
LD50	Lethal Dose for 50 sample
MB	Mass Balance
MSDS	Material Safety Data Sheet
MT	Metric Tonnes
OER	Oil Extraction Rate
OSH	Occupational Safety and Health
PK	Palm Kernel
PKO	Palm Kernel Oil
POM	Palm Oil Mill
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RSPO	Roundtable on Sustainable Palm Oil
P&C	Principles & Criteria
RTE	Rare, Threatened or Endangered species
SCCS	Supply Chain Certification Standard
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure