

**RSPO PRINCIPLE AND CRITERIA  
PUBLIC SUMMARY REPORT**

- Initial Assessment
- Annual Surveillance Assessment (1\_1)
- Recertification Assessment (Choose an item.)
- Extension of Scope

<b>Client Company Name / Parent Company: Genting Plantations Berhad</b>
Client Company / Parent Company Address: 10th Floor, Wisma Genting, Jalan Sultan Ismail 50250 Kuala Lumpur, Malaysia
Certification Unit: <b>Genting Oil Mills (Sabah) Sdn Bhd - Genting Tanjung Oil Mill</b>
Location of Certification Unit: Mile 97, Sandakan-Lahad Datu Road, Tenegang, Jalan Jeroco Kinabatangan, 90200 Sabah, Malaysia
Date of Final Report: 26/02/2023

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## Section 1: Scope of the Assessment

1. Company Details			
<b>Parent Company</b>	Genting Plantations Berhad		
<b>RSPO Membership Number</b>	1-0086-06-000-00	<b>Membership Approval Date</b>	14/11/2006
<b>Address</b>	10th Floor, Wisma Genting, Jalan Sultan Ismail, 50250 Kuala Lumpur, Malaysia. Genting Tanjung Oil Mill, Mile 97, Sandakan-Lahad Datu Road, Tenegang, Jalan Jeroco 90200 Kinabatangan, Sabah, Malaysia		
<b>Palm Oil Mill / Group Manager / Estate (Certification Unit)</b>	Genting Oil Mills (Sabah) Sdn. Bhd - Genting Tanjung Oil Mill		
<b>Location / Address</b>	Mile 97, Sandakan-Lahad Datu Road, Tenegang, Jalan Jeroco, Kinabatangan, 90200 Sabah, Malaysia		
<b>Website</b>	http://www.gentingplantations.com		
<b>Management Representative</b>	1. Arunan Kandasamy 2. James Chung Khim Hon	<b>E-mail</b>	1. <a href="mailto:arunan.kandasamy@genting.com">arunan.kandasamy@genting.com</a> 2. <a href="mailto:james.chung@genting.com">james.chung@genting.com</a>
<b>Telephone</b>	+603 2333 6510	<b>Facsimile</b>	+603 2333 6575

2. Certification Information			
<b>Certificate Number</b>	RSPO 652320	<b>Certificate Start Date</b>	11/01/2022
<b>Date of First Certification</b>	11/01/2017	<b>Certificate Expiry Date</b>	10/01/2027
<b>Scope of Certification</b>	Production of Palm Oil and Palm Kernel		
<b>Visit Objectives</b>	<ul style="list-style-type: none"> <li>• Determination of the conformity of the client's management system, or parts of it, with audit criteria.</li> <li>• Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements.</li> </ul>		
<b>Assessment Cycle</b>	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 1_1) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
<b>Applicable Standards / Normative Reference</b>	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		
<b>Supply Chain Module</b>	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	<b>Mill Capacity</b>	80 mt/hr
<b>ISH certification Phase</b>	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		

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<b>Is this a remote audit or on-site audit</b>	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)
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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 692777	MSPO Part 3	BSI Services Malaysia Sdn Bhd	08.08.2023
MSPO 680512	MSPO Part 4		08.08.2023
MSPO 716640	MSPO SCCS		20.01.2027
ISCC-PLUS-CERT-60223796	ISCC	ASG Cert	31.12.2022*

**Notes:** \*at the day of onsite audit, certificate is valid.

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Genting Tanjung Oil Mill	Jalan Jeroco, Mile 97, Sandakan-Lahad Datu, Road 90200 Kinabatangan, Sabah, Malaysia	5° 25' 22.80" N	118° 16' 23.90" E
Genting Tanjung Estate		5° 26' 33.41" N	118° 10' 10.23" E
Genting Landworthy Estate		5° 25' 13.40" N	118° 18' 24.60" E
Genting Layang Estate		5° 25' 21.90" N	118° 14' 03.35" E
Genting Tenegang Estate		5° 20' 46.02" N	118° 13' 32.20" E
Genting Bahagia Estate		5° 21' 49.50" N	118° 16' 33.70" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes (please refer to Principle 7 for details)		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Genting Tanjung Estate	3,959.02	234.96	272.29	4,466.27	88.64
Genting Tenegang Estate	3,409.48*	29.75	213.31*	3,652.54	93.35
Genting Landworthy Estate	3,695.66	9.87	333.47	4,039.00	91.50
Genting Layang Estate	1,817.80	179.92	79.69	2,077.41	87.50
Genting Bahagia Estate	4,026.94	44.54	355.65	4,427.13	90.96
<b>Total</b>	<b>16,908.90</b>	<b>499.04</b>	<b>1,254.41</b>	<b>18,662.35</b>	<b>90.60</b>

**Notes:**

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\*Total Planted area reduced by 10.80 ha for infrastructure (roads) than last reported upon survey after replanting

\*Infrastructure & Other area (roads) increased by 10.80 ha than reported upon survey after replanting

<b>6. Plantings &amp; Cycle</b>						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Genting Tanjung Estate	1,939.75	1,313.67	191.93	513.67	2,019.27	1,939.75
Genting Tenegang Estate	1,130.51	803.98	-	1,474.99	2,278.97	1,130.51
Genting Landworthy Estate	1,304.21	-	-	2,391.45	2,391.45	1,304.21
Genting Layang Estate	193.81	269.75	1,319.75	34.49	1,623.99	193.81
Genting Bahagia Estate	1,842.79	671.61	-	1,512.54	2,184.15	1,842.79
<b>Total (ha)</b>	<b>6,411.07</b>	<b>3,059.01</b>	<b>1,511.68</b>	<b>5,927.14</b>	<b>10,497.83</b>	<b>6,411.07</b>

<b>7. Summary of Certified Tonnage of FFB (Own Certified Scope)</b>				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Jan 22 - Dec 22)	Actual (Nov 21 – Oct 22)		Forecast (Jan 23 – Dec 23)
		Previous license period (Nov 21 – Dec 21)	Current license period (Jan 22 – Oct 22)	
Genting Tanjung Estate	43,180	8,447.92	33,387.69	44,792.00
Genting Bahagia Estate	49,220	6,299.21	30,149.95	45,469.00
Genting Tenegang Estate	43,510	8,062.09	30,103.72	39,299.00
Genting Layang Estate	34,450	6,664.83	22,013.07	29,810.00
Genting Landworthy Estate	48,940	7,691.19	32,165.41	40,117.00
<b>Total</b>	<b>219,300.00</b>	<b>184,985.08</b>		<b>199,487.00</b>

<b>8. Summary of Certified Tonnage of FFB (from other certified unit(s))</b>				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Jan 22 - Dec 22)	Actual (Nov 21 – Oct 22)		Forecast (Jan 23 – Dec 23)
		Previous license period (Nov 21 – Dec 21)	Current license period (Jan 22 – Oct 22)	
N/A		N/A	N/A	
<b>Total</b>		<b>N/A</b>		

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<b>9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)</b>				
<b>Out growers / smallholders</b>	<b>Tonnage (MT) / year</b>			
	<b>Estimated last year (Jan 22 - Dec 22)</b>	<b>Actual (Nov 21 – Oct 22)</b>		<b>Forecast (Jan 23 – Dec 23)</b>
		Previous license period (Nov 21 – Dec 21)	Current license period (Jan 22 – Oct 22)	
Syarikat Yu Kwang Development Sdn Bhd	6,531.00	1142.38	5104.67	6,531.00
Malbumi Estate Sdn Bhd	3,148.00	766.56	2742.71	3,148.00
Tentu Murni Sdn Bhd	9,380.00	1933.78	7124.91	9,380.00
Winking Plantation	6,253.00	1280.81	5165.11	6,253.00
Tenera Eco Plantation	1,919.00	331.50	1226.93	1,919.00
Chong Lip Chong	148.00	35.84	174.09	148.00
Tey Ah Bu Plantations Sdn Bhd	12,188.00	249.56	1031.98	8,541.00
Anchor Prospects	930.00	228.17	881.16	930.00
Harus Permai Sdn Bhd	956.00	155.63	723.47	956.00
V.K Kalyanasunram Plantation Sdn Bhd	5,477.00	1025.87	3240.75	5,477.00
Matsu Green	76.00	144.09	715.07	76.00
Green Palm	76.00	134.71	714.67	76.00
<b>Total</b>	<b>47,082.00</b>	<b>36,274.42</b>		<b>43,435.00</b>

<b>9A. Monthly Records of Certified and Uncertified FFB Received since the last audit</b>				
<b>No.</b>	<b>Month - Year</b>	<b>Volume of FFB from certified supply base (mt)</b>	<b>Volume of FFB from uncertified supply base (mt)</b>	<b>Total FFB/Month (mt)</b>
1	November 2021	18,959.68	3,925.61	22,885.29
2	December 2021	18,205.56	3,503.29	21,708.85
3	January 2022	14,087.20	3,188.42	17,275.62
4	February 2022	13,066.39	2,908.02	15,974.41
5	March 2022	14,349.56	3,134.42	17,483.98
6	April 2022	15,499.19	3,303.39	18,802.58
7	May 2022	13,756.31	2,682.59	16,438.90
8	June 2022	13,994.82	2,514.57	16,509.39
9	July 2022	13,019.93	2,121.32	15,141.25

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10	August 2022	15,402.60	2,620.33	18,022.93
11	September 2022	16,754.67	2,897.86	19,652.53
12	October 2022	17,889.17	3,474.60	21,363.77
<b>TOTAL</b>		<b>184,985.08</b>	<b>36,274.42</b>	<b>221,259.50</b>

<b>10. Summary of Certified Tonnage (MT) (not applicable for ISS)</b>			
<b>Estimated last year (Jan 22 - Dec 22)</b>	<b>Actual (Nov 21 – Oct 22)</b>		<b>Forecast (Jan 23 – Dec 23)</b>
	Previous license period (Nov 21 – Dec 21)	Current license period (Jan 22 – Oct 22)	
<b>FFB</b>	<b>FFB</b>		<b>FFB</b>
219,300.00 mt	37,165.24 mt	147,819.84 mt	199,487 mt
	<b>TOTAL</b>	184,985.08 mt	
<b>CPO (OER: 20.54%)</b>	<b>CPO (OER: 19.82 %)</b>		<b>CPO (OER: 20.21%)</b>
45,038.00 mt	7,462.78 mt (OER: 20.08%)	29,194.42 mt (OER: 19.75%)	40,316.32 mt
	<b>TOTAL</b>	36,657.20 mt	
<b>PK (KER: 4.92%)</b>	<b>PK (KER: 4.82 %)</b>		<b>PK (KER: 4.81%)</b>
10,781.00 mt	1,835.96 mt (KER: 4.94%)	7,080.57 mt (KER: 4.79%)	9,595.32 mt
	<b>TOTAL</b>	8,916.53 mt	

<b>10A. Monthly Records of Certified CPO &amp; PK since the last audit</b>			
<b>No.</b>	<b>Month - Year</b>	<b>Certified CPO (MT)</b>	<b>Certified PK (MT)</b>
1	November 2021	3,886.69	922.16
2	December 2021	3,576.09	913.80
3	January 2022	2,817.38	934.56
4	February 2022	2,789.87	526.06
5	March 2022	2,369.59	615.69
6	April 2022	3,153.61	683.35
7	May 2022	2,451.10	575.26
8	June 2022	2,996.59	731.21
9	July 2022	2,408.06	591.66
10	August 2022	3,113.79	731.84
11	September 2022	3,512.63	756.04
12	October 2022	3,581.81	934.86

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<b>TOTAL</b>	<b>36,657.20</b>	<b>8,916.53</b>
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**11. Summary of Actual Volume sold**

**Current License period (Jan 22 – Oct 22)**

	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
<b>CPO (MT)</b>	1,152.65	28,097.80	-	-	29,250.45
<b>PK (MT)</b>	6,804.82	-	-	-	7,049.402
<b>Credits</b>	-	-	-	-	-

**Previous License period (Nov 21 – Dec 21)**

<b>CPO (MT)</b>	5,387.05	67.11	-	-	5,454.16
<b>PK (MT)</b>	1,857.29	-	-	-	1,857.29
<b>Credits</b>	-	-	-	-	-

**11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)**

No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	Genting MusimMas Refinery Sdn Bhd	RSPO_PO1000005763	6,539.70 mt	-
2	IOI Edible Oils Sdn Bhd	RSPO_PO1000007211	-	610.40 mt
3	KLK Premier Oils Sdn Bhd	RSPO_PO1000001517	-	7,541.84 mt
4	Lahad Datu Edible Oils Sdn Bhd (KCP)	RSPO_PO1000006525	-	509.87 mt
<b>TOTAL</b>			<b>6,539.70 mt</b>	<b>8,662.11 mt</b>

**11B. Records of certified CPO & PK Sold under other schemes since the last audit (if any)**

No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	Genting Musimmas refinery Sdn Bhd	ISCC	28,164.91	-
<b>TOTAL</b>			<b>28,164.91</b>	<b>-</b>

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11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
N/A	N/A	N/A	N/A
<b>TOTAL</b>		<b>N/A</b>	<b>N/A</b>

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
N/A	N/A	N/A	N/A
<b>TOTAL</b>			<b>N/A</b>

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

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

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

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<b>Credits</b>				-	-	-	-
<b>Physical</b>	-	-	-				

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

## Section 2: Assessment Process

### Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)  
Suite 29.01 Level 29, The Gardens North Tower,  
Mid Valley City, Lingkaran Syed Putra,  
59200 Kuala Lumpur, Malaysia.  
Tel +60 (3) 9212 9638 Fax +60 (3) 9212 9639  
Representative: Dr. Chaiyaporn Seekao ([Chaiyaporn.Seekao@bsigroup.com](mailto:Chaiyaporn.Seekao@bsigroup.com))  
Website: [www.bsigroup.com](http://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 14/11/2022-18/11/2022. The audit programme is included as Section 2.3. The approach to the audit was to treat the mill and supply base as an RSPO Certification Unit. A range of occupational health and safety, environmental, best practice management, and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas, local communities engagement and workers welfare and safety.

The Critical NC close out on-site assessment was conducted off-site based on the justification that the nature of NC and CAP that able to be verified its effectiveness of correction and corrective actions via documented evidences.

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

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

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

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

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

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

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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**

<b>Assessment Program</b>					
<b>Name (Mill / Supply Base)</b>	<b>Year 1 (RC1)</b>	<b>Year 2 (ASA 1_1)</b>	<b>Year 3 (ASA 1_2)</b>	<b>Year 4 (ASA 1_3)</b>	<b>Year 5 (ASA 1_4)</b>
Genting Tanjung Oil Mill	✓	✓	✓	✓	✓
Genting Tanjung Estate		✓	✓		✓
Genting Tenegang Estate	✓	✓	✓	✓	
Genting Layang Estate		✓	✓	✓	✓
Genting Bahagia Estate	✓	✓		✓	✓
Genting Landworthy Estate			✓	✓	✓

**Tentative Date of Next Visit: 11 December 2023 – 18 December 2023**

**Total Number of Mandays: 09**

## 2.2 BSI Assessment Team

<b>Name</b>	<b>Role</b>	<b>Competency</b>
Hafriazhar bin Mohd Mokhtar (HMM)	Team Leader	<p><b>Education:</b> Holds a Bachelor of Engineering (Hons.) Chemical Engineering, University Technology Malaysia</p> <p><b>Work Experience:</b> He has 20 years of working experience in multiple engineering disciplines emphasized on science, technology and sustainability. He acquired many skills from being involved in various industrial environments ranging from construction, plantation and mining before auditing. In summary, his started his career as Environmental Officer (2002-2003) in construction, Mill Engineer (2003-2008) in palm oil mill, Project Control Engineer (2008-2011) in mining and Auditor (2011-present) with accredited certification bodies.</p> <p><b>Training attended:</b> He has completed Social Auditing &amp; SMETA Training, HCV &amp; HCS Introductory Training, ISO 45001 LA Training, MSPO LA Training, Endorsed RSPO SCCS LA Training, Endorsed RSPO P&amp;C LA Training, ISO 9001 LA Training, ISO 50001 LA Training, ISO 14001 LA Training and RSPO Refresher Training.</p> <p><b>Language proficiency:</b> Fluent in in both verbal/written Bahasa Malaysia and English.</p> <p><b>Aspect covered in this audit:</b> Economic management plan, environment responsibility, environment impact assessment and management plan, natural and biodiversity conservation, Waste management, GHG, HCV, and RSPO supply chain requirements.</p>

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<p>Mohd Razaleigh Mohamad (MRM)</p>	<p>Team Member</p>	<p><b>Education:</b> Holds a Bachelor Degree in Plantation Management and Agrotechnology, University Technology Mara (UiTM).</p> <p><b>Work Experience:</b> He has 5 years’ experience in Oil Palm Estate Management with Tradewinds Plantation Berhad. The last position held was Senior Assistant Manager. He has more than 4 years of experience in Third Party Certification Audit with Control Union (M) Sdn Bhd for RSPO P&amp;C, MSPO P&amp;C and GLOBALG.A.P. IFA Fruits and Vegetables. Qualified as RSPO Lead Auditor and approved to conduct Environmental and Social elements.</p> <p><b>Training attended:</b> He has completed ISO 9001:2015 Lead Auditor Course, ISO14001:2015 Lead Auditor Course, ISO45001:2018 Lead Auditor Course, Endorsed RSPO P&amp;C Lead Auditor Course, Endorsed MSPO P&amp;C Lead Auditor Course, Social Accountability SA8000 Auditor Course, RSPO Independent Smallholder (IHS) Auditor Training and RSPO P&amp;C Refresher Training.</p> <p><b>Language proficiency:</b> He is fluent in Bahasa Malaysia and English languages.</p> <p><b>Aspect covered in this audit:</b> Policy and commitment, social requirements, contract agreement, human rights, workers’ welfare, smallholder welfare, Stakeholder Consultation, Legal Requirements, land &amp; Legal issue and RSPO supply chain requirements.</p>
<p>Muhamad Naquiuddin Mazeli (MNM)</p>	<p>Team Member</p>	<p><b>Education:</b> Holds a Bachelor of Science Horticulture, University Putra Malaysia</p> <p><b>Work Experience:</b> 11 years working experience in oil palm industry managing sustainability implementation and certification of RSPO P&amp;C, ISCC, and ISO9001 and ISO 18001 for the estates, mills, refineries and Smallholder scheme. He also support in providing training related to RSPO and other certifications where applicable to the operations during previous company.</p> <p><b>Training attended:</b> He has completed ISO 9001: 2015 Lead Auditor Course, ISO 14001: 2015 Lead Auditor Course, ISO 45001: 2018 Lead Auditor Course, HCV &amp; HCS Introductory Training, Endorsed RSPO P&amp;C Lead Auditor Course, Social Auditing &amp; SMETA Training and RSPO P&amp;C Refresher Training.</p> <p><b>Language proficiency:</b> He is fluent in Bahasa Malaysia and English languages.</p> <p><b>Aspect covered in this audit:</b> Occupational health and safety requirement, HIRARC and management plan, mill best practices, estate best practices training, environment impact assessment and management plan, Supply Chain, General Custody of Chain, Rules on Market Communications &amp; Claims.</p>

**Accompanying Persons:**

Name	Role
Nil	N/A

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**2.3 Assessment Plan**

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

Date	Time	Subjects	HMM	MNM	MRM
Saturday, 13/11/2022	PM	Audit team travel to Sandakan	✓	✓	✓
Monday, 14/11/2022 Day 1 <b>Genting Tanjung Estate</b>	9:00 AM – 9:30 AM	Opening meeting @ <b>Genting Tanjung Estate</b> • Opening presentation by audit team leader • Confirmation of assessment scope and finalize audit plan	✓	✓	✓
	9:30 AM – 12:30 PM	Field visit: <b>Genting Tanjung Estate</b> Boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	✓	✓	✓
	12:30 PM – 1:30 PM	Lunch break	✓	✓	✓
	1:30 PM – 4:30 PM	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.)	✓	✓	✓
	4:30 PM – 5:00 PM	• Auditors discussion • Day 1 Interim Closing Briefing	✓	✓	✓
Tuesday, 15/11/2022 Day 2 <b>Genting Bahagia Estate</b>	9:00 AM – 12:30 PM	Field visit: <b>Genting Bahagia Estate</b> Boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	✓	✓	✓
	10:30 AM – 12:30 PM	Meeting with stakeholders (Government, village representatives, smallholders, employee union representatives, vendor etc.)	✓	-	-
	12:30 PM – 1:30 PM	Lunch break	✓	✓	✓
	1:30 PM – 4:30 PM	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.)	✓	✓	✓

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Date	Time	Subjects	HMM	MNM	MRM
	4:30 PM – 5:00 PM	<ul style="list-style-type: none"> <li>Auditors’ discussion</li> <li>Day 2 Interim Closing Briefing</li> </ul>	✓	✓	✓
Wednesday, 16/11/2022 Day 3 <b>Genting Tanjung POM</b>	9:00 AM – 12:30 PM	Mill visit: <b>Genting Tanjung POM</b> FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment. Laboratory, weighbridge and palm product storage area, staff, workers and contractor interview, housing and facility inspection, clinic, lab, weighbridge, and palm product storage area etc.	✓	✓	✓
	10:30 AM – 12:30 PM	Meeting with stakeholders (Government, village representatives, smallholders, employee union representatives, vendor etc.)	✓	-	-
	12:30 PM – 1:30 PM	Lunch break	✓	✓	✓
	1:30 PM – 4:30 PM	Document Review P1 – P7: SOPs, review on management plans, SEIA documents, GHG records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation, RSPO SCC general requirements, supply chain for CPO mill, internal audit, management review, sales and purchasing documents, mass balance accounting and other relevant documents and records.	✓	✓	✓
	4:30 PM – 5:00 PM	<ul style="list-style-type: none"> <li>Auditors’ discussion</li> <li>Day 3 Interim Closing Briefing</li> </ul>	✓	✓	✓
Thursday, 17/11/2022 Day 4 <b>Genting Tenegang Estate</b>	9:00 AM – 12:30 PM	Field visit: <b>Genting Tenegang Estate</b> Boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	✓	✓	✓
	10:30 AM – 12:30 PM	Meeting with stakeholders (Government, village representatives, smallholders, employee union representatives, vendor etc.)	✓	-	-
	12:30 PM – 1:30 PM	Lunch break	✓	✓	✓
	1:30 PM – 4:30 PM	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.)	✓	✓	✓
	4:30 PM – 5:00 PM	<ul style="list-style-type: none"> <li>Auditors’ discussion</li> <li>Day 2 Interim Closing Briefing</li> </ul>	✓	✓	✓

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Date	Time	Subjects	HMM	MNM	MRM
Friday, 18/11/2022 Day 5 <b>Genting Layang Estate</b>	9:00 AM – 12:30 PM	Field visit: <b>Genting Layang Estate</b> Boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	✓	✓	✓
	12:30 PM – 1:30 PM	Lunch break	✓	✓	✓
	1:30 PM – 4:30 PM	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.)	✓	✓	✓
	4:30 PM – 5:00 PM	<ul style="list-style-type: none"> <li>• Auditors’ discussion</li> <li>• Closing Meeting</li> </ul>	✓	✓	✓

Off-site Major NC Close Out

Date	Time	Subjects	Hafri
Friday 3/2/2023	14.00 – 14.30	Opening Meeting: <ul style="list-style-type: none"> <li>• Opening Presentation by Audit team leader.</li> <li>• Confirmation of assessment scope and finalize Audit plan (including stakeholder’s consultation).</li> </ul>	✓
	14.30 – 16.30	<b>Genting Tanjung Palm Oil Mill</b> verify the effectiveness of corrective action with evidence of implementation and close of following Major NCs: i) 2277223-202211-M1	✓
	16.30 – 17.00	<b>Closing meeting</b>	✓

### Section 3: Assessment Findings

#### 3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	The time bound plan has included all the subsidiaries of Genting Plantations Berhad. The TBP includes all units in Malaysia and Indonesia. The detail of the subsidiaries and the management units is as per Approved Time Bound Plan below.	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	As stated in the updated time bound plan, the management of Genting Plantations Berhad has plan to certify all the complexes until December 2023. The updated time bound plan approved by RSPO Secretariat on 11/11/2022 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 SISM, PT SMA (additional areas) and PT KIU	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.	No new acquisitions as of Nov 2021. Nonetheless, there is a three parts of expansion of land area at PT Sepanjang Inti Surya Mulia i.e. Area 199 Ha, Area 100 Ha and Area 1,300 Ha. As per comment in table below, the required assessments were being conducted and in progress.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	No deviations from the maximum periods. The updated time bound plan was approved by RSPO Secretariat on 11/11/2022.	Complied
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	No changes in the 100% certification targets, except for adjustment of dates for planned certification. ACOP Reporting has been verified and found to be consistent. The updated time bound plan was approved by RSPO Secretariat on 11/11/2022.	Complied

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Have there been any isolated lapses in implementation of the plan? If yes a <b>Minor</b> non-compliance shall be raised	There are no lapses in implementation of the plan. The updated time bound plan was approved by RSPO Secretariat on 11/11/2022.	Complied
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a <b>Major</b> non-compliance shall be raised	There are no fundamental failure in implementation of the plan. The updated time bound plan was approved by RSPO Secretariat on 11/11/2022.	Complied
<b>Un-Certified Units or Holdings</b>		
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.	NPP documents are publicly available at the RSPO website. Registered HCSA reports Completed Peer Review Reports are published at:	Complied
Any new plantings since January 1 <sup>st</sup> 2010 shall comply with the RSPO New Plantings Procedure.	<a href="http://highcarbonstock.org/registered-hcsa-assessments/">http://highcarbonstock.org/registered-hcsa-assessments/</a> Completed Peer Reviewed HCV reports: PT Agro Abadi Cemerlang: <a href="https://hcvnetwork.org/find-a-report/?acs-action=advanced-search">https://hcvnetwork.org/find-a-report/?acs-action=advanced-search</a> PT Kharisma Inti Usaha: <a href="https://hcvnetwork.org/find-a-report/?acs-action=advanced-search">https://hcvnetwork.org/find-a-report/?acs-action=advanced-search</a> PT Sawit Mitra Abadi: <a href="https://hcvnetwork.org/find-a-report/?acs-action=advanced-search">https://hcvnetwork.org/find-a-report/?acs-action=advanced-search</a> PT Palma Agro Lestari Jaya: <a href="https://hcvnetwork.org/find-a-report/?acs-action=advanced-search">https://hcvnetwork.org/find-a-report/?acs-action=advanced-search</a> PT United Agro Indonesia: <a href="https://hcvnetwork.org/find-a-report/?acs-action=advanced-search">https://hcvnetwork.org/find-a-report/?acs-action=advanced-search</a>	Complied
Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.	No outstanding land conflicts. <u>Indonesian Operating Units</u> SOP - CPD – 02-00.00 Mekanisme Penyelesaian Sengketa Lahan  <u>Malaysian Operating Unit</u> SMP-GPB-18 Negotiation, Compensation and Handling Procedures.  At the point of this assessment, based on the RaCP Tracker, Genting Plantations Berhad, has a total of 4 submitted LUCA which 3 of them have completed the review. There are 2 Concept Notes required which 1 of them has been submitted and approved. 3 Remediation Plans are required which 1 of them has been submitted.	Complied

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

**3.2 Progress of scheme smallholders and/or outgrowers**

<b>Progress of scheme smallholders or outgrowers towards compliance with relevant standards</b>		
<b>Requirement</b>	<b>Remarks</b>	<b>Compliance</b>
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.	Not applicable.	Not Applicable

**Approved Time Bound Plan**

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

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13	Genting Tanjung Bahagia Sdn Bhd (100%) for estates	Genting Indah Estate, Sabah, Malaysia	Supply base for Genting Indah Oil Mill, Sabah, Malaysia	July, 2022		Concept Note for RACP approved on 19/11/2021. RACP plan submitted and approved on 04/04/2022. Initial Audit conducted in May 2022
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 Jambangan Estate, Sabah, Malaysia	Supply base for Genting Jambangan 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, 2023		NPP and HCSA Report completed for PT UAI. HGU obtained for UAI. RaCP Process (review 2 in progress); Stage 1 RSPO Audit completed in Jun'21.
26	PT United Agro Indonesia(60%)	PT UAI 1 & 2 UAI Plasma		Oct, 2023		

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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.
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, 2023		In process of obtaining HGU
		AAC 3 & 4				

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						HCSA report completed review. Report not published yet.
		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	Dec, 2023		NPP in progress. HCV report approved by HCVRN. HCSA report is completed and waiting for peer review.

**3.3 Details of Nonconformities**

The nonconformities are listed below. The findings summary of the assessment by criteria are listed in Appendix A. During this Assessment there were (1) Critical; (2) Minor nonconformities and (1) Opportunity For Improvement raised. The Genting Tanjung Oil Mill Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

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

<b>Non-conformity</b>			
<b>NCR Ref #</b>	2277223-202211-M1	<b>Issued Date</b>	18/11/2022
<b>Due Date</b>	16/2/2023	<b>Closure Date</b>	3/2/2023
<b>Indicator &amp; Category (Critical / Minor)</b>	3.4.2 (Major)		
<b>Statement of Nonconformity:</b>	Impacts assessment covering social aspects were insufficiently available its management and monitoring plan.		
<b>Requirement Reference:</b>	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.		
<b>Objective Evidence:</b>	<p>Social management plan established for each operating unit in the document social management and monitoring plan, procedures and responsibilities for implementation.</p> <p>Genting Tanjung Estate</p> <p>a. As per highlighted during the stakeholder’s consultation meeting dated 28/10/2022 (internal) and 04/11/2022 (external), it has been highlighted that workers at Genting Tanjung Estate restaurant haven` t received typhoid injection. Quotation received from Klinik Elopura Sdn Bhd dated 04/11/2022. Implementation still pending.</p> <p>Genting Tenegang Estate</p> <p>a. It has been highlighted during internal stakeholders meeting dated 26/10/2022 by CLC teacher Andi Striani Andi Ardi on children transportation to school, bad attendance of children to school. The management responded</p> <p>b. As per interview with the workers, the is elephant intrusion in the estate and there is risk that intrusion until the line site area. Some workers have sent for night patrolling to chase away elephant outside the estate area. Latest intrusion is in September 2022.</p> <p>Genting Bahagia Estate</p> <p>a. As per interview with the workers, the is elephant intrusion in the estate and there is risk that intrusion until the line site area. Some workers has sent for night</p>		

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

Non-conformity			
<b>NCR Ref #</b>	2277223-202211-N1	<b>Issued Date</b>	18/11/2022
<b>Due Date</b>	Next assessment (ASA1-2)	<b>Closure Date</b>	N/A
<b>Indicator &amp; Category (Critical / Minor)</b>	7.3.1 (Minor)		
<b>Statement of Nonconformity:</b>	The documented waste management plan was insufficiently implemented for Scheduled Wastes.		
<b>Requirement Reference:</b>	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.		

**Objective Evidence:**

Based on the Waste Management Plan for identified type of waste # (1) Scheduled Waste (Including Clinical Waste), Management Plan –Collection/disposal by DOE approved contractor Scheduled Waste:

Lagenda Bumimas; Clinical Waste: Sedafiat – to call contractor every 6 month or when waste exceeds 20mt, whichever comes first. However, verification of disposal records found the last disposal made was exceeded 6 months or 180 days period as following:

**Genting Tanjung Oil Mill:**

Waste Name	Previous Disposal	Date Generated	Date Latest Disposed	No days from date generated to recent disposed	Contractor
Used filter	21/9/21 118 kg	31/10/2021	7/7/2022 121 kgs	249	Lagenda Bumimas Sdn Bhd
Contaminated container	21/9/21 83 kg	31/10/2021	7/7/2022 94 kgs	249	
Used hydraulic oil	21/9/21 1600 kg	30/11/2021	7/7/2022 225 kgs	219	

**Genting Bahagia Estate:**

SW	Waste Name	Previous Disposal	Date Generated	Date Latest Disposed	No days from date generated to recent disposed	Contractor
408	Soil / dust	22/9/2021 0.015 mt	31/10/2021	7/7/2022 0.015 mt	249	Lagenda Bumimas Sdn Bhd
305	Used lubricant oil	22/9/2021 0.325 mt	31/10/2021	7/7/2022 0.450 mt	249	
410	PPE	22/9/2021 0.085 mt	31/10/2021	7/7/2022 0.030 mt	249	
410	Used Oil Filter	22/9/2021 0.069 mt	31/10/2021	7/7/2022 0.091 mt	249	Lagenda Bumimas Sdn Bhd

**Genting Tanjung Estate:**

SW	Waste Name	Previous Disposal	Date Generated	Date Latest Disposed	No days from date generated to recent disposed	Contractor
305	Used lubricant oil	22/9/2021 300 liter	31/10/2021	7/7/2022 68 liter	249	Lagenda Bumimas Sdn Bhd
410	PPE	22/9/2021 282 kg	31/10/2021	7/7/2022 200 kg	249	
410	Used Oil Filter	22/9/2021 47 kg	31/10/2021	7/7/2022 80 kg	249	Lagenda Bumimas Sdn Bhd
102	battery	22/9/2021 145 kg	31/10/2021	7/7/2022 60 kg	249	

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<b>Corrections:</b>	To communicate with the Schedule Waste Contractor regarding the collection date. If the collection date is within 1 month or longer that the exceeded permissible date, estate and mill to proceed with application to DOE for additional retention period.
<b>Root Cause Analysis:</b>	Due to tight schedule for the schedule waste contractor, the disposal exceeded the permissible days of 180 days and application for additional retention period was not carried out by estate PIC.
<b>Corrective Actions:</b>	<ol style="list-style-type: none"> <li>To conduct training to the storekeeper and attendant regarding the application of schedule waste retention period.</li> <li>The mill and estate schedule waste PIC – clerk to monitor the retention day and to request additional retention day from DOE if schedule waste contractor unable to collect the Schedule Waste within the permissible 180 days.</li> </ol>
<b>Assessment Conclusion:</b>	CAP has been accepted. Evidence of effectiveness of CAP will be verified during next assessment visit.

Non-conformity			
<b>NCR Ref #</b>	2277223-202211-N2	<b>Issued Date</b>	18/11/2022
<b>Due Date</b>	Next assessment (ASA1-2)	<b>Closure Date</b>	N/A
<b>Indicator &amp; Category (Critical / Minor)</b>	2.2.2 (Minor)		
<b>Statement of Nonconformity:</b>	Demonstration on meeting applicable legal requirements by the third party contractor was insufficient.		
<b>Requirement Reference:</b>	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.		
<b>Objective Evidence:</b>	<p>Genting Layang Estate</p> <p>a. Contract agreement between Genting Layang Estate and Syarikat Pengangkutan Sri Timbulus sighted dated 01/01/2022.</p> <p>Genting Tanjung Estate</p> <p>a. Contract agreement between Syarikat Perusahaan Kan agreement number:. GTJE/MOA/22/01/01 dated 01/01/2022.</p> <p>b. Contract agreement between Dewa Enterprise agreement number:. GTJE/MOA/22/01/02 dated 01/01/2022</p> <p>Stated in the contract agreement that all contractors need to comply with applicable legal requirement.</p> <p>Sample of 3 contractor`s workers has been taken for verification for month August/September/ October 2022 and found that SOCSO contribution has not been made by the contractor. There is no evidence compliance to Employees` Social Security Act 1969 (Act 4).</p>		

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<b>Corrections:</b>	For Syarikat Pengangkutan Sri Timbulus, Syarikat Perusahaan Kan and Dewa Enterprise, the said workers will be registered with SOCSO, and the contribution will be started after registration succeeded.
<b>Root Cause Analysis:</b>	There is no monitoring done by the estate management to ensure that this condition is comply by the contractors.
<b>Corrective Actions:</b>	<p>Sustainability Dept. will conduct a refresh briefing regarding this requirement to the estate management so that the monitoring will be done in monthly basis without any misses.</p> <p>Estate management will re-conduct briefing on these requirement as per stated in the contractor's agreement, to all the contractors that currently working with the estate. These requirements also will be brief thoroughly when new contractor signing with the estate, if any.</p> <p>PIC on Legal Requirement, the CC, will monitor this requirement through the monthly submission of contractor's workers' payslip to the office and ensuring all contractors are comply with SOCSO contribution for their workers.</p>
<b>Assessment Conclusion:</b>	CAP has been accepted. Evidence of effectiveness of CAP will be verified during next assessment visit.

<b>Opportunity for Improvements</b>	
<b>OFI #</b>	<b>Description</b>
<b>OFI 1</b>	<p><u>2277223-202211-I1 (3.6.1)</u></p> <p>Genting Tanjung POM and supply bases:            The HIRARC for storage of shredded/fibre as flammable item to be further enhanced and control from any potential spark risk from cigarette butts at the storage area.</p>

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

**3.3.1 Status of Nonconformities Previously Identified and Observations**

Non-conformity			
<b>NCR Ref #</b>	2130489-202111-M1	<b>Issued Date</b>	17/11/2021
<b>Due Date</b>	14/02/2022	<b>Closure Date</b>	12/02/2022
<b>Indicator &amp; Category (Critical / Minor)</b>	2.1.1 (Major)		
<b>Statement of Nonconformity:</b>	Compliance of legal requirements was not effectively implemented.		
<b>Requirement Reference:</b>	The Unit of Certification complies with legal requirements.		
<b>Objective Evidence:</b>	<p>Genting Tanjung Oil Mill</p> <p>Refer to approval from Jabatan Tenaga Kerja Sabah (S/N: 600-1/2/13/9 Jld.6(05/KBN/2020-0231) which valid until 23/07/2022) for female to work from 10pm to 5am, GTOM did not comply with the Clause 1.6 - to pay night shift allowance at the rate agreed between workers and employers stated in the employment contract. Sampled one of the female workers' payslips and punch card for October 2021 (Employee No.: E00087) found that she worked at night shift without paying shift allowance.</p> <p>Genting Tenegang Estate</p> <p>Genting Tenegang Estate has obtained approval from Jabatan Tenaga Kerja Sabah (S/N: 600-1/2/13/9(11/KBN/2019-0170) to make deduction of wages of workers for the following purposes:</p> <ul style="list-style-type: none"> <li>i. Travel document processing cost (excluded levy, bank guarantee, agent fee and medical check-up)</li> <li>ii. Passport for dependent</li> <li>iii. Medical cost</li> <li>iv. Loan for purchase buffalo</li> </ul> <p>The permit was expired on 18/06/2021. Renewal of the permit was submitted on 17/11/2021 as verified the email correspondence to Genting HQ in Sandakan. However, the management continue to make deduction of wages for travelling documents and loan for purchase buffalo as verified in the payslips of October 2021 and monthly account analysis report.</p>		
<b>Corrections:</b>	<p>Genting Tanjung Oil Mill – Mill management will conduct the discussion with all the women workers to come out with an agreeable rate for the night shift allowance. Mill will begin to pay the night shift allowance to all women workers.</p> <p>Genting Tenegang Estate – Estate PIC in Legal requirement which is the Chief Clerk, will follow up on the status for the JTK license renewal and estate will immediately stop any deduction from workers salary starting November 2021.</p>		
<b>Root Cause Analysis:</b>	Since the enforcement of the Movement Control Order, there are no proper monitoring done by the SD to check on the continuous compliances and implementations on the legal requirements and company's Sustainability Management Procedures on each Operating Unit.		

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<b>Corrective Actions:</b>	Since the Movement Control Order has been lifted and Sabah has been declared as PPN Fasa 4, SD will continue to conduct the monitoring of the continuous compliances and implementations on the legal requirements and company's Sustainability Management Procedures on each Operating Unit in each quarterly visit to the operating unit and in the next RSPO Internal Audit.
<b>Assessment Conclusion:</b>	<p>Evidence verified:</p> <p>GTOM:</p> <ol style="list-style-type: none"> <li>1) Minutes of meeting dated 08/12/2021 that shows the discussion with all the women workers to come out with an agreeable rate for the night shift allowance has been conducted. The meeting was attended by 10 female employees and chaired by the Mill Manager.</li> <li>2) Pay slips for the month of Dec 2021 that show the night shift allowance to all women workers involved have been paid by the mill</li> <li>3) Social management plan dated 07/12/2021 that shows the unpaid night shift allowance starting from July 2020 (as stipulated in the permit) will be reimbursed in Feb 2022</li> <li>4) Monitoring records (Sustainability Department Visit) dated 21/01/2022 that show the continuous compliances and implementations on the legal requirements and company's Sustainability Management Procedures for the GTOM has been inspected</li> </ol> <p>GTGE:</p> <ol style="list-style-type: none"> <li>1) The status for the JTK license renewal has been followed up by the Chief Clerk through e-mails. The last response from the JTK was on 05/01/2021 and the last follow-up by the estate was on 21/01/2022.</li> <li>2) Pay slips for Nov and Dec 2021 that show the deductions from the sampled workers salary have been stopped.</li> <li>3) Monitoring records (Sustainability Department Visit) dated 21/01/2022 that show the continuous compliances and implementations on the legal requirements and company's Sustainability Management Procedures for GTGE has been inspected The evidence of corrections and corrective actions were found to be adequate to close the NCR. Hence, Major NC remained closed.</li> </ol>
<b>Effectiveness Closure (for previous audit closed Critical NC):</b>	<p>Unit of Certification complies with legal requirements based on evidence as per sample as following:</p> <p><u>Genting Tanjung Estate</u></p> <p>MPOB license for selling and transfer 502249802000 was valid from 01/09/2021 until 30/08/2023</p> <p>MPOB License for nursery was available referred license no 577037111000 valid from 01/10/2022 until 30/09/2023</p> <p>License for Diesel from KPDNKK (PPDNKK.SDK.40/2011(SK)) for 35,000 liter valid from 17/05/2021 until 16/05/2024</p> <p>License for buying and kept RON 95 was available as per holder referred KPDNHEP.SDK.71/2021(PK) with total 200liter/week valid from 19/08/2022 until 18/08/2023.</p> <p>License from JTK Sabah regarding to wages deduction (JTKSBH/PMT/113/2021/0054) valid from 22/02/2021 until 21/02/2023.</p>

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	<p>SB PMT 10428 for air receiver was valid until 10/07/2023</p> <p><u>Genting Bahagia Estate</u></p> <p>MPOB licences, number 502249802000 total 8286.12 Ha for both Bahagia Estate and Tanjung Estate (CL095316993 &amp; CL095327129) expired on 31/08/2023</p> <p>MPOB licences, number 5774418002000 total 607.00 Ha for both Bahagia Estate (CL095316242 &amp; CL095316233) expired on 30/09/2023</p> <p>MPOB licences for nursery number 608695011000 total 6.23 Ha for both Bahagia Estate expired on 28/02/2023</p> <p>Diesel permits serial number S003485 total 45,000 litres expired on 16/05/2024</p> <p>Petrol permits serial number S003194 total 100 litres / day expired on 18/08/2023</p> <p>Lesen untuk Menggaji Pekerja Bukan Pemastautin ( Seksyen 118, Sabah Ordinance), JTK,H.KBN.600-4/1/01261/0376 valid until 18/5/2023</p> <p>Permit Pemotongan Gaji Pekerja Seksyen 113(4), Sabah Ordinance JTKSBH/PMT/113/2021/0052 valid until 21/2/2023</p> <p>Lesen bagi pemasangan Persendirian – GAVE – Gen set 48kw valid until 20/7/2023</p> <p>Lesen bagi pemasangan Persendirian – GAVE 1 -Gen set 12kw valid until 25/3/2023</p> <p>Lesen bagi pemasangan Persendirian – Sg Buloh - Gen set 85kw valid until 20/7/2023</p> <p>Lesen bagi pemasangan Persendirian – Div 7 - Gen set 28kw valid until 1/4/2023</p> <p>Lesen bagi pemasangan Persendirian – Div 8 - Gen set 136kw valid until 13/12/2022</p> <p>Lesen bagi pemasangan Persendirian – Weighbridge – Gen set 25.5 kw valid until 6/2/2023</p> <p>Air Compressor – SB PMT 81459 valid until 19/3/2023</p> <p>Trade License – A437039, R10870/88 valid until 31/12/2022</p> <p>Trade Liense – A437040, R5673/88 valid until 31/12/2022</p> <p>Hospital Dresser Certificate, Pembantu Hospital Estate No03543 valid until 31/12/2022</p> <p>Borang D, (Timbang &amp; Sukat) Peraturan 1981, Avery ZM305 50,000 kg – Serial Number: 152050024, 2.1K -Q030542.</p> <p><u>Genting Tenegang Estate</u></p> <p>MPOB license for selling and transfer 504760102000 was valid from 01/07/2022 until 30/06/2023</p> <p>MPOB License for nursery was available referred license no 594637011000 valid from 01/03/2022 until 28/02/2023</p> <p>License for Diesel from KPDNKK (PPDNKK.SDK.23/2005(SK)) for 18,000 liter valid from 09/05/2021 until 08/05/2024</p> <p>Energy Commission License (Private Installation); Serial Number: 56370; License Validity Period: 27/07/2022 – 26/07/2022.</p> <p>Approval from Jabatan Tenaga Kerja Sabah (JTKSBH/PMT/113/2022/0021) to make deduction of wages of workers for the following purposes:</p> <ul style="list-style-type: none"> <li>- Travel document processing cost (excluded levy, bank guarantee, agent fee and medical check-up)</li> <li>- Passport for dependent</li> </ul>
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	- Medical cost				
	License was valid form 31/01/2022 until 30/01/2024				
	<u>Genting Layang Estate</u>				
	MPOB licences, number 504759802000 for CL 095318817, CL 095317463, 2077.41 Hectare expired on 30/6/2023				
	Diesel permits serial number S003484 total 18,000 litres expired on 16/05/2024				
	Permit Pemotongan Gaji Pekerja Seksyen 113(4), Sabah Ordinance JTKSBH/PMT/113/2021/0168 valid until 2/5/2023				
	Lesen bagi pemasangan Persendirian – No 52972 - Gen set 51 kw valid until 8/12/2022				
	Air Compressor – SB PMT 10427 valid until 10/7/2023				
	Trade License – R10870/88 valid until 31/12/2022				
	<u>Genting Tanjung POM</u>				
	No	Description	Certificate No.	Approval Date	Expiry Date
	1	Boiler No 1 (Dandang dan Cerobong)	APU.2 P72/93(26D)	29/11/1993	NA
	2	Boiler No 2 (Dandang dan Cerobong)	APU.2 D27/82/97	8/10/1997	NA
	3	Boiler No 3 (Dandang dan Cerobong)	APU.2 (D010/021/12) & AK018/2012	15/3/2012	NA
	4	Genset (3 Units)	AP/E/3S(P89/93(9J))	8/1/1994	NA
5	Dewatering Press System (Filter Belt Press) 2 Units	SPE-008/2021	17/12/2021	NA	
6	DOE Licence (Jadual Pematuhan)	005266	1/7/2022	30/6/2023	
7	Lesen Pelanggaran(Jadual Pematuhan)	005233	3/9/2020	3/9/2021	
8	CBI (Dandang dan Cerobong)	APU2.(D12/57/2001)	27/4/2001	NA	
9	CBI (Genset)	APU.2(J118/196/2001) APU.2(J118/196/2001)	8/10/1997	NA	
10	Cooling Pond & Bioflow Polishing Plant	NA	20/5/2013	NA	
11	Mill License	-	11/4/2022	13/4/2023	

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	12	Boiler No 2	PMD-SB/21 39337	11/2/2021	10/5/2022
	13	Boiler No 3	PMD - SB/21 45668	27/9/2021	26/12/2022
	14	Air Receiver	PMT - SB/22 51337	19/4/2022	18/7/2023
No recurrence of issue, hence Major NC remain closed.					

Non-conformity			
<b>NCR Ref #</b>	2130489-202111-M2	<b>Issued Date</b>	17/11/2021
<b>Due Date</b>	14/02/2022	<b>Closure Date</b>	12/02/2022
<b>Indicator &amp; Category (Critical / Minor)</b>	3.3.2 (Major)		
<b>Statement of Nonconformity:</b>	There was no mechanism to check consistent implementation of procedures.		
<b>Requirement Reference:</b>	There was no mechanism to check consistent implementation of procedures.		
<b>Objective Evidence:</b>	<p>Genting Tanjung Oil Mill</p> <p>Site visit to the sundry shop, Tasmiasi Lapadeng found that one of the workers was 15 years old. This has verified with the birth certificate provided by the sundry shop's owner. However, the tenant has employed young person which is not comply with the tenancy agreement signed dated 01/01/2021, under Schedule 3, Clause vii, the tenant shall comply to no employment of minors (below 18 years old).</p> <p>Genting Tenegang Estate</p> <p>The last review of the social management plan in GTGE was conducted on 20/09/2018 and the latest was on 08/11/2021. This is not accordance to the Social Management Procedure (Doc. No.: SMP-GPB-32, Rev. 1 dated April 2021), under Clause 6.1.6 where the plan shall be reviewed and updated at least once in 2 years. This is recurrence of minor non-conformance of the same indicator and thus, this minor non-conformance escalated to major non-conformance.</p>		
<b>Corrections:</b>	<p>Genting Tanjung Oil Mill – A memo will be issued to the Tenancy to immediately stop the minor age workers from working in the sundry shop. The tenancy also will be re-brief on the tenancy agreements requirement that they need to comply.</p> <p>Genting Tenegang Estate – A review of Social Management Plan for the year 2020 will be produced. The PIC on Social Management in the estate will be re-brief on the sustainability procedure requirement, SMP-GPB-32 - Social Management Procedure, that the Social Management Plan shall be review once in 2 years.</p>		
<b>Root Cause Analysis:</b>	Since the enforcement of the Movement Control Order, there are no proper monitoring done by the SD to check on the continuous compliances and implementations on the legal requirements and company's Sustainability Management Procedures on each Operating Unit		
<b>Corrective Actions:</b>	Since the Movement Control Order has been lifted and Sabah has been declared as PPN Fasa 4, SD will continue to conduct the monitoring of the continuous compliances and implementations on the legal requirements and company's Sustainability Management Procedures on each Operating Unit in each quarterly visit to the operating unit and in the next RSPO Internal Audit.		

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<b>Assessment Conclusion:</b>	<p>Evidence verified:</p> <p>GTOM:</p> <ol style="list-style-type: none"> <li>1) Copy of the memo dated 16/11/2021 [ref.: GTOM/2021/11/05] has been issued to the tenant describing that she has to immediately stop the minor worker from working at the sundry shop</li> <li>2) Minutes of meeting dated 04/12/2021 that show the tenant has been re-briefed on the tenancy agreements requirements. The meeting was chaired by the Mill Manager.</li> <li>3) Monitoring records (Sustainability Department Visit) dated 21/01/2022 that show the continuous compliances and implementations on the legal requirements and company’s Sustainability Management Procedures for the GTOM has been inspected</li> </ol> <p>GTGE:</p> <ol style="list-style-type: none"> <li>1) Copy of latest reviewed Social Management Plan dated 07/01/2022</li> <li>2) Record dated 14/12/2021 that shows the PIC on Social Management in the estate has been re-briefed on the sustainability procedure requirement, SMPGPB-32 (Procedure of Social Management Plan)</li> <li>3) Monitoring records (Sustainability Department Visit) dated 21/01/2022 that show the continuous compliances and implementations on the legal requirements and company’s Sustainability Management Procedures for GTGE has been inspected.</li> </ol> <p>The evidence of corrections and corrective actions were found to be adequate to close the NCR. Hence, Major NC remained closed.</p>
<b>Effectiveness Closure (for previous audit closed Critical NC):</b>	<p>Mechanism to check consistent implementation of procedures in place including internal audits conducted by sustainability personnel based on the procedure Internal Audit; Doc. # SMP-GPB-03; Rev. 03; Update: 13/05/2022. Latest internal audit was conducted as per sample as following:</p> <ul style="list-style-type: none"> <li>- Genting Tanjung POM, 29/10/2022</li> <li>- Genting Bahagia Estate, 27/10/2022</li> <li>- Genting Layang Estate, 25/10/2022</li> </ul> <p>No recurrence of issue, hence Major NC remain closed.</p>

Non-conformity			
<b>NCR Ref #</b>	2130489-202111-N1	<b>Issued Date</b>	17/11/2021
<b>Due Date</b>	ASA 1-1	<b>Closure Date</b>	14/11/2022
<b>Indicator &amp; Category (Critical / Minor)</b>	2.1.3 (Minor)		
<b>Statement of Nonconformity:</b>	There were planting beyond the legal boundaries in the estate.		
<b>Requirement Reference:</b>	Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.		
<b>Objective Evidence:</b>	Genting Layang Estate		

	Visit to the boundary markers at Field 22 (1 marker) and Field 23 (2 markers), (Lat. 005° 24'31" N, Lon. 118° 13'44" N), boundary with Government Reserve (Road), witnessed that the estate has planted beyond the existing markers into the Government Reserve (Road) area along the 3 sampled points at the fields mentioned above.
<b>Corrections:</b>	For immediate action, estate will count and clearly marking all the palms outside the boundary markings to determine the hectare of overplanted and abandoned the area by living it as it and stop any work activities in the area including Harvesting.
<b>Root Cause Analysis:</b>	During land clearing in 1995/96, the original boundary stone was not found and the planting was done based on map during that time. Re-survey was done in 2018 by authorized surveyor to install back the boundary stones as per estate land title area and identified that there is a planting area beyond the boundary, on the Government Reserve Road. However, there is no action plan produced by the estate management after the re-survey is done.
<b>Corrective Actions:</b>	Estate management will come out with the action plan for the area. As per pre-planned, the area beyond the existing marker will be abandoned and also will not include in replanting program. Based on replanting program for GLYE, Block 22 will be replant on 2022 and Block 23 will be replant on 2023.
<b>Assessment Conclusion:</b>	The estates have maps showing the locations of boundary stones that have been physically located and marked. Inspection of boundary stones/markers the estate visited confirmed that they were clearly marked and maintained. Besides that, the estates have also erected fences, security trenches, drains and boundary roads as demarcation of the boundary with the neighbouring area. Hence, Minor NC was closed on 14/11/2022.
<b>Effectiveness Closure (for previous audit closed Critical NC):</b>	N/A

<b>Non-conformity</b>			
<b>NCR Ref #</b>	2130489-202111-N2	<b>Issued Date</b>	17/11/2021
<b>Due Date</b>	ASA 1-1	<b>Closure Date</b>	Escalated to Major
<b>Indicator &amp; Category (Critical / Minor)</b>	3.4.2 (Minor)		
<b>Statement of Nonconformity:</b>	The social management plan has not completed comprehensively.		
<b>Requirement Reference:</b>	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.		
<b>Objective Evidence:</b>	There was a change of payment method of wages from cheque to Merchant Trade Card since July 2021 in both estates. However, the impact of the changes was not identified and not included in the social management plan.		
<b>Corrections:</b>	SD will re-conduct the SEIA and to identified the impact of the change of worker's payment method of wages from cheque to Merchant Trade Card.		

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<b>Root Cause Analysis:</b>	The Sustainability Team was not informed by the estate that there was a change of payment method for their workers salary.
<b>Corrective Actions:</b>	SD to conduct briefing to all estates and mill, any new changes to the current practices/system that related to sustainability requirement, must be inform to the sustainability team, so that any sustainability related pre-assessment can be done before the new changes to the current practices/system is implemented.
<b>Assessment Conclusion:</b>	<p>Social management plan established for each operating unit in the document social management and monitoring plan, procedures and responsibilities for implementation.</p> <p>Genting Tanjung Estate As per highlighted during the stakeholder’s consultation meeting dated 28/10/2022 (internal) and 04/11/2022 (external), it has been highlighted that workers at Genting Tanjung Estate restaurant haven` t received typhoid injection. Quotation received from Klinik Elopura Sdn Bhd dated 04/11/2022. Implementation still pending.</p> <p>Genting Tenegang Estate It has been highlighted during internal stakeholders meeting dated 26/10/2022 by CLC teacher Andi Striani Andi Ardi on children transportation to school, bad attendance of children to school. The management responded b. As per interview with the workers, the is elephant intrusion in the estate and there is risk that intrusion until the line site area. Some workers have sent for night patrolling to chase away elephant outside the estate area. Latest intrusion is in September 2022.</p> <p>Genting Bahagia Estate As per interview with the workers, the is elephant intrusion in the estate and there is risk that intrusion until the line site area. Some workers has sent for night patrolling to chase away elephant outside the estate area. Latest intrusion in August 2022.</p> <p>However, the impact of the activities was not identified and not included in the social management plan. Non-conformities has been raised in during the previous audit, hence the Non-conformities have been escalated to Critical Non conformities on 18/11/2022</p>
<b>Effectiveness Closure (for previous audit closed Critical NC):</b>	N/A

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

### 3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1988112-202011-M1	Critical	2.3.1	18/11/2020	Closed out on 18/01/2021
2036809-202103-M1	Critical	7.10.3	24/03/2021	Closed out on 04/06/2021
2036809-202103-M2	Critical	3.6.2	24/03/2021	Closed out on 04/06/2021
2036809-202103-N1	Minor	3.3.2	24/03/2021	Escalated to Critical
2036809-202103-N2	Minor	6.5.3	24/03/2021	Closed out on 17/11/2021
2036809-202103-N3	Minor	7.2.8	24/03/2021	Closed out on 17/11/2021
2130489-202111-M1	Critical	2.1.1	17/11/2021	Closed out on 12/02/2022
2130489-202111-M2	Critical	3.3.2	17/11/2021	Closed out on 12/02/2022
2130489-202111-N1	Minor	2.1.3	17/11/2021	Closed out on 14/11/2022
2130489-202111-N2	Minor	3.4.2	17/11/2021	Escalated to Major
2277223-202211-M1	Major	3.4.2	18/11/2022	Closed out on 3/2/2023
2277223-202211-N1	Minor	7.3.1	18/11/2022	Open
2277223-202211-N2	Minor	2.2.2	18/11/2022	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 Tanjung Oil Mill 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)
Sundry Shop	Tsen King Vui, Kedai Runcit Vui Kong	Face to face
Internal stakeholder	Humana, Mr Mohammad Fadzil	Face to face

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Neighbouring estates	JC Chang Plantations Berhad, Hwa Li 3 Estate, Rashid Ngajamil and Mr Ridwhan Alias	Face to face
Contractor	Sri Manjung Enterprise, Mr Julis Luis	Face to face
Contractor	Dewa Contractor, Mr Abidin bin Dg Pawata	Face to face
Contractor	SPK Contractor, Matiu Ressa	Face to face
Internal stakeholder	Community Learning Centre, Madam Aida.	Face to face

Stakeholders comment	
<b>1</b>	<p><b>Feedbacks: Sundry shop, Mr Tsen King Vui, Kedai Runcit Vui Kong</b></p> <p>Mr Tsen has been doing business in Genting Tanjung Complex for more than 10 years and has 2 shops in Tenegang Estate and Bahagia Estate. As per interview, all his workers are foreigner and local with working permit in Malaysia and above than 18 years old. All things has been purchased from Lahad Datu with additional price for transporting cost and profit. There is no issues with the estate management where the management has maintained good relationship with the external stakeholder. Mr Tsen said that he is aware about complaint procedure, consultation and communication procedure and other policies that has been established.</p> <p><b>Audit Team verification and response:</b></p> <p>It has been verified that Kedai Runcit Vui Kong complied with legal requirement where all licences (business licences, licences to sell "Barang-barang kawalan berjadual" and licences to sell LPG (Liquid petroleum gaseous). The management is committed to communicate procedure/policies and maintain good relationships with the contracted parties.</p>
<b>2</b>	<p><b>Feedbacks: Humana, Mr Mohammad Fadzil</b></p> <p>Mr Mohammad Fadzil is a teacher in HUMANA Genting Bahagia Estate since last 5 years and handling 6 classes (pre-school, standard 1-4) with total 40 students. He said that currently HUMANA is shortage of teacher and the issues has been communicated with HUMANA. En Fadzil also said the management supported activities in HUMANA and repair all damage in HUMANA. He also said that there is special staff from Bahagia Estate that responsible for HUMANA and will communicated with him on any issues related to HUMANA</p> <p><b>Audit Team verification and response:</b></p> <p>Clarification has been done with the management where the management of Genting Bahagia Estate is fully aware on shortage of teacher in HUMANA Genting Bahagia. The management will keep communication with HUMANA on new recruitment to established good learning environment for student.</p>
<b>3</b>	<p><b>Feedbacks: JC Chang Plantations Berhad, Hwa Li 3 Estate, Rashid Ngajamil and Mr Julis Luis</b></p> <p>Hwa Li 3 Estates is located neighbouring to Genting Bahagia Estate where Mr Rashid just started his services with JC Chang Plantations for 1 months and Mr Julis Luis has been working for more than 3 years. It has been confirmed that clear demarcation has been established by both parties within the boundaries and there is no issues of overplanting, boundaries. Other than, the management of both parties cooperate to maintain the condition of boundaries. People in Hwa Li 3 Estate are using Genting Plantation roads to Lahad Datu and there are no fees has been charged. Good relationship has been maintained between both parties where often communication/meeting has been done.</p> <p><b>Audit Team verification and response:</b></p>

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	Further verification has been done and agreed that boundaries has been maintained and clearly demarcated. The management is committed to communicate procedure/policies and maintain good relationships with the neighbouring estates.
<b>4</b>	<p><b>Feedbacks: Contractors, Dewa Contractor, Mr Abidin bin Dg Pawata, SPK Contractor, Matiu Ressa, Sri Manjung Enterprise, Mr Julis Luis</b></p> <p>As per interview with the contractors (Transporting FFB and replanting), good accommodation (housing, water, and electricity) at the workers line site. All contractors that has been interviewed is the operation manager at estates. All workers has been paid as minimum wages order 2022 and compliance with employment act 1955. All contractors also aware with RSPO requirement has been communicated with the procedure/policies. There is no additional complaint/grievances/request during the interview. However, during the interview, 2 out of 3 contractors are not aware with SOCSO contribution.</p> <p><b>Audit Team verification and response:</b></p> <p>Further verification has been done by the auditor base on documentation and found out that there is contribution for SOCSO has been done based on the pay slips month September 2022. There no monitoring has been done by the management of estates itself.</p>
<b>5</b>	<p><b>Feedbacks: Community Learning Centre, Madam Aida.</b></p> <p>As per interview with Madam Aida, she has been teaching at CLC Tanjung Estate for more than 2 years and just married early year 2022 and her husband works as harvester in Genting Tanjung Estate. Madam Aida also said the management supported activities in CLC and repair any damage in CLC. He also said that there is special staff from Genting Tanjung Estate that responsible for HUMANA and will communicated with him on any issues related to CLC.</p> <p>During the interview, Madam Aida raised an issue on housing where she and her husband has not been provided with housing and currently sharing with his siblings who are working at Genting Tanjung POM. Madam Aida also said in need to have house to keep teaching material/equipment at house.</p> <p><b>Audit Team verification and response:</b></p> <p>As per verification with the management, all workers will be provided with housing and need to share with other workers. Currently, 2 new labour quarters has been constructed in Genting Tanjung Estate. The management will look into any vacant house that can be provided to Madam Aida.</p>

List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Not applicable – the estate has underwent 2 cycles of planting under ownership of Genting Plantations Berhad.					

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

**3.5 Impartiality and conflict of interest**

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

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**Formal Signing-off of Assessment Conclusion and Recommendation**

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 Tanjung Oil Mill has complied with the Malaysia National Interpretation 2019 of the RSPO P&amp;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 Tanjung Oil Mill is remain certified.</p>		
Report prepared by	Acceptance of Assessment Conclusion	Acceptance of Assessment Conclusion
<b>Name: Hafriazhar Mohd. Mokhtar</b>	<b>Name: Arunan Kandasamy</b>	<b>Name: James Chung Khim Hon</b>
<b>Company Name: BSI Services Malaysia Sdn. Bhd.</b>	<b>Company Name: Genting Plantations Berhad</b>	<b>Company Name: Genting Plantations Berhad</b>
<b>Title: Client Manager</b>	<b>Title: Senior Vice President - Plantation (Malaysia)</b>	<b>Title: Senior Vice President – Group Processing</b>
<b>Signature:</b> 	<b>Signature:</b> <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> 	<b>Signature:</b> <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> 
<b>Date: 6/2/2022</b>	<b>Date: 08/02/2023</b>	<b>Date: 08/02/2023</b>

**Appendix A: Summary of Findings**

Criterion / Indicator	Assessment Findings	Compliance	
<b>Principle 1: Behave ethically and transparently</b>			
<b>Criterion 1.1:</b> 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><b>(C)</b> Documents that are specified in the RSPO P&amp;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"> <li>a) Company annual report</li> <li>b) Group policies</li> <li>c) Reports related to environment such as EIA, EAI</li> <li>d) RSPO external audit reports</li> <li>e) Pollution prevention plan</li> <li>f) Continuous improvement plan</li> <li>g) Complaints and grievances book and its procedure</li> <li>h) Negotiation and compensation procedure</li> <li>i) Sexual harassment procedure</li> </ul> <p>The mill and estates have issued the list of documents that could be requested by the stakeholders to all the relevant stakeholders of the mill.</p> <p>The stakeholders are required to register in Enquiry Register Book prior to access to the documents. The list of documents not limited to:</p>	Complied

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		<ul style="list-style-type: none"> <li>a) Land title</li> <li>b) Policies</li> <li>c) Reports – EAI, SIA, HCV and audit reports</li> <li>d) Management plans</li> <li>e) Procedures</li> </ul>	
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>The memo issued were in Bahasa Malaysia and documents are in Bahasa Malaysia and English. Those documents can be access by the stakeholder upon register in the Enquiry Register Book.</p>	Complied
1.1.3	<p><b>(C)</b> Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	<p>The mill and estates have implemented Enquiry Register Book to record any requests from the stakeholder. There was no request on information from stakeholder. For Genting Tanjung Estate, latest request is form Klinik Kesihatan Batu Puteh, Dr Salinah Selamat on request to conduct mobile clinic for mother and kids on 19/09/2022</p>	Complied
1.1.4	<p><b>(C)</b> Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.</p> <p>- Critical (Major) compliance -</p>	<p>Genting Plantations 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. The topics to be discussed such as complaint &amp; grievances, environmental and biodiversity concerns, social issue and suggestions for improvement.</p> <ol style="list-style-type: none"> <li>1. Genting Tanjung Estate, Mr Roslan Rahmat has been appointed as PIC for social issues. For</li> <li>2. Genting Tenegang Estate, Mr Nasharif bin Robinson has been appointed base on appointment letter dated 04/01/2022.</li> <li>3. Genting Bahagia Estate, Mr Micheal Ong Chaeng Seang base on appointment letter 15/01/2022</li> <li>4. Genting Layang Estate, Mr Naharing Lamis as person in charge base on appointment letter dated 09/01/2022.</li> </ol>	Complied

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		<p>Communication of the procedure to internal and external stakeholders for Genting Tanjung Estate done during the stakeholder consultation meeting dated 28/10/2022 (internal) and 04/11/2022 (external). While for Genting Bahagia Estate, on 24/08/2022 with attendance representative from contractors, sundry shops, workers representative. For Genting Tenegang Estate, stakeholder consultation has been done on 26/10/2022. While for workers, it has been communicated during morning mustercall on 03/10/2022 by Tuan Yasijo, Senior Assistant Manager.</p> <p>For Genting Tanjung POM, communication of the procedure has been done during the stakeholders meeting on 25/10/2022</p>	
1.1.5	<p>There is a current list of contact and details of stakeholders and their nominated representatives.</p> <p>- Minor compliance -</p>	<p>List of stakeholders for Genting Tanjung Estate updated on October 2022. For internal stakeholders sighted 2 contractors has been listed which are Man Fook Hing Trading and Dewa Enterprise, while for external stakeholders listed government agencies, supplier, neighboring estate and local communities updated on 22/10/2022. For Tenegang Estate, list of stakeholders updated on 13/10/2022. Total 5 contractors has listed as stakeholders, which Syarikat Perusahaan Kan, Pengangkutan Wong Tet Ming Seng, Seng Vui Contractor and contractor SN Tan transport for FFB transport and replanting.</p> <p>For Genting Tanjung POM, list of stakeholders has been updated on 16/08/2022 and has been divided into 2 categories which are external and internal.</p>	Complied
<p><b>Criterion 1.2:</b> The unit of certification commits to ethical conduct in all business operations and transactions.</p>			
1.2.1	<p>A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.</p> <p>- Minor compliance -</p>	<p>The Ethical Conduct and Integrity Policy was developed and signed by President &amp; COO dated 22/06/2015. The policy was communicated to the stakeholders including contractors and third-party during stakeholder meeting conducted on 28/10/2022 and 04/11/2022 for Genting Tanjung Estate. While for Genting Bahagia Estate, on 24/08/2022 with attendance representative from contractors, sundry shops, workers representative. For Genting Tenegang Estate, stakeholder consultation has been done on</p>	Complied

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		26/10/2022. While for workers, it has been communicated during morning mustercall on 03/10/2022 by Tuan Yasijo, Senior Assistant Manager. For Genting Tanjung POM, communication of the procedure has been done during the stakeholders meeting on 25/10/2022	
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice. - Minor compliance -	Anti-Bribery & Corruption Policy as well as Code of Business Conduct for Third Parties established were signed by both contractor & internal employees. It has also been checked in the internal audit by Sustainability Team. Details as per below: - Genting Tanjung POM, 29/10/2022 - Genting Bahagia Estate, 27/10/2022 - Genting Layang Estate, 25/10/2022	Complied
<b>Principle 2: Operate legally and respect rights</b>			
<b>Criterion 2.1:</b> There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	<b>(C)</b> The Unit of Certification complies with legal requirements - Critical (Major) compliance -	<u>Genting Tanjung Estate</u> 1) MPOB license for selling and transfer 502249802000 was valid from 01/09/2021 until 30/08/2023 2) MPOB License for nursery was available referred license no 577037111000 valid from 01/10/2022 until 30/09/2023 3) License for Diesel from KPDNKK (PPDNKK.SDK.40/2011(SK)) for 35,000 liter valid from 17/05/2021 until 16/05/2024 4) License for buying and kept RON 95 was available as per holder referred KPDNHEP.SDK.71/2021(PK) with total 200liter/week valid from 19/08/2022 until 18/08/2023. 5) License from JTK Sabah regarding to wages deduction (JTKSBH/PMT/113/2021/0054) valid from 22/02/2021 until 21/02/2023. 6) SB PMT 10428 for air receiver was valid until 10/07/2023	Complied

		<p><u>Genting Bahagia Estate</u></p> <ol style="list-style-type: none"> <li>1) MPOB licences, number 502249802000 total 8286.12 Ha for both Bahagia Estate and Tanjung Estate (CL095316993 &amp; CL095327129) expired on 31/08/2023</li> <li>2) MPOB licences, number 5774418002000 total 607.00 Ha for both Bahagia Estate (CL095316242 &amp; CL095316233) expired on 30/09/2023</li> <li>3) MPOB licences for nursery number 608695011000 total 6.23 Ha for both Bahagia Estate expired on 28/02/2023</li> <li>4) Diesel permits serial number S003485 total 45,000 litres expired on 16/05/2024</li> <li>5) Petrol permits serial number S003194 total 100 litres / day expired on 18/08/2023</li> <li>6) Lesen untuk Menggaji Pekerja Bukan Pemastautin ( Seksyen 118, Sabah Ordinance), JTK,H.KBN.600-4/1/01261/0376 valid until 18/5/2023</li> <li>7) Permit Pemotongan Gaji Pekerja Seksyen 113(4), Sabah Ordinance JTKSBH/PMT/113/2021/0052 valid until 21/2/2023</li> <li>8) Lesen bagi pemasangan Persendirian – GAVE – Gen set 48kw valid until 20/7/2023</li> <li>9) Lesen bagi pemasangan Persendirian – GAVE 1 -Gen set 12kw valid until 25/3/2023</li> <li>10) Lesen bagi pemasangan Persendirian – Sg Buloh - Gen set 85kw valid until 20/7/2023</li> <li>11) Lesen bagi pemasangan Persendirian – Div 7 - Gen set 28kw valid until 1/4/2023</li> </ol>	
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		<p>12) Lesen bagi pemasangan Persendirian – Div 8 - Gen set 136kw valid until 13/12/2022</p> <p>13) Lesen bagi pemasangan Persendirian – Weighbridge – Gen set 25.5 kw valid until 6/2/2023</p> <p>14) Air Compressor – SB PMT 81459 valid until 19/3/2023</p> <p>15) Trade License – A437039, R10870/88 valid until 31/12/2022</p> <p>16) Trade Liense – A437040, R5673/88 valid until 31/12/2022</p> <p>17) Hospital Dresser Certificate, Pembantu Hospital Estate No03543 valid until 31/12/2022</p> <p>18) Borang D, (Timbang &amp; Sukat) Peraturan 1981, Avery ZM305 50,000 kg – Serial Number: 152050024, 2.1K -Q030542.</p> <p><u>Genting Tenegang Estate</u></p> <p>1) MPOB license for selling and transfer 504760102000 was valid from 01/07/2022 until 30/06/2023</p> <p>2) MPOB License for nursery was available referred license no 594637011000 valid from 01/03/2022 until 28/02/2023</p> <p>3) License for Diesel from KPDNKK (PPDNKK.SDK.23/2005(SK)) for 18,000 liter valid from 09/05/2021 until 08/05/2024</p> <p>4) Energy Commission License (Private Installation); Serial Number: 56370; License Validity Period: 27/07/2022 – 26/07/2022.</p> <p>5) Approval from Jabatan Tenaga Kerja Sabah (JTKSBH/PMT/113/2022/0021) to make deduction of wages of workers for the following purposes:</p> <ul style="list-style-type: none"> <li>- Travel document processing cost (excluded levy, bank guarantee, agent fee and medical check-up)</li> <li>- Passport for dependent</li> </ul>	
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		<p>- Medical cost  License was valid form 31/01/2022 until 30/01/2024</p> <p><u>Genting Layang Estate</u></p> <ol style="list-style-type: none"> <li>1) MPOB licences, number 504759802000 for CL 095318817, CL 095317463, 2077.41 Hectare expired on 30/6/2023</li> <li>2) Diesel permits serial number S003484 total 18,000 litres expired on 16/05/2024</li> <li>3) Permit Pemetongan Gaji Pekerja Seksyen 113(4), Sabah Ordinance JTKSBH/PMT/113/2021/0168 valid until 2/5/2023</li> <li>4) Lesen bagi pemasangan Persendirian – No 52972 - Gen set 51 kw valid until 8/12/2022</li> <li>5) Air Compressor – SB PMT 10427 valid until 10/7/2023</li> <li>6) Trade License – R10870/88 valid until 31/12/2022</li> </ol> <p><u>Genting Tanjung POM</u></p> <table border="1" data-bbox="1064 975 1919 1399"> <thead> <tr> <th>No</th> <th>Description</th> <th>Certificate No.</th> <th>Approval Date</th> <th>Expiry Date</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Boiler No 1 (Dandang dan Cerobong)</td> <td>APU.2 P72/93(26D)</td> <td>29/11/1993</td> <td>NA</td> </tr> <tr> <td>2</td> <td>Boiler No 2 (Dandang dan Cerobong)</td> <td>APU.2 D27/82/97</td> <td>8/10/1997</td> <td>NA</td> </tr> <tr> <td>3</td> <td>Boiler No 3 (Dandang dan Cerobong)</td> <td>APU.2 (D010/021/12) &amp; AK018/2012</td> <td>15/3/2012</td> <td>NA</td> </tr> </tbody> </table>	No	Description	Certificate No.	Approval Date	Expiry Date	1	Boiler No 1 (Dandang dan Cerobong)	APU.2 P72/93(26D)	29/11/1993	NA	2	Boiler No 2 (Dandang dan Cerobong)	APU.2 D27/82/97	8/10/1997	NA	3	Boiler No 3 (Dandang dan Cerobong)	APU.2 (D010/021/12) & AK018/2012	15/3/2012	NA	
No	Description	Certificate No.	Approval Date	Expiry Date																			
1	Boiler No 1 (Dandang dan Cerobong)	APU.2 P72/93(26D)	29/11/1993	NA																			
2	Boiler No 2 (Dandang dan Cerobong)	APU.2 D27/82/97	8/10/1997	NA																			
3	Boiler No 3 (Dandang dan Cerobong)	APU.2 (D010/021/12) & AK018/2012	15/3/2012	NA																			

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		4	Genset (3 Units)	AP/E/3S(P89/93 (9J))	8/1/1994	NA	
		5	Dewatering Press System (Filter Belt Press) 2 Units	SPE-008/2021	17/12/2021	NA	
		6	DOE Licence (Jadual Pematuhan)	005266	1/7/2022	30/6/2023	
		7	Lesen Pelanggaran(Jadual Pematuhan)	005233	3/9/2020	3/9/2021	
		8	CBI (Dandang dan Cerobong)	APU2.(D12/57/2001)	27/4/2001	NA	
		9	CBI (Genset)	APU.2(J118/196/2001) APU.2(J118/196/2001)	8/10/1997	NA	
		10	Cooling Pond & Bioflow Polishing Plant	NA	20/5/2013	NA	
		11	Mill License	-	11/4/2022	13/4/2023	
		12	Boiler No 2	PMD-SB/2139337	11/2/2021	10/5/2022	

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		<table border="1"> <tr> <td>13</td> <td>Boiler No 3</td> <td>PMD - SB/21 45668</td> <td>27/9/2021</td> <td>26/12/2022</td> </tr> <tr> <td>14</td> <td>Air Receiver</td> <td>PMT - SB/22 51337</td> <td>19/4/2022</td> <td>18/7/2023</td> </tr> </table>	13	Boiler No 3	PMD - SB/21 45668	27/9/2021	26/12/2022	14	Air Receiver	PMT - SB/22 51337	19/4/2022	18/7/2023	
13	Boiler No 3	PMD - SB/21 45668	27/9/2021	26/12/2022									
14	Air Receiver	PMT - SB/22 51337	19/4/2022	18/7/2023									
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>Documented system including Legal Requirements Register (Doc: SMP-GPB-22 Revision 10 dated 27/5/2022) – POM and SMP-GPB-22; revision 10 dated June 2022 is available. The content of the register as below:</p> <ol style="list-style-type: none"> <li>List of local legal requirements applicable to plantation and mill operations in Malaysia and East Malaysia.</li> <li>List of international standards/requirements applicable to plantation operation in Malaysia.</li> </ol> <p>This also included with Minimum Wages 2022 in Bahagia estate dated 27/05/2022 and for Genting Tanjung Oil Mill and the visited estates have maintained a Legal Requirement Register which consist of all updated and legal requirements that are applicable to their operations and available for verification.</p>	Complied										
2.1.3	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p> <p>- Minor compliance -</p>	<p>Genting Tanjung Oil Mill is separated through fencing around the vicinity. The effluent ponds are located at a distant from the processing area as larger space is required. The mill is located within Genting Tanjung Estate, belonging to the same parent company and of same certification unit.</p> <p>The estates have maps showing the locations of boundary stones that have been physically located and marked. Inspection of boundary stones/markers at the estate visited confirmed that they were clearly marked and maintained. Besides that, the estates have also erected fences, security trenches, drains and boundary roads as demarcation of the boundary with the neighbouring area.</p>	Complied										

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		<p>Genting Tanjung Estate.          Visit to the boundary markers at block 5 (1 marker) (Lat. 005°25'48.936"N, Long. 118°16'32.304"E), boundary with Wing King Plantation Sdn Bhd. The boundary was clearly demarcated with electric fences.</p> <p>Genting Bahagia Estate          Visit to the boundary markers at block 50 (1 marker) (Lat. 005°19'30.5724"N, Long. 118°16'59.682"E), boundary with Hwa Li Estate          The boundary was clearly demarcated with Teak tree.</p> <p>Genting Layang Estate          Visit to the Boundary stone no. 32 at field 043/310 – Lat. 005°27'37.9656"N Long. 118°13'5.088"E and field 013/310 – Lat. 005°27'2.7216"N Long. 118°13'14.3868"E.</p> <p>Genting Tenegang Estate          Visit to the boundary markers at block 15 (1 marker) (Lat. 005°20'39.3396"N, Long. 118°12'24.8688"E), boundary with Asia Estate          The boundary was clearly demarcated with trenches.</p>	
<p><b>Criterion 2.2:</b> All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.</p>			
<p>2.2.1</p>	<p>A list of contracted parties is maintained.          - Minor compliance -</p>	<p>Genting Tanjung Oil Mill and its supply base maintain lists of all contracted parties. The list was available in the stakeholder list provided for verification during the assessment.</p>	<p>Complied</p>
<p>2.2.2</p>	<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>The Memorandum of Agreement (MOA) was available for verification for all contracted parties with the mill and estates. The MOA contains specific</p>	<p>Non-compliance</p>

	<p>Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.</p> <p>- Minor compliance -</p>	<p>clause on meeting applicable legal requirements. Verified the sampled MOA as follows:</p> <p>Genting Tenegang Estate</p> <ol style="list-style-type: none"> <li>1) Contractor (Loading and Transporting of FFB and Loose Fruit): Wong Tet Ming Transport; Agreement Number: GTGE/FFB/22/01/01; Agreement Date: 01/01/2022.</li> <li>2) Contractor (Loading and Transporting of FFB and Loose Fruit): Kontraktor SN Tan Transport; Agreement Number: GTGE/FFB/22/01/02; Agreement Date: 01/01/2022.</li> <li>3) Contractor (Loading and Transporting of FFB and Loose Fruit): Syarikat Perusahaan Kan; Agreement Number: GTGE/FFB/22/01/03; Agreement Date: 01/01/2022.</li> </ol> <p>Genting Bahagia Estate</p> <p>Contractor (Loading and Transporting of FFB and Loose Fruit): Wong Tet Ming Transport; Agreement Number: GBGE/FFB/22/01/01; Agreement Date: 01/01/2022</p> <p>Genting Tanjung POM</p> <ol style="list-style-type: none"> <li>1) Sampling on Contract agreement between Landasan Kembar Sdn Bhd and Genting Tanjung POM dated 19/04/2021. This agreement valid until 28/02/2023.</li> <li>2) Sampling on Contract agreement between Chong Shu Min Trading Sdn Bhd and Genting Tanjung POM dated 19/04/2021. This agreement valid until 28/02/2023.</li> </ol> <p>Genting Layang Estate</p>	
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		<p>a. Contract agreement between Genting Bukit Layang Estate and Syarikat Pengangkutan Sri Timbulus sighted dated 01/01/2022</p> <p>Genting Tanjung Estate</p> <p>a. Contract agreement between Syarikat Perusahaan Kan agreement number: GTJE/MOA/22/01/01 dated 01/01/2022</p> <p>b. Contract agreement between Dewa Enterprise agreement number: GTJE/MOA/22/01/02 dated 01/01/2022</p> <p>Stated in the contract agreement that all contractors need to comply with applicable legal requirement.</p> <p>Sample of 3 contractor`s workers has been taken for verification for month August/September/October 2022 and found that SOCSO contribution has not been made the contractor itself. There is no evidence compliance to Employees` Social Security Act 1969 (Act 4). Hence, a Minor NC has been raised.</p> <p>Genting Plantations Berhad has established Foreign Workers Ethical Responsible Recruitment Procedures; Doc. # GEN-13; Rev. 06; Issue date: 3/10/2022 which include the procedure of due diligence for foreign workers recruitment agency. Prior to appointment, the HR department together with Sustainability department will collaborate to conduct due diligence of potential foreign workers recruitment agency. The due diligence includes assessment of required criteria as following:</p> <table border="1" data-bbox="1064 1257 1939 1390"> <thead> <tr> <th>#</th> <th>Category</th> <th>Criteria</th> <th>Points</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Legal, HR</td> <td>Demonstrates compliances to legal requirements</td> <td>20</td> </tr> </tbody> </table>	#	Category	Criteria	Points	1	Legal, HR	Demonstrates compliances to legal requirements	20	
#	Category	Criteria	Points								
1	Legal, HR	Demonstrates compliances to legal requirements	20								

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		2	Service overview	Demonstrate ability to provide service	20	
		3	Track record, reputation, financial capacity	Demonstrates having a good track record, reputation, financial capacity	20	
		4	Ethical recruitment practice	Demonstrates having good ethical recruitment practice	100	
		<p>Based on the assessments category and criteria, agency with score from 128 or 80% and above will be considered to be appointed as the recruitment agency. Sighted two samples assessment of Indonesian Workers Recruitment Agency that has been shortlisted for appointment as following:</p> <ul style="list-style-type: none"> <li>- PT PrimaDaya Pratama Pandukarya; Score: 145 (90.63%)</li> <li>- PT MitraHarta Insani; Score: 134 (83.75 %)</li> </ul>				
2.2.3	<p>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.</p> <p>- Minor compliance -</p>	<p>The Memorandum of Agreement (MOA) was available for verification for all contracted parties with the mill and estates. The MOA includes specific clause disallowing child, forced and trafficked labour. Verified the sampled MOA/Additional Addendum.</p>			Complied	
<p><b>Criterion 2.3:</b> All FFB supplies from outside the unit of certification are from legal sources.</p>						
2.3.1	<p><b>(C)</b> For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> <li>• Information on geo-location of FFB origins</li> <li>• Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder</li> <li>• One or more supporting documents for claims</li> <li>• Valid MPOB license</li> </ul>	<p>A list of all directly sourced FFB is available for verification in the Genting Tanjung Oil Mill Approved Supplier List – FFB Supplier containing information about names of the suppliers, MPOB License number, geo-location and the status of the third party FFB suppliers land ownership. GTOM receives RSPO certified FFB from own estates i.e., Genting Tanjung Estate, Genting Bahagia Estate, Genting Tenegang Estate, Genting Landworthy Estate and Genting laying Estate. The mill also receives non-</p>			Complied	

	- Critical (Major) compliance -	certified FFB from external estates and smallholders. Sighted sample information of external FFB provider as following: <ul style="list-style-type: none"> <li>- Syarikat Yu Kwang Development Sdn Bhd; MPOB License: 502054102000; GPS Location: 5° 32' 40.52" N, 118° 11' 24.39" E</li> <li>- Winking Plantation Sdn Bhd; MPOB License: 51316002000; GPS Location: 5.447501, 118.263348</li> <li>- Tenera Eco Plantation Sdn Bhd; MPOB License: 562985002000; GPS Location: 5.4523, 118.249</li> </ul>	
2.3.2	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1. - Minor compliance -	1) At the moment the mill does not receive any indirectly sourced FFB. All FFB are sent directly from estates or smallholders.	Complied
<b>Principle 3: Optimise productivity, efficiency, positive impacts and resilience</b>			
<b>Criterion 3.1:</b> There is an implemented management plan that aims to achieve long-term economic and financial viability.			
3.1.1	<b>(C)</b> A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders. - Critical (Major) compliance -	Business management available in documented information sighted in all operating units within Genting Tanjung certification unit as per sample for GBGE Projection and GTOM Projection for Year 2021 to 2025; BF 9 Appendix III for Crop Intake (mt), Processing Cost (RM/mt), Extraction Rates (%) & Capital Expenditure (RM) for following: <ul style="list-style-type: none"> <li>- Buildings: Residential &amp; Factory</li> <li>- Plant &amp; Machinery: Processing &amp; Others, Vehicles and Furniture &amp; Fittings, Computer</li> </ul>	Complied
3.1.2	An annual replanting programme projected for a minimum of five years with yearly review, is available. - Minor compliance -	Available in documented information sighted in all operating units within Genting Tanjung certification unit as per sample for GTJE Proposed Replanting Programme for 2020 to 2026. The programmes for GTJE were	Complied

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		revised in 2020 with 701.64 ha; 2021: 611.19 ha; 2022: 716.84 ha and no more since remaining palm earliest planted was 2014.	
3.1.3	The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake. - Minor compliance -	Management review meeting latest conducted as per records of ISCC, MSPO Part 3, Part 4 and RSPO P&C Management Review Meeting Minutes GTOM, GTJE, GLYE, GLWE, GBGE & GTGE; Date: 3/11/2022; Venue GPRC Meeting Room GTJE & MS Teams.	Complied
<b>Criterion 3.2:</b> The unit of Certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable Continuous improvement in key operations.			
3.2.1	<b>(C)</b> 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. - Critical (Major) compliance -	<p>Continuous improvement sighted for each operating unit. For Tenegang Estate, sighted dated 28/10/2022. As stated in the improvement plan, the management has plan to improve housing condition by repairing damage house, re painting and others. The CIP has been updated by Mr Muhd Syafiq Ikhwan Husni and approved by the estate manager.</p> <p>While for Genting Tanjung POM, it has been updated on 10/01/2022 where the management has plan to improve in term of communication with the stakeholders through regular consultations. Other than that, the management has plan to maintain good quality of workers housing and to maintain information data of each worker.</p> <p>The environmental CIP GTJE dated on 26/9/2022 include the following:</p> <ul style="list-style-type: none"> <li>- Expand IPM programs</li> <li>- Reuse and minimize waste materials</li> </ul>	Complied
3.2.2	As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the [RSPO metrics template].	The record of RSPO template was available and verified as per verification on estates and mill records such as fertiliser bin card,	Complied

	<p><b>PROCEDURAL NOTE:</b></p> <p>The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed.</p> <p>Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>	<p>JKKP record, and grievances record etc. All data submitted are consistent with verified records and acceptable.</p>	
<p><b>Criterion 3.3:</b> Operating procedures are Appropriately documented, consistently implemented and monitored.</p>			
<p>3.3.1</p>	<p><b>(C)</b> Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>SOPs for the unit of certification are in place as per sample as following:</p> <ul style="list-style-type: none"> <li>- Traceability (for estate only); Doc. # SMP-GPB-09; Rev. 05; Update: 14/08/2014</li> <li>- Riparian buffer zone management; Doc. # SMP-GPB-14; Rev. 02; Update: 16/03/2020</li> <li>- Complaints and grievances; Doc. # SMP-GPB-19; Rev. 05; Update: 13/05/2022</li> <li>- Justification of pesticides used: Doc. # SMP-GPB-28; Rev. 07; Update: 13/05/2022</li> <li>- Management of HCV areas; Doc. # SMP-GPB-30; Rev. 04; Update: 11/10/2021</li> </ul>	<p>Complied</p>
<p>3.3.2</p>	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor Compliance -</p>	<p>Mechanism to check consistent implementation of procedures in place including internal audits conducted by sustainability personnel based on the procedure Internal Audit; Doc. # SMP-GPB-03; Rev. 03; Update: 13/05/2022. Latest internal audit was conducted as per sample as following:</p> <ul style="list-style-type: none"> <li>- Genting Tanjung POM, 29/10/2022</li> <li>- Genting Bahagia Estate, 27/10/2022</li> </ul>	<p>Complied</p>

		- Genting Layang Estate, 25/10/2022	
3.3.3	Records of monitoring and any actions taken are maintained and available. - Minor Compliance -	The monitoring of the SOP implementation was implemented through all levels of the supervisory personnel with records maintained and verified. Among others the records are: - Daily production/work records for the core activities at the estates and mill - Field Costing Books - Monthly Chemical Consumption Record - Mature/immature field work program - Fertilizer application Records - Herbicide Work Program - Rat Baiting Census Records - Harvesting Standard Checklist - Worksite Inspection Form	Complied
<b>Criterion 3.4:</b> A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.			
3.4.1	<b>(C)</b> 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. - Critical (Major) compliance -	Latest social impact assessment has been done by sustainability department and documented in document "Social impact assessment (SIA) & Human Rights Impact Assessment (HRIM) Report updated on March 2022 for Genting Tanjung Oil Mill and all the supplying estates (Genting Tanjung Estate, Genting Landworthy Estate, Genting Layang Estate, Genting Bahagia Estate and Genting Tenegang Estate). The assessment has involved relevant stakeholders such as FFB suppliers, local authorities and workers. No negative impact was identified during the assessment	Complied

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		<p>through interviewed. There are recommendations by stakeholder captured as per below</p> <ol style="list-style-type: none"> <li>1. Jabatan Pengangkutan Jalan Sandakan, suggest for company to a road safety talk program involving all mill and estate workers and also all contractor driver that is working in the company</li> <li>2. Jabatan Tenaga Kerja, Kota Kinabatangan, any matter that required a respond or action from each estate and POM will be communicated to GPOS.</li> </ol> <p>For replanting activity, environmental aspect and impact assessment was done through Environmental Impact Assessment (EIA) as per sample at GTJE with EIA approval letter ref. # JPAS/PP/17/600-1/11//86(58); Approval date: 22/03/2010. Sighted latest records of assessment conducted by the consultant Chemsain Konsultant Sdn. Bhd. as following:</p> <ul style="list-style-type: none"> <li>- Environmental Monitoring and Compliance Report for Replanting of Oil Palm Plantation in Sabah Group of Estate at Genting Tanjung Estates, Sandakan; Report ref. # CK/M0411/727-1/22; Date: 25/04/2022</li> </ul> <p>Internally, the certification unit has also carried out the assessment of environmental aspect and impacts through utilisation of a format on annual basis or when there's any changes in the estate and mill activities or operations. The evaluation was last reviewed in March 2022. Among the activities covered were field maintenance, harvesting &amp; evacuation, handling of agrochemicals, fuel, oil &amp; lubricants, transportation, maintenance of machinery &amp; vehicles and wastes management.</p>	
3.4.2	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.	<u>Major Non-conformities</u>	Non-compliance

	<p>- Minor Compliance -</p>	<p>Social management plan established for each operating unit in the document social management and monitoring plan, procedures and responsibilities for implementation</p> <p>Genting Tanjung Estate</p> <p>a. As per highlighted during the stakeholder’s consultation meeting dated 28/10/2022 (internal) and 04/11/2022 (external), it has been highlighted that workers at Genting Tanjung Estate restaurant haven` t received typhoid injection. Quotation received from Klinik Elopura Sdn Bhd dated 04/11/2022. Implementation still pending</p> <p>Genting Tenegang Estate</p> <p>a. It has been highlighted during internal stakeholders meeting dated 26/10/2022 by CLC teacher Andi Striani Andi Ardi on children transportation to school, bad attendance of children to school. The management responded</p> <p>b. As per interview with the workers, the is elephant intrusion in the estate and there is risk that intrusion until the line site area. Some workers have sent for night patrolling to chase away elephant outside the estate area. Latest intrusion is in September 2022</p> <p>Genting Bahagia Estate</p> <p>a. As per interview with the workers, the is elephant intrusion in the estate and there is risk that intrusion until the line site area. Some workers has sent for night patrolling to chase away elephant outside the estate area. Latest intrusion in August 2022</p> <p>However, the impact of the activities was not identified and not included in the social management plan. Nonconformities has been</p>	
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		raised in during the previous audit, hence the Nonconformities has been escalated to Critical Nonconformities.	
3.4.3	<p><b>(C)</b> The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.</p> <p>- Critical (Major) compliance -</p>	There is evidence that social management and monitoring plan is implemented, reviewed and updated regularly in a participatory way for each operating unit. As sample, GTOM review its plan during Quarterly Environmental Meeting which was latest conducted on 19/9/2022, previous meeting date: 23/6/2022.	Complied
<b>Criterion 3.5:</b> A system for managing human resources is in place.			
3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.</p> <p>- Minor Compliance -</p>	<p>Genting Plantations Berhad has developed Foreign Workers Ethical Responsible Recruitment Procedures; Doc. # GEN-13; Rev. 06; Issue date: 3/10/2022 to establish control procedures on the employment of foreign workers. Recruitment, selection and termination/ retirements process was clearly outlined in the procedure.</p> <p>Local Recruitment Procedure was established as well in the company. Besides, criteria for promotion was outlined in Procedures for Social Management (Doc. No.: SMP-GPB-32, Rev. 01 dated April 2021).</p>	Complied
3.5.2	<p>Employment procedures are implemented, and records are maintained.</p> <p>- Minor Compliance -</p>	There is evidence that employment procedure established has been implemented effectively for both foreign and local workers. For local workers, prior to employment, the worker can directly submitted application to apply for job either in the estate or mill. The Mill/Estate Manager will interview the worker and decide whether suitable or not for employment. Photocopy of identification card and resume are kept in the personal file for all workers. For foreign workers, recruitment agency are appointed for the recruitment process.	Complied
<b>Criterion 3.6:</b> An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			

<p>3.6.1</p>	<p><b>(C)</b> All operations are risk assessed to identify H&amp;S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>Genting Tanjung Estate</p> <p>CHRA JKPP HQ/03/ASS/00/154-2019/055 dated 25/03/2019 – 31/10/2019 conducted by QMSPRO Sdn Bhd</p> <p>CHRA 2021 supplementary report (JKPP HQ/03/ASS/00/154-2021/049 by QMSPRO Sdn Bhd dated 11/02/2021. Management conducted the medical surveillance yearly basis, the record verified dated 16/07/2022. The total workers involved was 8 workers included nursery and P&amp;D sprayer and result all fit to work with chemical.</p> <p>Noise Risk Assessment conducted by Dr Mohd Azizan Bin Abdul Aziz (HQ/18/PEB/00/00024) dated 07/04/2021. The result stated to send for workers that work as per below needed for undergo baseline and annually audiometric test;-</p> <ul style="list-style-type: none"> <li>- Backhoe driver</li> <li>- Chainsaw operator</li> <li>- Compactor driver</li> <li>- Grader Driver</li> <li>- Motorized cutter operator</li> <li>- Power barrow driver</li> </ul> <p>The management already conducted the hearing conservation training dated 16/06/2022 attended by 38 workers. The audiometric test conducted on 11/01/2022 at DAB OH Sdn Bhd, attended by 40 person. Result showed 32 was normal hearing and 8 person with abnormal audiogram. Latest was on 12/3/2022 at Klinik Elopura Sdn Bhd.</p> <p>Genting Bahagia Estate</p>	<p>Complied</p>
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		<p>Initial Noise Risk Assessment done on 05/04/2021 by Noise Risk Assessor (HQ/18/PEB/00/00024) for Noise Hazard from Carpenter Operator, Tractor Driver, Genset Operator, Grass Cutting, Superbull Driver. Only carpenter Operator and Getset Operator required an Audiometric test. Audiometric Test was conducted on 12/01/22 by DAB OH Sdn. Bhd. As letter dated 14/11/2022 mentioned 3 workers with Abnormal Audiogram (Asrang Ambo, Juori Nubi, Kamal Ajis). Retest done within 3 months as verified.</p> <p>Main CHRA was conducted in October 2019 by Assessor (JKKP HQ/03/ASS/00/154-2021/030) in February 2021 from QMSPRO Sdn. Bhd. No recommendation for Medical Surveillance. Supplement CHRA was conducted by Assessor (JKKP HQ/03/ASS/00/154-2021/030) in February 2021 from QMSPRO Sdn. Bhd.</p> <p>OSH risk was assessed and reviewed as evidence from Risk Assessment Form (GENP/HIRARC/01/007) dated 01/10/2022. Activities covered included Change and pump tyre, Security rounding, Field monitoring, Nursery, Genset operation, Clinic, Workshop operation, Replanting, FFB Transportation, Store operation, Chemical mixing, Manuring and ect. All risk assessed and scored as Low from the Risk Assessment Form sampled for Year 2022.</p> <p>Genting Tenegang Estate</p> <p>NRA was available as per report ref: CC/0421/057 dated 09/04/2021 by DAB OH Sdn Bhd. The result stated to send for workers that work as per below needed for undergo baseline and annually audiometric test;-</p> <p>Compactor driver, Farm Tractor Driver, Grass cutter operator and Superbull Driver.</p>	
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		<p>CHRA was available dated 29/03/2019-31/10/2019 referred report JKPP HQ/07/ASS/00/236-2019/154</p> <p>CHRA supplementary report (JKPP HQ/03/ASS/00/154-2020/031 by QMPRO Sdn Bhd dated 30/01/2020. Management conducted the medical surveillance monthly basis check by HA, the record verified dated 25/10/2022. The total workers involved was 5 workers included P&amp;D sprayer and result all fit to work with chemical. Medical surveillance by OHD also conducted on 20/03/2021 at Klinik Elopura Sdn Bhd.</p> <p>Audiometric test conducted at DAB OH SDN BHD dated 12/01/2022. From the result showed that 4 workers was having the abnormal hearing result.</p>	
3.6.2	<p><b>(C)</b> The effectiveness of the H&amp;S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>In GTGE, the workplace inspection conducted on 22/08/2022 by Assistant Manager Sharifah Nur Ezzati. Training on policy for safety and health already been conducted on 07/10/2022.</p> <p>Training on Noise Risk Assessment &amp; Hearing conservation programme at GBGE dated 11/08/2022. Available PPE issuance record as sampled for Sprayer (Eldam Senda) from Division 8 from Indonesia. Issued Googles, Cartride Respirator, Nitrile glove, apron, safety boots. (2019, 2020, 2021, 2022) As sighted in OSH Manual (OM-GPB-02) dated 01/01/2010. In Para (9) List of PPE recommended by CHRA Assessor and SHO. Workplace inspection conducted by staff on 26/09/2022 at block 19 DV 2 for manuring application.</p> <p>In GLYE, Sighted during site visit at Block involving group of 3 Manurers, mandore where PPE such as apron, wellington boots, 3M Particulate mask, nitrile glove, goggles. While tractor driver provided with ear plugs, vest, safety boots and helmet. From Issuance and Replacement Form of PPE sighted in office as</p>	Choose an item.

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		sampled for Alias Karim (Mandore) from Division 14, safety boots, vest, gloves, mask and goggles issued between 18/01/22-09/01/2022. Muslimin Nordin (Gen Worker) from Division 14, safety boots and gloves issued between 23/03/2022-14/11/2022. Nisma Amir (Manurer) from Division 14, Apron, Wellington boots, nitrile gloves, mask and goggle 18/01/2022-19/09/2022.	
<b>Criterion 3.7:</b> All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.			
3.7.1	<p><b>(C)</b> 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&amp;C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	Documented training programme that provides training was in place as per sample for Genting Tenegang Estate Training Programme 2022 with indication of both planned and actual month of training conducted. No scheme smallholders and within Genting Tanjung certification unit. Out-growers' trainings were conducted through briefings during signing of FFB purchase agreement and stakeholder consultation meeting latest conducted on 4/11/2022.	Complied
3.7.2	<p>Records of training are maintained.</p> <p>- Minor Compliance -</p>	<p>Training records are maintained as per sample as following:</p> <ul style="list-style-type: none"> <li>- Training on monitoring HCV Area 11/8/2022 – GBGE field staff Friedrey Joey by AM Nathaniel Leo</li> <li>- Triple rinsing &amp; puncturing; Date: 25/10/2022</li> <li>- Waste management – scheduled waste, domestic &amp; landfill, recyclable waste and zero burning; Date: 15/5/2022</li> <li>- Riparian buffer zone management; Date: 17/3/2022</li> <li>- Training on Traceability &amp; Supply Chain – Stamps, IP &amp; MB (RSPO, MSPO &amp; ISCC); Date: 12/4/2022</li> <li>- Spraying safety; Date: 19/3/2022</li> <li>- Contractor safety briefing; Date: 2/11/2022</li> <li>- GTOM Training record: Effluent treatment Plant, Land Irrigation and POME Spillage &amp; Biopolishing Plant; Waste Handling &amp; Land</li> </ul>	Complied

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		<p>Pollution; Date: 15/9/2022; SOP Effluent Treatment; Doc. # GTOM-SOP-LAB-02; Ref. # 02; Date: 10/1/2013</p> <p>- GTOM Training Recycle; Date: 11/9/2022</p>	
3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	<p>Appropriate training provided for personnel carrying out the tasks critical to the effective implementation of the SCCS whom include Assistant Managers, QA, clerk, lab supervisor &amp; assistant, weighbridge operators. The latest RSPO SCCS training was carried out on 12/4/2022.</p>	Complied
<p><b>Criterion 3.8:</b> Supply chain requirement for mills (note: All supply chain requirements are considered as <b>Critical (C)</b>. However, it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&amp;C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	N/A since GTOM implements MB module.	Not Applicable
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>The Palm Oil Mill receives and processes both certified and non-certified FFB. Therefore, it uses the Mass Balance supply chain system and module. During the P&amp;C assessment, the audit team verified the volumes and sources of certified and non-certified FFB entering the mill, the implementation of processing controls and volume sales of RSPO certified Products.</p>	Complied

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3.8.3	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.	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in Table 10 of this public summary report.	Complied
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	Company has registered their mill in the PalmTrace: – License ID: CB121966 – Members Name: Genting Oil Mills (Sabah) Sdn Bhd – Genting Tanjung Oil Mill – Members ID: RSPO_PO1000005521 – Type Of Business: Oil Mill	Complied
3.8.5	Documented procedures 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: 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.	Documented procedures established as Supply Chain, Traceability and Mass Balance (mill only); Doc. No. SMP-GPB-23, Rev. # 14; Updated: 13/5/2022 to ensure the handling of incoming FFB and outgoing CPO and PK are carried out in a proper manner to meet the sustainability requirements for traceability and mass balance. Other procedures relevant were developed by mill as following: - Incoming Inspection (Direct Material), Doc. No. PM-PRD-04 dated 02/01/2018 - Product Identification & Traceability, Doc. No. PM-PRD-01 dated 02/01/2018 - Handling, Storage, Preservation and Delivery, Doc. No. PM-LAB-03 dated 02/01/2018 - Genting Plantations Berhad; RSPO SCCS Requirement, Documentation Guidelines and Compliance Status; Prepared By: Sustainability Department; Last Amended: 20/04/2018.	Complied

	d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill.		
3.8.6	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill:</p> <p>a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b. Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>The internal audits conducted by sustainability personnel based on the procedure Internal Audit; Doc. # SMP-GPB-03; Rev. 03; Update: 13/05/2022. Latest SCCS internal audit was conducted in Genting Tanjung POM on 29/10/2022.</p> <p>Nonconformities raised by internal auditors were addressed by the mill management and action taken were verified accordingly by internal auditors prior to findings resolution.</p>	Complied
3.8.7	<p>Purchasing and Goods In</p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>The accompanying documents of incoming FFB from own estate are estate’s weighing bridge tickets which has the info about name of estate, RSPO certificate number, weighbridge ticket number, date of delivery, field number, number of bunches. Upon arrival at the mill, the mill issues its weighbridge ticket as confirmation of receipt. The estate’s ticket number is recorded in the mill’s ticket number.</p> <p>There has been no projected overproduction. Nonetheless, based on interview with the staff, the facility is aware of this requirement.</p> <p>The mechanism for handling non-conforming oil palm products and/or documents is addressed under Control of Non-conforming Product [PM-PRD-05, rev. 0, dated 2/1/2018] which describes the</p>	Complied

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		non-certified material or product shall be kept segregated from the certified ones.	
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> <ol style="list-style-type: none"> <li>a) The name and address of the buyer;</li> <li>b) The name and address of the seller;</li> <li>c) The loading or shipment / delivery date;</li> <li>d) The date on which the documents were issued;</li> <li>e) RSPO certificate number;</li> <li>f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations);</li> <li>g) The quantity of the products delivered;</li> <li>h) Any related transport documentation;</li> <li>i) A unique identification number.</li> </ol>	<p>All the information required by the standard was available in various shipping documents such as transporter’s delivery order, mill’s weighbridge, buyer’s receiving notes, to name a few. The following contracts were verified:</p> <p>CSPO</p> <p>Name and Address Buyer: Genting MXXXX Name and Address Seller: Genting Oil Mill Sabah Sdn Bhd Delivery date: 08/07/2022 Document date: 08/07/2022 Model Supply Chain: Mass Balance Quantity delivered: 35,130 kg Ticket No: 070694 S/Ticket No.: 22000012W Transporter: Chong Shu Min</p> <p>PK</p> <p>Name and Address Buyer: IOI XXXXXXXX Name and Address Seller: Genting Oil Mill Sabah Sdn Bhd Delivery date: 01/07/2022 Document date: 01/07/2022 Model Supply Chain: Mass Balance Quantity delivered: 29,290 kg Ticket No: PKMB22000200W Transporter: Mohd Mazwan</p>	Complied

<p>3.8.9</p>	<p><b>Outsourcing Activities</b></p> <p>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	<p>There is no milling activity outsourced by the mill. Transportation of CPO and PK is outsourced to two contractors. Verification of the contract agreements showed that the requirements of RSPO SCCS were also included in the contract. At the point of this assessment, the agreements were still valid.</p>	<p>Complied</p>
<p>3.8.10</p>	<p>The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.</p>	<p>The name and contact details of the transporters were recorded in the mill's list of stakeholders and updated whenever necessary.</p> <p>CPO Transporter</p>	<p>Complied</p>

		<p>Sampling on Contract agreement between Landasan Kembar Sdn Bhd and Genting Tanjung POM dated 19/04/2021. This agreement valid until 28/02/2023.</p> <p>Sampling on Contract agreement between Chong Shu Min Trading Sdn Bhd and Genting Tanjung POM dated 19/04/2021. This agreement valid until 28/02/2023.</p> <p>PK Transporter</p> <p>Sampling on Contract agreement between Landasan Kembar Sdn Bhd and Genting Tanjung POM dated 19/04/2021. This agreement valid until 28/02/2023.</p> <p>Sampling on Juita Sdn Bhd and Genting Tanjung POM dated 19/04/2021. This agreement valid until 28/02/2023.</p>	
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	There was no new transportation contractor engaged. The same contractors since the last assessment visit were maintained.	Complied
3.8.12	<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> <p>iv) For Mass Balance Module, the mill:</p>	<p>The facility opted for three monthly basis record and balance. Excel format is used for the mass balance calculation. Among the information available in the format is month, FFB processed, OER, CPO amount (opening, produced, and closing), dispatch of CPO &amp; PK and balance of CPO &amp; PK both in virtual and physical. Verification of the MB sheet showed that the mill was able to demonstrate the products were delivered from positive stocks. Should there be any short sale, it will be balanced within three months. From the document retention the record and report was available for 2 year sampling as per below weighbridge ticket :-</p> <p>Genting Tanjung Estate</p>	Complied

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	<p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</p>	<p>Ticket no; FFB20027267W  Date: 09/09/2020  Lorry No: SA8305D  Volume: 13,700 kg  Driver: Sainuddin  Product: FFB</p> <p>Genting Landworthy Estate  Ticket no; FFB20030342W  Date: 30/09/2020  Lorry No: SA4338J  Volume: 9,670 kg  Driver: Sarif  Product: FFB</p>	
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>NA. Conversion factor of CPO and PK production is depending on the actual OER and KER. The previous actual OER &amp; KER can be seen in Table 10 of this report.</p>	Complied
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>Conversion factor of CPO and PK production is depending on the actual OER and KER. The previous actual OER &amp; KER and estimation can be seen in Table 10 of this report.</p>	Complied
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</p>	<p>NA. The facility opted for mass balance model.</p>	Complied

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	<p>palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>		
<p>3.8.16</p>	<p>Registration of Transactions</p> <ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>	<p>The actor is a palm oil mill and its products are CPO and PK which are covered under Figure 2 and 3, Annex 1 of the RSPO SCCS Standard. Based on the downloaded transactions register from the certification unit's PalmTrace, the company was able to demonstrate that it has been registering its transactions in the PalmTrace accordingly. Based on samples, all the announcements were made within three months after dispatch as per below sample:-</p> <p>CSP0  Transaction ID: TR-94f9dc7f-36d3  Contract: SGOMS/CPO/2206/T02  Model: Mass Balance  Creation date: 19/07/2022  Confirmation date: 9/8/2022  Volume: 486.24 mt</p> <p>PK  Transaction ID: TR-0cff4c35-9081  Contract: SGOMS/CPO/2206/T01  Model: Mass Balance  Creation date: 08/06/2022  Confirmation date: 25/07/2022  Volume: 100 mt</p>	<p>Complied</p>

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3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>RSPO trademark was not used. Nonetheless, the facility is aware with the requirements of the RSPO Rules on Market Communications and Claims</p>	Complied
<b>General corporate communications</b>			
4.1	<p>A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.</p>	<p>No off-product claim made by Genting Tanjung POM and verified through document and site review (notice board, business card, shipping documentation, procurement/ purchasing document and promotional material etc).</p>	Complied
4.2	<p>In corporate communications a member is allowed to:</p> <ul style="list-style-type: none"> <li>a. Display its RSPO membership status</li> <li>b. Display the RSPO web address (www.rspo.org)</li> <li>c. State that the member supports the work of the RSPO</li> <li>d. State the member's history with regard to the RSPO.</li> <li>e. Use the RSPO trademark to promote its membership of the RSPO.</li> </ul> <p>Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text 'Check our progress at www.rspo.org' where the link must lead to the member's profile page.</p>	<p>Not applicable as no off-product claim made by Genting Tanjung POM as to date.</p>	Not Applicable
4.3	<p>In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.</p>	<p>Not applicable as no off-product claim made by Genting Tanjung POM as to date.</p>	Not Applicable
4.4	<p>Members must ensure that all communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member's own products.</p>	<p>Not applicable as no off-product claim made by Genting Tanjung POM as to date.</p>	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.	No evidence of RSPO corporate logo used by Genting Tanjung POM and verified through document and site review (notice board, business card, shipping documentation, etc.	Complied
<b>Business to business communications</b>			
5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	Business to business communication was demonstrated via shipping documentation and invoices to the next supply chain actor or buyer.	Complied
5.2	When confirming the sale of certified oil palm products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	As per the interview with weighbridge operator, it was mentioned that the weighbridge ticket will state the info i.e: product/commodity with SCC model (Crude Palm Oil RSPO MB) and will be stamped the RSPO certificate number. Verified the documents found that the supply chain model and certificate number were stated on the ticket.	Complied
5.3	<p>Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options:</p> <ul style="list-style-type: none"> <li>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.</li> <li>b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.</li> </ul>	Genting Tanjung POM is not categorized under distributor or wholesaler category. Thus, this requirement is not applicable.	Not Applicable

<b>MODULE B – MASS BALANCE SPECIFIC RULES</b>			
<b>Minimum Mass Balance content</b>			
	95% or above of the oil palm content must be RSPO MB-certified.	Based on the excel sheet mass balance accounting of the mill, production of certified products was calculated correctly according to fractions of FFB received from both certified and non-certified suppliers. Therefore, 100% of certified oil palm content in the products can be achieved.	Complied
	Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.	Based on the excel sheet mass balance accounting of the mill, production of certified products was calculated correctly according to fractions of FFB received from both certified and non-certified suppliers. Therefore, 100% of certified oil palm content in the products can be achieved.	Complied
<b>Labelling and trademark (MB)</b>			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> <li>• Surrounded by the text: 'Certified sustainable palm oil'.</li> <li>• 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.</li> <li>• The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'.</li> <li>• 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).</li> </ul>	Site only apply MB model and the conventional CPO are downgraded from MB whenever demanded.	Complied

	<ul style="list-style-type: none"> <li>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 &amp; Claims document.</li> </ul>		
<b>Messaging (MB)</b>			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> <li>[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.</li> <li>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.</li> </ul> <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"> <li>Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product.</li> </ul>	<p>Site only apply MB model and the conventional CPO are downgraded from MB whenever demanded. No changes since previous audit</p>	<p>Complied</p>
<b>Principle 4: Respect community and human rights and deliver benefits</b>			
<b>Criterion 4.1:</b> The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p><b>(C)</b> A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p>	<p>Genting Plantations Berhad has established Social Policy dated 14/09/2020 signed by President &amp; 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.</p>	<p>Complied</p>

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	- Critical (Major) compliance -	The policy was communicated to the stakeholders including contractors and third-party during stakeholder meeting conducted on 28/10/2022 and 04/11/2022 for Genting Tanjung Estate. While for Genting Bahagia Estate, on 24/08/2022 with attendance representative from contractors, sundry shops, workers representative. For Genting Tenegang Estate, stakeholder consultation has been done on 26/10/2022. While for workers, it has been communicated during morning mustercall on 03/10/2022 by Tuan Yasijo, Senior Assistant Manager.  For Genting Tanjung POM, communication of the procedure has been done during the stakeholders meeting on 25/10/2022	
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 violates human rights. Interviewed with the workers and stakeholders confirmed that no harassment by the management and their rights were respected.	Complied
<b>Criterion 4.2:</b> 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	<b>(C)</b> 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 -	Complaint and grievance procedure have been documented in the document title "Complaints and grievance" document number SMP-GPB-19 dated June 2022. Stated in the procedure that there are 3 method to lodge any complaint which are verbally and record the complaint in the complaint and grievance book, written complaint by post, SMS, or place in the complaint and suggestion box or complaint to head office in Kuala Lumpur.  State also in the procedure that any complaint receives need to be taken action within 1 months of complaint received and after action taken, 7 days to obtain feedback on the effectiveness of the action.  Genting Plantations has established Social Policy dated 14/09/2020 where they prohibit retaliation against human rights defenders who submit complaints in good faith in line with their existing Whistle-blower policy	Complied

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		which provide a grievances channel for human rights defenders to report their concerns freely and without fear of reprisal or intimidation.	
4.2.2	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p>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 &amp; 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. Besides, Careline was implemented and seen the memo of the implementation published on the entrance of the mill office, estate office, sundry shops and food shops.</p> <p>The procedure was communicated to the stakeholders including contractors and third-party during stakeholder meeting conducted on 28/10/2022 and 04/11/2022 for Genting Tanjung Estate. While for Genting Bahagia Estate, on 24/08/2022 with attendance representative from contractors, sundry shops, workers representative.</p> <p>For Genting Tenegang Estate, stakeholder consultation has been done on 26/10/2022. While for workers, it has been communicated during morning mustercall on 03/10/2022 by Tuan Yasijo, Senior Assistant Manager.</p> <p>For Genting Tanjung POM, communication of the procedure has been done during the stakeholders meeting on 25/10/2022</p> <p>As per interview during the site visit and stakeholder’s consultation, there is evidence that employees have been made aware on the complaint procedure and mechanism for complaint. Employee and stakeholders also aware timeline for respond and person in charge to handle complaint.</p>	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.	GTOM and the estates have implemented Complaints/ Grievances Record Book to record any complaint or grievance received. There is evidence	Complied

	- Minor compliance -	that all complaint that has been received has been responded within the timeline. It has been supported base on interview the workers.	
4.2.4	The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator. - Minor compliance -	Refer to 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.	Complied
<b>Criterion 4.3:</b> The unit of Certification contributes to local sustainable development as agreed by local communities.			
4.3.1	Contributions to community development that are based on the results of consultation with local communities are demonstrated. - Minor compliance -	<p>Genting Bahagia Estate</p> <p>The estate has conducted multiple Corporate Social Responsibilities (CSR) events in the year 2022. Sighted the record of CSR which include:</p> <ol style="list-style-type: none"> <li>1. Program vaksinasi Covid-19 Booster – March 2022</li> <li>2. Program Sumbangan Berbuka Puasa – April 2022</li> <li>3. Pengagihan Sapi Untuk Majlisi Sambutan Hari Raya Puasa – May 2022</li> </ol> <p>Genting Layang Estate</p> <p>The estate has conducted multiple Corporate Social Responsibilities (CSR) events in the year 2022. Sighted the record of CSR which include:</p> <ol style="list-style-type: none"> <li>1. Peminjaman Barang Kenduri dan Elektrik – November 2022</li> <li>2. Provide cattle and buffalo meat for Aidulfitri Celebration – April 2022</li> <li>3. Labour Day Celebration – May 2022</li> </ol> <p>Genting Tanjung POM</p> <p>CSR that has been done in 2022</p> <ol style="list-style-type: none"> <li>a. To provide drinking water to FFB supplier</li> <li>b. Mobile clinic for mother and kids</li> </ol>	Complied

		c. Contribution IPD Kinabatangan to upgrade OCS quarters d. Contribution to IPD Kinabatangan for badminton tournament.	
<b>Criterion 4.4:</b> Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1	<b>(C)</b> Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available. - Critical (Major) compliance -	Genting Tanjung Oil Mill is located in the land of Genting Tanjung Estate under the Title No. Country Lease 095316993. Verified the sampled land titles of estate shown that the legal ownership of the company. Sample of land title as below: Genting Layang Estate: i. Country Lease No.: 095318817 for 1,683 hectares ii. Country Lease No.: 095317463 for 4,047 hectares (394.41 hectares under GLYE) There is 3 land title for Genting Bahagia Estate, details as per below a. Country lease number 095316233 leased for 99 year from 01/01/1987 until 31/12/2085 total 302.50Ha  For Genting Tenegang Estate, land title has been verified document country leased number 095317463 dated 05/10/1989 leased for 99 year from 01/01/1990 until 31/12/2088 total hectarage 3,652.54 Ha	Complied
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	No issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the neighbouring plantations. Boundary stone and trenches were available to demarcate the boundary of land. No customary involved in Genting Tanjung certification unit.	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	No issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the neighbouring plantations. Boundary	Complied

	all affected groups, including information on the steps that are taken to involve them in decision making. - Minor compliance -	stone and trenches were available to demarcate the boundary of land. No customary involved in Genting Tanjung certification unit.	
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 -	No issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the neighbouring plantations. Boundary stone and trenches were available to demarcate the boundary of land. No customary involved in Genting Tanjung certification unit.	Complied
4.4.2c	Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land. - Minor compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the neighbouring plantations. Boundary stone and trenches were available to demarcate the boundary of land. No customary involved in Genting Tanjung certification unit.	Complied
4.4.3	<b>(C)</b> Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities). - Critical (Major) compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the neighbouring plantations. Boundary stone and trenches were available to demarcate the boundary of land. No customary involved in Genting Tanjung certification unit.	Complied
4.4.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. - Minor compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the neighbouring plantations. Boundary stone and trenches were available to demarcate the boundary of land. No customary involved in Genting Tanjung certification unit.	Complied
4.4.5	<b>(C)</b> Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose. - Critical (Major) compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the neighbouring plantations. Boundary	Complied

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		stone and trenches were available to demarcate the boundary of land. No customary involved in Genting Tanjung certification unit.	
4.4.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties. - Minor compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the neighbouring plantations. Boundary stone and trenches were available to demarcate the boundary of land. No customary involved in Genting Tanjung certification unit.	Complied
<b>Criterion 4.5:</b> 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	<b>(C)</b> Documents showing identification and assessment of demonstrable legal, customary and user rights are available. - Critical (Major) compliance -	No new plantings are established on the land of local peoples. Land are leased from state government. The land status was also confirmed through stakeholders' consultation.	Not Applicable
4.5.2	<b>(C)</b> 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 -	No new plantings are established on the land of local peoples. Land are leased from state government. The land status was also confirmed through stakeholders' consultation.	Not Applicable
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.	No new plantings are established on the land of local peoples. Land are leased from state government. The land status was also confirmed through stakeholders' consultation.	Not Applicable

	Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations. - Minor compliance -		
4.5.4	To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process. - Minor compliance -	No new plantings are established on the land of local peoples. Land are leased from state government. The land status was also confirmed through stakeholders' consultation.	Not Applicable
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 -	No new plantings are established on the land of local peoples. Land are leased from state government. The land status was also confirmed through stakeholders' consultation.	Not Applicable
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 -	No new plantings are established on the land of local peoples. Land are leased from state government. The land status was also confirmed through stakeholders' consultation.	Not Applicable
4.5.7	New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations. - Minor compliance -	No new plantings are established on the land of local peoples. Land are leased from state government. The land status was also confirmed through stakeholders' consultation.	Not Applicable
4.5.8	<b>(C)</b> New lands are not acquired in areas inhabited by communities in voluntary isolation.	No new plantings are established on the land of local peoples. Land are leased from state government. The land status was also confirmed through stakeholders' consultation.	Not Applicable

	- Critical (Major) compliance -		
<b>Criterion 4.6:</b> 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	<b>(C)</b> 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 -	There is no new planting and no development on customary land, in which no compensation is required. However, Genting Plantations Berhad has developed Procedure on Conflict Resolution and Handling of Negotiations and Compensation within GENP Estates (Doc. No.: SMP-GPB-18, Rev. 03 dated 29/12/2017). The objective of the procedure is to provide guidelines on the handling of land issues/ boundary conflicts, including related land conflicts. Negotiation and legal proceedings may be carried out interchangeably or simultaneously. Compensations procedures were outlined in the procedure	Complied
4.6.2	<b>(C)</b> 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 -	Procedure as 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 small holdings within the certification.	Not Applicable
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them. - Minor compliance -	There is no new planting and no development on customary land, in which no compensation is required. However procedure as stated in 4.6.1 is implemented.	Complied
<b>Criterion 4.7:</b> 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	<p><b>(C)</b> A mutually agreed procedure for identifying people entitled to compensation is in place.          - Critical (Major) compliance -</p>	<p>There is no new planting and no compensation is required. However, Genting Plantations Berhad has developed Procedure on Conflict Resolution and Handling of Negotiations and Compensation within GENP Estates (Doc. No.: SMP-GPB-18, Rev. 03 dated 29/12/2017). The objective of the procedure is to provide guidelines on the handling of land issues/ boundary conflicts, including related land conflicts. Negotiation and legal proceedings may be carried out interchangeably or simultaneously. Compensations procedures were outlined in the procedure.</p>	Complied
4.7.2	<p><b>(C)</b> 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 -</p>	<p>Procedure as refer to indicator 4.7.1.</p>	Complied
4.7.3	<p>Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development.          - Minor compliance -</p>	<p>There was no community that have lost access and rights to land for plantation expansion as the operating units expands the planting area under certified area.</p>	Complied
<p><b>Criterion 4.8:</b> The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.</p>			
4.8.1	<p>Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.          - Minor compliance -</p>	<p>There is no new planting and no development on customary land. No issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the neighbouring plantations. Boundary stone and trenches were available to demarcate the boundary of land.</p>	Complied

4.8.2	<p><b>(C)</b> 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.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting and no development on customary land. No issues related to land conflict and loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the neighbouring plantations. Boundary stone and trenches were available to demarcate the boundary of land.</p>	Complied
4.8.3	<p>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)</p> <p>- Minor compliance -</p>	<p>There is no new planting and no development on customary land. There is no new land acquisition and all lands are state lease land. No issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the neighbouring plantations. Boundary stone and trenches were available to demarcate the boundary of land.</p>	Complied
4.8.4	<p>For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).</p> <p>- Minor compliance -</p>	<p>Genting Plantations Berhad has developed Procedure on Conflict Resolution and Handling of Negotiations and Compensation within GENP Estates (Doc. No.: SMP-GPB-18, Rev. 03 dated 29/12/2017). The objective of the procedure is to provide guidelines on the handling of land issues/ boundary conflicts, including related land conflicts. Negotiation and legal proceedings may be carried out interchangeably or simultaneously. Compensations procedures were outlined in the procedure.</p>	Complied
<p><b>Principle 5: Support smallholder inclusion</b></p>			
<p><b>Criterion 5.1:</b> The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.</p>			
5.1.1	<p>Current and previous period prices paid for FFB are publicly available and accessible by smallholders.</p> <p>- Minor compliance -</p>	<p>Current and previous period FFB purchasing prices are made available at the mill's weighbridge office. The prices were determined following the MPOB publication depending on world oil pricing. The calculation method is made available in the agreement between the company and the smallholders. The calculation mechanism is also publicly available.</p>	Complied

5.1.2	<p><b>(C)</b> Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request).</p> <p>- Critical (Major) compliance -</p>	<p>Mechanism of pricing is spelt out in Genting’s “Polisi Perolehan Tandan Buah Sawit (TBS)” (External FFB Procurement Policy Agreement). Explained by the Marketing Palm Product Manager to the FFB suppliers through a meeting. After the meeting, the policy agreement is signed by both parties (Genting &amp; FFB supplier) individually.</p> <p>Current and previous period FFB purchasing prices are made available at the mill’s weighbridge office. The prices were determined following the MPOB publication depending on world oil pricing. The calculation method is made available in the agreement between the company and the smallholders. The calculation mechanism is also publicly available.</p>	Complied
5.1.3	<p><b>(C)</b> Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented.</p> <p>- Critical (Major) compliance -</p>	<p>Based on interview, the FFB suppliers are satisfied with and understand the calculation formula documented in the agreement. Furthermore the pricing is “regulated” by MPOB based on world oil price. The price offer by the mill is never lower than the price published by MPOB. The mill can increase the price but not be lower than MPOB.</p>	Complied
5.1.4	<p><b>(C)</b> Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable.</p> <p>- Critical (Major) compliance -</p>	<p>The FFB suppliers consist of out-growers (plantation companies)and independent smallholders. Consultation by the company were made through periodical meetings with all relevant stakeholders including among smallholders FFB suppliers.</p>	Complied
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>Contracts between the third party FFB suppliers and Genting were signed by both parties. Based on interview with the sampled suppliers, there was no issue raised related to fair contract.</p>	Complied

5.1.6	<p><b>(C)</b> Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.          - Critical (Major) compliance -</p>	<p>Based on sampled transactions, the payments were made in timely manner in-line with the agreement i.e. "not later than 12th of every subsequent month". Sample has been taken as per below</p> <ul style="list-style-type: none"> <li>a. Payment date 12/09/2022 Smallholder: XXX</li> <li>b. Payment date: 12/09/2022 Smallholder: YYY</li> </ul>	Complied
5.1.7	<p>Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government).          - Minor compliance -</p>	<p>Weighbridge calibration done at Genting Tanjung POM on 28/01/2022 serial number 185050318 and 20/10/2022 for weighbridge serial number 2203088F28</p>	Complied
5.1.8	<p>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 -</p>	<p>There is currently 4 active external suppliers including smallholders supplied FFB to Genting Tanjung POM which are:</p> <ul style="list-style-type: none"> <li>a. Chong Lip Chong</li> <li>b. Harus Permai Sdn Bhd</li> <li>c. Matsu Green Sdn Bhd</li> <li>d. Green Palm</li> </ul> <p>No certified smallholders among all external FFB suppliers.</p>	Complied
5.1.9	<p><b>(C)</b> The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.          - Critical (Major) compliance -</p>	<p>The grievance mechanism for third party FFB suppliers is guided by Genting's grievance procedure which details described in Criterion 4.2. So far there was no grievance raised from the FFB suppliers.</p>	Complied
<p><b>Criterion 5.2:</b> The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.</p>			
5.2.1	<p>The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other</p>	<p>No certified smallholders among all external FFB suppliers for GTOM. Notwithstanding, consultation with external stakeholders including active</p>	Complied

	<p>partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>	<p>FFB suppliers among smallholders has been conducted with latest done on 03/12/2021 during the stakeholders meeting.</p>	
5.2.2	<p>The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS).</p> <p>- Minor compliance -</p>	<p>No certified smallholders among all external FFB suppliers for GTOM. Notwithstanding, consultation with external stakeholders including active FFB suppliers among smallholders has been conducted with latest done on 03/12/2021 during the stakeholders meeting.</p> <p>GTOM has developed a special smallholders support programme established under Jambongan ISH Enterprise which total 3 smallholders which Lo Yaw En, Yazid Sarif Rahman and Roziah Hariri has been audited under RSPO. Additional 10 smallholders will be included in the programme next months. Mr Yee Chee Fui as appointed as group manager for Jambongan ISH Enterprise. While for smallholders supplying to Trushidup POM, Sabapalm POM and Mewah POM, they will be trained under Wild Asia Group Scheme (WAGs)</p>	Complied
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>	<p>No certified smallholders among all external FFB suppliers for GTOM. Notwithstanding, consultation with external stakeholders including active FFB suppliers among smallholders has been conducted with latest done on 03/12/2021 during the stakeholders meeting.</p>	Complied
5.2.4	<p><b>(C)</b> Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.</p> <p>- Critical (Major) compliance -</p>	<p>No certified smallholders among all external FFB suppliers for GTOM. Notwithstanding, consultation with external stakeholders including active FFB suppliers among smallholders has been conducted with latest done on 03/12/2021 during the stakeholders meeting.</p>	Complied
5.2.5	<p>The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme.</p> <p>- Minor compliance -</p>	<p>No certified smallholders among all external FFB suppliers for GTOM. Notwithstanding, consultation with external stakeholders including active FFB suppliers among smallholders has been conducted with latest done on 03/12/2021 during the stakeholders meeting.</p>	Complied
<p><b>Principle 6: Respect workers' rights and conditions</b></p>			

<b>Criterion 6.1: Any form of discrimination is prohibited.</b>			
6.1.1	<p><b>(C)</b> A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.</p> <p>- Critical (Major) compliance -</p>	<p>Genting Plantations Berhad has established Social Policy dated 14/09/2020 signed by President &amp; 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> <p>Communication of the procedure to internal and external stakeholders for Genting Tanjung Estate done during the stakeholder consultation meeting dated 28/10/2022 (internal) and 04/11/2022 (external). While for Genting Bahagia Estate, on 24/08/2022 with attendance representative from contractors, sundry shops, workers representative. For Genting Tenegang Estate, stakeholder consultation has been done on 26/10/2022. While for workers, it has been communicated during morning mustercall on 03/10/2022 by Tuan Yasijo, Senior Assistant Manager.</p> <p>For Genting Tanjung POM, communication of the procedure has been done during the stakeholders meeting on 25/10/2022</p>	Complied
6.1.2	<p><b>(C)</b> Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers.</p> <p>- Critical (Major) compliance -</p>	<p>Interview conducted with the sample workers from different gender and nationalities confirmed that no discrimination has reported. The management treated all equally such as provided free accommodation and medical to all the workers and job offered based on capability. The worker can request for job transfer if they found they are unfit for the job assigned to them. Effective on November 2022 onwards, the company implemented its Foreign Workers Ethical Responsible Recruitment Procedures; Doc. # GEN-13; Rev. 06; Issue date: 3/10/2022 which include the procedure of zero recruitment fees for the recruitment of foreign workers.</p>	Complied
6.1.3	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills,</p>	<p>As per the Procedure for Social Management (Doc. No.: SMP-GPB-32, Rev. 01 dated April 2021), the recruitment and promotion were based on merit and skills. Interview conducted with the sample workers from different</p>	Complied

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	<p>capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>gender and nationalities confirmed that no discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. Reviewed the personal files of the workers found that they have been provided with on job trainings. The records of training were filled in the Individual Training Record form.</p>	
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p> <p>- Minor compliance -</p>	<p>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 and the HR from HQ confirmed that pregnancy testing is not a criterion for pre-employment. Furthermore, interview conducted with the sample workers among women from different nationalities confirmed that no dismissal of pregnant women workers.</p>	Complied
6.1.5	<p><b>(C)</b> 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>As stated in the internal procedure document number -GPB-32 issuance dated April 2021. Estates/mills shall ensure a gender committee is available at each estate/POM and representative need to be elected and appointment letter need to be available for each representative.</p> <p>For Genting Tanjung Estate, sighted that gender committee meeting has been conducted on 07/11/2022 with attendance of 4 representative of employer and 4 representatives of women employees. For Genting Bahagia Estate, meeting has been conducted on 09/11/2022 with attendance representative from women workers and for Genting Tenegang Estate, gender committee latest done on 28/09/2022 with attendance representative from clinic, workers, employer and teachers</p> <p>Genting Layang Estate has conducted the meeting for Jawatankuasa Wanita dan Kanak-kanak dated 18/10/2022, chaired by Puan Safanah Jarani. The minute of meeting was prepared by Gloria Balitang, and approved by Nathering Bin Lanus. Jawatankuasa Wanita Dan kanak kanak</p>	Complied

		Layang Estate had organize the event of Pertandingan Mewarna Kanak Kanak dated 22/10/2022.	
6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	Workers are consists of local Malaysian and foreign workers. Reviewed total 47 payslips for the mill, Layang Estate, Tanjung Estate and Tenegang Estate which consists of male and female workers found that their salaries are the same for the same job scope. They were paid according to the Minimum Wage Order 2022 without any discrimination. Interviewed with the male and females workers confirmed that they were paying based on Minimum Wage Order 2022 regardless of gender and nationality.	Complied
<b>Criterion 6.2:</b> Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	<b>(C)</b> Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand. - Critical (Major) compliance -	Sample of employment contracts are reviewed and the agreements are signed in Bahasa Malaysia as the workers are from Indonesia. Upon the foreign workers arriving to the estate, they will be inducted for the terms and conditions of employment contract and briefed on the company's policies. For local workers, all documents are available in English and Bahasa Malaysia. Interview conducted with the workers confirmed that they understood the terms and conditions that they have signed prior to work.	Complied
6.2.2	<b>(C)</b> 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. - Critical (Major) compliance -	Reviewed total 47 employment contracts for the mill, Layang Estate, Tanjung Estate and Tenegang Estate and the contracts are signed in Bahasa Malaysia. 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. For foreign workers who are due for repatriation or nearing the end of their contract and wish to extend their employment, they will be offered an annual basis contract extension. The extension contract too has followed the terms and	Complied

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		condition as per the original signed contract and will be signed by the workers before the submission of permit renewal.	
6.2.3	<p><b>(C)</b> 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>47 samples for workers in various operations including mill operators, harvester, field workers and general workers were verified. Overtime was appropriate and deduction was made fairly as per the agreement and approval from the Jabatan Tenaga Kerja Sabah. Deduction was made as per the approval from Jabatan Tenaga Kerja Sabah.</p> <p>Based on the records and interview conducted with sample workers, there's no any unfair dismissal among the workers since termination of employment can be made according to their individual work agreement through advance notice.</p>	Complied
6.2.4	<p><b>(C)</b> The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>The workers quarters were found to be habitable and in compliance with the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446). Treated potable water and electricity were provided to the housing for free of charge. Based on verification of the drinking water analysis, the results were found to be compliance with the National Drinking Water Quality Standards</p> <p><u>Tenegang Estate</u></p> <p>Line site inspection has been done weekly basis by hospital assistant, Mdm Rosliana binti Inti. Sighted latest line site inspection on 11/10/2022 and 24/10/2022 for staff housing while workers housing on 03/10/2022, 11/10/2022, 17/10/2022 and 24/10/2022</p> <p><u>Genting Tanjung POM/ Genting Tanjung Estate</u></p>	Complied

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		<p>Line site inspection has been done weekly basis by hospital assistant for both operating units by Mr Mastodin Kiwin. Sample taken for 22/10/2022. 05/11/2022 and 12/11/2022</p> <p><u>Genting Bahagia Estate</u> conducted the line site inspection dated 08/11/2022, 31/10/2022 and 20/10/2022</p>	
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>Sundry shops are available at the housing area. Workers have access to foods and daily need items easily. Interviewed with the workers confirmed that the prices are reasonable and comparable with the prices at town areas. Pricing monitoring was carried out by the management. During the visit to the shops, it was observed prices are displayed.</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><b>PROCEDURAL NOTE:</b> STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE</p> <p>With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p>	<p>DLW for all operating units has been established by the management in document dated 30/10/2022 based on RSPO MYNI and RSPO standard standing committee dated 08/10/2019. As per calculation average earning for workers in Genting Tanjung Complex is RM2,422/months/workers. DLW has been calculated total RM1,724.16/month/workers that included minimum wages salary RM1500/months and RM224.16 for benefits/accommodation provided to the workers. Benefits that, company has been provided is transport allowance, creche/child, school for workers kids, sport facilities, housing and basic amenities such as water and electric.</p>	Complied

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	<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"> <li>• Updated assessment on prevailing wages and in-kind benefits</li> <li>• There is annual progress on the implementation of living wages</li> <li>• 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</li> <li>• 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.</li> </ul> <p>- Minor compliance -</p>		
6.2.7	<p>Permanent, full-time employment including contractors' workers and contracted workers is used for all core work performed by the</p>	<p>All the core works are performed by permanent and full-time employees in Genting Tanjung Oil Mill and the respective estates. No evidence that temporary/casual workers were employed. The estates have appointed</p>	Complied

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	<p>unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal</p> <p>- Minor compliance -</p>	<p>contractor for FFB transporting and the workers of contractors are working permanently in for the contractors.</p>	
<p><b>Criterion 6.3:</b> 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>			
<p>6.3.1</p>	<p><b>(C)</b> A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>The management of Genting Plantation Berhad has established internal policy for good social practice and has been documented in the document title "social policy" that has been signed by chief executive officer dated 14/09/2020. Mentioned in the policy that the management is committed to ensure all workers are treated fairly, equally and with respect according to local, national and ratified international laws. Mentioned also that the management will respect human rights and support international human. Stated also that workers will able to join or form legal trade union of their own choosing and to bargain collectively.</p> <p>It has been verified that there is no union has been formed or exist in each operating units but replaced with workers representative. Base on the interview with the workers, the workers agreed that there is no prohibition to join any union.</p> <p>The policy was communicated to the stakeholders including contractors and third-party during stakeholder meeting conducted on 28/10/2022 and 04/11/2022 for Genting Tanjung Estate. While for Genting Bahagia Estate, on 24/08/2022 with attendance representative from contractors, sundry shops, workers representative. For Genting Tenegang Estate, stakeholder consultation has been done on 26/10/2022. While for workers, it has been communicated during morning mustercall on 03/10/2022 by Tuan Yasijo, Senior Assistant Manager.</p>	<p>Complied</p>

		For Genting Tanjung POM, communication of the procedure has been done during the stakeholders meeting on 25/10/2022.	
6.3.2	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. - Minor compliance -	Meeting for workers representative done 21/10/2022 for Genting Tanjung Estate For Tenegang Estate, workers representative meeting done on 14/10/2022 and Genting Tanjung Estate on 11/06/2022. While for Genting Tanjung POM, workers representative meeting done on 23/08/2022 and 13/10/2022. Minute meeting is available for each operating units and has been documented in Bahasa.	Complied
6.3.3	Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers. - Minor compliance -	Election for workers representative for Genting Tanjung Estate done on 11/06/2022 <u>Tenegang Estate</u> Election for workers representative has been done on 14/10/2022 where Abdul Rauf Semma has been appointed as chairman and Puan Rahimah Rahim as secretary. <u>Genting Tanjung POM</u> Election for workers representative on 22/08/2022. Interviewed with the workers' representatives confirmed that they were elected without any interference of the management.	Complied
<b>Criterion 6.4:</b> 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 is respected. The contractors have signed on the Addendum on RSPO, MSPO, ISCC & OSHA 1994 where there is specific clause under Clause 4 where the contractors shall ensure no minors (below 18 years old) are employed.	Complied
6.4.2	<b>(C)</b> 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	For both local and foreign workers, screening verification conducted 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	Complied

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	is higher. There is a documented age screening verification procedure. - Critical (Major) compliance -	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.	
6.4.3	<b>(C)</b> 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 the company as their minimum age was 18 years old. This has verified with the Employee Master Listing and through interviewed with the stakeholders confirmed that no child labour was employed in the certification unit.	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 -	The Social Policy was briefed to all the stakeholders during stakeholder meeting. Besides, the contractor will sign on the Addendum on RSPO, MSPO, ISCC & OSHA 1994 where there is specific clause under Clause 4 where the contractors shall ensure no minors (below 18 years old) are employed. <b>Based on the employment records and interview conducted with sample workers, there's no any child labour employed by all the estates and mill within the certification unit.</b>	Complied
<b>Criterion 6.5:</b> There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	<b>(C)</b> A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce. - Critical (Major) compliance -	The Ethical Conduct and Integrity Policy was developed and signed by President & COO dated 22/06/2015. The policy was communicated to the stakeholders including contractors and third-party during stakeholder meeting conducted on 28/10/2022 and 04/11/2022 for Genting Tanjung Estate  The policy was communicated to the stakeholders including contractors and third-party during stakeholder meeting conducted on 28/10/2022 and 04/11/2022 for Genting Tanjung Estate. While for Genting Bahagia Estate, on 24/08/2022 with attendance representative from contractors, sundry shops, workers representative. For Genting Tenegang Estate, stakeholder consultation has been done on 26/10/2022. While for workers, it has been	Complied

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		<p>communicated during morning mustercall on 03/10/2022 by Tuan Yasijo, Senior Assistant Manager.</p> <p>For Genting Tanjung POM, communication of the procedure has been done during the stakeholders meeting on 25/10/2022</p>	
6.5.2	<p><b>(C)</b> 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>Reproductive rights are protected as mentioned in the Social Policy.</p> <p>The policy was communicated to the stakeholders including contractors and third-party during stakeholder meeting conducted on 28/10/2022 and 04/11/2022 for Genting Tanjung Estate. While for Genting Bahagia Estate, on 24/08/2022 with attendance representative from contractors, sundry shops, workers representative. For Genting Tenegang Estate, stakeholder consultation has been done on 26/10/2022. While for workers, it has been communicated during morning mustercall on 03/10/2022 by Tuan Yasijo, Senior Assistant Manager.</p> <p>For Genting Tanjung POM, communication of the procedure has been done during the stakeholders meeting on 25/10/2022</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>For Genting Tanjung Estate, new mother assessment has been done on 08/09/2022 and for Genting Tanjung POM on 03/10/2022 by Mr Mastodin Kiwin and Pn Dayang Nurfarhana binti Yahya. There is no special issues requested by the new mother has been recorded. While for Genting Bahagia, there is no new mother has been identified.</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 established Complaints and Grievances Procedure (Doc. No.: SMP-GPB-19, Rev. 04 dated March 2020) to provide guidelines on handling the complaint &amp; grievances. Written complaints can be delivered to management anonymously by post, email, SMS or via complaint and suggestion box. Any private and confidential complaints can be extended to VP-HRAD at Head Office in Kuala Lumpur.</p>	Complied
<p><b>Criterion 6.6:</b> No forms of forced or trafficked labour are used.</p>			

6.6.1	<p><b>(C)</b> All workers have entered into employment voluntarily and the following are prohibited:</p> <ul style="list-style-type: none"> <li>Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes)</li> <li>Charging the workers for recruitment fees.</li> <li>Contract substitution</li> <li>Involuntary overtime</li> <li>Lack of freedom of workers to resign</li> <li>Penalty for termination of employment</li> <li>Debt bondage</li> <li>Withholding of wages</li> </ul> <p>- Critical (Major) compliance -</p>	<p>Lockers to passport keeping are provided by workers and the key of the locker is held by the workers.</p> <p>Site visit to the passport lockers and found each of the locker was displayed with name of workers. As per previous audit, there was no new recruitment of foreign workers from Indonesia since last audit due to border closure. Continuous of Employment contract implementation was observed and the sampled signed agreements allow terminate of employment contract with serving notice period. Interviewed with the workers confirmed that overtime was voluntarily basis. They were paid with the overtime rate as per Sabah Ordinance. No contract substitution occurred.</p> <p>For contractors, they have signed on Addendum on RSPO, MSPO, ISCC &amp; OSHA 1994, under Clause 4 where the contractor shall not practice any kind of discrimination or forced labour.</p>	Complied
6.6.2	<p><b>(C)</b> 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 &amp; health, sustainability and law &amp; regulations. No discrimination, no recruitment fee and no contract substitution was observed during this audit.</p>	Complied
<p><b>Criterion 6.7:</b> 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><b>(C)</b> The responsible person(s) for H&amp;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>Genting Tanjung Estate</p> <p>OSH Meeting conducted on 27/09/2022 (03/22/OSH) and previously was on 28/06/2022 and 28/03/2022 (01/22/OSH). OSH appointment letter was verified on Akhbar Bin Andy Mapeati as . The appointment letter</p>	Complied

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	<p>- Critical (Major) compliance -</p>	<p>approved by Abdul Rahim Wilson Abdullah Vice President -Plantation (Sabah, Region2) dated 01/01/2022 Genting Tenegang Estate OSH Meeting conducted on 29/08/2022 (03/2022) and previously was on 19/05/2022 (02/2022) and 07/03/2022 (01/2022). OSH appointment letter was verified on Narsharif Robinson. The appointment letter approved by Abdul Rahim Wilson Abdullah Vice President -Plantation (Sabah, Region2) dated 12/10/2020.</p>	
<p>6.7.2</p>	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>The management already establish the Emergency Response Plan in the estates is guided by the document Genting Plantations OSH Manual; Document Number: OM-GPB-04; Effective: 01/01/2010. The estates have established Emergency Response Plans for fire, flood, chemical spillages, accidents etc. There was formation of Emergency Response Team were available, headed by the incident commanders which is the estate managers. There also SOP for Handling and Reporting Accidents were available in the document System Procedure: NADOPOD; Doc Number: SP-MGR-06; Doc Date: 01.08.2017. The sampling as per below:-</p> <p>Genting Tanjung Estate JKKP 8/104392/2021 dated 19/01/2022 there are 2 accidents in GTJE with total 3 days mc and 2 days mc. JKKP 6 reported 13/04/2022 wit total mc 4 days. HIRARC review dated 10/08/2022.</p> <p>Genting Bahagia Estate JKKP 8/74355/2021 dated 10/01/2022 there 2 accidents in GBGE with total 2 days mc. JKKP 7 send on 5/4/2021 on occupational poisoning as per medical surveillance dated 20/03/2021 from Klinik Elopura Sdn Bhd. HIRARC already updated on 22/06/2021.</p>	<p>Complied</p>

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		<p>Genting Tenegang estate          JKPP 8/103249/2021 dated 19/01/2022, there are 1 accident record with 3 day mc record. Latest JKPP 6 was on 16/09/2022 with MC record 7 days. The accident investigation dated 17/09/2022 was available and HIRARC also been reviewed dated 28/09/2022.          From the sampling also in GTGE, the management already conducted the training 22/06/2022 for First aid and CPR. First aid box was inspect monthly basis verified as per latest dated 14/11/2022 by Rahima Rahim (Hospital Assistant).</p> <p>Genting Layang Estate          The estate has maintain accident statistics as recorded from Jan-Dec 2022. One accident case reported in August 2021 involving cuts/wound as reported by Bibih Andipoh (HA/Dresser) on 01/09/2021. 3 days MC given to harvester (Hamsir M) for accident occurred on 28/08/21. In 2022, 3 accidents reported and all given MC not more than 3 days and occurred in month of March, June and September 2022. All recorded and record kept and mentioned in the meeting of SHC as verified.</p> <p>Genting Tanjung POM          JKPP 8/99446/2021 dated 12/01/2022, there are one accident record in mill with 6 mc days dated 05/11/2022. The estate has maintain accident statistics as recorded from Jan-Dec 2022. All recorded and record kept and mentioned in the meeting of SHC as verified.</p>	
6.7.3	<p><b>(C)</b> 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</p>	<p>Appropriate personal protective equipment (PPE) are provided to workers. The PPEs are verified to be provided by the management for free of charge. During the field visit to the Spraying Gang and Manuring Gang and visit to the stores of the respective estates and mill, it was sighted that all required and appropriate PPEs were worn by the personals. The</p>	Complied

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	<p>that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>estates have well maintained facilities for the workers to clean themselves prior to returning home from work. The showers rooms were all in good working condition. Interview with workers indicated that they were all well aware that they have to clean themselves and was before returning home due to the hazard that the chemical residues could cause them.</p> <p>PPE issuances record as per GTJE sprayer worker was available sample on workers erni. Latest record was on 15/06/2022 for glove issuance and 13/07/2022 cartridge issuance.</p> <p>In GTGE, the PPE issuance record verify for manual weeding workers. Latest record was on 19/9/2022 for safety shoes</p> <p>In GLYE, sighted during site visit at Block involving group of 3 Manurers, mandore where PPE such as apron, wellington boots, 3M Particulate mask, nitrile glove, goggles. While tractor driver provided with ear plugs, vest, safety boots and helmet. From Issuance and Replacement Form of PPE sighted in office as sampled for Alias Karim (Mandore) from Division 14, safety boots, vest, gloves, mask and goggles issued between 18/01/22-09/01/2022. Muslimin Nordin (Gen Worker) from Division 14, safety boots and gloves issued between 23/03/2022-14/11/2022. Nisma Amir (Manurer) from Division 14, Apron, Wellington boots, nitrile gloves, mask and goggle 18/01/2022-19/09/2022.</p>													
6.7.4	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law.</p> <p>- Minor compliance -</p>	<p>Medical care is provided to all the employees. Local workers and foreign workers were covered under SOCSO scheme. Sighted the contribution form (8A) for Jan – March 2022 for all operating units visited.</p>	Complied												
6.7.5	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>Records on Lost Time Accident (LTA) metrics at mill/estates had been verified to be in satisfactory trending. JKPP 8 been submitted to DOSH annually before 31 January 2022 for all recorded case occurring in 2021.</p> <table border="1" data-bbox="1064 1310 1848 1359"> <thead> <tr> <th>Item</th> <th>GTJE</th> <th>GBGE</th> <th>GLYE</th> <th>GTGE</th> <th>GTOM</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Item	GTJE	GBGE	GLYE	GTGE	GTOM							Complied
Item	GTJE	GBGE	GLYE	GTGE	GTOM										

		LTA	5.63	3.91	3.11	3.12	7.52		
		MC day	8	2	3	3	6		
<b>Principle 7: Protect, conserve and enhance ecosystems and the environment</b>									
<b>Criterion 7.1:</b> Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.									
7.1.1	<p><b>(C)</b> IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>Visit to the estate fields confirmed that the estates continue to implement biological control to eradicate oil palm pest in the plantation such as leaf eating pest and rats among others. IPM techniques applied at the estates include monitoring of pest numbers and the use of triggers for initiation of control measures. Barn owls <i>Tyto Alba</i> has been introduced for biological control of rats. Barn owl boxes are constructed at the rate of 1 box to 20ha. Census records show that there was minimal outbreak of leaf eating pest. Although there have been minimal outbreaks of leaf eating pests, beneficial plants are being established along roadsides to attract natural predators and further reduce the outbreak. Records show that the estates have planted beneficial plants such as <i>Cassia cobanensis</i> and <i>Turnera subulate</i> and <i>Antigonon leptopus</i>.</p>						Complied	
7.1.2	<p>Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented.</p> <p>- Minor compliance -</p>	<p>Species referenced in the Global Invasive Species Database and CABI.org are not used in the estates.</p>						Complied	
7.1.3	<p>There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities.</p> <p>- Minor compliance -</p>	<p>There was no evidence of use of fire for pest control in all the estates.</p>						Complied	
<b>Criterion 7.2:</b> Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.									

7.2.1	<p><b>(C)</b> Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p> <p>- Critical (Major) compliance -</p>	<p>As of previous assessment, all pesticides used were those officially registered under the Pesticide Act 1974. All estates use only class II, class III &amp; class IV pesticides as verified via the chemical register and the chemicals available in the chemical store of the respective estates.</p> <p>a. No illegal agrochemicals (stated by local and international laws) such as paraquat was used in their estates.</p> <p>b. The usage of the agrochemicals was based on the Sustainability Management Procedure; Doc No: SMP-GPB-28; Titled: Justification Of Pesticides Used; Revised on: 17/03/2015. SOP and in the Pictorial Safety Standard Book where written justifications had been provided for various fields operations.</p> <p>The Manual has included chemical register list which indicates the use of selective products that are specific to the targeted pest, weed or disease. The procedures also covered the use of PPE when handling the chemicals. The estates continued to use pesticides as per the SOPs.</p>	Complied																			
7.2.2	<p><b>(C)</b> 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 by the state and submitted to the Head Quarters monthly.</p> <table border="1" data-bbox="1066 1034 1839 1233"> <thead> <tr> <th rowspan="2">Year</th> <th colspan="4">a.i. (kg/ha)</th> </tr> <tr> <th>GTJE</th> <th>GBGE</th> <th>GTGE</th> <th>GLYE</th> </tr> </thead> <tbody> <tr> <td><b>2021</b></td> <td>1.911</td> <td>0.925</td> <td>1.813</td> <td>1.072</td> </tr> <tr> <td><b>2022</b></td> <td>1.805</td> <td>0.648</td> <td>1.0597</td> <td>0.968</td> </tr> </tbody> </table>	Year	a.i. (kg/ha)				GTJE	GBGE	GTGE	GLYE	<b>2021</b>	1.911	0.925	1.813	1.072	<b>2022</b>	1.805	0.648	1.0597	0.968	Complied
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7.2.3	<p><b>(C)</b> 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>As of previous assessment, the estates have implemented a Continuous Improvement Plan where they have stated the intention to reduce the usage of chemical through implementation of Integrated Pest Management Plan. Sighted during the site visit at all the estates, the</p>	Complied																			

		establishment of beneficial plants along the estate roads and immature areas as well as barn owl boxes placed at strategic areas. Paraquat was eliminated. In its place, alternatives such as Glyphosate is used instead. Monocrotophos was eliminated and in its place Acephate is used.	
7.2.4	There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines. - Minor compliance -	There is no evidence of prophylactic use of pesticides in all estates visited. Latest review on GENP's Oil Palm Manual – An Update as at 11/11/2021 issued by GPA (Genting Plantation Advisory) / GPRC (Genting Plantations Research Centre)	Complied
7.2.5	Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to: a) Judgment of the threat and verify why this is a major threat b) Why there is no other alternative which can be used 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. - Minor compliance -	All estates do not use chemical that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions or Paraquat in their daily operations. This was established during the verification of the chemical register of both estates and interview with the management representative. Records showed that pesticides were handled, used and applied by trained persons and as per the SDS of the product. a) The staff and workers such as the storekeepers, sprayers, fertilizer and rat bait workers were trained and they had understood the hazards involved and how the chemicals should be handled in a safe manner. b) The trade and generic names of the chemicals were made known to the workers through the SDS training. SDS was also displayed at all storage areas as observed during the audit. c) The training included the safety aspects and usage of PPE when handling with pesticides. Records of training are shown in 3.7.2 and verified. d) All workers involved in pesticide application were provided with appropriate PPE per the recommendation by the CHRA Assessor and replaced when worn-out. PPE issuance & replacement records were verified by the auditors.	Complied

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		<ul style="list-style-type: none"> <li>e) From interviews conducted with workers and staff in the field and store clerks it was established that they had been trained and were aware of safe handling procedure.</li> <li>f) Job Knowledge in respect of activity for each pesticides handler are periodically refreshed and updated.</li> </ul>	
7.2.6	<p><b>(C)</b> 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>At all sampling Estates the storage of pesticides were in accordance with the Occupational Safety and Health Act 1994 (Act 514) and its Regulations and Orders and Pesticides Act 1974 (Act 149) and its Regulations. All information regarding the chemicals affixed as product label and the accompanying Safety Data Sheet (see OSH CLASS 2013 Regulations) with details of its usage, hazards, trade and generic names were found available in Bahasa Malaysia language. Workers understood and were carefully explained to them by Assistant Manager and Field Conductor.</p> <p>At these estates, their chemical stores were inspected and it was noted that they all comply with the relevant act as well as best practice.</p> <ul style="list-style-type: none"> <li>a) All stores were secured under lock and key with restricted access.</li> <li>b) Only authorized personnel are assigned to handle the chemicals.</li> <li>c) Provision of ventilation fan.</li> <li>d) Display of Safety Pictorial poster, namely the required PPE and chemical Safety hazards pictogram.</li> <li>e) Pesticides were separated by class.</li> <li>f) Store keeper was trained in the handling of all pesticides.</li> <li>g) SDS leaflets were available at all pesticide stores.</li> <li>h) Records of purchase, storage and use were maintained.</li> <li>i) Daily balance of remaining solution after completing pre- mixing were recorded and kept in the store under lock and key.</li> <li>j) Concrete cemented floor, bund wall and provision of sump pond.</li> </ul>	Complied

7.2.7	<p><b>(C)</b> Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>As of previous assessment, pesticides were found stored in the mill and all estate’s Chemical Store in accordance with the Occupational Safety and Health Act 1994 (Act 514) and Pesticides Act 1974 (Act 149) and their Regulations. The stores were at all times locked and at the time of visit the store clerk was seen to unlock the padlock to open entrance door for auditor to inspect the store. At the entrance door, signage requiring donning of PPE were visibly posted. The Chemical Store signage with required Hazard Symbols were available at the entrance. The facility ventilation fan was found working with adequate ventilation available, up-to-date chemical register, trade and generic names, and their Safety data Sheet were available.</p>	Complied
7.2.8	<p>All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes.</p> <p>- Minor compliance -</p>	<p>All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly as per sample sighted in GBGE as following:</p> <ul style="list-style-type: none"> <li>- G-Planter (DOA Acknowledgement Letter Ref. # JP KRP 2017/12/471 JLD V1()); Date: 16/6/2014; Penyertaan Dalam Program Kitar Semula Bekas Racun Makhluk Perosak Sebagai Syarikat Pengutip, Penumpul dan Pemproses Bekas Racun Makhluk Perosak) UPPCR Collection Form; For Plastic Pesticide Containers, Spray Equipment and Plastic Crop Protection Containers; Date: 26/10/2022</li> <li>- Newgates Industries (Borneo) Sdn. Bhd. (DOA Letter Ref. # JP KRP SBH 207/12.467/119; Date: 18/3/2011; Perlantikan Syarikat Newgates Industries (Borneo) Sdn. Bhd. – Program Kitar Semula Bekas Racun Makhluk Perosak); Collection receipt # 12031; Date: 7/11/2022</li> </ul>	Complied
7.2.9	<p><b>(C)</b> Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p>	<p>The management representative has concluded that there is no aerial spraying conducted in the estates.</p>	Complied

	- Critical (Major) compliance -		
7.2.10	<p><b>(C)</b> Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>Specific Annual Medical Surveillance was conducted for all workers exposed to chemicals including sprayers, mandores, in sampling estates. As per sampling below:-</p> <p>In Genting Tanjung Estate, management conducted the medical surveillance yearly basis, the record verified dated 16/07/2022. The total workers involved was 8 workers included nursery and P&amp;D sprayer and result all fit to work with chemical.</p> <p>Genting Tenegang Estate, CHRA supplementary report (JKKP HQ/03/ASS/00/154-2020/031 by QMPRO Sdn Bhd dated 30/01/2020. Management conducted the medical surveillance monthly basis check by HA, the record verified dated 25/10/2022. The total workers involved was 5 workers included P&amp;D sprayer and result all fit to work with chemical. Medical surveillance by OHD also conducted on 20/03/2021 at Klinik Elopura Sdn Bhd.</p>	Complied
7.2.11	<p><b>(C)</b> No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p> <p>- Critical (Major) compliance -</p>	<p>As of previous assessment, no work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work, as per requirements of documented procedure i.e. Genting Plantations Berhad; Sustainability Management Procedure Manual – Legal Requirement Register; Doc Number: SMP-GPB-22 (Page 46 of 54); 12. Pesticides (Highly Toxic Pesticides) Regulation 1966, section 3 (a); 1. Larangan – Tiada seorang pun majikan yang terlibat dengan penggunaan atau pengendalian racun makhluk perosak amat berbisa boleh – (c) menyebabkan dan membenarkan seorang pekerja wanita yang mengandung atau sedang menyusukan untuk menggunakan atau mengendalikan racun makhluk perosak amat berbisa.</p>	Complied

		<p>It was sighted during the visit to the stores there were signages stating that pregnant and breast-feeding women are not allowed to enter the chemical stores.</p>	
<p><b>Criterion 7.3:</b> Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.</p>			
<p>7.3.1</p>	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>The waste management plans that includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics are documented in all operating units as per sample in GTJE as following:</p> <ul style="list-style-type: none"> <li>- SW 404 - Clinical waste; Consignment # 2022063016N0VH6Y; Date: 30/6/2022; Quantity: 0.0175 mt</li> <li>- Fifth Schedule file ref. # ASSH/SDK(B)95/130/100/206; Date: 31/10/2022</li> <li>- SW 305 - Spent lubricating oil; Consignment # 2022070909UV6IS0; Date: 9/7/2022; Quantity: 0.60 mt</li> <li>- SW 410 – Rags, plastics, papers or filters contaminated; Consignment # 2022070909DG48QW; Quantity: 0.0860 mt</li> </ul> <p>Based on the Waste Management Plan – Genting Bahagia Estate, for identified type of waste # (1) Scheduled Waste (Including Clinical Waste), Management Plan – Collection/disposal by DOE approved contractor Scheduled Waste: Lagenda Bumimas; Clinical Waste: Sedafiat – to call contractor every 6 month or when waste exceeds 20mt, whichever comes first – however, based on the Waste Management Plan for identified type of waste # (1) Scheduled Waste (Including Clinical Waste), Management Plan – Collection/disposal by DOE approved contractor Scheduled Waste: Lagenda Bumimas; Clinical Waste: Sedafiat – to call contractor every 6 month or when waste exceeds 20mt, whichever comes first. However, verification of disposal records found the last disposal made was exceeded 6 months or 180 days period as following:</p>	<p>Non-compliance</p>

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Genting Tanjung Oil Mill:						
Waste Name	Previous Disposal	Date Generated	Date Latest Disposed	No days from date generated to recent disposed	Contractor	
Used filter	21/9/21 118 kg	31/10/2021	7/7/2022 121 kgs	249	Lagenda Bumimas Sdn Bhd	
Contaminated container	21/9/21 83 kg	31/10/2021	7/7/2022 94 kgs	249		
Used hydraulic oil	21/9/21 1600 kg	30/11/2021	7/7/2022 225 kgs	219		
Genting Bahagia Estate:						
SW	Waste Name	Previous Disposal	Date Generated	Date Latest Disposed	No days from date generated to recent disposed	Contractor
408	Soil / dust	22/9/2021 0.015 mt	31/10/2021	7/7/2022 0.015 mt	249	Lagenda Bumimas Sdn Bhd
305	Used lubricant oil	22/9/2021 0.325 mt	31/10/2021	7/7/2022 0.450 mt	249	
410	PPE	22/9/2021 0.085 mt	31/10/2021	7/7/2022 0.030 mt	249	
410	Used Oil Filter	22/9/2021 0.069 mt	31/10/2021	7/7/2022 0.091 mt	249	Lagenda Bumimas Sdn Bhd

		<p>Genting Tanjung Estate:</p> <table border="1"> <thead> <tr> <th>SW</th> <th>Waste Name</th> <th>Previous Disposal</th> <th>Date Generated</th> <th>Date Latest Disposed</th> <th>No days from date generated to recent disposed</th> <th>Contractor</th> </tr> </thead> <tbody> <tr> <td>305</td> <td>Used lubricant oil</td> <td>22/9/2021 300 liter</td> <td>31/10/2021</td> <td>7/7/2022 68 liter</td> <td>249</td> <td rowspan="2">Lagenda Bumimas Sdn Bhd</td> </tr> <tr> <td>410</td> <td>PPE</td> <td>22/9/2021 282 kg</td> <td>31/10/2021</td> <td>7/7/2022 200 kg</td> <td>249</td> </tr> <tr> <td>410</td> <td>Used Oil Filter</td> <td>22/9/2021 47 kg</td> <td>31/10/2021</td> <td>7/7/2022 80 kg</td> <td>249</td> <td>Lagenda Bumimas Sdn Bhd</td> </tr> <tr> <td>102</td> <td>battery</td> <td>22/9/2021 145 kg</td> <td>31/10/2021</td> <td>7/7/2022 60 kg</td> <td>249</td> <td></td> </tr> </tbody> </table> <p>These indicated that the documented waste management plan was insufficiently implemented for Scheduled Wastes. Hence a Minor NC has been raised.</p> <p>GTOM Waste Management Plan; Date: 10/1/2022; Type of Waste:</p> <ul style="list-style-type: none"> <li>- Scheduled Wastes (including Clinical Waste)</li> <li>- Domestic Wastes</li> <li>- Recyclable Wastes</li> </ul>	SW	Waste Name	Previous Disposal	Date Generated	Date Latest Disposed	No days from date generated to recent disposed	Contractor	305	Used lubricant oil	22/9/2021 300 liter	31/10/2021	7/7/2022 68 liter	249	Lagenda Bumimas Sdn Bhd	410	PPE	22/9/2021 282 kg	31/10/2021	7/7/2022 200 kg	249	410	Used Oil Filter	22/9/2021 47 kg	31/10/2021	7/7/2022 80 kg	249	Lagenda Bumimas Sdn Bhd	102	battery	22/9/2021 145 kg	31/10/2021	7/7/2022 60 kg	249		
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7.3.2	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	<p>Proper disposal of waste material was demonstrated as per records of Jadual Pengangkutan Sampah Kawasan Perumahan (GTJE, GTOM &amp; GPRC); Date: 4/7/2022 by GTJE EHA.</p>	Complied																																		
7.3.3	<p>The unit of certification does not use open fire for waste disposal.</p> <p>- Minor compliance -</p>	<p>Based on site verification and interview with employees at all the sampled operating units, there was no use of fire in wastes disposal observed. Domestic and household wastes were landfilled.</p>	Complied																																		

<b>Criterion 7.4:</b> Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	<p>Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts.</p> <p>- Minor compliance -</p>	<p>Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts as per sample GPB GPRC 2022 Fertilizer Programme as following:</p> <ul style="list-style-type: none"> <li>- GTJE Prime 2 (16-20 years); Fertilizer (AC, NK Mix, Kieserite, Borate, ERP, BRP, NKB) total: 9.25 kg/palm/year</li> <li>- GTGE Young Mature (3-7 years); Fertilizer (NKB – Natrium Kalium Boron, Zincop, ERP, NKB, AC) total 7.69 kg/palm/year</li> </ul>	Complied
7.4.2	<p>Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health.</p> <p>- Minor compliance -</p>	<p>Periodic tissue and soil sampling is carried out by Genting Plantations Research Centre (GPRC) Annual Plant Test Report as per sample:</p> <ul style="list-style-type: none"> <li>- GTJE Report # PR19/2022; Date issued: 15/6/2022; Palm age category: Young mature (3-7 years)</li> <li>- GBGE Report # PR34/2022; Date issued: 12/9/2022; Palm age category: Young mature (3-7 years)</li> <li>- GBGE Report # PR17/2022; Date issued: 21/6/2022; Palm age category: Young mature (3-7 years)</li> </ul>	Complied
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>A nutrient recycling strategy is in place as per sample as following:</p> <ul style="list-style-type: none"> <li>- GTJE as per EFB Application Monitoring 2022; Recommendation: 1 year 20 mt/ha; Sample: Field 11; Area: 59.76 ha; Total applied: 316.29 ha</li> <li>- GBGE: 25 mt/ha todate: 1,050.00 mt; actual = 5.29 mt/ha</li> <li>- GTGE monthly decanter cake, POME, compost bunch ash, EFB programs total 2022 todate: 668.31 mt; area: 66.83 ha</li> </ul>	Complied
7.4.4	<p>Records of fertiliser inputs are maintained.</p> <p>- Minor compliance -</p>	<p>Records of fertilisers input is maintained in Genting Plantations Research Centre - 2022 Fertiliser Program for Genting Layang Estate and Genting Tenegang Estate, which have the information about type of fertiliser, quantity (bags and kg), dates of application and field number. Verification of records confirmed that the applied fertilisers were tally with the</p>	Complied

		agronomist recommendation. The application of the fertilizers is recorded in the program upon completion of each field.	
<b>Criterion 7.5:</b> Practices minimise and control erosion and degradation of soils.			
7.5.1	<b>(C)</b> Maps identifying marginal and fragile soils, including steep terrain, are available. - Critical (Major) compliance -	Maps identifying marginal and fragile soils, including steep terrain, are available as per sample as following: - GTJE Soil Map; Projection: Longitude/Latitude; Datum: WGS 84; Data Source: Param Agricultural Soilsurvey (M) Sdn. Bhd.; Prepared by: GPRCS; WEF date: 3/7/2020 - GTGE Soil Map; Projection: Longitude/Latitude; Datum: WGS 84; Data Source: Field Survey Using Garmin; Prepared by: GPRCS; WEF date: 29/10/2018	Complied
7.5.2	No replanting on steep slopes (above 25 degrees) unless approved by state governments. In case of replanting is permitted, no replanting in contiguous area of steep terrain (greater than 25 degrees) larger than 25 Ha within the Unit of Certification. - Minor compliance -	Based on site visit at the replanting areas, there were no observation of planting on steep slopes. Generally, slope areas that are more than 25° are left unplanted and natural vegetation is maintained.	Complied
7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	No new planting in all estates within GTOM certification unit.	Complied
<b>Criterion 7.6:</b> 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	<b>(C)</b> 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 -	There was no new planting at the sampled estates. Nonetheless, the estates 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. Based on the soil maps, there were no marginal or fragile soils identified. The major soil series at GLYE is Kinabatangan whereas at GTGE is Buran.	Complied

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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 -	Not applicable since no new planting in all estates within GTOM certification unit.	Not Applicable
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	Not applicable since no new planting in all estates within GTOM certification unit.	Not Applicable
<b>Criterion 7.7:</b> No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	<b>(C)</b> There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -	Not applicable since no peat soil in all estates within GTOM certification unit.	Not Applicable
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. <b>PROCEDURAL NOTE:</b> Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below). - Minor compliance -	Not applicable since no peat soil in all estates within GTOM certification unit.	Not Applicable
7.7.3	<b>(C)</b> Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	Not applicable since no peat soil in all estates within GTOM certification unit.	Not Applicable
7.7.4	<b>(C)</b> A documented water and ground cover management programme is in place. - Critical (Major) compliance -	Not applicable since no peat soil in all estates within GTOM certification unit.	Not Applicable
7.7.5	<b>(C)</b> For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure,	Not applicable since no peat soil in all estates within GTOM certification unit.	Not Applicable

	<p>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. This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.</p> <p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p> <p>- Critical (Major) compliance -</p>		
7.7.6	<p><b>(C)</b> All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	Not applicable since no peat soil in all estates within GTOM certification unit.	Not Applicable
7.7.7	<p><b>(C)</b> All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	Not applicable since no peat soil in all estates within GTOM certification unit.	Not Applicable
<p><b>Criterion 7.8:</b> Practices maintain the quality and availability of surface and groundwater.</p>			

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7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>b) Workers have adequate access to clean water.</p> <p>- Minor compliance -</p>	<p>Water management plan are in place in all operating unit within GTOM certification unit. The plan ensured the continued availability of water sources and avoidance of negative impacts on other users in the catchment. Water quality monitoring conducted as per sample as following:</p> <ul style="list-style-type: none"> <li>- GTGE Raw Water Certificate of Analysis # W220908-03-0; Sampling date: 7/9/2022; Received date: 8/9/2022; Report date: 10/20/2022 by Dynakey Laboratories Sdn. Bhd.</li> <li>- GTGE Treated Water Certificate of Analysis # W220908-04-0; Sampling date: 7/9/2022; Received date: 8/9/2022; Report date: 10/20/2022 by Dynakey Laboratories Sdn. Bhd.</li> </ul>	Complied
7.8.2	<p><b>(C)</b> 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.</p> <p>- Critical (Major) compliance -</p>	<p>The sampled estates have maintained their riparian zones well. It was observed during the site visits efforts to restore the zones were demonstrable. Among the efforts observed were demarcation of riparian zones, restriction of herbicides or fertilizer application in the zones, enrichment of vegetation at GLYE (e.g. collaboration with BORA).</p> <p>The maintaining and restoring of riparian zones efforts by estates within GTOM have been acknowledged by World Wide Fund for Nature (WWF) that collaborate with Genting Plantations since 1999 in the 'Partners for Wetlands' programme, part of the broader 'Kinabatangan - Corridor of Life' project to conserve and rehabilitate the lower basin of the Kinabatangan River, one of the world's largest remaining and most biologically diverse forested flood plains.</p>	Complied
7.8.3	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.</p> <p>- Minor compliance -</p>	<p>The mill applies a biological system with ponds in series for its treatment of effluent. The mill discharges its effluent to waterways as permitted by the DOE. The quality of discharged effluent was analysed on monthly basis by an accredited laboratory (SAMM No. 576). Among the parameters analysed are T, pH, BOD, COD, TS, SS, O&amp;G, AN and TN. Based on the</p>	Complied

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		analysis report for the past 12 months, the mill has complied the regulated limit i.e. 20 mg/l.	
7.8.4	Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -	Mill water use per tonne of FFB is monitored and recorded as per sighted GTOM Mill & Domestic Water Monitoring Report: - 2022 todate: 1.67 m3/mt FFB - 2021: 1.32 m3/mt FFB	Complied
<b>Criterion 7.9:</b> 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 -	The plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored, and documented as per records of GTOM Monitoring of Renewable Energy – for year 2022 todate: FFB processed: 176,704.70 mt Total fibre used: 51,021.20 mt kWh generated: 5,403,793 kWh kWh/mt FFB: 30.58 Fibre used/mt FFB: 0.29  2021: FFB processed: 241,700.98 mt Total fibre used: 42,202.48 mt kWh generated: 6,397,501 kWh kWh/mt FFB: 26.58 Fibre used/mt FFB: 0.175	Complied
<b>Criterion 7.10:</b> Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.			

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7.10.1	<p><b>(C)</b> GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>GHG emissions are identified and assessed with plans to reduce or minimize as per sample management plan to improve efficiency of diesel usage as following:</p> <ul style="list-style-type: none"> <li>- Drivers’ education training</li> <li>- Mechanization in field implementation</li> </ul> <p>Records monitoring of consumption are as per sample as following:</p> <ul style="list-style-type: none"> <li>- GBGE diesel 2021: 1.70 liter/mt FFB; 2022 todate: 1.02 liter/mt FFB</li> <li>- GTGE diesel 2021: 11/57 liter/mt FFB; 2022 todate: 10.41 liter/mt</li> <li>- GTOM diesel 2021: 1.504 liter/mt FFB; 2022 todate: 1.81 liter/mt</li> </ul>	Complied
7.10.2	<p><b>(C)</b> Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	<p>Not applicable since no new planting/development in all estates within GTOM certification unit.</p>	Not Applicable
7.10.3	<p><b>(C)</b> Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>Other significant pollutants are identified as per sample monitoring by GTOM as following:</p> <ul style="list-style-type: none"> <li>- GTOM Stack Emission Monitoring Report Ref. # MS/GTOM/2022/Boiler # 2 (S2) – 1<sup>st</sup> Half; Date of Monitoring: 25/5/2022; Average Dust Emission Load Particulate Matter mg/m<sup>3</sup> dry @ 12% CO<sub>2</sub>: 117.4; by Multiserve Sdn. Bhd.</li> <li>- GTOM Stack Emission Monitoring Report Ref. # MS/GTOM/2022/Boiler # 3 (S3) – 1<sup>st</sup> Half; Date of Monitoring: 28/7/2022; Average Dust Emission Load Particulate Matter mg/m<sup>3</sup> dry @ 12% CO<sub>2</sub>: 96.4; by Multiserve Sdn. Bhd.</li> </ul>	Complied
<p><b>Criterion 7.11:</b> Fire is not used for preparing land and is prevented in the managed area</p>			

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7.11.1	<b>(C)</b> Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -	Based on the site visit of the replanting areas at the sampled estates, there was no evidence that fire had been used for land preparation. Oil palms were felled, chipped and windrowed.	Complied
7.11.2	The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification. - Minor compliance -	Fire Prevention and Control Measures (Doc No.: SOP-PD- 12; Revision: 00; Issue Date: Oct 2020) has been established to provide guidance to the estates on the prevention of fire and its management during the dry season and replanting stage should there is any fire breakout.	Complied
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures. - Minor compliance -	Engagement with adjacent stakeholders on fire prevention and control measures was conducted during External Stakeholders Meeting 2022; Date: 4/11/2022.	Complied
<b>Criterion 7.12:</b> 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	<b>(C)</b> Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests.  A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document. - Critical (Major) compliance -	No land clearing since no new planting/development in all estates within GTOM certification unit.	Complied
7.12.2	<b>(C)</b> HCVs, HCS forests and other conservation areas are identified as follows: a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid. b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS	Based on the report Inventory on HCV Sites Within Genting Plantations Berhad Group of Estates (Sabah Region 2) by Dr. Yap Son Kheong of SK Yap Forestry and Landscape Advisory Services; Report acknowledged received date: 14/12/2011 the following aspects areas were assessed as to their state and management: - Area of HCV-Shared management of forest reserve and boundary areas/buffer zones	Complied

	<p>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><b>PROCEDURAL NOTE:</b>          Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019).          - Critical (Major) compliance -</p>	<ul style="list-style-type: none"> <li>- The presence of large mammals and birds and how they are protected from poaches.</li> <li>- IPM: use of plants to attract parasitoids to control bagworms &amp; barn owls for rat management and success</li> <li>- Drainage and the conditions. Determining the presence of fishes as a bio-indicator of water health</li> </ul>										
7.12.3	<i>Indicator is not applicable in Malaysia context</i>	Not applicable.	Not Applicable									
7.12.4	<p><b>(C)</b> Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).          - Critical (Major) compliance -</p>	<p>An HCV management plan established based on the result of the assessment mentioned in Indicator 7.12.2. Verification on-site confirmed that the plan was satisfactorily implemented. Among identified HCV are HCV 1.1, 1.2 and 4.2. The management plans include regular patrols within to identified areas with findings recorded by the respective estate executives to monitor the conservation and riparian zones areas. Monitoring and control of any illegal hunting, fishing or collecting activities was also implemented. Specific plan based on area implemented as following:</p> <table border="1" data-bbox="1070 967 1921 1359"> <thead> <tr> <th></th> <th>HCV area</th> <th>Management &amp; Monitoring</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Protected areas</td> <td>Boundary markers estate/forest reserve Signage on no illegal hunting/collecting &amp; no authorised entry</td> </tr> <tr> <td>2</td> <td>RTE</td> <td>Patrol the boundary area Inform all stakeholders on HCV assessment and protection Education &amp; awareness for workers Ensure no agrochemicals activities at bordering water bodies</td> </tr> </tbody> </table>		HCV area	Management & Monitoring	1	Protected areas	Boundary markers estate/forest reserve Signage on no illegal hunting/collecting & no authorised entry	2	RTE	Patrol the boundary area Inform all stakeholders on HCV assessment and protection Education & awareness for workers Ensure no agrochemicals activities at bordering water bodies	Complied
	HCV area	Management & Monitoring										
1	Protected areas	Boundary markers estate/forest reserve Signage on no illegal hunting/collecting & no authorised entry										
2	RTE	Patrol the boundary area Inform all stakeholders on HCV assessment and protection Education & awareness for workers Ensure no agrochemicals activities at bordering water bodies										

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		3	Sacred sites	<p>Clear demarcation and proper fencing at identified HCV</p> <p>Inform community concerning utilisation of site</p> <p>To maintain cleanliness / upkeep of areas</p> <p>Maintain a buffer in order to secure the areas from fire and other disturbances</p> <p>To include areas in HCV map</p>	
		4	Ecosystem	<p>Place clear boundary markers between estate and forest reserve.</p> <p>Place signage on no illegal activities</p> <p>Patrol boundary areas within forest reserve regularly</p> <p>Socialise the HCV assessment consisting of identification management and monitoring to all employees</p> <p>Information to stakeholders on the HCV</p>	
		<p>As part of management action plan, the maintaining and restoring of riparian zones efforts by estates within GTOM have been acknowledged by World Wide Fund for Nature (WWF) that collaborate with Genting Plantations since 1999 in the 'Partners for Wetlands' programme, part of the broader 'Kinabatangan - Corridor of Life' project to conserve and rehabilitate the lower basin of the Kinabatangan River, one of the world's largest remaining and most biologically diverse forested flood plains. Monitoring records including patrolling by watchman indicated that there were sightings of various RTE within the riparian zones such as Proboscis Monkey, Elephants and Crocodiles etc.</p>			
7.12.5	Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other	No local communities have been identified in HCV areas within Genting Tanjung POM certification unit. Thus, this indicator is not applicable.			Not Applicable

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	<p>conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>		
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<p>There were programs held by the estates /mill to all employees in pertaining to the awareness of HCV areas and RTE species. Interview with the employees concluded that training and briefing made during the ad hoc session and morning muster. This is also emphasized during the training held by the Sustainability Unit programs. Employees are ensured to be aware of reminders as following:</p> <ul style="list-style-type: none"> <li>- An offence to capture, harm, kills any wildlife.</li> <li>- Disciplinary measures shall be taken if found violating company rules.</li> <li>- Riparian buffer zone to be free from any chemical application/pollution</li> <li>- Relevant signs <i>NO HUNTING NO FELLING ALLOWED</i></li> </ul>	Complied
7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>Outcomes of monitoring (HCV monitoring &amp; RTE sighting checklist) are monitored on monthly basis. Reports of monitoring were made available for verification. The monitoring is one of the activities included in the HCV management and monitoring plan of the estates.</p> <p>As part of management action plan, the maintaining and restoring of riparian zones efforts by estates within GTOM have been acknowledged by World Wide Fund for Nature (WWF) that collaborate with Genting Plantations since 1999 in the 'Partners for Wetlands' programme, part of the broader 'Kinabatangan - Corridor of Life' project to conserve and rehabilitate the lower basin of the Kinabatangan River, one of the world's largest remaining and most biologically diverse forested flood plains. Monitoring records including patrolling by watchman indicated that there</p>	Complied

		<p>were sightings of various RTE within the riparian zones such as Proboscis Monkey, Elephants and Crocodiles etc.</p> <p>These monitoring findings have been further fed back into the management plan that leads to frequent awareness briefings and training programs of stakeholders mainly among workers to conserve nature and RTE by not hunting or keeping the RTE as pet.</p>	
7.12.8	<p><b>(C)</b> Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>There was no land clearing since without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018 within Genting Tanjung POM certification unit. Thus, this indicator is not available.</p>	Not Applicable

**Appendix B: GHG Reporting Executive Summary**

The GHG emissions that were produced in **2021** for **Genting Tanjung Oil Mill** and supply base was calculated using the PalmGHG Calculator version 4.0.1. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

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

Emission per product	tCO <sub>2</sub> e/tProduct
CPO	6.71
PKO	6.71

Extraction	%
OER	20.14
KER	4.78

Production	t/yr
FFB Process	241,749.36
CPO Produced	48,691.82
PKO Produced	11,557.37

Land Use	Ha
OP Planted Area	16,919.70
OP Planted on peat	0
Conservation (forested)	499.04
Conservation (non-forested)	0
<b>Total</b>	<b>17,418.74</b>

**Summary of Field Emission and Sink**

	Own Crop*		Group		3 <sup>rd</sup> Party		Total	
	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB
<b>Emission</b>								
Land Conversion	309,794.05	1.54	-	-	-	-	309,794.05	1.54
CO <sub>2</sub> Emission from fertilizer	10,038.90	0.05	-	-	-	-	10,038.90	0.05
NO <sub>2</sub> Emission	8,763.68	0.04	-	-	-	-	8,763.68	0.04
Fuel Consumption	2,435.12	0.01	-	-	-	-	2,435.12	0.01
Peat Oxidation	-	-	-	-	-	-	-	-
<b>Sink</b>								
Crop Sequestration	-142,902.82	-0.71	-	-	-	-	-142,902.82	-0.71
Conservation Sequestration	-4,576.20	-0.02	-	-	-	-	-4,576.20	-0.02
<b>Total</b>	<b>183,552.73</b>	<b>0.91</b>	-	-	-	-	<b>183,552.73</b>	<b>0.91</b>

*\*Note: Includes both estates and smallholders*

**Summary of Mill Emission and Credit**

	tCO <sub>2</sub> e	tCO <sub>2</sub> e/tFFB
<b>Emission</b>		
POME	135,555.80	0.56
Fuel Consumption	1,159.03	-
Grid Electricity Utilization	-	-
<b>Credit</b>		
Export of Grid Electricity	-	-
Sales of PKS	-	-
Sales of EFB	-	-
<b>Total</b>	<b>136,714.83</b>	<b>0.57</b>

**Summary of Kernel Crusher Emission and Credit (if applicable)**

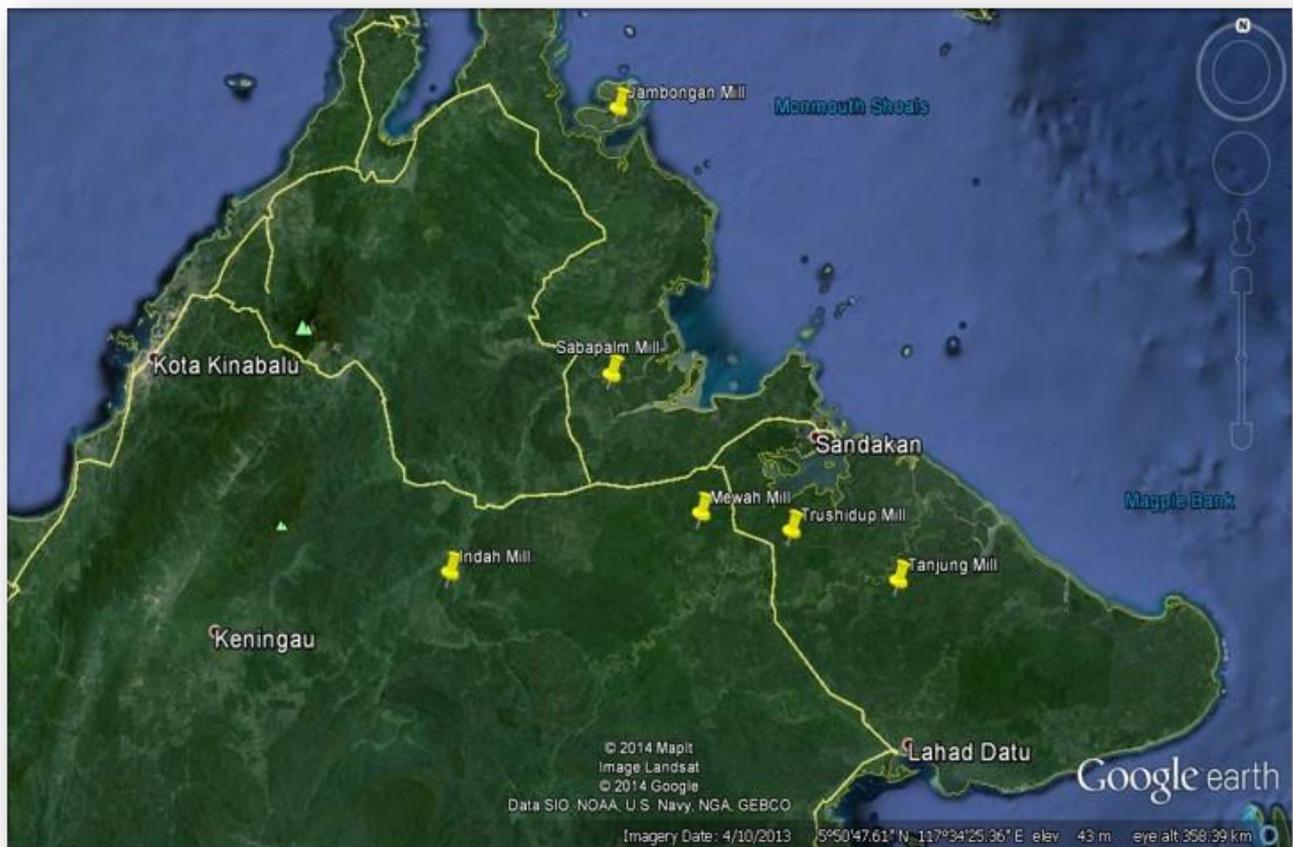
Emissions	tCO <sub>2</sub> e
PK from own mill	-
PK from other source	-
Fuel Consumptions	-
<b>Total Crusher emissions</b>	<b>-</b>

\*This mill has no kernel crusher operation.

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

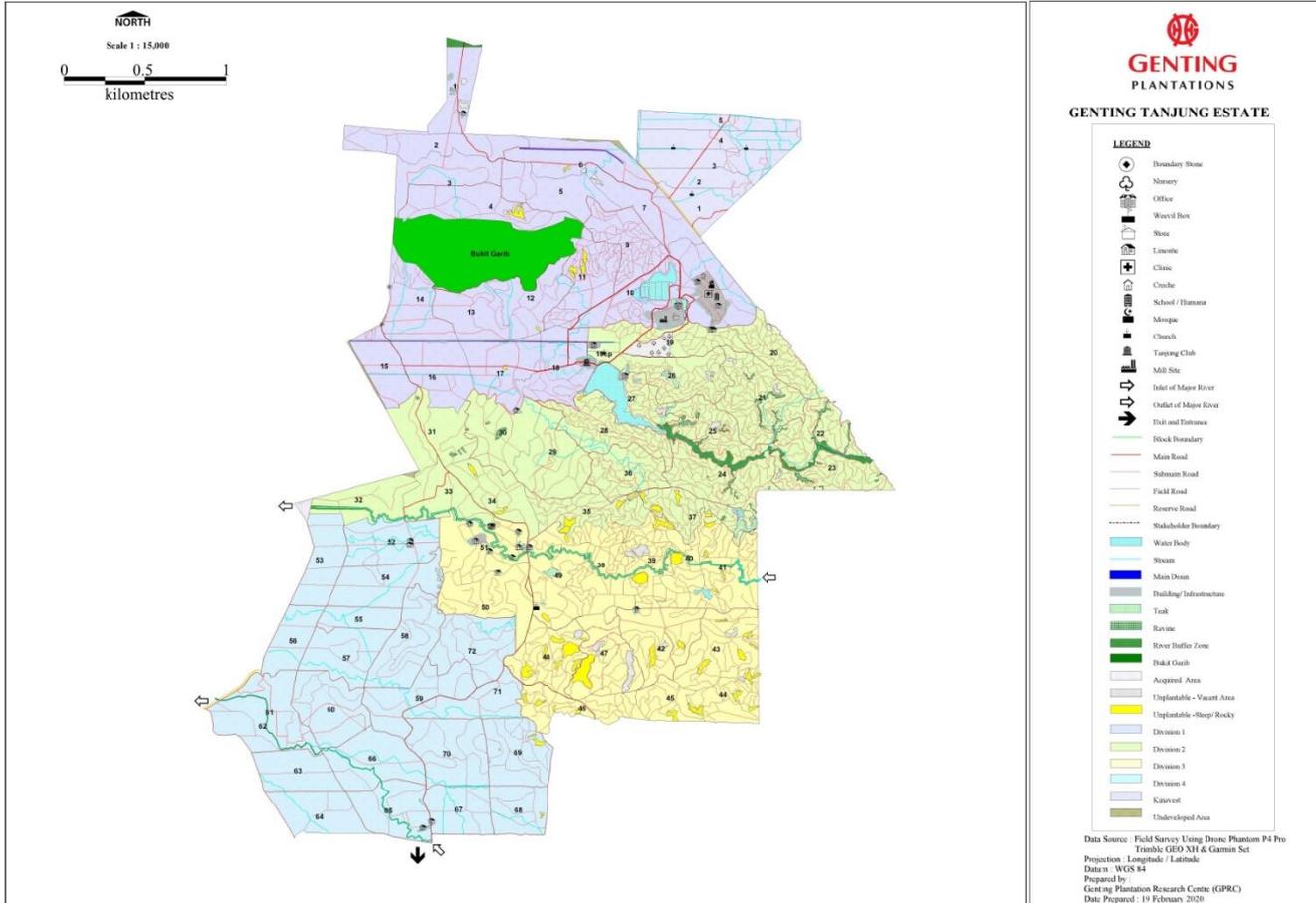
<b>POME Diverted to Anaerobic Digestion:</b>	
Divert to anaerobic pond (%)	100
Divert to methane captured (flaring) (%)	0
Divert to methane captured (energy generation) (%)	0

**Appendix C: Location Map of Certification Unit and Supply bases**

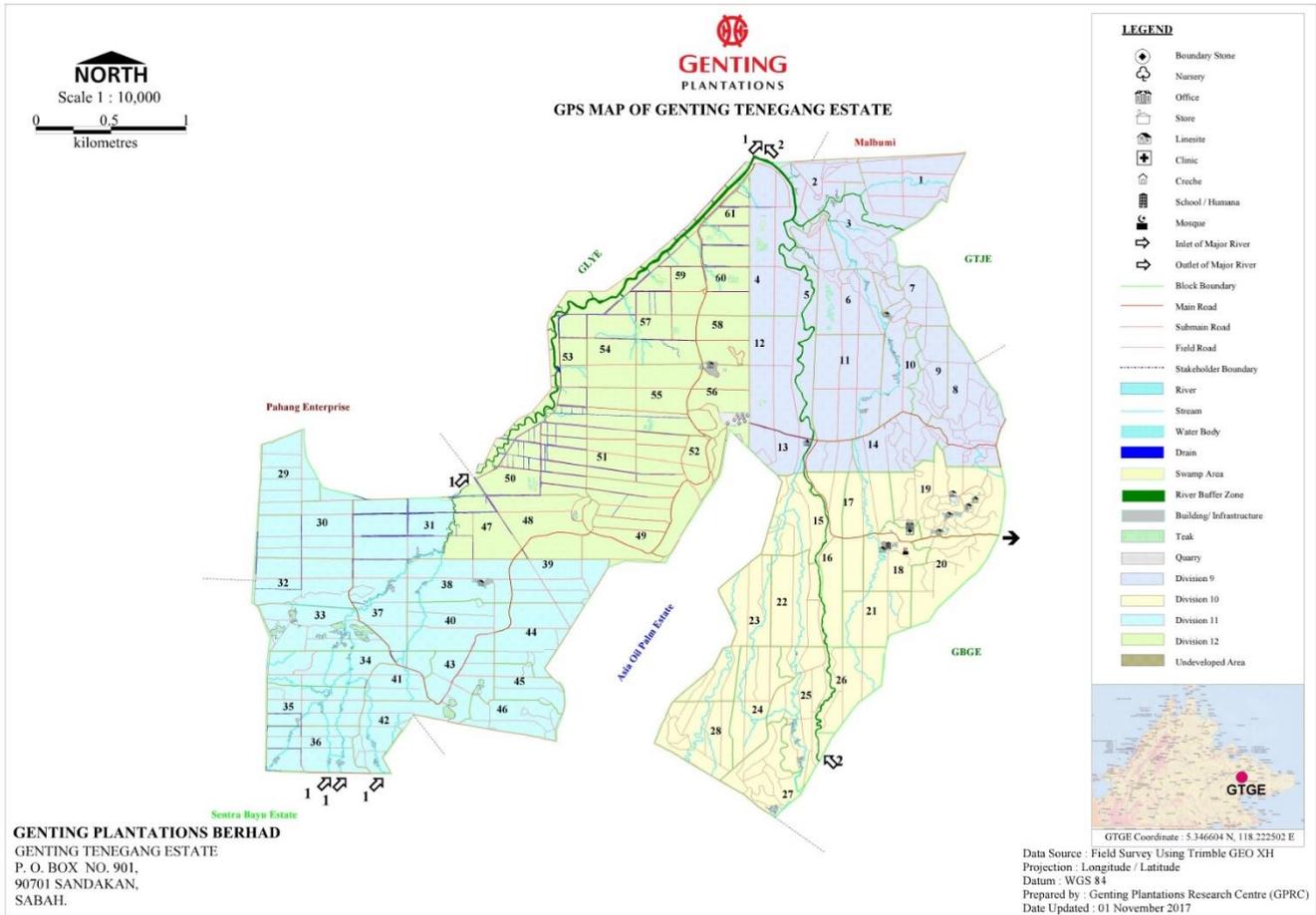


**Appendix D: Estate Field Map**

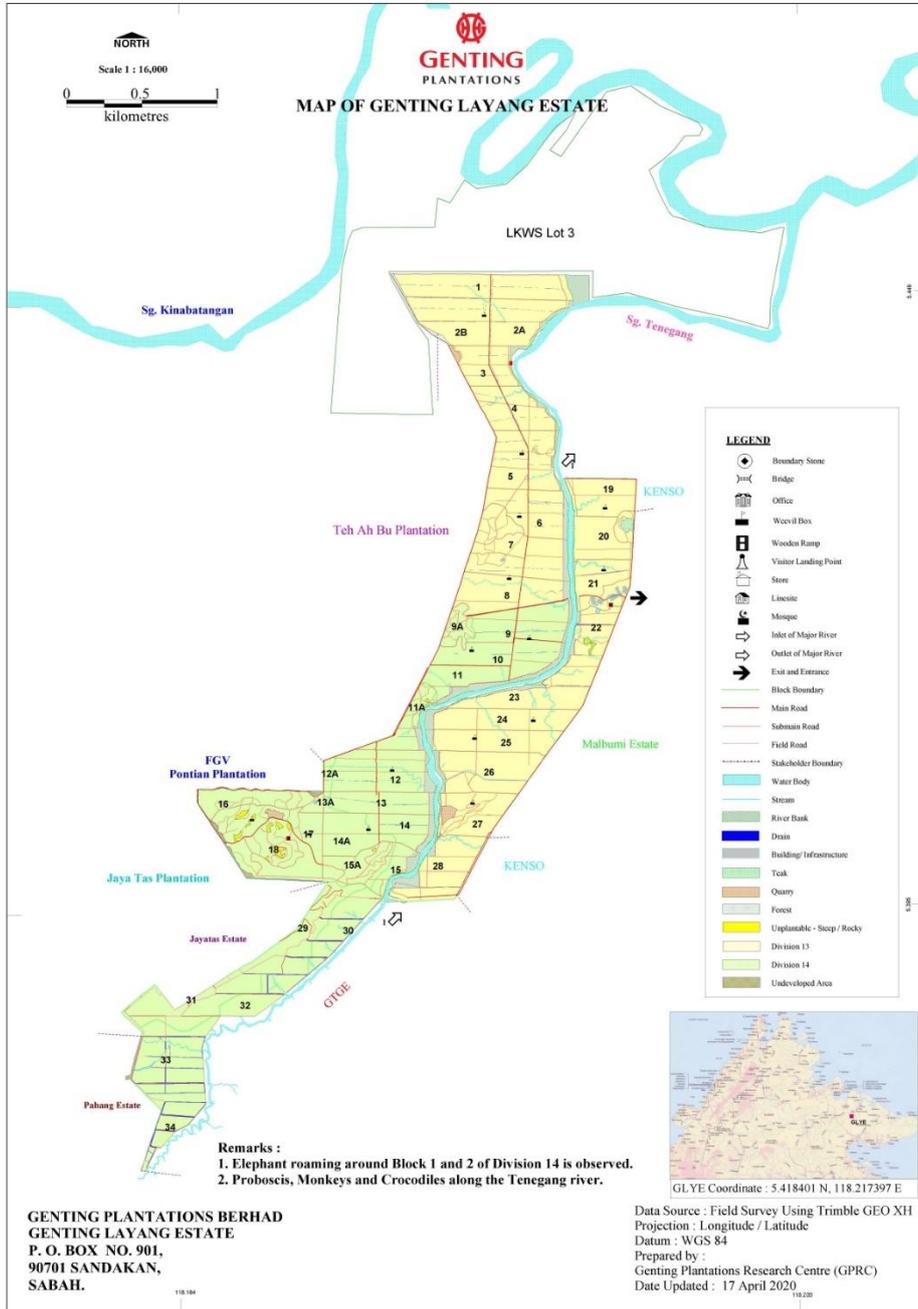
Genting Tanjung Estate (GTJE) Field Map



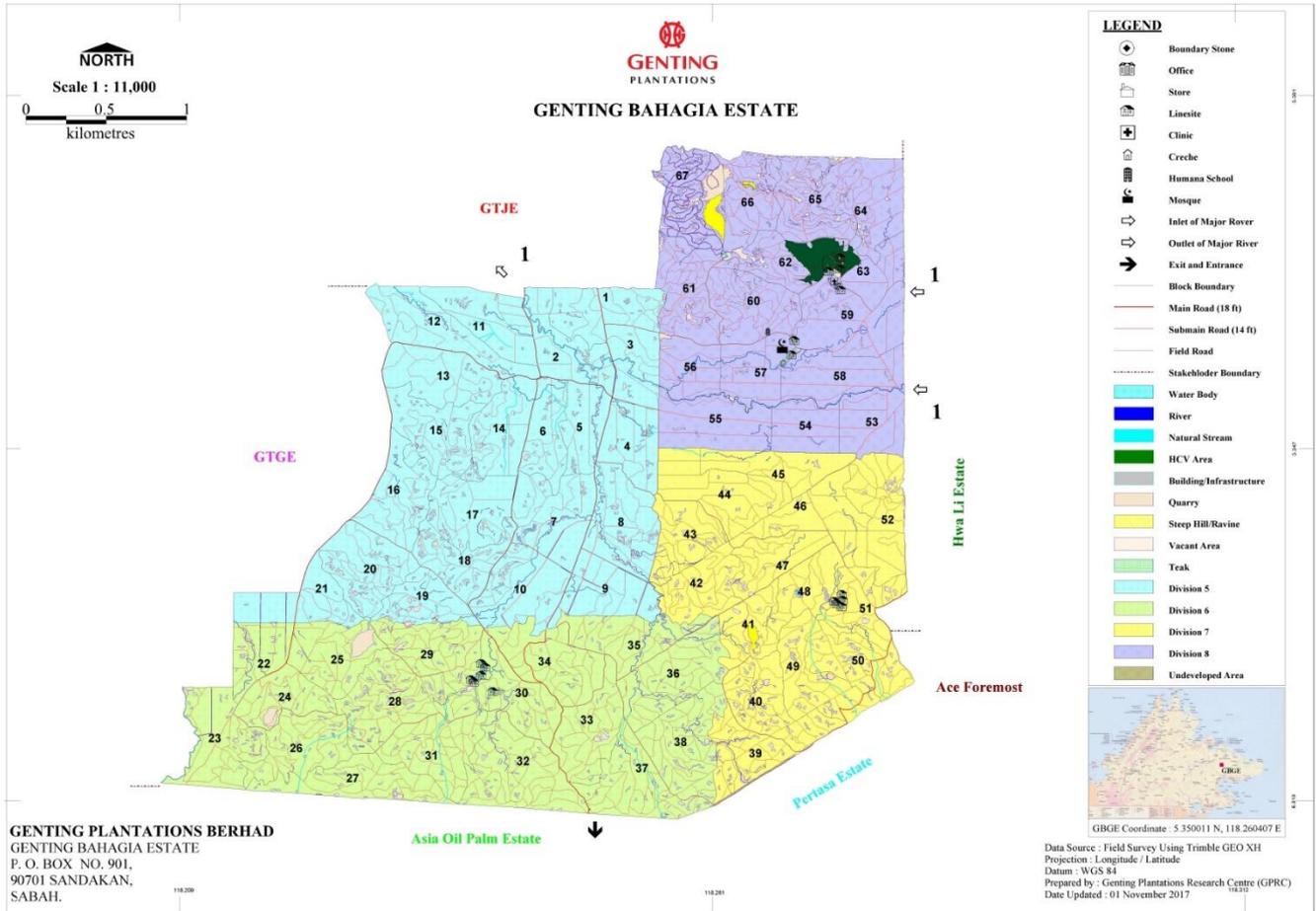
Genting Tenegang Estate (GTGE) Field Map



Genting Layang Estate (GLYE) Field Map



Genting Bahagia Estate (GBGE) Field Map





## 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