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Code of Good Milling Practice for Palm Oil Mills

(Third Edition)

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CONTENTS

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Disclaimer Clause

This Code of Good Milling Practice was compiled to assist the supply chain in enhancing food safety, by ensuring the extraction of good quality crude palm oil (CPO) which is a raw material used in producing cooking oil, other foods and non-food products. However, the Malaysian Palm Oil Board (MPOB) and all other parties involved in the preparation and publication of this Code shall incur no liability whatsoever for any loss, damage or injury caused by any Acts or Regulations arising directly or indirectly from the adoption of this Code of Good Milling Practice (CoPM).

Committee Representation

The development MPOB Codes of Practice comprises representatives from the following organizations

Malaysian Palm Oil Board (MPOB)
Malaysian Palm Oil Association (MPOA)
The Malaysian Estate Owners' Association (MEOA)
The Federation of Palm Oil Millers Associations (POMA)
Sarawak Oil Palm Plantation Owners Association (SOPPOA)

The Industry Technical Committee on Code of Good Milling Practice for Palm Oil Mills (CoPM) which developed this MPOB Code of Practice was managed by MPOB and consists of the following members:

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FOREWORD

This Code of Good Milling Practice (CoPM) was developed by the Malaysian Palm Oil Board (MPOB) together with the members of the industry to provide good practice guidelines in the production, processing, handling, storage and transportation of crude palm oil (CPO) and palm kernel (PK).

This Code of Good Milling Practice identifies the proper procedures in the processing, handling and storage of CPO and PK, as well as the maintenance of the processing plant, facilities, and equipment to ensure that the products are sustainable, safe and of good quality.

The industry should become familiar with all the relevant and applicable recommendations given in this Code and put them into practice in the day to day operation as an additional measure to enhance the quality and safety of CPO and PK from the oil palm.

It must be emphasized that compliance with this Code of Good Milling Practice does not itself confer immunity from legal obligations.

Director-General

Malaysian Palm Oil Board

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ABBREVIATION

BFW	Boiler Feed Water
CoPM	Code of Good Milling Practice for Palm Oil Mill
CPO	Crude Palm Oil
FFB	Fresh Fruit Bunches
FIFO	First In First Out
GHG	Greenhouse Gas
LRR	Legal Requirements Register
M&I	Moisture and Impurities
MOAH	Mineral Oil Aromatic Hydrocarbons
MOSH	Mineral Oil Saturated Hydrocarbons
MPOB	Malaysian Palm Oil Board
PK	Palm Kernel
PPE	Personal Protective Equipment
POME	Palm Oil Mill Effluent
SFB	Sterilised Fruit Bunches
WTP	Water Treatment Plant
USB	Unstripped Bunches

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CODE OF GOOD MILLING PRACTICE FOR PALM OIL MILLS

1. Introduction

This code of practice should be applied together with any other Acts, Regulations and Codes currently in use such as, Weights and Measures Act 1972 (Act 71) Malaysian Palm Oil Board Act 1998 (Act 582) & Regulations and Environmental Quality Act 1974 (Act 127) & Regulations. As CPO is a raw material used in producing cooking oil and other foods, this code of practice takes guidance in responsible manner from the Food Act 1983 (Act 281) & Regulations, and the Food Analysts Act 2011 (Act 727) & Regulations to assist the downstream supply chain in the food sector to meet food safety and quality standards. It is recommended that the requirements of Malaysian Standards related to hygiene be part of the code of practice. The objective of the Code is to promote effective hygiene and process control to ensure quality, safe and sustainable product for consumers. This is part of the supply chain and provides traceability for palm oil.

2. Scope

This Code of Good Milling Practice (CoPM) provides standard requirements that constitute good milling practices for the processing of oil palm fresh fruit bunches (FFB) from FFB reception at the mill through to dispatch of crude palm oil (CPO) and palm kernel (PK) out of the mill.

3. Definition

The following interpretations shall apply for the Code purpose:

3.1 Clean Water

Water from relevant sources with appropriate water treatment to render it suitability for:
(a) Processing
(b) Boiler
(c) Domestic consumption

3.2 FFB

The unprocessed fruit of the oil palm, whether in bunches or in loose form.

3.3 CPO

Oil in crude form, originating or extracted from the pericarp of the oil palm fruit.

3.4 PK

Kernel which may include palm nut whether or not covered with shell, which is biologically dead or cannot be germinated.

3.5 Premises

Licensed premises where milling operations and associated activities to be performed in scheduled routines.

3.6 Contamination

Any substance or material or matter other than CPO and PK,

(a) which is detrimental to the quality of CPO and PK; or
(b) which may cause CPO and PK to be harmful or poisonous or otherwise injurious to health; or
(c) which may cause CPO and PK to be deviated from the intended or general uses
(d) which is pesticide, poison, or any toxic chemical, whether organic or inorganic as determined by the MPOB with specific tolerance limits.

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3.7 Lubricant and Grease Category H1

Food-grade lubricant and grease used in CPO and PK processing environments where there is the possibility of incidental contact with CPO or PK.

3.8 Competent Personnel

A person who has acquired through training, qualification or experience and skills to carry out specific work.

3.9 Ingress Protection

The ingress protection (IP) Code consist of the letters IP followed by two digits and optional letter. It classifies the degree of protection provided against the intrusion of solid objects, dust, accidental contact and water in electrical enclosure. The first digit indicates the level of protection that the enclosure provides against access to hazardous parts and the ingress of solid foreign objects. The second digit indicates the protection of the equipment inside the enclosure against harmful ingress of water. e.g.: IP55: Protection from dust and low-pressure water jets. IP65: Protection from total dust ingress and low-pressure water jets.

4. Requirements

4.1 Plant Construction and Design

4.1.1 Building and structure

(a) Proper facilities and equipment shall be provided for FFB processing.
(b) Plant, building and construction structure shall be suitable in size and design to facilitate maintenance and provide a conducive environment for good quality with contaminant-free CPO and PK production.
(c) Appropriate fence, drainage and waste disposal facilities should be provided. Process drains shall be separated from monsoon drains. Devices such as fat traps, should be in place to prevent untreated effluent or contaminated water from being discharged out of the mill boundary.
(d) Safety factors shall be considered in all operation aspects in compliance with the Factories and Machinery Act 1967. All electrical fittings and apparatus such as circuit board, switch gear and motor should be protected with Ingress Protection (IP) rated enclosure to provide necessary protection against physical contact, ingress of dust and water with live or moving part. However, ventilation should not be neglected to prevent over heating hazard.
(e) Proper fire-fighting equipment shall be installed and maintained.
(f) Adequate and proper lighting shall be provided for safe operation.
(g) Process layout or workflow shall be designed in such a way so that product contamination or cross contamination risks could be minimized or avoided.
(h) Machinery placement and interspaces shall be accessible for maintenance and sufficient for the work area.
(i) Cleaning agents, chemicals and tools should be stored in designated places.

4.1.2 Plant equipment and related facilities

(a) Operating guidelines for all plant equipment and related facilities shall be established, implemented and accessible at all time.
(b) A housekeeping program shall be established and implemented to maintain the hygiene of the plant area, equipment or machineries and other facilities. The routine activities shall be recorded.
(c) Equipment used for measuring, regulating, or recording that may impact quality, environmental, health and safety shall be periodically calibrated, recorded and maintained. Calibration status should be displayed.
(d) Maintenance activities shall be planned and recorded for equipment and devices, including portable units.

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(e) Suitable safety devices, facilities and equipment shall be adequately provided and shall be properly maintained.

(f) Copper (Cu), lead (Pb) and any heavy metal elements are prohibited to be used as fabricating material for all components that may have direct contact with the intermediate or finished product.

(g) To avoid contamination of CPO and PK with mineral oil hydrocarbons namely Mineral Oil Saturated Hydrocarbons (MOSH) and Mineral Oil Aromatic Hydrocarbons (MOAH), an engineering control and maintenance shall be in place.

(h) Food grade lubricant and grease category H1 are recommended especially for the machineries that have direct contact with CPO and PK to mitigate MOSH and MOAH in the event of unintentional (accidental) contact.

(i) Steam pipes and hot surface shall be insulated with warning signage to minimize heat loss and/or prevent scorch injuries. All piping should be marked with a distinctive color code or tagging for tracing and identification.

4.1.3 Water Supply

(a) Water treatment plant (WTP) should be designed based on raw water condition from local source in order to provide sufficient water supply for general processing purposes and as boiler feed water (BFW). A periodic jar test should be performed to determine adequate chemical dosing for water treatment. Where applicable, dichlorination should be done and residual chlorine level should be measured periodically.

(b) A sufficient supply of potable water shall be provided for human consumption. Periodic testing for compliance to Food Act and Regulation Schedule 25 A Sub Regulation 394(1) shall be done.

4.1.4 Hygiene, cleanliness, and sanitation

A hygiene, sanitation and cleanliness program shall be established such that:

(a) Processing plants, equipment, storage facilities and the immediate surroundings shall be kept clean.

(b) A feasible and effective pest and animal control program shall be established and implemented within the process boundary

(c) For avoidance of doubt, the process boundary shall start from FFB sterilization until and including storage of CPO and PK

(d) All drains within the facility boundary shall be well maintained and free from any blockage.

(e) Adequate washing points complete with necessary cleaning agents, emergency showers (where applicable), proper changing rooms and toilets should be provided for good sanitary practices.

(f) All spillages and leakages should be attended immediately.

4.2 Process Management and Control

4.2.1 FFB supply

Palm oil millers shall procure FFB from licensed suppliers. Suppliers list shall be made available and evaluate their performances according to FFB quality.

4.2.2 FFB reception

4.2.2.1 Weighing

(a) The weighbridge and surroundings should always be clean and free from mud, debris, lubricant, stagnant water and loose fruits.

(b) All documentation regarding receipt and dispatch consignments should be securely and systematically kept to ease retrieval for a duration that meets the minimum regulatory requirements set by the relevant authorities.

(c) The weighbridge shall be calibrated annually by an accredited competent authority. Recalibration shall be done immediately if an excessive error is detected based on counter-parties weighbridge readings. No weighing until the fault is rectified.

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(d) All weight accuracies should be monitored and where applicable, corrective actions should be taken immediately. Weighing meter reading (weight indicator) shall be displayed at the outside of the weighbridge and be functional at all time.

(e) Security procedures including the use of tamperproof security seals should be in place at the weighbridge so that all consignments are weighed correctly and recorded.

4.2.2.2 FFB ramp

(a) The FFB ramp and apron shall always be maintained in satisfactory condition and free from pot holes, lubricant and hydraulic oil that contaminate the FFB.

(b) FFB handling should be in FIFO basis in general.

(c) Care should be taken to minimize the FFB bruising.

4.2.2.3 FFB grading

FFB shall be graded according to the current MPOB Oil Palm Fruit Grading Manual or any document as may be determined by MPOB or any system of grading as may be determined by the MPOB Board.

4.2.2.4 FFB filling

(a) For multi-point cages filling, FFB should be fed slowly direct into the cages from the hopper bays to minimize fruit spillage. Spilled fruits shall be collected and transferred into the cages immediately.

(b) For single point cages filling, FFB should be discharged from individual hoppers into a conveyor system with one or two cage filling discharge points.

(c) FFB in cages should be levelled before entering sterilizers to prevent the bunches from spilling out thus, damaging the FFB and obstructing condensate discharge.

(d) All in-service cages shall be cleaned and in good working condition.

(e) For continuous, tilting, spherical and vertical sterilizers, FFB shall be loaded directly onto conveyors from the hopper bay then convey to the sterilizers without using cages.

(f) The conveyors shall be clean and in good working condition at all time.

4.2.3 Sterilization

(a) Sterilization should achieve the following:
   i. Halt enzymatic activity in palm fruit
   ii. Loosen the fruit from bunch
   iii. Soften the mesocarp for maximum oil extraction
   iv. Achieve nuts conditioning to facilitate kernel recovery

(b) Sterilization process should result in less than 5% USB

(c) The sterilizer condensate, also known as sterilizer liquor, maybe added to the main processing line. While this will enhance the recovery of CPO, steps shall be taken to mitigate any material adverse impact on overall CPO quality that may arise from this addition.

4.2.4 Threshing

All parts in contact with SFB and fruits should be free from any mineral oil, grease and lubrication to avoid contamination.

4.2.5 Digestion and pressing

(a) (a) The digester level should always be kept at least three-quarter capacity (¾) full and the digested mash temperature should be within 85°C to 95°C.

(b) The digester drainage shall be fully functional.

(c) Any mineral oil hydrocarbon leakages at the digester, press gear drives and screw press cone section shall be rectified immediately.

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4.2.6 Clarification

4.2.6.1 Oil clarification

The crude oil temperature should be maintained within 85°C to 95°C during the process. Removal of sediment should be conducted on daily basis.

4.2.6.2 Oil recovery from clarifier underflow

The sludge tank, which receives clarifier underflow before it is supplied to the decanter and / or centrifuge separators for oil recovery, temperature should be maintained at a temperature of 85°C to 95°C during the process.

4.2.6.3 Oil purification and drying

(a) Moisture and impurities (M&I) content in pure oil shall comply with MS 814: Palm Oil - Specification.
(b) The pure oil tank temperature should not exceed 90°C during the process.
(c) Magnetic trap or strainer should be fitted before CPO storage tank to prevent iron contamination.

4.2.7 Kernel recovery plant

4.2.7.1 Nut-fibre separation

All the spilled nut should be returned to the nut conveyor for processing or disposal.

4.2.7.2 Nut drying

(a) The drying medium temperature and retention time should be controlled to ensure proper nuts drying.
(b) The nut silos should be thoroughly cleaned at regular intervals.

4.2.7.3 Nut cracking

(a) Mechanism or instrument should be fitted before nut cracker to remove foreign matters.
(b) Nut cracking should be carried out with minimum breakage target set by the management.

4.2.7.4 Kernel shell separation

(a) The kernel/shell separator should be operated to achieve dirt content of no higher than 6% with minimal kernel losses.
(b) The dirt contents shall be closely monitored and recorded.
(c) The clay bath medium specific gravity should be monitored at regular intervals.
(d) The clay used should be non-coral base, free from heavy metals and dioxin contamination.

4.2.7.5 Kernel drying

(a) The drying temperature in kernel silos should not exceed 70°C to achieve palm kernel with a moisture content of not higher than 7% according to MS 236: Palm Kernels - Specification
(b) The oil from kernel silos shall be collected in clean receptacles and to be handled according to the guideline set by management. Oil from kernel silo shall not be mixed with CPO.

4.3 Palm Products Storage

Storage tanks, silos and warehouse for palm products shall be regularly cleaned and recalibrated when necessary. It is recommended that recalibration shall be done after 15 years from initial calibration in accordance with the standard API/ MPMS Chapter 2.2A, Chapter 2.2B OR ISO 7507-1, ISO 7507-2 OR equivalent to ISO is BS 7723. Tanks and silos shall be tagged for identification.

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4.3.1 Crude palm oil storage

(a) The CPO basic quality parameters in the storage tanks should be monitored and recorded on a daily basis.

(b) The CPO temperature should be maintained within 40°C to 55°C for short-term storage.

(c) The CPO should be kept at ambient temperature and turn off any heating element for long- term storage. In case heating is necessary prior to delivery, then

i. The heating rate shall not exceed 5°C for every 24 hr to prevent localized overheating that will affect the CPO quality.

ii. Heating rate can be increased for a tank with an agitator but should not exceed 25°C for every 24 hr.

(d) To prevent foots or sediments build-up, daily storage tanks draining or use of an agitator during CPO dispatch is recommended.

(e) All CPO storage tanks should be equipped with high level alarm, level indicator, or any combination of these to prevent overflow spillage.

4.3.2 Palm kernel storage

(a) Kernel samples shall be collected for testing and verification of dirt, moisture, and oil contents.

(b) Any stored off-quality PK should be segregated and recycled or handled according to the Control of Nonconforming Products procedures.

4.4 Transportation

4.4.1 Product

(a) Dispatch should follow FIFO in general.

(b) The cargo hauling vehicle shall be registered and licensed with the Board under MPOB (Licensing) Regulations 2005.

(c) Dedicated CPO tankers and PK lorries must be inspected prior to loading to ensure the hygiene, free from contaminants and residual thus, fit to carry the intended cargo. Inspection records shall be kept for future reference.

(d) The sample of product shall be taken for quality examination in accordance with contractual specifications before dispatch. In the event that vehicle's fuel or lubricant spilling occur during loading or unloading, the spillage shall be prevented from contaminating any palm products or flowing into monsoon drains.

(e) All the cargo container access points shall be sealed with numbered tamperproof security seals after the consignment has been loaded. The transport vehicle register numbers and seals numbers shall be documented.

(f) The dispatch consignment records namely Form MPOB L3 shall be submitted via online submission to MPOB as required under MPOB Act and relevant regulations

4.5 Waste Handling and Management

(a) All waste product should be identified and disposed accordingly. A waste minimization plan shall be developed based on identified waste generation sources.

(b) Scheduled waste inventory shall be labelled, stored and managed in accordance with the appropriate Act and Regulations.

(c) Effluent discharge from the facility to the environment shall comply with Environmental Quality Act 1974 and other statutory whichever is enforced.

(d) General waste disposal must adhere with relevant regulations and local legislation.

(e) Scheduled waste and effluent (POME) treatment plant shall be handled by authorized competent personnel

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4.6 Control of Non-conforming Products

Non-conforming product control procedures that include in-coming raw materials, in-process intermediates and finished products shall be established for proper handling**.**

4.7 Laboratory

4.7.1 Mill laboratories should be comprehensively equipped for the purpose and should be staffed with competent personnel. Approved analytical methods are those listed in Palm Oil Mill Laboratory Manual, Malaysian Standard, ISO Test Method, or other internationally recognized test methods shall be adopted.

4.7.2 The laboratory analytical performance shall be evaluated periodically via suitable measures such as cross check programs, repeatability, or reproducibility measurements.

4.7.3 Sampling shall be executed according to the methodology as stipulated in the Palm Oil Mill Laboratory Manual, Malaysian Standard, ISO Test Method, or any other internationally recognized sampling methods.

4.7.4 The CPO and PK produced shall comply with MS 814: Palm Oil - Specification and MS236: Palm Kernels -Specification respectively, or relevant international standard.

4.7.5 Laboratory staff shall be properly attired complete with necessary personal protection equipment (PPE) while on duty in the laboratory.

4.7.6 Laboratory personnel who formally issue or certify the result of any food analysis to the customer shall be registered and have a valid annual practicing certificate under the Food Analysts Act 2011 and Food Analysts Regulations 2013

4.8 Food Safety

As CPO is a raw material used in producing cooking oil and other foods, this code of practice takes guidance in responsible manner from the Food Act 1983 (Act 281), Food Regulations 1985 and Food Hygiene Regulations 2009 & Regulations in order to assist the downstream supply chain in the food sector to meet food safety and quality standards

4.8.1 Food safety hazards should be considered all the times and manage the risks appropriately during the operation. Possibility of physical, chemical, and biological contaminants shall be identified. Mitigation measures such as correction, corrective and preventive measures shall be put in place where contamination is likely to occur.

4.8.2 CPO quality for edible purposes is recommended to be tested at least once a year for pesticide residues and heavy metal contaminations.

4.8.3 For mills that have CPO washing system, CPO sold as washed CPO, a premium product, must not have chloride content exceeding the prevailing limit as stated in MS 814: Palm Oil - Specification to avoid excessive formation of 3-MCPDE during high temperature refining. The contractual term on the limit of chloride content shall be considered as satisfied, if the washed CPO is accepted by the buyer.

4.8.4 Sludge oil and solvent extracted oil shall not be recycled into normal CPO in accordance with MPOB latest circular.

4.9 Environment

4.9.1 Mill management shall establish policies and procedures that minimize the environmental impact due to milling operations.

4.9.2 Significant pollutants and emissions shall be identified. Mitigation plan shall be established, implemented, and documented.

4.10 Safety, Health, and Welfare

4.10.1 Mill management shall comply with the Occupational, Safety and Health Act 1994 and relevant regulations in order to identify and minimize or eliminate occupational risks.

4.10.2 Employment Act 1955 or Sabah Labor Ordinance 1949 or Sarawak Labor Ordinance 1952 shall be complied when employees' welfare provision is allocated.

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4.11 Training and Competency

4.11.1 The management shall identify the employee training needs and establish a suitable training plan.

4.11.2 All employees shall have adequate relevant skills and competency to perform specified jobs effectively as mentioned in the respective job description. Such skill and knowledge shall be obtained either from previous experience or on the job training.

4.11.3 All training attendances shall be properly recorded and certificates should be issued to all respective participants.

4.12 Internal Audit

4.12.1 Internal audit shall be carried out at planned interval and the management shall ensure that actions are taken without undue delay to avoid non-conformities.

4.12.2 Audit activities records and follow-up action shall be made available and maintained.

4.13 Traceability

The management shall establish, implement and maintain the standard operating procedure to comply with the requirements for the traceability of relevant products.

5. Legal Requirement

5.1 All operations are in compliance with the applicable local, state, national and ratified international laws, and regulations.

5.2 All current acts, regulations, legislations, and ordinances that are relevant to the operations should be listed in the legal requirements register (LRR).

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REFERENCES

API/ MPMS Chapter 2.2A, Chapter 2.2B OR ISO 7507-1, ISO 7507-2 OR equivalent to ISO is BS 7723.

Food Act 1983 (ACT 281)

Food Analysts Act 2011 (Act 727)

MPOA (2006). The Code of Good Manufacturing Practices (GMP) for Malaysian Palm Oil Mills – Guidance for the Industry MPOA. Booklet Series No. 3/2006. Malaysian Palm Oil Association (MPOA), Kuala Lumpur.

MPOB (2015). Oil Palm Fruit Grading Manual Third Edition. MPOB, Bangi, Selangor.

MPOB (2018) Palm Oil Mill Laboratory Manual

MPOB (2008). Code of Good Practice for the Handling, Transport and Storage of Products from the Oil Palm. MPOB, Bangi, Selangor.

MS 814: Palm Oil – Specification

MS 236: Palm Kernels -Specification

Ravi Menon (2005). The Code of Good Manufacturing Practices (GMP) for Malaysian Palm Oil Mills, MPOB, Bangi, Selangor.

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APPENDIX

Legal Requirements Register

No.	Act
1	Arms Act 1960 (Act 206)
2	Children and Young Persons (Employment) Act 1966 (Act 350)
3	Anti-Sexual Harassment Act 2022 (Act 840)
4	Companies Act 1965 (Revised -1973) (Act 125)
5	Contracts Act 1950 (Act 136)
6	Control of Supplies Act 1961 (Act 122)
7	Crude Palm Oil (CESS) Order 1998
8	Destruction of Disease Bearing Act 1975 (Act 154)
9	Drainage Works Act 1954 (Act 354) & Irrigation Areas Act 1959 (Act 386)
10	Electricity Supply Act 1990 (Act 447) and Electricity Supply (Successor Company) Act 1990 (Act 448) and Regulations)
11	Employees Provident Fund Act 1991 (Act 452)
12	Employees' Social Security Act 1969 (Act 4)
13	Employment Act 1955 (Act 265)
14	Energy Commission Act 2001 (Act 610)
15	Environmental Quality Act 1974 (Act 127)
16	Factory and Machinery Act 1967 (Act 139) • F&M (Notification of Fitness and Inspections) Regulations 1970 • F&M (Safety, Health, and Welfare) Regulations 1970 • F&M (Steam Boiler and Unfired Pressure Vessel) Regulations 1970 • F&M (Person in Charge) Regulations 1970 • F&M (Certificates of Competency Examinations) Regulations 1970 • F&M (Fencing of Machinery and Safety) Regulation 1970 • F&M (Noise Exposure) Regulations 1970
17	Fire Services Act 1988 (Act 341)
18	Food Act 1983 (Act 281) • Food Regulations 1985 • Food Hygiene Regulations 2009 Food Analysts Act 2011 (Act 727) • Food Analysts Regulations 2013
19	Holidays Act 1951 (Revised 1989)
20	Human Resources Development Act, 1992 (Act 491)
21	Human Right Commission of Malaysia Act 1999 (Act 597)
22	Immigration Act 1959/1965
23	Income Tax (Deduction from Remuneration) Rules 1994
24	Income Tax Act 1967
25	Industrial Relation Act 1967
26	Malaysian Anti-Corruption Commission Act 2009 (Act 694)
27	Malaysian Palm Oil Board Act 1998 (Act 582) • Malaysian Palm Oil Board (Licensing) Regulations 2005 • Malaysian Palm Oil Board (Quality) Regulations 2005 • Malaysian Palm Oil Board (Contract Registration) Regulations 2005 • Malaysian Palm Oil Board (Compounding Offences) Regulations 2005 • Malaysian Palm Oil Board (CESS) Order 2019
28	Malaysian Standard MS1784: Part 2:2006 Good Agricultural Practice GAP- Part 2: Oil Palm (*Elaeis guineensis Jacq.)* Department of Standard Malaysia, 2006
29	Minimum Retirement Age Act 2012
30	Minimum Wages Order 2020

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31	National Land Code (Act 56 of 1900
32	Occupational Safety and Health Act 1994 • OSH (Employers Safety and Health General Policy Statement) (Exception) Regulations 1996 • OSH (Control of Industrial Major Accident Hazards) Regulation 1996 • OSH (Safety and Health Committee) Regulations 1996 • OSH (Classification, Packaging and Labelling of Hazardous Chemicals) Regulations 1997 • OSH (Safety and Health Officer) Regulations 1997 • OSH (Safety and Health Officer) Order 1997 • OSH (Prohibition of Use of Substance) Order 1999 • OSH (Use and Standard of Exposure of Chemical Hazardous to Health) Regulations 2000 • OSH (Notification of Accident, Dangerous Occurrence, Occupational Poisoning Occupational Disease) Regulation 2004 • OSH (Classification, Labelling and Safety Data Sheet of Hazardous) Regulation 2005
33	Palm Oil Mill Product Losses Management and Monitoring Guidance - MPOA No: 2/2005
34	Penal Code (Act 574)
35	Pesticides Act 1974 (Act 149)
36	Police Act 1967 & Auxiliary Police Regulation 1970 (Act 344)
37	Private Employment Agency Act 1981 (Act 246)
38	Road Transport Act 1987 (Act 333)
39	Sabah Labour Ordinance 1949
40	Sales Tax Act 1972 (Act 64)
41	Sarawak Labour Ordinance 1952
42	Street, Drainage and Building Act 1974 (Act 133)
43	Trade Unions Act 1959 (Act 262)
44	Unclaimed Money Act 1965 (Act 370)
45	Water Act 1920 (Act 418)
46	Water Services Industry Act 2006 (Act 655)
47	Weights and Measures Act 1972 (Act 71)
48	Windfall Profit Levi Act 1998 (Act 592)
49	Workers Minimum Standards of Housing and Amenities Act 1990 (Act 446)
50	Workmen's Compensation Act 1952 (Act 273)

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