

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

- Initial Assessment
- Annual Surveillance Assessment (4)
- Recertification Assessment (Choose an item.)
- Extension of Scope

Client Company name (Parent Company): Genting Plantations Berhad
Client company Address: 10th Floor, Wisma Genting Jalan Sultan Ismail, 50250 Kuala Lumpur, Malaysia
Certification Unit: Genting Plantations (WM) Sdn Bhd – Genting Bukit Sembilan Estate Location of Certification Unit: Kampung Batu Dua, 09300 Kuala Ketil, Kedah, Malaysia
Date of Final Report: 07/03/2022

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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 Plantations (WM) Sdn Bhd – Genting Bukit Sembilan Estate		
Location / Address	Kampung Batu Dua, 09300 Kuala Ketil, Kedah, Malaysia		
Website	http://www.gentingplantations.com/		
Management Representative	Mr. Arunan Kandasamy	E-mail	arunan.kandasamy@genting.com
Telephone	+603-2333 6401	Facsimile	-

2. Certification Information			
Certificate Number	RSPO 673953	Certificate Start Date	18/09/2017
Date of First Certification	18/09/2017	Certificate Expiry Date	17/09/2022
Scope of Certification	Production of Fresh Fruit Bunches		
Visit Objectives	<ul style="list-style-type: none"> • Determination of the conformity of the client's management system, or parts of it, with audit criteria. • Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. • 70% continuation onsite assessment from 30% remote assessment. 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 4) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input type="checkbox"/> Choose an item. <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	Mill Capacity	NA
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		

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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
EU-ISCC-Cert-DE119-60216938	ISCC EU	ASG Cert GmbH	05/06/2022
MSPO 682996	MS2530-3 MSPO Part 3	BSI Services (M) Sdn Bhd	27/01/2024

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Genting Bukit Sembilan Estate	Kampung Batu Dua, 09300 Kuala Ketil, Kedah, Malaysia	5° 34' 35.04" N	100° 41' 9.57" 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 Bukit Sembilan Estate	1,180.06	2.15	51.95	1,234.16	95.62
Total	1,180.06	2.15	51.95	1,234.16	95.62

6. Plantings & Cycle							
Estate / Smallholders	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
Genting Bukit Sembilan Estate	169.97	10.87	454.71	217.86	326.65	1,010.09	169.97
Total (ha)	169.97	10.87	454.71	217.86	326.65	1,010.09	169.97

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage / year			
	Estimated last year (Sep 2020-Aug 2021)	Actual (Jul 2020-Jun 2021)		Forecast (Sep 2021-Aug 2022)
		Previous license period (Jul 2020-Aug 2020)	Current license period (Sep 2020-Jun 2021)	
Genting Bukit Sembilan Estate	23,500	2,690.38	18,950.46	21,900
Total	23,500	21,640.84		21,900

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8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage / year			
	Estimated last year (Sep 2020-Aug 2021)	Actual (Jul 2020-Jun 2021)		Forecast (Sep 2021-Aug 2022)
		Previous license period (Jul 2020-Aug 2020)	Current license period (Sep 2020-Jun 2021)	
N/A				
Total		N/A		

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage / year			
	Estimated last year (Sep 2020-Aug 2021)	Actual (Jul 2020-Jun 2021)		Forecast (Sep 2021-Aug 2022)
		Previous license period (Jul 2020-Aug 2020)	Current license period (Sep 2020-Jun 2021)	
N/A				
Total	N/A	N/A		N/A

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	Jul-20	1,508.55	N/A	1,508.55
2	Aug-20	1,181.83	N/A	1,181.83
3	Sep-20	1,211.69	N/A	1,211.69
4	Oct-20	1,076.04	N/A	1,076.04
5	Nov-20	730.15	N/A	730.15
6	Dec-20	886.00	N/A	886.00
7	Jan-21	1,609.95	N/A	1,609.95
8	Feb-21	2,337.69	N/A	2,337.69
9	Mar-21	3,249.64	N/A	3,249.64
10	Apr-21	3,275.09	N/A	3,275.09
11	May-21	2,646.74	N/A	2,646.74
12	Jun-21	1,927.47	N/A	1,927.47
	TOTAL	21,640.84	N/A	21,640.84

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10. Summary of Certified Tonnage (not applicable for ISS)			
Estimated last year (Sep 2020-Aug 2021)	Actual (Jul 2020-Jun 2021)		Forecast (Sep 2021-Aug 2022)
	<i>Previous license period (Jul 2020-Aug 2020)</i>	<i>Current license period (Sep 2020-Jun 2021)</i>	
FFB	FFB		FFB
23,500 mt	2,690.38 mt	18,950.46 mt	21,900 mt
CPO (OER: 20.50%)	CPO (OER: 20.50%)		CPO (OER: 20.50%)
4,817.50 mt	551.53 mt	3,884.84 mt	4,489.50 mt
PK (KER: 5.50%)	PK (KER: 5.50%)		PK (KER: 5.50%)
1,292.50 mt	147.97 mt	1,042.28 mt	1,204.50 mt

10A. Monthly Records of Certified CPO & PK since the last audit – NA			
No.	Month - Year	Certified CPO (mt)	Certified PK (mt)
	N/A	N/A	N/A
	TOTAL	N/A	N/A

Note: This is a single estate certification. No CPO and PK produced

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11. Summary of Actual Volume sold (Nil)					
Current License period (Sep 2020-Jun 2021)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	-	-	-	-	-
PK (MT)	-	-	-	-	-
Credits	-	-	-	-	-
Previous License period (Jul 2020-Aug 2020)					
CPO (MT)	-	-	-	-	-
PK (MT)	-	-	-	-	-
Credits	-	-	-	-	-

Note: This is a single estate certification. No CPO and PK production and sales.

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)
	Nil			
TOTAL				

Note: This is a single estate certification. No CPO and PK production and sales.

11B. Records of CPO & PK Sold under other schemes since the last audit (if any)				
No.	Buyers Name	Scheme Name	CPO Sold (mt)	PK Sold (mt)
	Nil			
TOTAL				

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (mt)	PK Sold (mt)
	Nil		
TOTAL			

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

12. Independent Smallholders Certified Tonnage / Volume – NA									
Phase	Estimated last year (key in period)			Actual (key in period)			Forecast (key in period)		
	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									

13. Independent Smallholders Actual Sold Tonnage / Volume – NA						
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	IS-CSPK	IS-CSPKE
Current License period (key in period)						
Credits						
Physical						

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.
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Representative: Nicholas Cheong (Nicholas.Cheong@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 06/01/2022. The audit programme is included as Section 2.3. Where applicable, prior to the initial certification and recertification audit, 30 days Public Notification was made through the RSPO and BSI website. Due to the COVID-19 pandemic, this assessment involved a partial remote audit as allowed by RSPO Secretariat – RSPO P&C On-site & Remote Audits dated 24th March 2020. The remote audit was conducted on 12/07/2021.

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

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

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

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

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

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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 Bukit Sembilan Estate	X	X	X	X	X

Tentative Date of Next Visit: July 11, 2022 - July 12, 2022

Total Number of Mandays: 4.5

2.2 BSI Assessment Team

Name	Role	Competency
Valence Shem (VSH)	Team Leader	<p>Education: BTech (Hons) Bachelor Degree in Industrial Technology, University of Science Malaysia</p> <p>Work Experience:</p> <ol style="list-style-type: none"> 1) 9 years working experience in oil palm plantation industry 2) Management system auditing since 2009 for various standards such as ISO 140001, RSPO P&C, RSPO SCCS, MSPO and SMETA <p>Training attended:</p> <ol style="list-style-type: none"> 1) ISO 14001 Lead Auditor Course 2) ISO 9001 Lead Auditor Course 3) Endorsed RSPO P&C Lead Auditor Course 4) Endorsed RSPO SCCS Lead Assessor Course 5) MSPO Awareness Training 6) ISO 45000 Lead Auditor Course 7) SMETA Auditor training 8) HCV-HCS training 9) RSPO-endorsed RSPO ISH Standard 2019 Lead Auditors Course <p>Aspect covered in this audit: Legal requirements, wastes management, environmental aspects, occupational health and safety, GAP, training, and economic management plan</p> <p>Language proficiency: English and Bahasa Malaysia</p>
Mohd Hidir Zainal Abidin (MHZ)	Team Member	<p>Education: Bachelor Degree in Chemical Engineering, National University of Malaysia</p> <p>Work Experience:</p> <ol style="list-style-type: none"> 1) 7 years working experience in palm oil industry specifically on palm oil milling for 5 years 2) Auditor for several standards including ISO 9001, ISO 140001, OHSAS 18001, MSPO and RSPO since 2012 <p>Training attended:</p> <ol style="list-style-type: none"> 1) ISO 9001 Lead Auditor Course 2) ISO 14001 Lead Auditor Course 3) OHSAS 18001 Lead Auditor Course in 2012 4) Endorsed RSPO P&C Lead Auditor Course in 2013 5) MSPO Awareness Training in 2014 6) Endorsed RSPO SCCS Lead Auditor Course 7) SMETA Auditor training 8) HCV-HCS training 9) RSPO-endorsed RSPO ISH Standard 2019 Lead Auditors Course

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		<p>Aspect covered in this audit: Legal requirements, natural and HCV conservation, water & wastes management, environmental aspects, training, and economic management plan</p> <p>Language proficiency: English and Bahasa Malaysia</p>
Hu Ning Shing (HNS)	Team Member	<p>Education: Bachelor Degree in Science majoring in Applied Chemistry, University of Malaya</p> <p>Work Experience:</p> <ol style="list-style-type: none"> 1) 5 years working experience in rubber and palm oil industry 2) Auditor for several standards including ISO 9001, MSPO and RSPO since 2015 <p>Training attended:</p> <ol style="list-style-type: none"> 1) ISO 9001 Lead Auditor Course 2) Endorsed RSPO P&C Lead Auditor Course 3) MSPO Awareness Training 4) Endorsed RSPO SCCS Lead Auditor Course 5) RSPO Social Audit Training 6) SMETA Auditor training <p>Aspect covered in this audit: Legal requirements, policies and commitment, social aspects, contract agreement, human rights, land use rights, and workers' welfare</p> <p>Language proficiency: English and Bahasa Malaysia</p>

Accompanying Persons:

Name	Role
Nil	

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2.3 Assessment Plan

The Assessment plan was sent to the client prior to the assessment (attached assessment plan).

Remote assessment plan (30%)

Date	Time	Subjects	VSH	HNS	ICT Planned	
Wednesday 07/07/2021	1000	Preparatory/test call between client and BSI auditors Communication on document preparation for remote/ICT audit	✓ Room 1		MS Teams	
Monday 12/07/2021 Bukit Sembilan Estate	0900-0930	Opening meeting • Opening presentation by audit team leader • Confirmation of assessment scope and finalize audit plan	✓ Room 1		MS Teams, share drive, Whatsapp, email, etc.	
	0930-1030	Assessment and documentation review on legal requirements, good agriculture practice, economic management plan, OSH, environment, water management, GHG, HCV and continual improvement	✓ Room 1	-		
		Assessment and documentation review on social aspects, SIA, land use right, legal requirements, employees' welfare, complaint & grievance and contractors & stakeholder management	-	✓ Room 2		
	1030-1040	10-minute break				
	1040-1230	Continue assessment and documentation review	✓ Room 1	✓ Room 2		
	1230-1330	Lunch break				
	1330-1500	Continue assessment and documentation review	✓ Room 1	✓ Room 2		
	1500-1510	10-minute break				
	1510-1600	Continue assessment and documentation review	✓ Room 1	✓ Room 2		
	1600-1630	Assessment team discussion and preparation of closing meeting	✓ (Room 1)			
1630-1700	Closing meeting	✓ (Room 1)				

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On-site assessment plan (70%)

Date	Time	Subjects	VSH	HNS	MHZ
Thursday 06/01/2022	0830-0900	Opening meeting: <ul style="list-style-type: none"> Opening presentation by audit team leader Confirmation of assessment scope and finalize audit plan (including stakeholder’s consultation) 	✓	✓	✓
	0900-1200	<u>Genting Bukit Sembilan Estate</u> 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, Scheduled waste management, worker housing, clinic, Landfill, etc.	✓	✓	✓
	1000-1200	<u>Stakeholder consultation</u> Consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighbouring estates, smallholders, villages, workers representative, etc.), etc.	-	✓	-
	1200-1300	Lunch break			
	1300-1500	<u>Genting Bukit Sembilan Estate</u> 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.).	✓	✓	✓
	1500-1530	Audit team discussion & preparation for closing meeting	✓	✓	✓
	1530-1600	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?	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. 5) NPP in progress for PT SISMA, 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.	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	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.	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.</p> <p><u>Indonesian Operating Units</u> SOP - CPD – 02-00.00 Mekanisme Penyelesaian Sengketa Lahan</p> <p><u>Malaysian Operating Unit</u> SMP-GPB-18 Negotiation, Compensation and Handling Procedures.</p> <p>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</p>	<p>Complied</p>

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	been submitted and approved. 3 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?	Yes	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.	NA	NA

Approved Time Bound Plan

No	Subsidiaries & Ownership (%)	Name of the Estate and Mills	TBP 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 none (0) Critical; one (1) Minor nonconformity(ies) and none Opportunity For Improvement raised. The Genting Bukit Sembilan Estate 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 below is the summary of the non-conformity raised during this assessment.

Non-conformity																		
NCR Ref #	2151317-202201-N1	Date Issued	06/01/2022															
Due Date	Next assessment visit	Date of nonconformity Closure	Open															
Clause & Category (Critical / Minor)	3.3.3 (Minor)																	
Statement of Nonconformity:	The action taken after obtaining the results of water sampling to measure and monitor the impact of estate's water quality was not effectively demonstrated.																	
Requirement Reference:	Records of monitoring and any actions taken are maintained and available.																	
Objective Evidence:	<p>Based on SOP, Water Sampling and Analysis [SMP-GPB-15, rev. 1, dated 12/11/2014], river or stream water sampling shall be carried out every 6 months (January and July). For the year 2021, there was only one water analysis carried out i.e. in March 2021 [Certificate of analysis (COA) ref. no. 03J0960, lab. No WA-GPWM-0001/21 dated 6/4/21]. Based on the results, significant difference of parameter readings was detected as follows:</p> <table border="1" data-bbox="507 1317 1461 1563"> <thead> <tr> <th>Parameter (ppm)</th> <th>Inlet</th> <th>Outlet</th> </tr> </thead> <tbody> <tr> <td>BOD</td> <td>18</td> <td>46</td> </tr> <tr> <td>COD</td> <td>136</td> <td>346</td> </tr> <tr> <td>Phosphate</td> <td>2.1</td> <td>18.2</td> </tr> <tr> <td>AN</td> <td>2.6</td> <td>14.4</td> </tr> </tbody> </table> <p>However, there was no follow ups conducted to measure and monitor the overall impact. This is not in line with the Water Sampling and Analysis procedure (SMP-GPB-15, rev. 01, dated 12/11/2014) Clause 1.0 Objective, which reads, "Water sampling is important to measure and monitor the overall impact of estate and mill operations and its management on water quality".</p>			Parameter (ppm)	Inlet	Outlet	BOD	18	46	COD	136	346	Phosphate	2.1	18.2	AN	2.6	14.4
Parameter (ppm)	Inlet	Outlet																
BOD	18	46																
COD	136	346																
Phosphate	2.1	18.2																
AN	2.6	14.4																
Corrections:	<p>Sample for the water analysis had been submitted on 15th Jan 2022. Upon receiving the results, current & previous results will be analyzed and action plans (if required) will be prepared.</p> <p>Provide refresher training to the new PIC.</p>																	

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Root Cause Analysis:	Inadequate awareness by the new PIC on the water sampling procedure and analysis requirement (ie follow up, evaluation etc) on the overall impact of the water quality.
Corrective Actions:	SD/estate management to provide refresher training to future new PIC on the sampling procedure as well as results analysis to ensure he is fully aware and be responsible on the water sampling/quality impact and provide action to be taken if required. Results on the water sampling will be monitored and evaluated by estate management should it found beyond threshold level.
Assessment Conclusion:	The correction and corrective action plan are accepted. The evidence of effective implementation of the corrective action shall be verified in the next assessment.

Opportunity for Improvements	
OFI #	Description
	Nil

Positive Findings	
PF #	Description
PF 1	Very good cooperation and hospitality by management team/staff/sustainability team
PF 2	Prompt retrieval of relevant documents by the management team
PF 3	Good awareness on sustainability aspects among the workers and stakeholders

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	1933881-202007-M1	Clause & Category (Critical (Major) / Minor)	2.1.1 [Critical (Major)]
Closed (Yes / No)	Yes	Date of nonconformity Closure	06/09/2020
Statement of Nonconformity:	Found the CU inadequately comply with legal requirements		
Requirement Reference:	The Unit of Certification complies with legal requirements		
Objective Evidence:	<ol style="list-style-type: none"> Sighted Diesel storage in Paya Kamunting Div without license for buy and kept as per requirement Control Of Supplies Act 1961 No record of Scheduled waste for PPE disposal (SW 410) on August 2019 however found issuance of rubber and glove for sprayer and manuring team on August 2019. This not comply with Safety and Health Manual (OM-GPB-02; 1/1/2010) The used PPE must bring for exchange with new PPE and the used PPE must be disposed as scheduled waste and also not comply with EQA 1974(Scheduled waste regulation 2005) 		
Corrective Actions:	<ol style="list-style-type: none"> To include all outlying division license in the LRR/license list, and continuously check and verify if any other 'individual division' legal compliances are required. Provide training to the relevant staff to ensure all SWs are inventoried although small in quantity. 		
Assessment Conclusion:	<p>As per document review as per below:-</p> <ol style="list-style-type: none"> (a) Diesel licence / application details. (b) License list (a) Aug 2019 – SW 410 inventory (b) Training record on SWs inventory and management <p>Evidence shown consistency of implementation of the corrective action and verified effective to address the issue. Hence, Major NC was closed on 6/9/2020 since evidence provided sufficient for off-site verification.</p> <p>This Justification is according to off-site verification due to Movement Control Order (MCO) cause by N-Covid virus issue.</p>		
ASA4 Verification	<p>Evidence verified:</p> <ul style="list-style-type: none"> - Diesel permit no. K001302 for Paya Kamunting Div., valid until 02/03/2022 was maintain - Used PPE was disposed as scheduled wastes. Verified consignment note #2021020312YCT9KW, dated 26/01/2021 <p>There was no recurrence of non-conformity and corrective action has been continuously implemented. Thus, the Critical NC remains closed.</p>		

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Non-conformity			
NCR Ref #	1933881-202007-M2	Clause & Category (Critical (Major) / Minor)	7.7.3 [Critical (Major)]
Closed (Yes / No)	Yes	Date of nonconformity Closure	06/09/2020
Statement of Nonconformity:	PPE compliance was not fully adequate.		
Requirement Reference:	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.		
Objective Evidence:	A harvesting worker was found wearing short pants during at work. This was not as per requirement to the Clause 2.1 PPE compliance of wearing thick and long – jeans/khakis as stated in Harvesting Procedure, Doc. No. SOP-GBSE-11, Latest Update: 27/06/2020		
Corrective Actions:	Implement daily PPE compliance checklist by the mandore/staff.		
Assessment Conclusion:	As per document review as per below:- 1. Training record 2. PPE compliance checklist Evidence shown consistency of implementation of the corrective action and verified effective to address the issue. Hence, Major NC was closed on 6/9/2020 since evidence provided sufficient for off-site verification. This Justification is according to off-site verification due to Movement Control Order (MCO) cause by N-Covid virus issue.		
ASA4 Verification	Evidence verified: - Daily PPE compliance checklist by the mandore/staff was continuously utilised and made available for verification There was no recurrence of non-conformity and corrective action has been continuously implemented. Thus, the Critical NC remains closed.		

Non-conformity			
NCR Ref #	1933881-202007-M3	Clause & Category (Critical (Major) / Minor)	4.1.1 [Critical (Major)]
Closed (Yes / No)	Yes	Date of nonconformity Closure	06/09/2020
Statement of Nonconformity:	The policy is not yet finalized		
Requirement Reference:	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		

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	intimidation and harassment by the unit of certification and contracted services, including contracted security forces.
Objective Evidence:	The policy on prohibiting retaliation against Human Rights Defenders (HRD) is not yet established and implemented.
Corrective Actions:	In the event unable to conduct physical meeting, SD (Sustainability Dept) to arrange online meeting/discussion with top management for discussion on new company policies.
Assessment Conclusion:	As per document review as per below:- 1. Approved 'Social Policy' with inclusion of HRD elements 2. Circulation memo Evidence shown consistency of implementation of the corrective action and verified effective to address the issue. Hence, Major NC was closed on 6/9/2020 since evidence provided sufficient for off-site verification. This Justification is according to off-site verification due to Movement Control Order (MCO) cause by N-Covid virus issue.
ASA4 Verification	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 08/02/2021 to the workers during morning muster. Seen the training attendance list. Interviewed with the workers confirmed that human rights is respected and protected. Thus, the Critical NC remains closed.

Non-conformity			
NCR Ref #	1933881-202007-M4	Clause & Category (Critical (Major) / Minor)	6.2.3 [Critical (Major)]
Closed (Yes / No)	Yes	Date of nonconformity Closure	06/09/2020
Statement of Nonconformity:	Minimum wages not achieved and payment was not according to the MAPA/NUPW Field and Other general employees and fringe benefits agreement 2019 Article 8.		
Requirement Reference:	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.		
Objective Evidence:	Minimum wage for worker Basak Kanak Kumar (Grabber driver) was not achieved during low crop months i.e. November 2019 and no top-up despite he has met his productivity. Furthermore, the worker was moved from harvesting operation to piece rate work and no SGP was paid.		
Corrective Actions:	To monitor workers productivity daily and maintain the records properly to ensure accuracy when deciding their completed days.		
Assessment Conclusion:	As per document review as per below:- 1. Payslip of Kanak Kumar for Jul 2020 / Payment Voucher 2. Training to field staff and office personnel		

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	<p>Evidence shown consistency of implementation of the corrective action and verified effective to address the issue. Hence, Major NC was closed on 6/9/2020 since evidence provided sufficient for off-site verification.</p> <p>This Justification is according to off-site verification due to Movement Control Order (MCO) cause by N-Covid virus issue.</p>
ASA4 Verification	<p>Reviewed the payslips from April - June 2021 for Employee No.: 02546 found that the worker was paid as per Minimum Wage Order 2020. The management has monitored the productivity of the workers on daily basis to ensure they meet minimum wages order based on task given. Seen the monitoring record for June 2021. Thus, the major NC remain closed.</p>

Non-conformity			
NCR Ref #	1933881-202007-N1	Clause & Category (Critical (Major) / Minor)	7.12.7 (Minor)
Date Issued	15/07/2020	Due Date	12/07/2021
Closed (Yes / No)	Yes	Date of nonconformity Closure	12/07/2021
Statement of Nonconformity:	Found RTE monitoring was inadequately implemented		
Requirement Reference:	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.		
Objective Evidence:	<ol style="list-style-type: none"> The Identification of RTE species was available under HCV report (12.6 Appendix VI Inventory of Flora and Fauna at Genting Bukit Sembilan estate; Table 2: List of Fauna), however not included Malayan Pit Viper in identification record. No monitoring of RTE species in Bukit Sembilan estate for year 2019 and 2020, last RTE species monitoring dated 6/12/2018 		
Corrections:	<p>To re-activate the RTE monitoring checklist, and carry out the monitoring at least 4 months once.</p> <p>Provide training to the relevant workers and field staff.</p>		
Root Cause Analysis:	<ol style="list-style-type: none"> Misunderstood that only RTE species which were listed in the earlier HCV report to be monitored. Misunderstood that RTE species monitoring no longer required after reclassification of the forest strip from HCV 1.4 to non-HCV (conservation set aside) in 2018. 		
Corrective Actions:	<p>To include the RTE species monitoring/checklist into the annual sustainability programme.</p> <p>To include training on RTE species monitoring into the estate's annual training programme.</p>		
Assessment Conclusion:	Corrective action plan accepted on 19/8/2020. Evidence of its effectiveness to be verified in next assessment.		

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ASA4 Verification	<p>Evidence verified:</p> <ul style="list-style-type: none"> - The utilization of HCV monitoring/checklist where the sighting of RTE species has been included. - Training records on HCV & RTE management plan dated 18/03/2021 that shows relevant personnel have been trained on RTE identification and monitoring. <p>The evidence of correction and corrective action implementation were found to be adequate to close the Minor NC. Continuous implementation shall be shall be carried out in the next assessment visit.</p>
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Non-conformity			
NCR Ref #	1933881-202007-N2	Clause & Category (Critical (Major) / Minor)	3.5.1 (Minor)
Date Issued	15/07/2020	Due Date	12/07/2021
Closed (Yes / No)	Yes	Date of nonconformity Closure	12/07/2021
Statement of Nonconformity:	Employment procedure for foreign labors is not finalized.		
Requirement Reference:	Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.		
Objective Evidence:	The recruitment procedure for Foreign labour is not yet finalized and not yet available to be implemented.		
Corrections:	To liase with top management to get the procedure approved by 31st Aug 2020.		
Root Cause Analysis:	The draft procedure which was initially prepared in 2018, was updated again in early 2020 to include some latest requirements as per MYNI 2019. However, the approval by top management was delayed due to Covid19/MCO as unable to conduct physical meeting.		
Corrective Actions:	In the event unable to conduct physical meeting, SD (Sustainability Dept) to arrange online meeting/discussion with top management for discussion on new/amended company procedures.		
Assessment Conclusion:	Corrective action plan accepted on 19/8/2020. Evidence of its effectiveness to be verified in next assessment		
ASA4 Verification	Genting Plantations Berhad has established Foreign Workers Recruitment Procedures (Doc. No.: GEN-13, Rev. 02 dated 09/11/2020) to establish control procedures on the employment of foreign workers. Process of recruitment, promotion, retirement and termination was clearly explained in the procedure. Besides, Local Recruitment Process by HR was developed as well to elaborate the recruitment process of local workers. Recruitment and promotion based on merit and skills was refer to Social Management Procedure (Doc. No.: SMP-GPB-32, Rev. 01 dated April 2021). The meeting was carried out on 06/07/2021 with the top management to discuss on the recruitment procedure. Seen the screenshot of the		

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	Microsoft Teams agenda. Thus, the corrective action was implemented effectively and the minor NC was closed on 12/07/2021.
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Opportunity for Improvement	
OFI#	Description
OFI 1	<p><u>1933881-202007-I1</u></p> <p>Indicator 3.4.2</p> <p>The SEIA , social and environmental management and monitoring plans need to be improved and need also to include issue been raised by the stakeholder or workers in other Division estate.</p> <p><u>ASA4 Verification:</u></p> <p>Reviewed the Social Management and Monitoring Plan of GBSE last updated on 03/07/2021 found that issues raised by other divisions have included as below:</p> <p>Issue: All workers addressed the concern of not having enough streetlight for Main Division & PKD Division.</p> <p>Action plan: To budget for street lighting in year 2020</p> <p>Status: The management has received quotation from contractor on November 2020 and appointed the contractor to install the streetlight. However, due to pandemic Covid-19, the installation process has been postponed. The management is expected to be completed by this year.</p>
OFI 2	<p><u>1933881-202007-I2</u></p> <p>Indicator 6.1.5</p> <p>Further improvement can be made to identify the type of awareness program to improve women knowledge and opportunities.</p> <p><u>ASA4 Verification:</u></p> <p>The Sustainability Department has carried out Gender Risk Assessment & Quick Scan assessment on 18/05/2021. Opportunities and improvement for women was assessed where women have equal access to training and career development.</p>

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1502868-201707-M1	Major	5.1.1	13/07/2017	Closed out on 24/07/2017
1652689-201806-M1	Major	2.1.1	26/07/2018	Closed out on 06/09/2018
1652689-201806-M2	Major	6.5.2	26/07/2018	Closed out on 06/09/2018
1652689-201806-N1	Minor	5.2.4	26/07/2018	Closed out on 25/07/2019
1652689-201806-N2	Minor	5.4.1	26/07/2018	Closed out on 25/07/2019
1933881-202007-M1	Critical	2.1.1	15/07/2020	Closed out on 06/09/2020
1933881-202007-M2	Critical	6.7.3	15/07/2020	Closed out on 06/09/2020
1933881-202007-M3	Critical	4.1.1	15/07/2020	Closed out on 06/09/2020
1933881-202007-M4	Critical	6.2.3	15/07/2020	Closed out on 06/09/2020
1933881-202007-N1	Minor	7.12.7	15/07/2020	Closed out on 12/07/2021
1933881-202007-N2	Minor	3.5.1	15/07/2020	Closed out on 12/07/2021
2151317-202201-N1	Minor	3.3.3	06/01/2022	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 Bukit Sembilan Estate 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	Workers	Face to face
Internal	Workers' representative and NUPW representative	Face to face
Contractor	FFB transporter	Face to face

Stakeholders comment	
1	<p>Feedbacks: Female Workers – They informed that the management treated the female workers equally with male workers. No discrimination occurred. They also informed that no case of sexual harassment and domestic violence reported.</p> <p>Audit Team verification and response: Reviewed the payslips, employment contracts and records of meeting minutes of Gender Committee confirmed that no discrimination and sexual harassment reported.</p>
2	<p>Feedbacks: Contractor – He informed that he has signed contract agreement with the Genting Plantations Berhad prior to provide services. The terms and conditions have clearly stated in the agreement included the payment term. The payment was made promptly.</p> <p>Audit Team verification and response: No further issue.</p>
3	<p>Feedbacks: Workers' Representatives and NUPW Representative – The workers' representatives comprised of local and foreign workers. They informed that the management treated everyone equally without discrimination. Their wages are paid accordance to Employment Act 1955 and Minimum Wage Order 2020. They have the</p>

	rights to join any association. For foreign workers, they are keeping their passport at the safety box inside the office with the key hold by them or they keep the passport in the house. They have freedom to access to the passport. There is not restriction on movement on them. They are allowed to go out to purchase foods and goods.
	Audit Team verification and response: Reviewed the payslips for all sampled workers found all the workers were paid as per the legal requirements.
4	Feedbacks: Smallholder – He informed that no land dispute was reported. Boundary was demarcated clearly.
	Audit Team verification and response: No other issue.

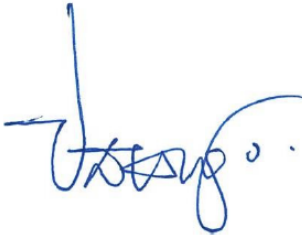
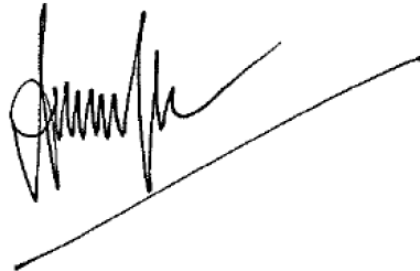
List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
NA					
Note: The estate has been established since 1980s and had undergone first replanting cycle.					

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* / ~~was~~ circumstances or pressure that had influenced the independence or confidentiality of the assessment team.

Formal Signing-off of Assessment Conclusion and Recommendation

<p>The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Genting Bukit Sembilan Estate 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 Bukit Sembilan Estate is remain certified.</p>	
Report prepared by	Acceptance of Assessment Conclusion
<p>Name: Valence Shem</p>	<p>Name: Mr. Arunan Kandasamy</p>
<p>Company Name: BSI Services (Malaysia) Sdn Bhd</p>	<p>Company Name: Genting Plantations Bhd</p>
<p>Title: Lead Auditor</p>	<p>Title: SVP-Plantation (Malaysia)</p>
<p>Signature:</p> 	<p>Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i></p> 
<p>Date: 09/02/2022</p>	<p>Date: 10/02/2022</p>

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>(C) 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 Bukit Sembilan Estate has issued the list of documents that could be requested by the stakeholders to all the relevant stakeholders on 04/01/2021. The stakeholders are required to register in Enquiry Register Book prior to access to the documents. The list of documents not limited to:</p> <ul style="list-style-type: none"> • Land title • Policies 	Complied

		<ul style="list-style-type: none"> • Reports – EAI, SIA, HCV and audit reports • Management plans • Procedures 	
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders. - Minor compliance -	All the related information was in Bahasa Malaysia and English. The stakeholders could access to the documents upon request from the operating units or access through company's website: https://www.gentingplantations.com/sustainability/ . The stakeholders have been given a memo on the list of publicly available documents. There was no information requested by stakeholders since last audit.	Complied
1.1.3	(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -	The estate has implemented Enquiry Register Book to record any requests from the stakeholder. There was no request on information from stakeholder. The stakeholders in general requested to access the road of estate in order to enter their premises. Seen the records of request with response and acknowledgment from stakeholders.	Complied
1.1.4	(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative. - Critical (Major) compliance -	Genting Plantation Berhad has developed Procedures for Consultation and Communication with Doc. No.: SMP-GPB-17, Rev. 02 dated 23/02/2018 for the effective internal and external communication of sustainability requirements and responding to communications from local communities and other affected or interested parties. Meeting shall be carried out at least six monthly and annually for internal and external stakeholders. The topics to be discussed such as complaint & grievances, environmental and biodiversity concerns, social issue and suggestions for improvement. Interviewed with the stakeholders confirmed that the management has briefed them on the procedure.	Complied
1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives. - Minor compliance -	List of Stakeholders as at July 2021 was developed where internal and external stakeholders were included in the list. Nominated representative with the contact details were clearly stated in the list. Stakeholders such as local communities, government authorities, neighbouring smallholders, schools, workers' representatives, contractors and suppliers were included.	Complied

Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts. - Minor compliance -	Genting Plantations Berhad has established Code of Conduct and Ethics for all employees and directors of Genting Plantations Berhad. This Code sets out the principles to guide standards of behavior and business conduct when Employees deal with third party. Duties of good faith, diligence and integrity were explained in the Code.	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 -	Internal audit for RSPO requirements is conducted annually to ensure the business practices is implemented. The last RSPO internal audit was conducted on 28-29/06/2021. Besides, Third Party Due Diligence Review was carried out by the Estate Manager on 15/03/2021 to the contractors engaged by the estate. Seen the records of Third Party Due Diligence Form.	Complied
Principle 2: Operate legally and respect rights			
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	(C) The Unit of Certification complies with legal requirements - Critical (Major) compliance -	The estate continues to comply with the legal requirements as per indicator. Compliance to each applicable law and regulation is monitored by the operating units and sustainability team. Among the evidence of compliance verified were: 1) Certificate of fitness (CF) no. for air receiver: - KD PMT 4993 valid until 28/12/2021 - KD PMT 4621 valid until 02/06/2021 2) Diesel permit no. K001302 for Paya Kamunting Div., valid until 02/03/2022 3) Diesel permit no. K003344, valid until 12/08/2021 4) MPOB license no. 508758102000 and 508759002000, both valid until 31/05/2022 5) Hospital Dressers Certificate, #Q 1693 6) Labour quarters certificate of fitness, #PCF 1020020120006, granted on 11/09/2012	Complied

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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>Genting Bukit Sembilan Estate continued to implement and maintain the established documented system for identifying, accessing, tracking and monitoring of compliance with the legal requirements that are applicable to the CU operation. Details of compliance were evaluated once a year as per in Legal Requirements Register, Doc. No. SMP-GPB-22 last updated on 16/03/2020. The Legal Register includes Occupational Safety and Health Act 1994, Pesticide Act 1974, Environmental Quality Act 1974, Occupational Safety and Health (Noise Exposure) Regulations 2019 and other related legal requirements.</p> <p>A mechanism for tracking changes in law is guided by SMPM Procedures on Regional, National and International Laws, document no. SMP-GPB-21, rev. 1, 14/08/2014. Generally, the mechanism is by monitoring or consultation with various sources (e.g. government agencies, electronic & non-electronic media, legal firms, professional bodies, industry association/organization and NGO). The Genting's Systems, Methods, Insurance and Risk Management Department (based in KL) is the person responsible to handle the task.</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>The Estate has maps showing the locations of boundary pegs (5' concrete beams painted with blue and white) that have been physically located and marked. Inspection of boundary stones/markers confirmed that they were clearly marked and maintained as verified at Block No. OP02 adjacent with smallholder.</p>	Complied
<p>Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.</p>			
2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>List of contractors for activities in the estate is available as revised on July 2021. Agreement with the contractors was maintained.</p>	Complied
2.2.2	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.</p> <p>Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant</p>	<p>Genting Bukit Sembilan Estate is a single estate certification. Therefore, no purchase of FFB.</p> <p>Sampled the agreements as below:</p> <p>i. Agreement No.: GBSE/TR/21/01/01 which valid until 31/12/2021.</p>	Complied

	workers, service providers and labour contractors, is available. - Minor compliance -	ii. Agreement No.: GBSE/TR/21/01/05 which valid until 31/12/2021. The agreement has clearly stated that the contractors need to comply with legal requirements.	
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 -	Refer to the agreements above, a specific clause mentioned the contractor shall ensure no minor (below 18 years old) are employed. Interviewed with the contractor and reviewed the list of contract workers confirmed that no child labour in the estate.	Complied
Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	(C) For all directly sourced FFB, the mill requires: <ul style="list-style-type: none"> • Information on geo-location of FFB origins • Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder • One or more supporting documents for claims • Valid MPOB license - Critical (Major) compliance -	NA	Not applicable
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. - Minor compliance -	NA	Not applicable
Principle 3: Optimise productivity, efficiency, positive impacts and resilience			
Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.			
3.1.1	(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.	The business or management plan for the operating units is addressed in the annual budget with 3 years projection i.e. from 2022 to 2024. Among the information available in the budget is:	Complied

	<p>- Critical (Major) compliance -</p>	<ul style="list-style-type: none"> - Crop Projection - Mature Upkeep Cost - Manuring Cost - Harvesting Cost - Transport cost - General Charges - Capital Expenditure 													
<p>3.1.2</p>	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>Replanting program has been established with 5 years projection which details are as follows:</p> <table border="1" data-bbox="990 727 1778 1027"> <thead> <tr> <th>Year</th> <th>Ha</th> </tr> </thead> <tbody> <tr> <td>2021</td> <td>13.67</td> </tr> <tr> <td>2022</td> <td>117.58</td> </tr> <tr> <td>2023</td> <td>90.19</td> </tr> <tr> <td>2024</td> <td>116.71</td> </tr> <tr> <td>2025</td> <td>96.46</td> </tr> </tbody> </table>	Year	Ha	2021	13.67	2022	117.58	2023	90.19	2024	116.71	2025	96.46	<p>Complied</p>
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<p>3.1.3</p>	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake.</p> <p>- Minor compliance -</p>	<p>Management Review procedure was established accordingly, refer to Sustainability Management Procedure Manual: Management Review [ref.: doc. no. SMP-GPB-06, rev. 3, dated 27/07/2020].</p> <p>Based on the SOP, the Management Review is to be conducted at least once year.</p> <p>The last management review meeting was remotely conducted on 02/07/2021 together with Genting Selama Estate. The management review discussed on:</p>	<p>Complied</p>												

		<ol style="list-style-type: none"> 1. Minutes / Actions of previous meeting 2. RSPO, MSPO & ISCC Audit schedule and Certification Status 3. Changes and Improvement on Sustainability Management System 4. Results of internal audits 5. Complaints and Grievances 6. Enquiry Register 7. Stakeholder Meeting/ Minutes 8. Greenhouse Gas 9. Resource and Training Requirements 10. Sustainability Policies 11. Review of effectiveness in achieving quality, environmental, social, safety and health objectives 12. Compliance to legal requirements 13. Supply Chain and Traceability 14. Preventive and Corrective Actions 15. Recommendations for Improvement 	
<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>			
3.2.1	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>Continuous Improvement Plan dated 26/06/2021 was available for verification. Generally, among the plans established were:</p> <ul style="list-style-type: none"> - Optimisation of yield - Reduction in use of certain pesticides - Management of environmental aspects <p>Wastes reduction</p>	Complied

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. 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>The estate has completely filled its RSPO metrics template version 2.1 and submitted to the CB prior to this assessment. Based on verification of area statement, land titles, and Lintramax system the data was found to be accurate.</p>	Complied
<p>Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.</p>			
3.3.1	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>The estate operations are guided by Genting Plantation Berhad’s Oil Palm Manual. Among the operations covers in the manual are:</p> <ul style="list-style-type: none"> - Land clearing, preparation, panting and legume covers establishment - Oil palm nursery - Planting density and technique - Soil conservation and terracing - Pest and diseases - Weed management - Manuring - Palm replacement during immaturity - Roads and drainage - Pruning - Harvesting and evacuation - Crop forecast 	Complied

		<ul style="list-style-type: none"> - Managing difficult soils <p>The OPMs are updated from time to time to suit the current needs.</p>																
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <ul style="list-style-type: none"> - Minor Compliance - 	<p>Apart from daily routine supervision, Genting Plantations Berhad has established mechanism to monitor the implementation of their procedure by visit from Group Plantation Advisory, Agronomist and Sustainability Department. The last visit report by Assistant Vice President – Plantation Advisory dated 15/10/2021 was made available for verification.</p>	Complied															
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <ul style="list-style-type: none"> - Minor Compliance - 	<p>The estate maintains all records of monitoring and available for verification. The Estate Manager is accountable to monitor the conformity to the relevant procedures. Among the records verified were:</p> <ul style="list-style-type: none"> - Internal audit report - KPI for Oil Yield Project (OYP) - PA visit report <p>Nonetheless, based on SOP, Water Sampling and Analysis [SMP-GPB-15, rev. 1, dated 12/11/2014], river or stream water sampling shall be carried out every 6 months (January and July). For the year 2021, there was only one water analysis carried out i.e. in March 2021 [Certificate of analysis (COA) ref. no. 03J0960, lab. No WA-GPWM-0001/21 dated 6/4/21]. Based on the results, significant difference of parameter readings was detected as follows:</p> <table border="1" data-bbox="987 1139 1579 1367"> <thead> <tr> <th>Parameter (ppm)</th> <th>Inlet</th> <th>Outlet</th> </tr> </thead> <tbody> <tr> <td>BOD</td> <td>18</td> <td>46</td> </tr> <tr> <td>COD</td> <td>136</td> <td>346</td> </tr> <tr> <td>Phosphate</td> <td>2.1</td> <td>18.2</td> </tr> <tr> <td>AN</td> <td>2.6</td> <td>14.4</td> </tr> </tbody> </table>	Parameter (ppm)	Inlet	Outlet	BOD	18	46	COD	136	346	Phosphate	2.1	18.2	AN	2.6	14.4	Non-compliance
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		<p>However, there was no follow ups conducted to measure and monitor the overall impact. This is not in line with the Water Sampling and Analysis procedure (SMP-GPB-15, rev. 01, dated 12/11/2014) Clause 1.0 Objective, which reads, "Water sampling is important to measure and monitor the overall impact of estate and mill operations and its management on water quality". Thus, a non-conformity report was assigned due to this lapse.</p>	
<p>Criterion 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.</p>			
3.4.1	<p>(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented.</p> <p>- Critical (Major) compliance -</p>	<p>There was a Social Impact Assessment (SIA) & Human Rights Impact Assessment (HRIM) conducted on 2-5/07/2019 for Genting Bukit Sembilan Estate by Sustainability Department. The methodology of the assessment was through consultation with stakeholders and reviewed documents. Stakeholders such as local communities, school's representative, contractors, local authorities, smallholders and workers were involved in the assessment.</p> <p>The estate has carried out the identification of environmental aspect and impact through utilisation of a format. The evaluation was last reviewed in January 2021. Among the activities covered were field maintenance, harvesting & evacuation, handling of agrochemicals, fuel, oil & lubricants, transportation, maintenance of machinery & vehicles and wastes management to name a few.</p>	Complied
3.4.2	<p>For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.</p> <p>- Minor Compliance -</p>	<p>Social Management and Monitoring Plan of GBSE last updated on 03/07/2021 was sighted. The sampled issue as below:</p> <ol style="list-style-type: none"> Issue: All workers addressed the concern of not having enough streetlight for Main Division & PKD Division. Action plan: To budget for street lighting in year 2020 Status: The management has received quotation from contractor on November 2020 and appointed the contractor to install the streetlight. However, due to pandemic Covid-19, the installation process has been postponed. The management is expected to be completed by this year. 	Complied

		The environmental management plan is addressed in various forms such as wastes management plan, pollution prevention plan and water management plan to name a few. Basically, the plans were established with the objective to manage the environmental aspects identified from the environmental aspect & impact evaluation and eventually minimise the environmental impact.	
3.4.3	(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way. - Critical (Major) compliance -	Social Management and Monitoring Plan was reviewed on yearly basis. The evidence of implementation of the environmental management plan can be seen in various records detailed in Indicators 7.3.1, 7.8.1, 7.9.1, and 7.10.3.	Complied
Criterion 3.5: A system for managing human resources is in place.			
3.5.1	Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable. - Minor Compliance -	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).	Complied
3.5.2	Employment procedures are implemented, and records are maintained. - Minor Compliance -	The employment of local workers was through advertisement and word of mouth. The Manager informed that they will publish the vacancy via banner displayed outside the guard house and informed head of local communities if there is any vacancy available. Besides, some of the local communities will walk-in to apply for job. Reviewed the records of employment such as employment letter, medical check-up, check registration of EPF where identification number was available. For employment of foreign workers, this will be handling through Human Resource Department in HQ. There was no recruitment of foreign workers since last audit.	Complied
Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			

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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>HIRARC was available to evaluate all risks associated to the activities in the estate. The HIRARC is reviewed on a yearly basis or as at when needed by the management. Among the activities covered in the HIRARC are harvesting & evacuation, spraying, transportation, workshop and civil construction to name a few. Mitigation measures are documented in the "Safety and Health Management Plan" and Safe Operating Procedures (SOP).</p> <p>Apart from that, a Chemical Hazards Risk Assessment had also been conducted and report #JKKP HIE 127/171-2(154)-2017/003 dated April 2017 was available for verification.</p>	Complied
3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>Genting Bukit Sembilan Estate has maintained an approved Health and Safety Policy dated 21/12/2009 that is displayed prominently on notice boards in English/Bahasa Malaysia.</p> <p>Safety & Health Management Plan 2021 was made available.</p> <p>CHRA was conducted on 15/03/2017-30/04/2017 by registered assessor Reg. No. JKPP HIE 127/171-2 (154)-2017/003.</p> <p>Health Surveillance Program:</p> <p>Genting Bukit Sembilan Estate Annual Medical Surveillance has been conducted for all the workers exposed to pesticides. The details can be seen in Indicator 7.2.10. No pregnant/nursing workers were involved in pesticide handling works.</p>	Complied
<p>Criterion 3.7: All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.</p>			
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>Genting Bukit Sembilan Estate has established an annual training programme for year 2021 that covers all aspects of the RSPO Principles and Criteria. The training need and program was made available for verification. Awareness and training program had been carried out. All workers involved had been adequately trained in safe working practices to ensure safe working practices and the correct use of PPE.</p>	Complied

3.7.2	<p>Records of training are maintained. - Minor Compliance -</p>	<p>Records of training were well maintained and available for verification. Among the records verified are:</p> <ol style="list-style-type: none"> 1) Understanding & awareness of Group Policies dated 08/02/2021 2) Training on RSPO, MSPO & ISCC P&C checklist dated 16-17/03/2021 3) Training on traceability & supply chain dated 18/03/2021 4) Training on GHG dated 17-18/03/2021 5) Environmental responsibility & biodiversity, HCV & RTE area management, wildlife protection dated 01/04/2021 6) Riparian buffer zone management for sprayer & manuring dated 01/04/2021 7) Triple rinsing & puncturing dated 19/03/2021 8) Wastes management (SW, domestic waste, recyclable waste and zero burning) dated 19/03/2021 9) Training on spraying & manuring operation, technique & close supervision dated 08/04/2021 10) Chemical handling, pre-mix, PPE & triple rinsing by supplier dated 20/04/2021 11) Safe harvesting operation near electricity power cable dated 25/05/2021 12) PPE training for sprayer, pre-mix, storekeeper, manuring, driver, harvester & general worker dated 17/06/2021 	Complied
3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed. - Minor Compliance -</p>	NA	Not applicable

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)

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>	NA	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>	NA	Not Applicable
3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	NA	Not Applicable

3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	NA	Not Applicable
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. 	NA	Not Applicable
3.8.6	<p>Internal Audit</p> <ul style="list-style-type: none"> i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill: 	NA	Not Applicable

	<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>		
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>	NA	Not Applicable
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <p>a) The name and address of the buyer;</p>	NA	Not Applicable

	<ul style="list-style-type: none"> 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. 		
3.8.9	<p>Outsourcing Activities</p> <ul style="list-style-type: none"> i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification ii) The mill shall ensure the following: <ul style="list-style-type: none"> a) The mill has legal ownership of all input material to be included in outsourced processes b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary. 	NA	Not Applicable

	<p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>		
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	NA	Not Applicable
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.	NA	Not Applicable
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p> <p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p>	NA	Not Applicable

	<p>iv) For Mass Balance Module, the mill:</p> <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. 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). 		
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	NA	Not Applicable
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	NA	Not Applicable
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	NA	Not Applicable

3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	NA	Not Applicable
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>	NA	Not Applicable
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>	NA	Not Applicable
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. 	NA	Not Applicable

	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.		
4.3	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.	NA	Not Applicable
4.4	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.	NA	Not Applicable
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.	NA	Not Applicable
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.	NA	Not Applicable
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.	NA	Not Applicable
5.3	Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the	NA	Not Applicable

	<p>requirements of the RSPO SCCS can follow either of two options:</p> <ul style="list-style-type: none"> 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. b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2. 		
Business to consumer communication			
6.1	<p>Only RSPO members that have supply chain certification are allowed to make business to consumer claims about the certified sustainable oil palm products contained within product(s), which are known as ‘product-specific’ claims. Product-specific claims are voluntary.</p>	NA	Not Applicable
6.2	<p>Only RSPO members who have supply chain certification are authorised to use the RSPO trademark and/or RSPO label, with the exception of RSPO Credits and of retailers in accordance with 6.8 below.</p>	NA	Not Applicable
6.3	<p>When on-pack claims on RSPO-certified sustainable oil palm products are used, the RSPO trademark and associated identification number must be present.</p>	NA	Not Applicable

6.4	Business to consumer communication shall not include information about the claimant's RSPO membership status.	NA	Not Applicable
6.5	Members shall not communicate to consumers' information about their suppliers' RSPO membership status.	NA	Not Applicable
6.6	Use of the RSPO trademark is restricted to claims about RSPO-certified sustainable palm oil products and it is not authorised for use in relation to any other ingredient.	NA	Not Applicable
6.7	Use of any other trademark or logo to highlight the presence of RSPO-certified sustainable oil palm products is an unauthorised product-specific claim.	NA	Not Applicable
6.8	RSPO members who are retailers or food service companies can apply for an RSPO trademark license for use in business to consumer communications, provided they can demonstrate the validity of these claims to an RSPO-accredited certification body (CB). This will be undertaken via a remote audit, prior to the trademark use, during which the retailer or food service company will need to demonstrate that the use of the trademark is in compliance with the rules contained within this document and that the claim itself can be supported through a certified supply chain. Any other palm oil claims, including those highlighting the absence of palm oil, must be highlighted to the CB during the audit to ensure that all claims comply with the requirements of these rules. The CB will confirm the outcome of these audits, to be conducted annually, to RSPO who may continue to grant a trademark license or withdraw permission based upon the audit findings. This is in keeping with the rules applying to RSPO supply chain certified	NA	Not Applicable

	members. The guidance document for audits is available on www.rspo.org .		
MODULE A – IDENTITY PRESERVED & SEGREGATED SPECIFIC RULES			
Certified oil palm content (IP)			
	For IP, 95% or above of the oil palm content must be RSPO IP-certified.	NA	Not Applicable
	For SG, 95% or above of the oil palm content must be SG, or a combination of SG and IP.	NA	Not Applicable
	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 volume of non-certified oil palm products must be covered by the purchase of RSPO Credits of equivalent volume.	NA	Not Applicable
Labelling and trademark (IP)			
	Members are allowed to use the RSPO label in one of the following ways: <ul style="list-style-type: none"> • RSPO trademark which includes the tag 'CERTIFIED' or • RSPO trademark which includes the tag 'This product contains certified sustainable palm oil'. Wherever a 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 4pt (1.4 mm or 0.06 inch). In on-pack communications, the RSPO trademark can be printed anywhere on the pack. 	NA	Not Applicable

Messaging (IP)			
	<p>Messaging ALLOWED in storytelling in product-related communications may include some or all of the following elements:</p> <ul style="list-style-type: none"> • The oil palm products contained in this product have been certified to come from RSPO sources. www.rspo.org • By choosing this product, you are sure it contains RSPO-certified palm oil. For more information: www.rspo.org • RSPO-certified sustainable oil palm products were kept apart from other oil palm products throughout the supply chain. www.rspo.org • Certified sustainable oil palm products can be traced back to RSPO-certified mills and plantations. www.rspo.org • The entire supply chain is monitored by independent, RSPO-accredited auditors. www.rspo.org • RSPO-certified sustainable palm oil has been produced to stringent environmental and social criteria. www.rspo.org • References to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown by company records. 	NA	Not Applicable
MODULE B – MASS BALANCE SPECIFIC RULES			
Minimum Mass Balance content			
	95% or above of the oil palm content must be RSPO MB-certified.	NA	Not Applicable
	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	NA	Not Applicable

	<p>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.</p>		
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). • 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. 	<p>NA</p>	<p>Not Applicable</p>
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. 	NA	Not Applicable
<p>Principle 4: Respect community and human rights and deliver benefits</p>			
<p>Criterion 4.1: The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.</p>			
4.1.1	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>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 08/02/2021 to the workers. Seen the training attendance list.</p>	Complied

4.1.2	The unit of certification does not instigate violence or use any form of harassment in their operations. - Minor compliance -	Genting Plantations Berhad ensure all personnel are treated fairly and protected from any form of discrimination that would constitute a violation of their human rights. Interviewed with the workers confirmed that no harassment by the management.	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 whistle-blowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD. - Critical (Major) 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. Besides, Social Policy dated 14/09/2020 was established where they prohibit retaliation against human rights defenders who submit complaints in good faith in line with their existing Whistle-blower policy which provide a grievances channel for human rights defenders to report their concerns freely and without fear of reprisal or intimidation.	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.	Complied
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 -	The estate has Complaint Book to record any complaint or grievance received. Sampled of the records of complaint as below: 1. Ref No.: 138 dated 14/08/2020 Issue: Doors in toilet were broken. Action: The management has instructed the person in charge to replace immediately. Seen the photo evident of the doors been replaced on 17/08/2020.	Complied

		<p>2. Ref No.: 139 dated 12/12/2020 Issue: Water entered to house due to desilting of trenches behind the house by management. Action: The management informed the JCB to rectify. Status: Seen the photo evidence of the trenches has been deepened and channel the water out to other area on 12/12/2020. All the complainants have acknowledged after action has been taken by management and issue resolved.</p>	
4.2.4	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator. - Minor compliance -</p>	<p>As mentioned in the procedure above, under Clause 2.1.10, the complainant shall be given the option of access to independent legal and technical advice, to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p>	Complied
<p>Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.</p>			
4.3.1	<p>Contributions to community development that are based on the results of consultation with local communities are demonstrated. - Minor compliance -</p>	<p>The management has provided chicken to all the workers in the estate during festival celebration such as Hari Raya. Seen the record of purchase of chicken. Besides, the management also made contribution to the local community by fixing the cattle grid to construct a bridge to ease the access of the local community. Seen the photo evident of work carried out and invoice# INV2019 dated 30/09/2020 from contractor was sighted.</p>	Complied
<p>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.</p>			
4.4.1	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land</p>	<p>The was no evidence to show that oil palm cultivation activities Genting Bukit Sembilan Estate had diminished the land use rights of others. Verified documents to show legal ownership of its land by Genting Plantations Berhad.</p>	Complied

	tenure and the actual legal or customary use of the land are available. - Critical (Major) compliance -	Sampled the land titles shown that the legal ownership of the company. Sample of land title as below: i. Title No.: 199826, Lot No.: 60122, 379.3 ha ii. Title No.: 36098, Lot No.: 54, 136.7002 ha The Survey Department is in the process of resurveying and update the data in legal document once finalize. This is expected to be completed by this year due to Movement Control Order. This will be further verified during next assessment.	
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	There is no customary right in Genting Bukit Sembilan Estate as the land is belong to Genting Plantations Berhad. It was verified through document review on the land titles and interviewed with stakeholder confirmed that there is no any land dispute reported.	Complied
4.4.2a	Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making. - Minor compliance -	There is no customary right in Genting Bukit Sembilan Estate as the land is belong to Genting Plantations Berhad. It was verified through document review on the land titles and interviewed with stakeholder confirmed that there is no any land dispute reported.	Complied
4.4.2b	Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken. - Minor compliance -	There is no customary right in Genting Bukit Sembilan Estate as the land is belong to Genting Plantations Berhad. It was verified through document review on the land titles and interviewed with stakeholders confirmed that there is no any land dispute reported. Therefore, no agreement-making process and negotiated agreements detailing FPIC process is necessary and available.	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	There is no customary right in Genting Bukit Sembilan Estate as the land is belong to Genting Plantations Berhad. It was verified through document review	Complied

	<p>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.</p> <p>- Minor compliance -</p>	<p>on the land titles and interviewed with stakeholders confirmed that there is no any land dispute reported.</p> <p>Therefore, no agreement-making process and negotiated agreements detailing FPIC process is necessary and available.</p>	
4.4.3	<p>(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).</p> <p>- Critical (Major) compliance -</p>	<p>The legal boundary for estate visited was clearly demarcated with legal boundary peg. Seen the photo evident of the legal boundary peg demarcate the boundary. Boundary map/ GPS map with scale of 1:15,500 was sighted where location of neighbouring communities was demarcated in the map.</p>	Complied
4.4.4	<p>All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.</p> <p>- Minor compliance -</p>	<p>There is no customary right in Genting Bukit Sembilan Estate as the land is belong to Genting Plantations Berhad. It was verified through document review on the land titles and interviewed with stakeholders confirmed that there is no any land dispute reported.</p> <p>Therefore, no agreement-making process and negotiated agreements detailing FPIC process is necessary and available.</p>	Complied
4.4.5	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<p>There is no customary right in Genting Bukit Sembilan Estate as the land is belong to Genting Plantations Berhad. It was verified through document review on the land titles and interviewed with stakeholders confirmed that there is no any land dispute reported.</p> <p>Therefore, no agreement-making process and negotiated agreements detailing FPIC process is necessary and available.</p>	Complied
4.4.6	<p>There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.</p> <p>- Minor compliance -</p>	<p>There is no customary right in Genting Bukit Sembilan Estate as the land is belong to Genting Plantations Berhad. It was verified through document review on the land titles and interviewed with stakeholders confirmed that there is no any land dispute reported.</p> <p>Therefore, no agreement-making process and negotiated agreements detailing FPIC process is necessary and available.</p>	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	(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available. - Critical (Major) compliance -	Based on the SIA, there is no customary land present in Genting Bukit Sembilan Estate. The estate has been developed in the 1980s and it located at a surrounding by smallholders and villagers.	Complied
4.5.2	(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation. - Critical (Major) compliance -	<p>The plantation was established since 1980s and there was no new planting in Genting Bukit Sembilan Estate since last audit. Therefore, FPIC should not be applicable.</p> <p>Genting Plantations Berhad has established the Procedures for Compliance to Sustainability Requirements for Land Acquisition, New Planting and New Development (Doc. No.: SMP-GPB-27, Rev. 02 dated March 2020). The procedure defines the Free, Prior & Informed Consent (FPIC) process and the rights of the communities to withhold consent. The procedures have also including the mechanism to calculate and distribute fair compensation.</p>	Complied
4.5.3	Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations. - Minor compliance -	<p>The plantation was established since 1980s and there was no new planting in Genting Bukit Sembilan Estate since last audit. Therefore, FPIC should not be applicable.</p> <p>Genting Plantations Berhad has established the Procedures for Compliance to Sustainability Requirements for Land Acquisition, New Planting and New Development (Doc. No.: SMP-GPB-27, Rev. 02 dated March 2020). The procedure defines the Free, Prior & Informed Consent (FPIC) process and the rights of the communities to withhold consent. The procedures have also including the mechanism to calculate and distribute fair compensation.</p>	Complied
4.5.4	To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.	<p>The plantation was established since 1980s and there was no new planting in Genting Bukit Sembilan Estate since last audit. Therefore, FPIC should not be applicable.</p> <p>Genting Plantations Berhad has established the Procedures for Compliance to Sustainability Requirements for Land Acquisition, New Planting and New</p>	Complied

	- Minor compliance -	Development (Doc. No.: SMP-GPB-27, Rev. 02 dated March 2020). The procedure defines the Free, Prior & Informed Consent (FPIC) process and the rights of the communities to withhold consent. The procedures have also including the mechanism to calculate and distribute fair compensation.	
4.5.5	Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands. - Minor compliance -	The plantation was established since 1980s and there was no new planting in Genting Bukit Sembilan Estate since last audit. Therefore, FPIC should not be applicable. Genting Plantations Berhad has established the Procedures for Compliance to Sustainability Requirements for Land Acquisition, New Planting and New Development (Doc. No.: SMP-GPB-27, Rev. 02 dated March 2020). The procedure defines the Free, Prior & Informed Consent (FPIC) process and the rights of the communities to withhold consent. The procedures have also including the mechanism to calculate and distribute fair compensation.	Complied
4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator. - Minor compliance -	The plantation was established since 1980s and there was no new planting in Genting Bukit Sembilan Estate since last audit. Therefore, FPIC should not be applicable. Genting Plantations Berhad has established the Procedures for Compliance to Sustainability Requirements for Land Acquisition, New Planting and New Development (Doc. No.: SMP-GPB-27, Rev. 02 dated March 2020). The procedure defines the Free, Prior & Informed Consent (FPIC) process and the rights of the communities to withhold consent. The procedures have also including the mechanism to calculate and distribute fair compensation.	Complied
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 -	The plantation was established since 1980s and there was no new planting in Genting Bukit Sembilan Estate since last audit. Therefore, FPIC should not be applicable. Genting Plantations Berhad has established the Procedures for Compliance to Sustainability Requirements for Land Acquisition, New Planting and New Development (Doc. No.: SMP-GPB-27, Rev. 02 dated March 2020). The procedure defines the Free, Prior & Informed Consent (FPIC) process and the	Complied

		rights of the communities to withhold consent. The procedures have also including the mechanism to calculate and distribute fair compensation.	
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	The plantation was established since 1980s and there was no new planting in Genting Bukit Sembilan Estate since last audit.	Complied
Criterion 4.6: Any negotiations Concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place. - Critical (Major) compliance -	Based on the SIA, there is no customary land present in Genting Bukit Sembilan Estate. The estate has been developed in the 1980s and it located at a surrounding by smallholders and villagers. Through stakeholder interviews, there was no land dispute identified. Genting Plantations Berhad has established Procedure on Conflict Resolution and Handling of Negotiations and Compensations within Genting Plantations Estates (Doc. No.: SMP-GPB-18, Rev. 03 dated 29/12/2017) to handle any dispute case. Compensation procedure was outlined in the procedure.	Complied
4.6.2	(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. - Critical (Major) compliance -	SOP refer to Indicator 4.6.1.	Complied
4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings. - Minor compliance -	There is no scheme smallholder involved in the certification unit.	Not Applicable
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence	SOP refer to Indicator 4.6.1. There was no any land dispute reported since last. This has verified through interview with the stakeholder.	Complied

	of the participation of affected parties, and made publicly available to them. - Minor compliance -		
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 plantation was established since 1980s and there was no new planting in Genting Bukit Sembilan Estate since last audit. Therefore, FPIC should not be applicable. Genting Plantations Berhad has established the Procedures for Compliance to Sustainability Requirements for Land Acquisition, New Planting and New Development (Doc. No.: SMP-GPB-27, Rev. 02 dated March 2020). The procedure defines the Free, Prior & Informed Consent (FPIC) process and the rights of the communities to withhold consent. The procedures have also including the mechanism to calculate and distribute fair compensation.	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 plantation was established since 1980s and there was no new planting in Genting Bukit Sembilan Estate since last audit. Therefore, FPIC should not be applicable. Genting Plantations Berhad has established the Procedures for Compliance to Sustainability Requirements for Land Acquisition, New Planting and New Development (Doc. No.: SMP-GPB-27, Rev. 02 dated March 2020). The procedure defines the Free, Prior & Informed Consent (FPIC) process and the rights of the communities to withhold consent. The procedures have also including the mechanism to calculate and distribute fair compensation.	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 -	There is no any land acquisition of communities since last audit. However, the estate management has provided employment opportunity to the local communities as verified through the master list of employees.	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 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 -	The plantation was established since 1980s and there was no new planting in Genting Bukit Sembilan Estate since last audit. Therefore, FPIC should not be applicable. Genting Plantations Berhad has established the Procedures for Compliance to Sustainability Requirements for Land Acquisition, New Planting and New Development (Doc. No.: SMP-GPB-27, Rev. 02 dated March 2020). The procedure defines the Free, Prior & Informed Consent (FPIC) process and the rights of the communities to withhold consent. The procedures have also including the mechanism to calculate and distribute fair compensation.	Complied
4.8.2	(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms. - Critical (Major) compliance -	Genting Bukit Sembilan Estate had maintained all existing user rights and it is confirmed during interview with stakeholder.	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 plantation was established since 1980s and there was no new planting in Genting Bukit Sembilan Estate since last audit.	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	Genting Plantations Berhad has established the Procedures for Compliance to Sustainability Requirements for Land Acquisition, New Planting and New Development (Doc. No.: SMP-GPB-27, Rev. 02 dated March 2020). The	Complied

	involvement of affected parties (including neighbouring communities where applicable). - Minor compliance -	procedure defines the Free, Prior & Informed Consent (FPIC) process and the rights of the communities to withhold consent. The procedures have also including the mechanism to calculate and distribute fair compensation. There was no land dispute reported since last audit. This has verified through interview with the stakeholder.	
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 -	NA	Not Applicable
5.1.2	(C) Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request). - Critical (Major) compliance -	NA	Not Applicable
5.1.3	(C) Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented. - Critical (Major) compliance -	NA	Not Applicable
5.1.4	(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable. - Critical (Major) compliance -	NA	Not Applicable

5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe. - Minor compliance -	NA	Not Applicable
5.1.6	(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given. - Critical (Major) compliance -	NA	Not Applicable
5.1.7	Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government). - Minor compliance -	NA	Not Applicable
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 -	NA	Not Applicable
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 -	NA	Not Applicable
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	NA	Not Applicable

	<p>assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>		
5.2.2	<p>The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS).</p> <p>- Minor compliance -</p>	NA	Not Applicable
5.2.3	<p>Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.</p> <p>- Minor compliance -</p>	NA	Not Applicable
5.2.4	<p>(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.</p> <p>- Critical (Major) compliance -</p>	NA	Not Applicable
5.2.5	<p>The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme.</p> <p>- Minor compliance -</p>	NA	Not Applicable
Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	<p>(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.</p>	<p>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 race, caste, national origin, religion, age, disability, gender, marital status, union membership or political affiliation.</p>	Complied

	- Critical (Major) compliance -		
6.1.2	<p>(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers.</p> <p>- Critical (Major) compliance -</p>	Interviewed with workers comprises of local and foreign workers, male and female workers confirmed that they were treated equally. No discrimination was reported based on nationality, gender and races.	Complied
6.1.3	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	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 no discrimination was occurred.	Complied
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p> <p>- Minor compliance -</p>	Refer to the Procedure for Social Management (Doc. No.: SMP-GPB-32, Rev. 01 dated April 2021), Clause 6.8.5, no pregnancy testing will be carried out as a condition of hiring or for continued employment. Interviewed with female workers confirmed that pregnancy testing is not a criterion for pre-employment. A pre-medical check-up was conducted by Hospital Assistant to check whether the worker is fit for work or not.	Complied
6.1.5	<p>(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>- Critical (Major) compliance -</p>	<p>Gender Committee was established in the estate and seen the last meeting was conducted on 01/04/2021. The frequency of the meeting is at least once every 6 months as per guideline of <i>Penubuhan Jawatankuasa Wanita dan Kanak-kanak</i> developed by Sustainability Department dated 2010. Due to pandemic of Covid-19, there was only once meeting conducted April 2020. There was no case of sexual harassment and violence reported. Briefing of the sexual harassment policy was conducted during the meeting as well.</p> <p>The Sustainability Department has carried out Gender Risk Assessment & Quick Scan assessment on 18/05/2021. Opportunities and improvement for women was assessed where women have equal access to training and career development.</p>	Complied

6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	<p>The female workers employed in the estate are local Malaysian and foreign workers. Reviewed total 13 payslips in Genting Bukit Sembilan Estate which consists of male and female workers found that their salary is the same for the same job scope. They were paid according to the Minimum Wage Order 2020 without any discrimination.</p>	Complied
<p>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).</p>			
6.2.1	<p>(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand.</p> <p>- Critical (Major) compliance -</p>	<p>Sample of 10 employment contracts are reviewed and the agreements are signed in Bahasa Malaysia and their native language. 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.</p>	Complied
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.</p> <p>- Critical (Major) compliance -</p>	<p>Reviewed total 10 employment contracts in Genting Bukit Sembilan Estate, and the contracts are signed in Bahasa Malaysia and native language. 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.</p>	Complied
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>10 samples for workers in various operations including harvester, field workers, and general workers were verified. Overtime was appropriate and the wages were complying with Minimum Wage Order 2020.</p>	Complied

6.2.4	<p>(C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>Free housing facilities were provided to the workers. The water and electricity was supplied by government and the company bear all the cost of electricity and water bill for the workers. Interviewed with workers confirmed that water and electricity was provided free of charge. The management has plan to upgrade 16 units of the labour quarters. Seen the approved budget for Year 2022. Besides, the company has supplied new furniture such as mattress, cupboard and ceiling fan to all the workers on 2021. Site visit to the houses and interviewed with the workers confirmed that the furniture was provided free of charge. Seen the invoices of purchase of furniture.</p> <p>The linesite inspection was carried out by Field Staffs once a month by using the Checklist of Linesite Inspection. Any issue found will be recorded in the checklist. Reviewed the records from July 2020 to June 2021 found no issue reported. Besides, Hospital Assistant has conducted weekly linesite inspection and recorded in a notebook. Seen the inspection records from July 2020 to June 2021. Manager has acknowledged after the inspection was carried out.</p>	Complied
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>The estate was located nearby to the town and the workers can access to town by own/ public transport. Besides, the workers are allowed to do planting/ farming of vegetable at the housing area.</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: 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,</p>	<p>Genting Plantations Berhad has established the prevailing wage calculation last updated on 15/07/2020 to include all the in-kind benefits provided to the workers in Genting Bukit Sembilan Estate. Sampled the prevailing wages per worker for benefit of electricity & water is RM 43 and Healthcare is RM 31. The prevailing wages is more than the Minimum Wage Order 2020.</p>	Complied

	<p>Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p> <p><i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i></p> <p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation with relevant stakeholders such as palm oil industry members, workers’ union, authorities and/or relevant organisations.</p> <p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage (RSPO Guidance for Implementing a Decent Living Wage. The RSPO will also develop further guidance and tools to calculate DLW in line with the RSPO endorsed methodology which may include independent studies by local experts in their respective region or country).</i></p> <p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> • Updated assessment on prevailing wages and in-kind benefits • There is annual progress on the implementation of living wages 		
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	<ul style="list-style-type: none"> 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 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>	There was no casual worker employed by the estate. All the workers are permanent workers.	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>	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 08/02/2021 to the workers. Seen the training attendance list.	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>	Meeting between the management and workers' representatives were conducted on 27/04/2021 with total 16 participants. Meeting minutes was sighted and no issue was reported by the workers. Interviewed with the workers' representatives confirmed that no issue reported.	Complied
6.3.3	<p>Management does not interfere with the formation or operation of registered unions/ labour organisations or</p>	Interviewed with the workers' representatives confirmed that they were elected among the workers. No interference from management.	Complied

	associations, or other freely elected representatives for all workers including migrant and contract workers. - Minor compliance -		
Criterion 6.4: Children are not employed or exploited.			
6.4.1	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. - Minor compliance -	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 in the agreement with contractors mentioned the contractor shall ensure no minor (Below 18 years old) are employed.	Complied
6.4.2	(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. - Critical (Major) compliance -	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.	Complied
6.4.3	(C) Young persons may be employed only for non-hazardous work, with protective restrictions in place for that work. - Critical (Major) compliance -	There was no young person employed by Genting Bukit Sembilan Estate as verified through the employee master list. Interviewed with the workers and management confirmed that all the workers employed are above 18 years old.	Complied
6.4.4	The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live. - Minor compliance -	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. The policy was displayed at the notice board outside the office. The contractors have signed on the contract agreement where under Clause 2.5 D (i), the contractor shall ensure no minors (below 18 years old) are employed. Briefing of the policy was conducted on 26/04/2021 during stakeholder meeting. Interviewed with the contractor confirmed that no child labour was employed.	Complied

Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	<p>(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>Genting Plantations Berhad 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 08/02/2021 to the workers. Seen the training attendance list.</p> <p>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>As mentioned in the Social Policy, reproductive rights are protected. Briefing of the policy was conducted on 08/02/2021 to the workers. Seen the training attendance list.</p>	Complied
6.5.3	<p>Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified.</p> <p>- Minor compliance -</p>	<p>There was no new mother found in Genting Bukit Sembilan Estate. Therefore, no assessment of new mother needs has carried out.</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>Genting Plantations Berhad has developed Procedure on Prevention and Eradication of Sexual Harassment at the Workplace (Doc. No.: SMP-GPB-20, Rev. 0 dated 11/10/2013) to the grievance mechanism was established. A Grievance/ Complaint Form for Sexual Harassment was developed to record if there is any complaint. Interviewed with the female workers confirmed that they are aware of the grievance mechanism and no issue reported.</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. 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 Employment Act 1955. 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
<p>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>(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>No meeting has been conducted since the last audit due to MCO</p>	Complied

6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>Genting Plantations Berhad has established accident and emergency procedure and documented in System Procedure: Emergency Response Procedure. Refer document no. SP-MGR-04 dated 1/8/2017.</p> <p>The estate has established Emergency Response Team as per appointment letter dated 2/1/2020.</p> <p>Latest training for ERP training was conducted on:</p> <ol style="list-style-type: none"> 1) Firefighting training by Bomba/supplier dated 19/03/2021 2) First aid training dated 08/04/2021 3) Training on emergency response plan, emergency route & assembly point and emergency phone numbers dated 22/02/2021 (Bukit Sembilan Div.) and 30/04/2021 (Paya Kamunting Div.) 4) Handling of chemical spillage training dated 01/04/2021 <p>Noted during site visit and interview with the workers, the awareness on the ERP was satisfactory. The field mandore were trained and equipped with first aid box for early respond and treatment during accident occur.</p>	Complied
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>The management provides appropriate PPE to the employees in accordance to HIRARC and Standard Operating Procedure. PPE issuance records were well maintained and made available for verification. Among the information available in the record was name of employee, type of PPE (i.e. apron, safety shoes, rubber boots, N95 mask, respirator, cartridge, helmet, goggle, cotton gloves, nitrile gloves, etc.), date of PPE received and receipt acknowledgement by the recipient. On site verification and interview with workers showed that the appropriate PPE was provided for free and worn accordingly.</p>	Complied
6.7.4	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law.</p> <p>- Minor compliance -</p>	<p>The estate is subscribing to SOCSO to cover the accident insurance for all its workers. Latest monthly contributions, dated 13/12/2021, ref. no.: ACR122210329981-11/2021, RM2,732.70 for 82 employees was made available for verification.</p>	Complied

6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics. - Minor compliance -	Records on Lost Time Accident (LTA) metrics at Genting Bukit Sembilan Estate was available for verification. JKPP 8 was submitted to DOSH annually. Since the last audit, there was only one occupational accident which involve more than 4 days of lost time injury. The management has taken necessary action in term of addressing the accident causes based on investigation.	Complied
Principle 7: Protect, conserve and enhance ecosystems and the environment			
Criterion 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.			
7.1.1	(C) IPM plans are implemented and monitored to ensure effective pest control. - Critical (Major) compliance -	IPM plan is addressed in OPM Pest & Diseases. The plan has the information about identification of potential pest in estate and action to be taken. Currently, actual barn owl box available is at ratio of 1:25 ha which exceeds the 1:23 target. Based on records, baiting was not done for many years due to very low rat attack. Maps of beneficial plant and barn owl boxes maintained.	Complied
7.1.2	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. - Minor compliance -	No record of species of Global invasive database ad CABI.Org in Genting Bukit Sembilan Estate.	Complied
7.1.3	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. - Minor compliance -	Genting Plantation Estate did not use fire as pest control in estate, this stated under Zero Burning Policy; Rev 01; 10 August 2011. There shall be no open burning of any kind at operating units, except where deemed necessary with the prior approval of the relevant authorities.	Complied
Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	(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. - Critical (Major) compliance -	The justification of all pesticides used in the estate were documented in Sustainability Management procedure Manual under section SOPs and Justification of Pesticides Used. Refer document no. SMP-GPB-28, rev 4 dated 03/07/2018. The SOP addressed on:	Complied

		<ol style="list-style-type: none"> 1. Procedures on pesticides usage 2. Type of pesticides 3. Justification of all pesticides used <ol style="list-style-type: none"> a. Crop stage b. Application Type c. Pesticide Name d. Active Ingredient e. Class (by Pesticide Malaysia) f. WHO class g. Target Weed/Pest 	
7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>Records of pesticides use (including active ingredients used and their LD 50, area treated, amount of a.i. applied per ha and number of applications) had been maintained and kept by the estate. Based on the records, the total a.i. per ha for 2021 was less than 1 kg a.i./ha for both matured and immature areas.</p>	Complied
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 Sustainability Management procedure Manual under section SOPs and Justification of Pesticides Used. Refer document no. SMP-GPB-28, rev 4 dated 03/07/2018.</p> <p>The implementation in the field is consistent with the SOP established.</p>	Complied
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>No prophylactic use of pesticide was identified in the estates.</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> <ul style="list-style-type: none"> a) Judgment of the threat and verify why this is a major threat b) Why there is no other alternative which can be used c) Which process was applied to verify why there is no other less hazardous alternative d) What is the process to limit the negative impacts of the application e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak. <p>- Minor compliance -</p>	<p>Based on Chemical Register dated 10/03/2021 using OSHA regulated format, showed that only class II, III & IV chemicals were used by the estate. No class I pesticide is used.</p>	Complied
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticides operators and persons involved in pesticides handling such as storekeeper, have been given various training on the safety handling and application of pesticides. Among the training records verified are:</p> <ul style="list-style-type: none"> - Riparian buffer zone management for sprayer & manuring dated 01/04/2021 - Training on spraying & manuring operation, technique & close supervision dated 08/04/2021 - Chemical handling, pre-mix, PPE & triple rinsing by supplier dated 20/04/2021 - PPE training for sprayer, pre-mix, storekeeper, manuring, driver, harvester & general worker dated 17/06/2021 - Wastes management (SW, domestic waste, recyclable waste and zero 	Complied

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		burning) dated 19/03/2021 - Weed management in oil palm by BASF – Webminar dated 18/09/2020	
7.2.7	(C) Storage of all pesticides is in accordance with recognised best practices. - Critical (Major) compliance -	The operating units comply with Regulation 9 of the Pesticides Act 1974 requiring balance of remaining solution to be kept under lock and key. During visit it was noted that all the remaining pesticides are kept in the store and securely locked and complied with regulation. Other safety features such as hazard signage and ventilation fan were also adequately in place.	Complied
7.2.8	All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes. - Minor compliance -	Empty pesticides containers were identified as recyclable or reusable waste. Some of the containers were reused to contain premixed pesticides whereas some are disposed through an authorized collector. The containers were first triple rinsed and punctured before given to the collector. The following collection receipts were verified: - Dated 10/07/2019, collected by G-Planter The disposal interval is long due to very less quantity generation of empty pesticides containers.	Complied
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 -	Aerial spraying is not a practice in the 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 -	Annual medical surveillance for pesticide operators was last conducted on 24/12/2021 [invoice ref. no.: IV-00135, dated 29/12/2012] by OHD # HQ/12/DOC/00/262) for 3 female and 1 male workers. Result has yet to be produced since the test was conducted very recently. Prior to this, the medical surveillance was conducted on 12/12/2020 by OHD (DOSH Reg.	Complied

		#HQ/12/DOC/00/262) for 4 female and 1 male workers. They were all found to be fit for work which may exposed to organophosphate.	
7.2.11	<p>(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p> <p>- Critical (Major) compliance -</p>	Based on site observation and verification of employee master list, there is no evidence that work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions.	Complied
<p>Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.</p>			
7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>Wastes management plan dated 02/04/2021 was available for verification. The wastes identified are categorised to scheduled wastes, domestic wastes, recyclable wastes, and mill wastes. The plans also outlined the method of disposal and monitoring.</p> <p>Recyclable wastes were sent to recycle centres and the following receipts were maintained as evidence:</p> <ul style="list-style-type: none"> - Invoice No. GBSECI00000356, dated 21/07/2020 – sale of scrap iron <p>Scheduled wastes were disposed through authorised collector and the following receipts were maintained as evidence:</p> <ul style="list-style-type: none"> - #20210203125XK916, dated 26/01/2021 for SW305 - #2021020312AFWG4K, dated 26/01/2021 for SW312 - #2021020312GUF7AP, dated 26/01/2021 for SW409 - #2021020312YCT9KW, dated 26/01/2021 for SW410 	Complied
7.3.2	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	Based on site observation, the landfill was newly opened and not much waste disposal yet. Sandwich layering has been practiced as to avoid scavenging. Recycling programme started at source (housing/quarters) for plastic bottle, glass and paper. Disposal arrangement for both scheduled and domestic/recyclable waste as reported under 7.3.1.	Complied

7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	Based on site verification and interview with employees at all the sampled operating units, there was no use of fire in wastes disposal observed. No Sighted of unit using fire as waste disposal.	Complied
Criterion 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts. - Minor compliance -	Managing soil fertility to optimise yield and minimise environmental impact is addressed in OPM 7: Manuring of Oil Palm. Among the topics covered in the manual are: <ul style="list-style-type: none"> - Nursery manuring - Field Manuring - Application of Fertiliser - Fertiliser delivery and Stock Reports for estates - Fertiliser sampling for analysis - Manuring Schedule - Method of application for younger and mature palms <p>Apart from that other relevant procedures are also adhered such as:</p> <ul style="list-style-type: none"> - OPM 04: Soil conservation and terracing SMP-GPB-14 Riparian Buffer Zone Management 	Complied
7.4.2	Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health. - Minor compliance -	Genting Plantation Research Centre (GPRC) prepare the annual fertilizer recommendation base leaf analysis result. Leaf analysis show the nutrient level was used as the guidance for the recommendation. <p>As per company SOP, the soil sampling analysis carried at 10 years interval. The leaf analysis and soil analysis report were made available for review. Noted the analysis report for estate visited as follows:</p> <ul style="list-style-type: none"> i) Soil sampling, test report no. SR08/2016 dated 1/4/2016 ii) Leaf sampling, test report dated 27/7/21 	Complied

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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>Based on SOP Manual, OPM 7: Manuring of Oil Palm, the nutrient strategy includes the use of Empty Fruit Bunches (EFB) distributed in the field to improve the soil structure as well as to improve the organic matter. Recommendation per round is 25 MT (main division) and PKD is 40 mt per round. Summary of EFB application as per below:</p> <table border="1" data-bbox="987 539 1626 639"> <thead> <tr> <th>Tonne applied</th> <th>Hectare covered</th> </tr> </thead> <tbody> <tr> <td>9450.08</td> <td>383 ha</td> </tr> </tbody> </table>	Tonne applied	Hectare covered	9450.08	383 ha	Complied
Tonne applied	Hectare covered						
9450.08	383 ha						
7.4.4	<p>Records of fertiliser inputs are maintained.</p> <p>- Minor compliance -</p>	<p>Fertilizers are applied as per agronomist recommendation. Record shows application date, filed number, dosage applied per palm, type of fertilizer and number of applicators.</p> <p>For example, immature palm (replanting 2019):</p> <p>1st half (Jan-June 2021): 1.5 kg/per palm with total of 24.50 mt of compound fertilizer (NPKMg+B14/8/19/3+0.48) and yield booster 1C applied.</p> <p>2nd half (July-Dec 2021): 3.75 kg/per palm with total of 61.25 mt of compound fertilizer (NPKMg+B14/8/19/3+0.48) and yield booster 1C applied.</p>	Complied				
<p>Criterion 7.5: Practices minimise and control erosion and degradation of soils.</p>							
7.5.1	<p>(C) Maps identifying marginal and fragile soils, including steep terrain, are available.</p> <p>- Critical (Major) compliance -</p>	<p>Map available prepared by Genting Research Centre dated 26 August 2013. Based on the soil map, there is no other fragile and problem soils found in GBSE and its divisions. Landscapes of GBSE are mostly undulating, flat, rolling and hilly. No planting within areas more than 25 degrees in GBSE.</p>	Complied				
7.5.2	<p>No replanting on steep slopes (above 25 degrees) unless approved by state governments. In case of replanting is permitted, no replanting in contiguous area of steep terrain</p>	<p>Landscapes of GBSE are mostly undulating, flat, rolling and hilly. No planting within areas more than 25 degrees in GBSE. Management also have establish procedures for guidance OPM 4 : Soil conservation and terracing (rev 2013) and also the Steep land Management SMP –GPB-10.</p>	Complied				

	(greater than 25 degrees) larger than 25 Ha within the Unit of Certification. - Minor compliance -		
7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	No new planting at Genting Bukit Sembilan Estate.	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 -	GBSE continuously implement practices good agricultural practices as guided in their SOPs (Oil Palm Manual, dated 30/08/2013). They are followed to manage the soil fertility to levels ensuring optimal and sustainable yields.	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 -	Soil management plan dated 6/3/21 was made available for verification. Aspect identified includes soil fertility, soil erosion and requirement for soil analysis. Based on soil analysis, no marginal and fragile soils identified within the estate.	Complied
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	Soil categories identified within Genting Bukit Sembilan Estate summarized as per below: <u>Main Division</u> Gajah Mati-Munchong-Malacca: 27.16 Ha (3.37%) Malacca: 60.90 Ha (8.67%) Kuah: 66.66 Ha (8.27%) Melaka-Tavy-Gajah Mati: 642.05 ha (79.68%) <u>Paya Kamunting Division</u> Telemong-Akob-Local Alluvium: 29.67 ha (5.98%)	Complied

		<p>Munchong-Seremban: 456.28 ha (92.02%) Urban Land: 9.91 ha (2%) The above data is based on data from DOA and reconnaissance Soil Map of WM-Soil Survey Division, Soils and Analytical Services dated 27/8/2013. Topographic map for Genting Bukit Sembilan Estate based on GIS processed dated 13/6/2013. Majority of the area is flat (0-6°) @ 81.05% and only 1.07% categorize as hilly (15-20°)</p>	
<p>Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.</p>			
7.7.1	<p>(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -</p>	<p>No peat soil identified in estate visited. Verified there is no new planting activity in the estate visited. Hence, the criterion is not applicable.</p>	Not applicable
7.7.2	<p>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 -</p>	<p>No peat soil identified in estate visited. Verified there is no new planting activity in the estate visited. Hence, the criterion is not applicable.</p>	Not applicable
7.7.3	<p>(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -</p>	<p>No peat soil identified in estate visited. Verified there is no new planting activity in the estate visited. Hence, the criterion is not applicable.</p>	Not applicable
7.7.4	<p>(C) A documented water and ground cover management programme is in place. - Critical (Major) compliance -</p>	<p>No peat soil identified in estate visited. Verified there is no new planting activity in the estate visited. Hence, the criterion is not applicable.</p>	Not applicable

7.7.5	<p>(C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.</p> <p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p> <p>- Critical (Major) compliance -</p>	No peat soil identified in estate visited. Verified there is no new planting activity in the estate visited. Hence, the criterion is not applicable.	Not applicable
7.7.6	<p>(C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	No peat soil identified in estate visited. Verified there is no new planting activity in the estate visited. Hence, the criterion is not applicable.	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</p>	No peat soil identified in estate visited. Verified there is no new planting activity in the estate visited. Hence, the criterion is not applicable.	Not applicable

	Vegetation Associated with Oil Palm Cultivation on Peat', version 2 (2019) and associated audit guidance. - Critical (Major) compliance -		
Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.			
7.8.1	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: a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities. b) Workers have adequate access to clean water. - Minor compliance -	The water management plan dated 03/04/2021 has been established to maintain the quality and availability of natural water resources (surface and ground water). The water management plan includes: i) Management of water sources i.e. government treated water and catchment pond ii) Efficient use of water at residential area iii) Renewable water source i.e. rainwater harvesting iv) Pollution prevention of surface and ground water Water supply for workers is from the public domain.	Complied
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 -	Management of riparian zone is guided by the GPB's Riparian Buffer Zone Management, doc. No. SMP-GPB-14, rev. 1, dated 14/08/2014. The width of riparian zone has been defined in the procedure. The allocated zones shall be demarcated and left to the nature. Application of agrochemicals such as fertilisers and herbicides is prohibited. Water analysis for stream/river carried out twice per year based on SMP-GPB-15 (Water Sampling and Analysis), rev: 1 dated 12 th November 2014. Refer to certificate of analysis, ref. no. 03J0960, lab. No WA-GPWM-0001/21 dated 06/04/2021.	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 -	NA	Not applicable
7.8.4	Mill water use per tonne of FFB is monitored and recorded.	NA	Not applicable

	- Minor compliance -		
Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised			
7.9.1	A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented. - Minor compliance -	Plan for improving efficiency of fossil fuel was spelt out in "Management Plan to Improve Efficiency of Diesel Usage". Among the plans established by the operating units were: <ul style="list-style-type: none"> regular service of tractors for efficient running of engines to educate tractor drivers on diesel saving 	Complied
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	(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. - Critical (Major) compliance -	Identification of greenhouse gas (GHG) emissions has been done through the environmental aspect & impact assessment. Among the source of GHG emissions includes diesel consumption and fertiliser consumption. The plan to reduce or minimise the GHG emission has been established and implemented. In general, among the action plans were: <ul style="list-style-type: none"> To optimise the usage of diesel by regular maintenance of tractors and education to drivers in handling of tractors To replace straight fertiliser with compound fertiliser, therefore reducing the rounds of application and eventually reducing diesel consumption in transportation The GHG emission are identified and assess for the GSLE. Based on verification of data in Lintramax system, the data was found to be accurate.	Complied
7.10.2	(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).	Not applicable since no new development by the certification unit after 15/11/2018.	Not applicable

	- Critical (Major) compliance -		
7.10.3	<p>(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	Other significant pollutants were also identified and registered in the environmental aspect and impact assessment. Mitigation plan/control measures were also documented in the same register. Thereafter pollution prevention plan is established. The plan has the information about pollution source, specific concern, mitigation plan, data required and monitoring & action to be taken.	Complied
Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area			
7.11.1	<p>(C) Land for new planting or replanting is not prepared by burning.</p> <p>- Critical (Major) compliance -</p>	As per Zero Burning Policy dated 10 August 2011, there shall be no open burning of any kind at operating unit except where deemed necessary with prior approval of the relevant parties or authorities.	Complied
7.11.2	<p>The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	The management has established regarding to fire prevention standard operating procedure and control the measure such as warning signs at land clearing area and scheduled for patrolling of replanting area, estate boundary area during prolong dry season and also install stop off to retain water at 50 cm to 60 cm in the field for keep the soil moisture and prevent fire outbreak occurred.	Complied
7.11.3	<p>The unit of certification engages with adjacent stakeholders on fire prevention and control measures.</p> <p>- Minor compliance -</p>	Due to fire prevention and control measure, during stakeholder meeting management inform the stakeholder regarding to zero burning policy. This meeting involved the interested parties such as smallholder, authorities, contractor, and others.	Complied
Criterion 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.			
7.12.1	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests.</p>	There is no land clearing after November 2005. Thus, this indicator is not applicable.	Not Applicable

	<p>A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.</p> <p>- Critical (Major) compliance -</p>		
7.12.2	<p>(C) HCVs, HCS forests and other conservation areas are identified as follows:</p> <p>a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.</p> <p>b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p> <p>PROCEDURAL NOTE: Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019).</p> <p>- Critical (Major) compliance -</p>	<p>The HCV assessment contained information of both planted area and relevant wider landscape-level, and result of HCV was obtained. There was one report prepared by the HCV assessors (conducted in Feb-Mar 2010) covering the estate. The report of assessment contained in "High Conservation Value (HCV) Final Report (Northern Region)". The following aspects were assessed:</p> <ul style="list-style-type: none"> - Area of HCV-Shared management of forest reserve and boundary areas/buffer zones - The presence of large mammals and birds and how they are protected from poaches. - IPM: use of plants to attract predators to control bagworms & barn owls for rat management and success <p>Drainage and the conditions. Determining the presence of fishes as a bio-indicator of water health</p>	Complied
7.12.3	<i>Indicator is not applicable in Malaysia context</i>	NA	Not Applicable
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated</p>	<p>No new development after 15/11/2018. Nonetheless, The Inventory of HCV Sites within Genting Plantations Berhad Group of Estates (Northern Region) was conducted on 27/03/2010 by a consultant.</p> <p>Identification of HCV in Bukit Sembilan estate have 2 HCV; - HCV 4.2 (Steep area sites and rocky area at OP 93A and HCV 6 (Temple and Cemetery area) with total 2.15 Ha</p>	Complied

	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 -		
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 -	No HCV with existing rights of local communities identified that needs to be set aside. No land clearing after November 2005. Thus, this indicator is not applicable.	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 -	The assessment contained information of both planted area and relevant wider landscape-level, and result of HCV was obtained. Continuous HCV and Biodiversity training was last conducted on 01/04/2021. Daily morning briefing includes reminder to workers regarding the HCV and species protection. Apart from that, signage about RTE species and hunting restriction were also planted at strategic places in the estate.	Complied
7.12.7	The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan. - Minor compliance -	No RTE species identified based on inventory of HCV Sites within Genting Plantations Berhad Group of Estates (Northern Region) dated 27/03/2010. Wildlife/RTE monitoring checklist dated 1/4/2021. Based on the summary, only totally protected and protected birds, mammals and herpetofauna based on IUCN list sighted at specific location in the estate. Outcome of the monitoring updated in the management and monitoring plan for HCV areas and RTE species. Monitoring of HCV and wildlife/RTE was done once every 4 months based on established SOP, SMP-GPB-30 [Procedures on Management of HCV areas and	Complied

		Rare, Threatened and Endangered (RTE) Species, rev:3 dated October 2020. Latest monitoring dated 1/4/21, 7/8/21 and 4/12/21 were made available for verification.	
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>	NA as no new development after November 2005.	Not Applicable

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in 2020 for Genting Bukit Sembilan Estate and supply base was calculated using the PalmGHG Calculator version 4. 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 Bukit Sembilan Estate and supply base are as following:

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

Extraction	%
OER	-
KER	-

Production	t/yr
FFB Process	-
CPO Produced	-
PKO Produced	-

Land Use	Ha
OP Planted Area	1,180.06
OP Planted on peat	-
Conservation (forested)	-
Conservation (non-forested)	2.15
Total	1,182.21

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	-	-	-	-	-	-	-	-
CO ₂ Emission from fertilizer	-	-	-	-	-	-	-	-
NO ₂ Emission	-	-	-	-	-	-	-	-
Fuel Consumption	-	-	-	-	-	-	-	-
Peat Oxidation	-	-	-	-	-	-	-	-
Sink								
Crop Sequestration	-	-	-	-	-	-	-	-
Conservation Sequestration	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

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

Summary of Kernel Crusher Emission and Credit (if applicable)

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

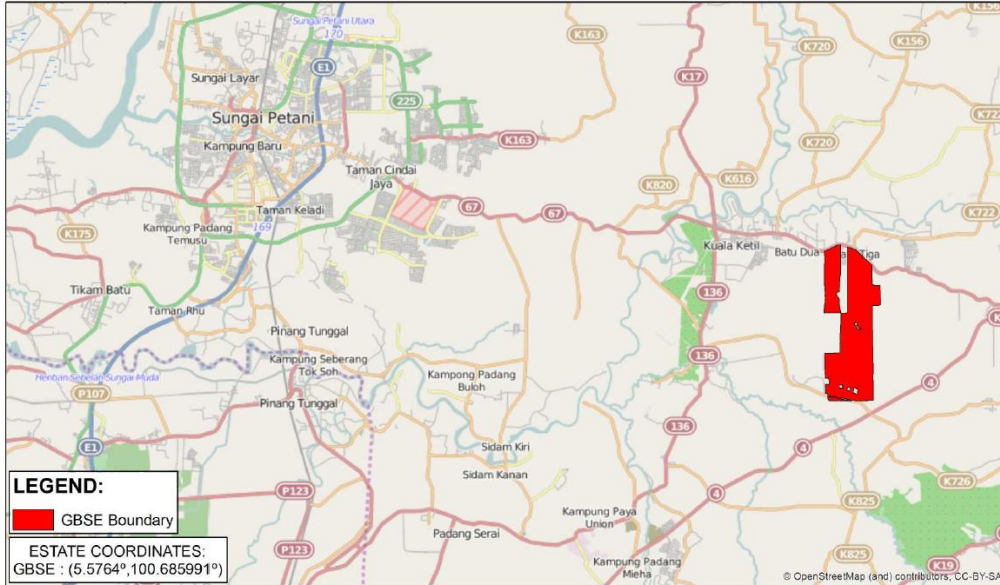
*This mill has no kernel crusher operation.

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

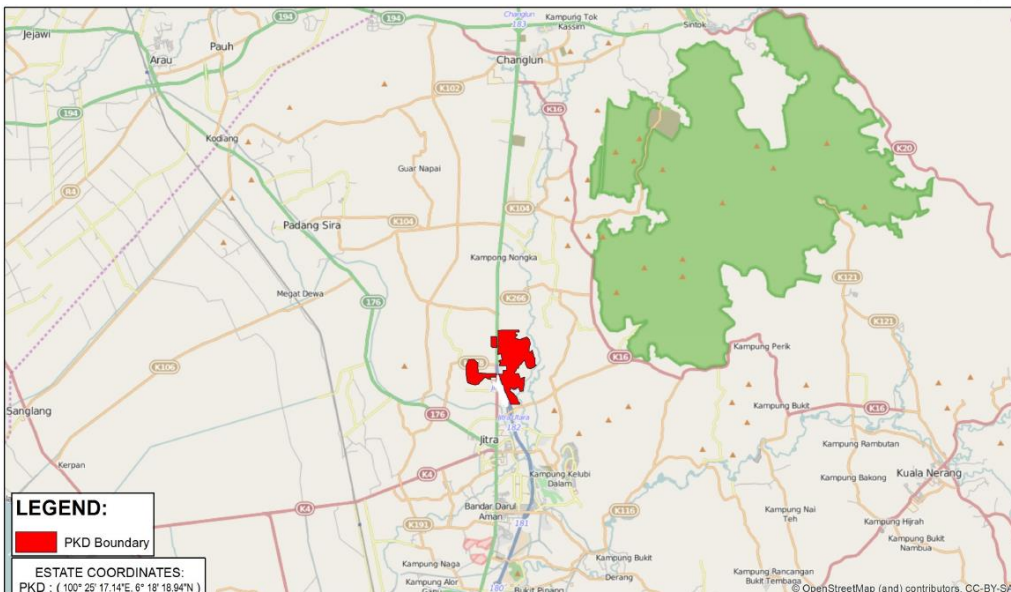
POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	100
Divert to methane captured (flaring) (%)	-
Divert to methane captured (energy generation) (%)	-

Appendix C: Location Map of Certification Unit and Supply bases

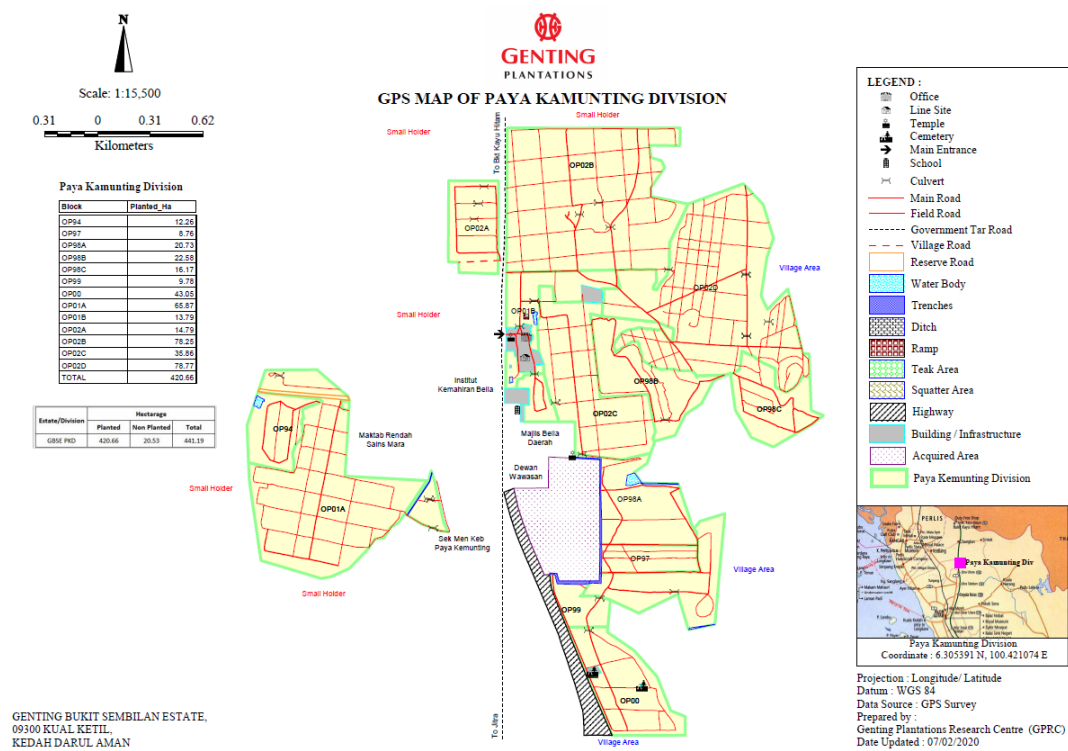
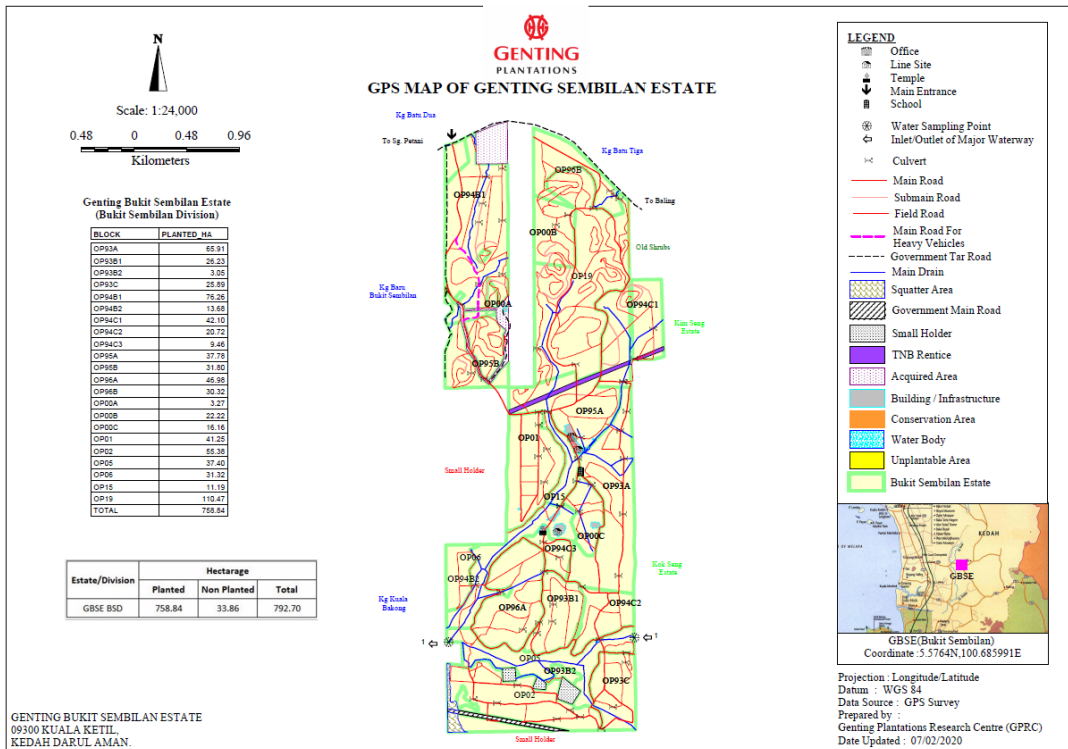
LOCATION MAP
GENTING BUKIT SEMBILAN ESTATE
 PLANTATIONS



LOCATION MAP
GENTING BUKIT SEMBILAN ESTATE
 PAYA KAMUNTING DIVISION



Appendix D: Estate Field Map



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Appendix E: List of Smallholder Registered and sampled

Not Applicable

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total Certified Area	Planted Area			
	NA								
Total									

Note: * are smallholders sampled in this audit.

Appendix F: List of Abbreviations

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