



Assessment Report	Date: 20 MARCH To 22 MARCH
	2023



[Disclaimer: The audit report has been generated to reflect the compliance of the company toward the MSPO standard and every criterion's have been in every effort taken to ensure the accuracy of the assessment and reporting produced. As the assessment is been carried out based on sampling, certain areas or processes may not be able to verified on its compliances.]

**MSPO 2530:2013
Part 3**

NAME OF CERTIFIED ENTITY	PGC MANAGEMENT SERVICES SDN BHD (GROUP 1)
MSPO CERTIFICATE NO & VALIDITY	MYMS4194863; 3/4/2024
MAIN ADDRESS	UNIT 901, LEVEL 9, WISMA PROSPER, BLOCK B, KELANA CENTRE POINT, NO.3, JALAN SS7/19, KELANA JAYA 47301, PETALING JAYA SELANGOR
REPORT NO	MS23SM062
TYPE OF CERTIFICATION	GROUPING
TYPE OF AUDIT	ON-SITE VERIFICATION (FIELD VISIT DOCUMENTATION)
AUDIT STAGE	SURVEILLANCE If surveillance No.4

Thank you for your trustful cooperation during our audit of your organization. This report has been prepared of every effort to ensure the accuracy of the information recorded. The assessment is based on sampling on the records, practice, documents and personnel; therefore, the final results of the assessment is of representative towards the system implementation of the organization. This report is generated to record as much of the system implementation information but may still limited due to the sampling. This report details the assessment results including strengths, opportunities, and weaknesses. These results were presented to your management at the closing meeting of the audit. You can use these results to improve the effectiveness of your management system. We look forward to continuing our partnership towards sustainable business success. This report has been prepared in compliance to the ISO 17021:2011 requirements.

To ensure the next assessment will be carry out in compliance to the ISO 17021:2011, please remember to immediately notify CARE Certification International about any significant change to your company at any point of time. Together we will then coordinate appropriate measures to maintain your current certification. Such circumstances include, for example, changes relating to the legal, commercial, organizational status or ownership, organization and management (e.g. key managerial, decision making or technical staff), contact address and sites, scope of operations under the certified management system, and major changes to the management system and processes. Together we CARE and will then ensure the smoothness of the upcoming assessment. Thank you for your persistence of support.

	Signed for on behalf of CCI	Signed for on behalf of client
Sign		<p>INISIATIF JAYA SDN BHD SUNGEI BERANANG ESTATE (Company Reg No:496032-V)</p> <p>Name:  Designation: MRA. RAHIM MD. YUSUF (MANAGER)</p>
Name	W. Hidney	Company stamp
Date	20-22/3/2023	
Email	w.hidney@cciglobe.com	
Fax no	038073 2688	

Confidentiality:

The Auditor shall not at any time during his/her assignment or after the completion of his/her assignment disclose to any person any information on business dealings practice or affairs of the establishment or the establishment's clients or any other matters which may come to the knowledge of the auditor by reason of his/her assignment. The Auditor agrees that the material term of this assignment is to keep all Confidential Information absolutely confidential and to protect its release to unauthorized party. The Auditor agrees not to divulge, reveal, report or use any of the Confidential Information which the Auditor has obtained or which was disclosed to the Auditor by the Client as result of the assessment for purposes other than to fulfil the audit objective.

Together, we CARE.

Section A Previous Audit Result

The result of the last audit system has been reviewed, in particular to ensure appropriate correction and corrective action has been implemented to address any nonconformities identified. This review has concluded that:

<input checked="" type="checkbox"/>	No nonconformities have been raised during last assessment.
<input type="checkbox"/>	Any nonconformities identified during last previous audit have been corrected and the corrective action continuous to be effective.
<input type="checkbox"/>	The management system has not adequately addressed non conformity identified during previous audit activities and the specific issue has been re-defined in the nonconformity section of this report.

Section B Conclusion

The audit team conducted a process-based audit focusing on significant aspects/risk objectives required by the standard(s). The audit methodology used is based on 3P which were People, Paper and Practice.

The audit team concludes and express

- CONGRATULATION and has
- CONGRATULATION however some processes need to address non-compliance(s) but others has
- SORRY and the organization has not established and maintained its management system in line with the requirements of the standard and

demonstrated

not demonstrated

the ability of the system to systematically achieved agreed requirements within the scope of the organizations.

Base on the record, there is/are 1 unresolved issue. Therefore, the audit team recommends that based on the results of this audit and the system's demonstrated state of development and maturity, management system certification be:

- Granted (initial certification or recertification)
- Granted upon the acceptance of the noncompliance(s)
- Continued (surveillance)
- Continued (surveillance) upon the acceptance of the noncompliance(s)
- Withheld
- Suspend until satisfactory corrective action(s) is completed
- Others (please specify)

NOTE:

The assessment and recommendation for the initial or continue was based on random samples and therefore nonconformities may exist which have not been identified. All the pages should be attached if the organization wishes to copy and delivered to the interested party.

Section C (For Recertification only)

1	The company has demonstrated effective implementation and maintenance/improvement on its management system	<input type="checkbox"/> Yes <input type="checkbox"/> No
2	The internal audit program has been fully implemented and demonstrates its effectiveness as a tool for maintaining and improving the management system.	<input type="checkbox"/> Yes <input type="checkbox"/> No
3	The management review process demonstrates its capability to ensure the continuing suitability, adequacy and effectiveness of the management system	<input type="checkbox"/> Yes <input type="checkbox"/> No
4	Throughout the audit process, the management system demonstrates overall conformance with the requirements of the audit standard	<input type="checkbox"/> Yes <input type="checkbox"/> No

Section D Auditor and Auditees Names

CCI Assessors	Attendance during opening and closing meeting	
Team leader	Name	Designation
W. HIDNEY	ABD HALID OTHMAN	MANAGER TG TUALANG
Team member	SHALINI S. SUBRAMANIAM	AM SUSTAINABILITY
JOHARI	A. RAHIM MD YUSOF	MANAGER GANCIA & BRANANG
Trainee auditor	MUHAMMAD HAFIZ SHAMSUDIN	ASSISTANT MANAGER
NIL	SHARMINDEWY MUTHU	SUSTAINABILITY STAFF
Observer	VAANE PARAMASIVAM	CHIEF CLERK
NIL		

Section E Audit Process Matrix

Next Audit Matrix (legend "☒" plan to cover & covered, "☐" for uncover)

Planned month & year	3/2019	3/2020	3/2021	3/2022	3/2023
Internal Audits	☒	☒	☒	☒	☒
Stakeholder consultation / survey	☒	☒	☒	☒	☒
Use of logo	☒	☒	☒	☒	☒
Follow-up from previous audit finding	☒	☒	☒	☒	☒
4.1 Management Commitment & Responsibility					
4.1.1 MSPO Policy	☒	☒	☒	☒	☒
4.1.2 Internal audit	☒	☒	☒	☒	☒
4.1.3 Management Review	☒	☒	☒	☒	☒
4.1.4 Continual Improvement	☒	☒	☒	☒	☒
4.2 Transparency					
4.2.1 Transparency of information and documents relevant to MSPO requirements	☒	☒	☒	☒	☒
4.2.2 Transparent method of communication and consultation	☒	☒	☒	☒	☒

4.2.3 Traceability	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.3 Compliance to legal requirements					
4.3.1 Regulatory requirements	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.3.2 Land use rights	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.3.3 Customary rights	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.4 Social responsibility, health, safety and employment condition					
4.4.1 Social impact assessment (SIA)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.4.2 Complaints and grievances	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.4.3 Commitment to contribute to local sustainable development	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.4.4 Employees safety and health	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.4.5 Employment conditions	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.4.6 Training and competency	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.5 Environment, natural resources, biodiversity and ecosystem services					
4.5.1 Environmental management plan	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.5.2 Efficiency of energy use and use of renewable energy	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.5.3 Waste management and disposal	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.5.4 Reduction of pollution and emission	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.5.5 Natural water resources	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.5.6 Status of rare, threatened, or endangered species and high biodiversity value area	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.5.7 Zero burning practices	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.6 Best Practices					
4.6.1 Site management	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.6.2 Economic and financial viability plan	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.6.3 Transparent and fair price dealing	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.6.4 Contractor	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.7 Development of new planting					
4.7.1 High biodiversity value	<input type="checkbox"/> NA	<input type="checkbox"/> NA	<input type="checkbox"/> NA	<input type="checkbox"/> NA	<input type="checkbox"/> NA
4.7.2 Peat land	<input type="checkbox"/> NA	<input type="checkbox"/> NA	<input type="checkbox"/> NA	<input type="checkbox"/> NA	<input type="checkbox"/> NA
4.7.3 Social and Environmental Impact Assessment	<input type="checkbox"/> NA	<input type="checkbox"/> NA	<input type="checkbox"/> NA	<input type="checkbox"/> NA	<input type="checkbox"/> NA
4.7.4 Soil and topographic information	<input type="checkbox"/> NA	<input type="checkbox"/> NA	<input type="checkbox"/> NA	<input type="checkbox"/> NA	<input type="checkbox"/> NA
4.7.5 Planting on steep terrain, marginal and fragile soils	<input type="checkbox"/> NA	<input type="checkbox"/> NA	<input type="checkbox"/> NA	<input type="checkbox"/> NA	<input type="checkbox"/> NA
4.7.6 Customary land	<input type="checkbox"/> NA	<input type="checkbox"/> NA	<input type="checkbox"/> NA	<input type="checkbox"/> NA	<input type="checkbox"/> NA
Group Member Audit Matrix (GROUPING Certification)	3/2019	3/2020	3/2021	3/2022	3/2023
Ladang Tagar 1	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ladang Tagar 2	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ladang Tagar 3	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ladang Perhentian Tinggi	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ladang Chembong	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Ladang Batu Sablas	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ladang Grancia	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Ladang Sg Beranang	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Ladang Tanjung Tualang	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Assessment man days for the next assessment: 6 md. Recertification: 2024

NOTE:

(i) Recertification should be carried out minimum 2 months prior to the expiry of the certificate

(ii) The Audit Programme shall include Stage 1 and Stage 2 audit, surveillance audits in the first, second, third and fourth years, and a recertification audit in the fifth year prior to expiration of certification.

(iii) The recommended minimum on-site audit duration for individual and group certification respectively, which includes the opening meeting, site auditing, document verification, and closing meeting as documented in ACB – OPMC 2, Issue 2, 04 September 2020.

(iv) Additional auditor days may be required for conducting post audit follow-up activities, such as verification on major non-conformities raised or addressing of any contentious stakeholder issues.

Section G Audit Summary

Summary of Area Audited

BUSINESS AREAS	DETAILS OF AUDITED SUMMARY	
Auditor	Date	Time
HN, JO	20/3/2023	0930
Opening Meeting <ol style="list-style-type: none"> a) introduction of the participants, including an outline of their roles; b) confirmation of the scope of certification; c) confirmation of the audit plan (including type and scope of audit, objectives and criteria), any changes, and other relevant arrangements with the client, such as the date and time for the closing meeting, interim meetings between the audit team and the client's management; d) confirmation of formal communication channels between the audit team and the client; e) confirmation that the resources and facilities needed by the audit team are available; f) confirmation of matters relating to confidentiality; g) confirmation of relevant work safety, emergency and security procedures for the audit team; h) confirmation of the availability, roles and identities of any guides and observers; i) the method of reporting, including any grading of audit findings; j) information about the conditions under which the audit may be premature terminated; k) confirmation that the audit team leader and audit team representing the certification body is responsible for the audit and shall be in control of executing the audit plan including audit activities and audit trails; l) confirmation of the status of findings of the previous review or audit, if applicable; m) methods and procedures to be used to conduct the audit based on sampling; n) confirmation of the language to be used during the audit; o) confirmation that, during the audit, the client will be kept informed of audit progress and any concerns; p) opportunity for the client to ask questions. 		
Auditor	Date	Time
HN, JO	22/2/2023	1700
Closing Meeting <ol style="list-style-type: none"> a) informing the client that the audit evidence collected was based on a sample of the information; thereby introducing an element of uncertainty b) the method and timeframe of reporting, including any grading of audit findings; c) the certification body's process for handling nonconformities including any consequences relating to the status of the client's certification; d) the timeframe for the client to present a plan for correction and corrective action for any nonconformities identified during the audit; e) the certification body's post audit activities; 		

- f) information about the complaint handling and appeal processes.
- g) any diverging opinion that are not resolved.
- h) opportunity for the client to ask questions.

Executive Summary

CARE Certification International (M) Sdn Bhd (CCI) is first private certification body originating from Malaysia, that been accredited by Standard Malaysia under the purview of Ministry of Science, Technology and Innovation (MOSTI). CARE Certification International have been fully complying to ISO 17021. The company is established with CARE of the needs of system certification and training in mind and is one of the leading multi-sector certification body in Malaysia.

CARE Certification International (M) Sdn Bhd (CCI) has vast experience in conducting audits related to MSPO certification. It has certified more than hundred palm oil estates throughout Malaysia. CCI has obtained accreditation from Standards Malaysia for its MSPO certification scheme, holding certificate No. MSPO 28122017 CB 06 since 28 December 2017.

This assessment was conducted on 20-22/3/2023. The audit plan is included as Appendix 2 of this report. The approach to the audit was to treat the PGC MANAGEMENT SERVICES SDN BHD (GROUP 1) as a MSPO Certification Unit. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas and local communities.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. MS 2530-3:2013 MSPO Part 3: General principles for oil palm plantations and organized smallholder was used to guide the collection of information to assess compliance. The comments made by external stakeholders were also taken into account in the assessment. The computation of the sampling size is elucidated by the following formula as per table below.

This report will be externally reviewed by MSPO approved Peer Reviewer prior to certification decision by CARE Certification International (M) Sdn Bhd. CCI does not provide any advice on compliance with any legislation, regulation, or standards. All audit reports and other documentation provided by the company, are given in good faith and in reliance on the accuracy and completeness of the information provided by the client. No responsibility is accepted to any third party that may rely in whole or in part on the content of this report, to the extent permitted by Law.

Audit Findings

1	<p>OBS01 – 4.2.2.3: The list of stakeholders were sighted and verified. It was noted that the list comprises individuals/organisations from different segments such as customers, government authorities, and contractors.</p> <p>However, it is noted that the List of Stakeholders established with almost all stakeholders has not yet registered the local communities that are close or directly or indirectly related to the management of the respective PGC estates and all the representatives of each stakeholder have yet to be identified and updated so that the list stakeholders can really be a useful reference. It is verified during site visit that Local communities existed nearby Ladang Tanjong Talang is Kampung Sg. Timah and Kampung Solok which nearby Ladang Grancia and Ladang Sg. Branang.</p>	OBSERVATION
2	<p>OBS02 – 4.3.1.3: Refer to 4.3.1.2, the management has established a List of Applicable Laws and Regulations (PSM(APP)/6(1)). However, it was noted that the followings were not updated or included within the listing:</p> <ol style="list-style-type: none"> 1. Child and Young Persons (Employment) (Amendment) Act 2010 2. Employment Provident Fund (Amendment) Act 2016 3. Windfall Profit Levy (Amendment) Act 2022 4. Poisons (Amendment) Act 2022 	OBSERVATION
3	<p>OBS03 – 4.4.4.2 (h): Sighted the management had establish emergency and response plan for the below occurrence :</p> <ol style="list-style-type: none"> 1. Physical injury 2. Chemical Spillage (store and at site) 3. Estate tractor/lorry driver 4. Fire outbreak <p>It is observed that fire drill training conducted by each sampled estates during audit In ensuring the employee adhered with existing emergency procedure. Documented evidence of training record available during audit.</p> <p>However, It was confirmed that almost all fire extinguishers were still validly maintained up to 25/8/2023 but one of the fire extinguishers allocated in the housing estate had not been serviced since 6/5/2022 found during the audit where it is important to be considered by management to update compliance so that the emergency response plan (ERP) is viable. Observation is highlighted upon management consideration to be improved.</p>	OBSERVATION
4	<p>MNNC01 – 4.5.3.3: It is noted that the management is maintaining the following relevant SOPs:</p> <ol style="list-style-type: none"> 1. Safe Use and Storage of Chemical and Agrochemical 	MINOR NONCONFORMIT

	<p>2. Waste management and Energy Use</p> <p>Noted that the SOP dictates that the management required to identify SW generated from the estate's operation and notify to DOE within 30 days from the generation date. Document review and interview with the management confirmed that this has not been in practice, which is not in accordance to the requirement of Environmental Quality (Schedule Wastes) Regulation 2005; Regulation 3 that states, "Every waste generator shall, within 30 days from the date of generation of schedule wastes, notify the DG of the new categories and quantities of schedule wastes which are generated</p>	
5	<p>OFI01 – 4.5.5.1 (b):</p> <p>Map and document reviews noted that there is no river traversing through the estate properties. However, it is noted that the management is maintaining buffer zones along small streams in Ladang Sg. Beranang at Field 2001 and Field 2005. Noted that the management is conducted 6-monthly water sampling and the samples are tested internally at Prosper Palm Oil Mill. Water testing results confirmed that no significant impact from the estate's chemical activities observed. The management may consider to send samples to accredited laboratory in the future.</p>	OFI
		Select
		Select
		Select
		Select
<p>During the assessment_1_nonconformities were identified.</p> <p>All Non-conformance will be further detailed in CAR Form # CCI-QP-07-3B</p> <p>Note: <i>The assessment has been assessed and summary of the findings by Principle and Criteria – MS 2530-3:2013 Malaysian Sustainable Palm Oil (MSPO) Part 3: General principles for Plantations and Organized Smallholders.</i></p>		

Sampling Calculation

Entity	Initial		Surveillance	Recertification
	Stage 1	Stage 2		
Oil palm estate (40.47 - 100 ha)	1	1.5	2	2
Oil palm estate (101 - 500 ha)	1	3	3	3
Oil palm estate (500 ha onwards)	2	3	4	4
Oil mill	2	3	3	3

Table 1: Recommended minimum on-site audit durations (man-days) for each Operating Unit

Conclusion:

A total of 3 estates were randomly sampled for this round of assessment. This is GROUPING Certification.

(i) Main Assessment Visit (MAV):

(ii) Surveillance Assessment Visit (SAV):

$$- = - \sqrt{-}$$

$$2.7 = 1.5 \sqrt{9 \times 0.6}$$

NOTE:

The details in above tables are developed to provide sufficient time under normal circumstances to adequately carry out auditing of a management unit against the certification standards for oil palm management under the MS 2530: Part 3; "General principles for oil palm plantations and organised smallholders". However, the time allocated to the various locations of complex audits must be documented to justify the allocated audit durations. The audit duration is calculated on the basis of 8 hours per day. Audit working days will be calculated to the nearest full or half day.

Summary of Assessment

The assessor(s) concluded that, based on all objective evidences reviewed, observed and discovered during this round of assessment, the Company Does Comply to the MS 2530: Part 3; "General principles for oil palm plantations and organised smallholders" standards and requirements. The following finding(s) were identified:

CATEGORY	Number of Finding (s)						
	P1	P2	P3	P4	P5	P6	P7
Major Nonconformity (Major NCR)	-	-	-	-	-	-	-
Minor Nonconformity (Minor NCR)	-	-	-	-	1	-	-
Observation (OBS)	-	1	1	1	-	-	-
Opportunity for improvement (OFI)	-	-	-	-	1	-	-

PRINCIPLE 1	The client has demonstrated an acceptable degree of commitment in embracing the MSPO standard requirements in its entirety through continuous internal compliance assessment as well as bolstering managerial and operational improvements continually
PRINCIPLE 2	The client is able to maintain its transparency and efficiency in communicating data and information internally and/ or externally. The client has also established an effective system in upholding the traceability elements across its daily operations
PRINCIPLE 3	Review of documents and physical observations during the audit stint indicated that the

	client is aware and abide all governing rules and regulations (with several exceptions, if applicable) pertaining its daily operations throughout
PRINCIPLE 4	The client has demonstrated its ability in providing substantial amount of considerations towards the welfare of all stakeholders. The general and specific wellbeing of its employees (and contractors' employees) were also being sufficiently accounted for
PRINCIPLE 5	It is evident that the Client has established a considerably holistic approach and plans in mitigating all potential negative environmental impacts arising from its oil palm plantation activities; while simultaneously enhancing the positive impacts
PRINCIPLE 6	The Client has proved that all operations are governed by certain sets of procedures (with several exceptions, if applicable). Additionally, the Client was able to demonstrate its commitment in upholding proper governance against its business directions as well as contract management
PRINCIPLE 7	The Client is able to ensure that its new planting exercise is being carried out lawfully and taking into account the surrounding social and environmental aspects [Omit this entire statement if P7 is not applicable]

NOTE:

By the virtue of random sampling approach, there may exist chances of non-conformities not being identified during the assessment. Such occurrence shall therefore not be related with the assessor's competency and integrity in any way.

Stakeholder Consultation			
List of Stakeholders Interviewed	Internal stakeholders:	Position	Internal stakeholders:
	<ol style="list-style-type: none"> 1. Lalu Fathurrahman 2. Nasrudin Ratih 3. Silvaraju Sinniah 4. Rusnah Kaselam 5. Santha Kumari Muniandy 6. Thanaletchumi Mutihiah 7. Shahril Md Sani 8. Sridharan K. Anandan 		<ol style="list-style-type: none"> 1. Tg. Tualang 2. Tg. Tualang 3. Sg. Beranang 4. Sg. Beranang 5. Sg. Beranang 6. Sg. Beranang 7. Sg. Beranang 8. Garcia
	External stakeholders:		External stakeholders:
	<ol style="list-style-type: none"> 1. NUPW 2. Mani Dairy Farm Ent 3. DTS Seri Maju Ent 4. Genius Growth 5. Heng Agrosience 6. Cheekah Kemayan 		<ol style="list-style-type: none"> 1. NGO 2. Local community 3. Contractor 4. Contractor 5. Supplier 6. Supplier
Inputs	No complaints were raised during the stakeholder consultation. All stakeholders are aware of the grievances procedure introduced by the Management. All stakeholders complemented the Management for its good rapport and relationship with the stakeholders. All stakeholders were able to demonstrate their understanding towards the relevant MSPO standard requirements made applicable to them		
Management Response	The estate management will continue enhancing its rapport with the stakeholders		
Audit Team Conclusion	The stakeholder consultation was successfully conducted. No complaints or any matters worth of concerns/attention being raised by the stakeholders. The stakeholders were able to demonstrate substantial understanding towards the MSPO standard requirements		
<p>NOTE: <i>With reference to ABC- OPMC 4 Issue 2 dated 04 September 2020. Whenever deemed applicable, stakeholder consultation/ interview may be held in order to obtain the internal and external stakeholders' inputs on the Company's compliance towards the MSPO standards and stakeholders' views on areas where the Company could improve. Such consultation will be conducted professionally and in absolute isolation from the Company officials. All comments made by the stakeholders will be recorded and presented in this assessment report.</i></p>			
Competency Criteria of Audit Team			
With reference to ABC- OPMC 1 Issue 2 dated 04 September 2020. This assessment has been conducted by the following approved assessor(s) which hold sufficient qualifications and experiences to conduct MSPO Assessment. CARE Certification International (M) Sdn Bhd holds copies of educational qualifications, certificates and audit logs for each of the audit team members. Summary of the Assessor's credentials are as follows:			
Criteria	Requirement	Lead Auditor	Auditor
Education	Post-secondary education, college or university diploma/degree in one of the following	Diploma in Plantation Industry and Management (DPIM), MARA University of Technology, Kota Samarahan	Executive Master in Business Management from UMP in 2016. Diploma in Planting

	<p>i. Agriculture;</p> <p>ii. Science & Technology (e.g., Environmental Sciences, Life Sciences, Geological Sciences, Natural Sciences,);</p> <p>iii. Engineering, Process Technology;</p> <p>iv. Energy Management, Quality Management;</p> <p>v. Social Sciences and/or Anthropology;</p> <p>vi. Business Management; or</p> <p>vii. Other relevant related fields</p>		Industry Management from UiTM in 2000
Work Experience	<p>Lead: At least five (5) years of work experience in the oil palm sector or related fields such as social, health, safety and environment</p> <p>Auditor: Post Secondary education: At least ten (10) years of work experience in the oil palm sector or related fields such as social, health, safety and environment</p> <p>Tertiary education: At least three (3) years of work experience in the oil palm sector or related fields such as social, health, safety and environment</p>	More than 20 years of experience in oil palm operation specializing in quality management, occupational safety & health, food safety and CSR; in Sime Darby Plantations Bhd, Tradewinds Plantation Bhd and BOH Plantation Sdn Bhd	15 Years service in Planting Industry start from Field supervisor, Assistant Manager, Senior Manager and also Internal Auditor. Ever involved in Sales and Marketing industry with CCM Fertilizers Bhd
Training	<p>i) Attended the MS 2530 series of standards training or other auditor competency trainings endorsed by MPOCC or MPOB (pre-2016).</p> <p>ii) shall have undergone 40 hours of accredited OR 40 hours of lead auditor course either in Quality Management Systems (QMS) or Environmental Management Systems (EMS) or Occupational, Health and Safety Management Systems (OSH)</p>	Successfully attended Integrated ISO 9001:2015 & ISO 14001:2015 Lead Auditor Course (PSV) and MSPO Auditor Course (OSH-ISIS) in January 2019	MSPO Lead Auditor Training provided by OSH-ISIS. in 2018 and Resit the MSPO Training to complete 40 Hours on 2021. Integrated Management System (IMS) Lead Auditor Training provided by SIRIM in 2019 : 1. ISO 9001 2. ISO14001 3 ISO 45001
Auditing	Lead:	Conducted more than 100	Successfully completed 20

Experience	<p>Conducted at least three (3) MSPO or equivalent sustainability certification audits as Lead Auditor-in-training with a minimum of fifteen (15) man-days under the direction and guidance of a qualified Lead Auditor for MSPO or equivalent sustainability certification schemes within the last two (2) years.</p> <p>Auditor: Conducted a minimum four (4) on-site audits for a total of at least 20 man-days of audit experience as an auditor-in-training under the direction and guidance of a qualified Lead Auditor for MSPO or equivalent sustainability certification schemes within the last two (2) years.</p>	mandays of MSPO audit under the capacity of Lead Auditor and Auditor with several Certification Bodies in Malaysia	mandays as observer on April 2019 with DQS CFS Certification. Also Completed 15 mandays as Auditor-in-training and completed in June 2019
General	A good knowledge in handling and evaluating sources of information and data. Able to communicate in Bahasa Malaysia or any other local language	Able to communicate and understand Bahasa Malaysia and English well	Able to communicate and understand Bahasa Malaysia and English well

Details of Certified Entity (Grouping Certification)

1. ESTATE INFORMATION:

Category of the listed organisation is Estate

NAME OF UNIT	MPOB LICENSE NO	LOCATION	GPS COORDINATES	CERTIFIED AREAS (HA)	PLANTED AREAS (HA)
Ladang Tagar 1	6022 1200 2000	Bukit Tagar, Selangor	3.505222, 101.493361	1,846.00	1,010.00
Ladang Tagar 2	6022 1010 2000	Bukit Tagar, Selangor	3.418379, 101.454382	770.49	532.53
Ladang Tagar 3	6022 1100 2000	Bukit Tagar, Selangor	3.417101, 101.456551	1,685.62	1,548.20
Ladang Perhentian Tinggi	5191 4800 2000	Sungai Gadut, Negeri Sembilan	2.653616, 102.026235	736.08	714.20
Ladang Chembong	5312 5900 2000	Rembau, Negeri Sembilan	2.609365, 102.066162	209.20	121.97
Ladang Batu Sablas	5439 7800 2000	Rembau, Negeri Sembilan	2.629884, 102.021632	484.99	464.00
Ladang Grancia	5033 3170 2000	Lenggeng, Negeri Sembilan	2.899788, 101.920597	205.00	205.00
Ladang Sg. Beranang	5316 3800 2000	Lenggeng, Negeri Sembilan	2.888242, 101.930773	401.07	278.33
Ladang Tg. Tualang	5034 9760 2000	Lenggeng, Negeri Sembilan	4.285738, 101.048888	396.91	396.91
Other Sustainability Certification		NIL			

Note:

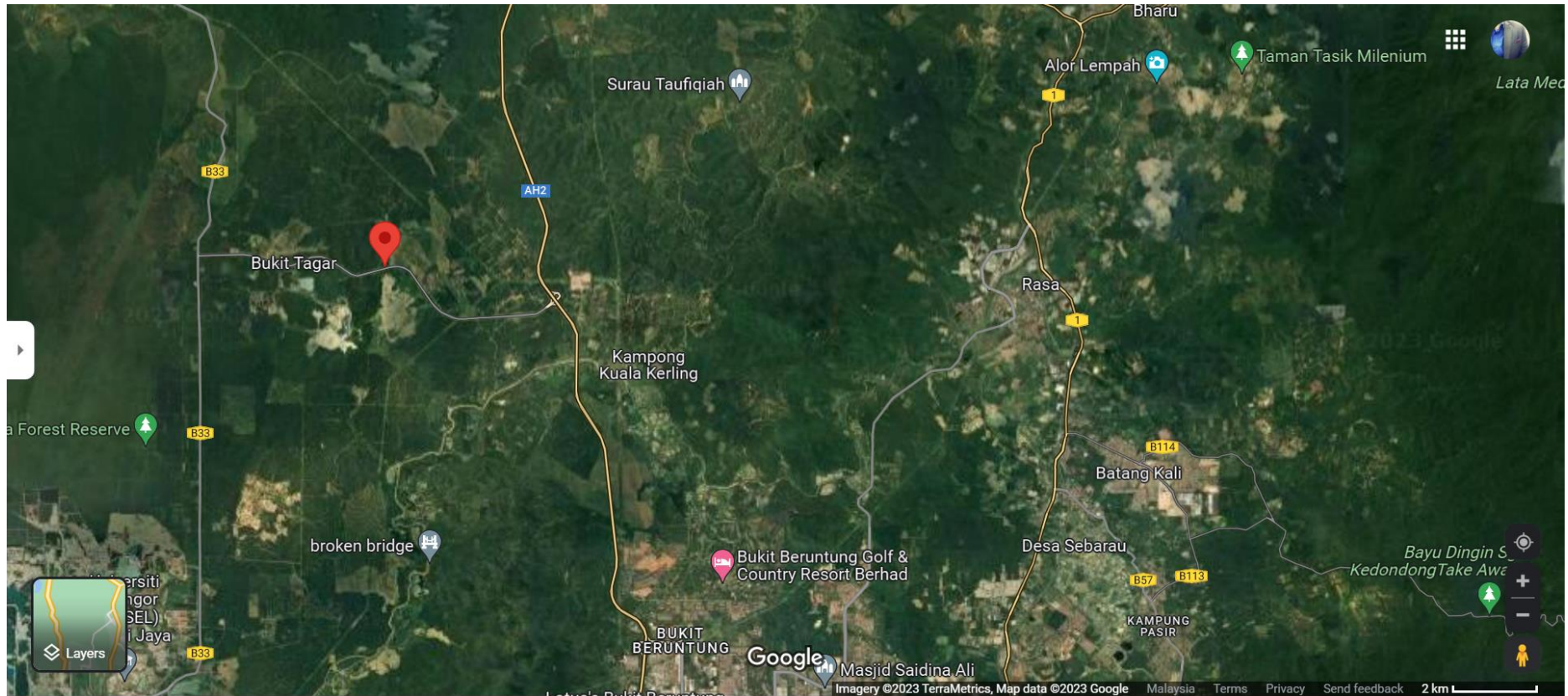
- (i) Maps showing geographical location, with close-up of the certified estates are attached as in Appendix 1 of this report.
- (ii) With reference to Circular MPOCC dated 2 April 2021.

2. AREA STATEMENT AND FFB FORECAST:

Category of the listed organisation is Estate

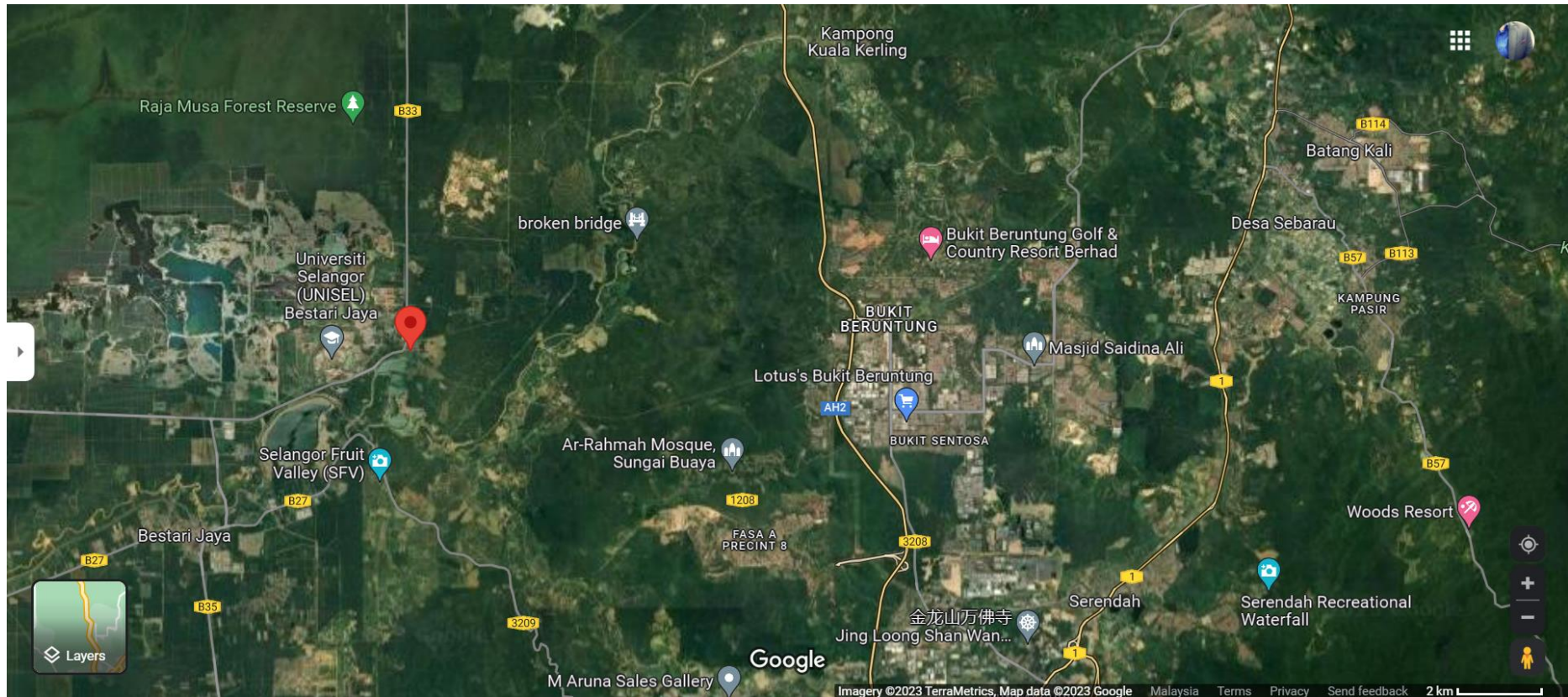
NAME OF UNIT	CERTIFIED AREA (HA)	PLANTED AREA (HA)	FFB TON/ YEAR 2021	YIELD TON/ YEAR
Ladang Tagar 1	1,846.00	1,010.00	17,934.91	17.76
Ladang Tagar 2	770.49	532.53	7,334.07	13.77
Ladang Tagar 3	1,685.62	1,548.20	22,233.59	14.36
Ladang Perhentian Tinggi	736.08	714.20	10,134.76	14.19
Ladang Chembong	209.20	121.97	1,411.64	11.57
Ladang Batu Sablas	484.99	464.00	6,949.55	14.98
Ladang Grancia	205.00	205.00	3,188.60	15.55
Ladang Sg. Beranang	401.07	278.33	2,543.21	9.14
Ladang Tg. Tualang	396.91	396.91	5,408.05	13.63
TOTAL	6,735.36	5,271.14	77,138.38	14.63

Appendix 1: Location and Field Map Ladang Tagar 1



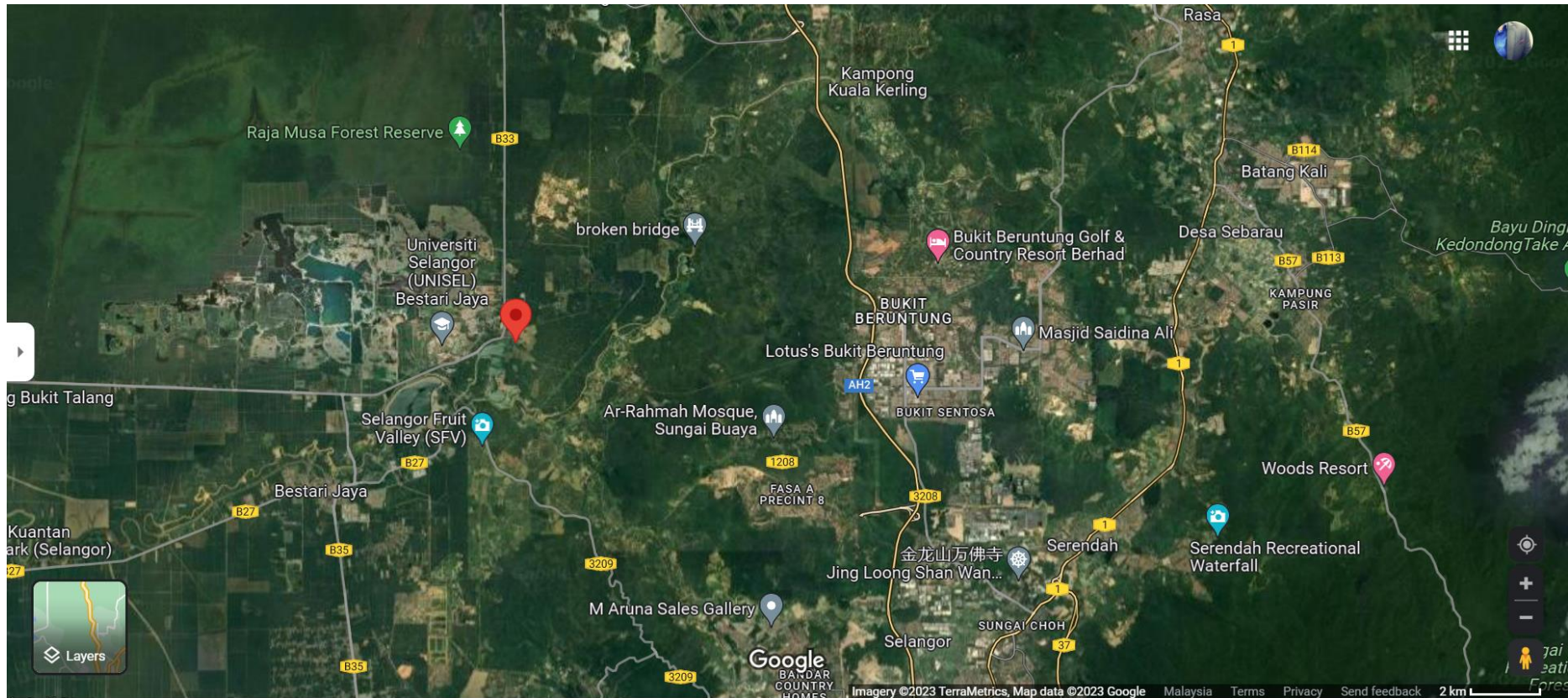
No 16-G, 16-1, Jalan Flora 1/1, Blossom Square Bandar Rimayu, 42500 Telok Panglima Garang, Selangor.
Tel: +603 8073 2788 Fax: +603 8073 2688

Appendix 2: Location and Field Map Ladang Tagar 2



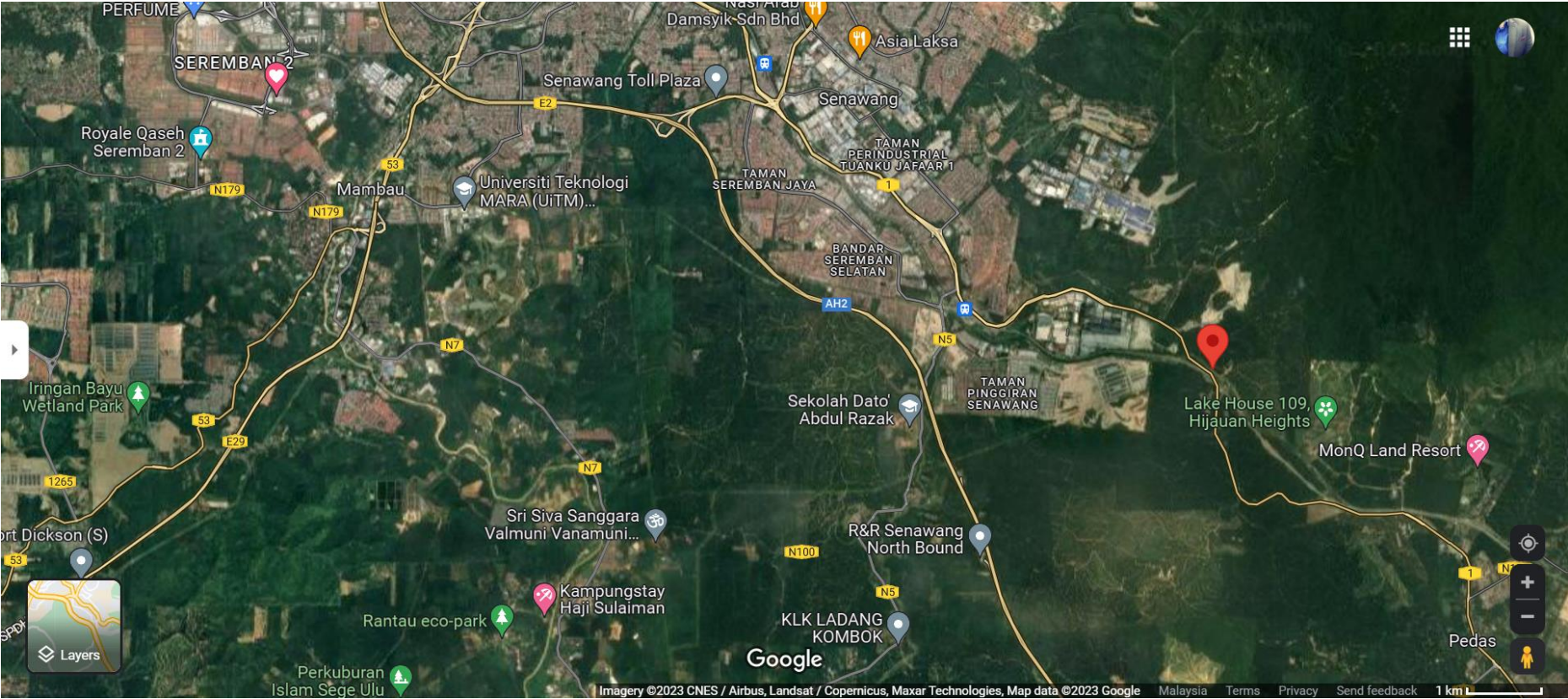
No 16-G, 16-1, Jalan Flora 1/1, Blossom Square Bandar Rimayu, 42500 Telok Panglima Garang, Selangor.
Tel: +603 8073 2788 Fax: +603 8073 2688

Appendix 3: Location and Field Map Ladang Tagar 3



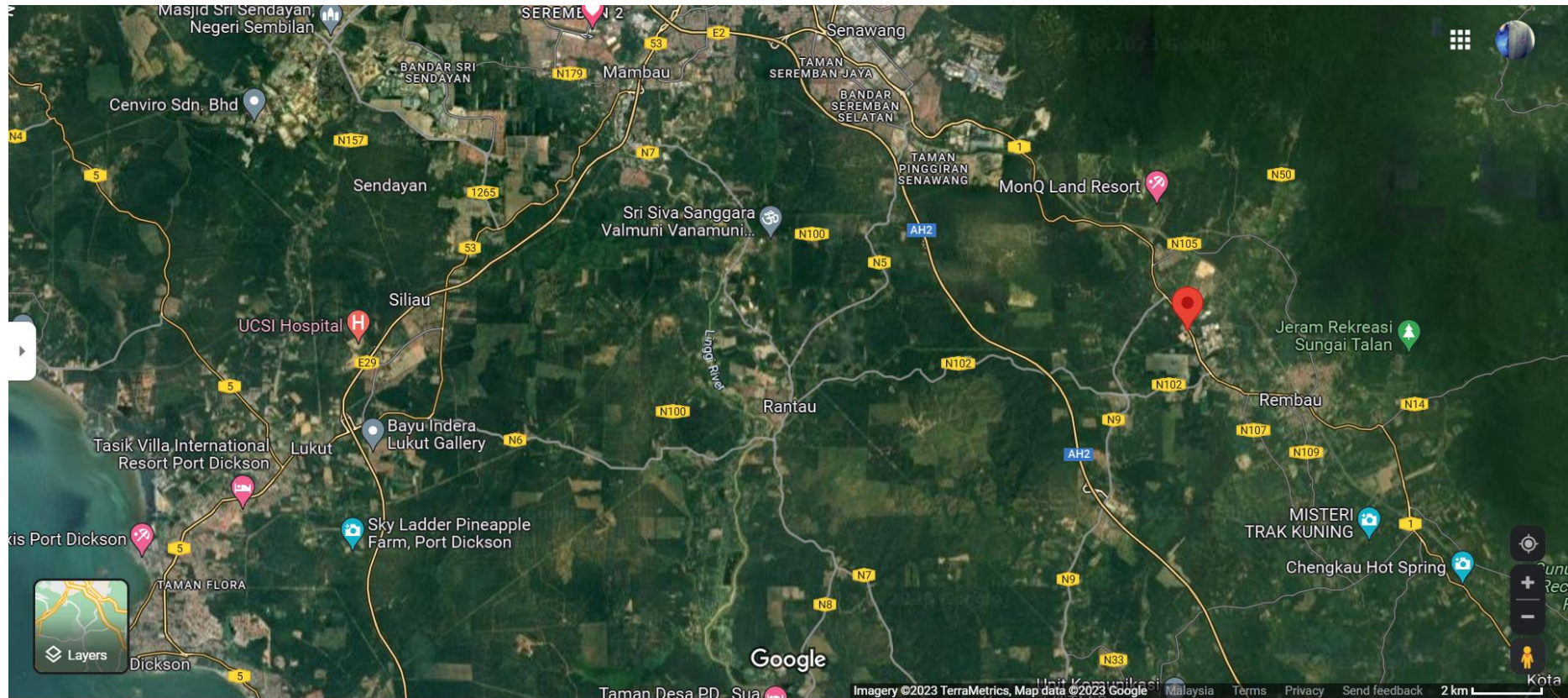
No 16-G, 16-1, Jalan Flora 1/1, Blossom Square Bandar Rimayu, 42500 Telok Panglima Garang, Selangor.
Tel: +603 8073 2788 Fax: +603 8073 2688

Appendix 4: Location and Field Map Ladang Perhentian Tinggi



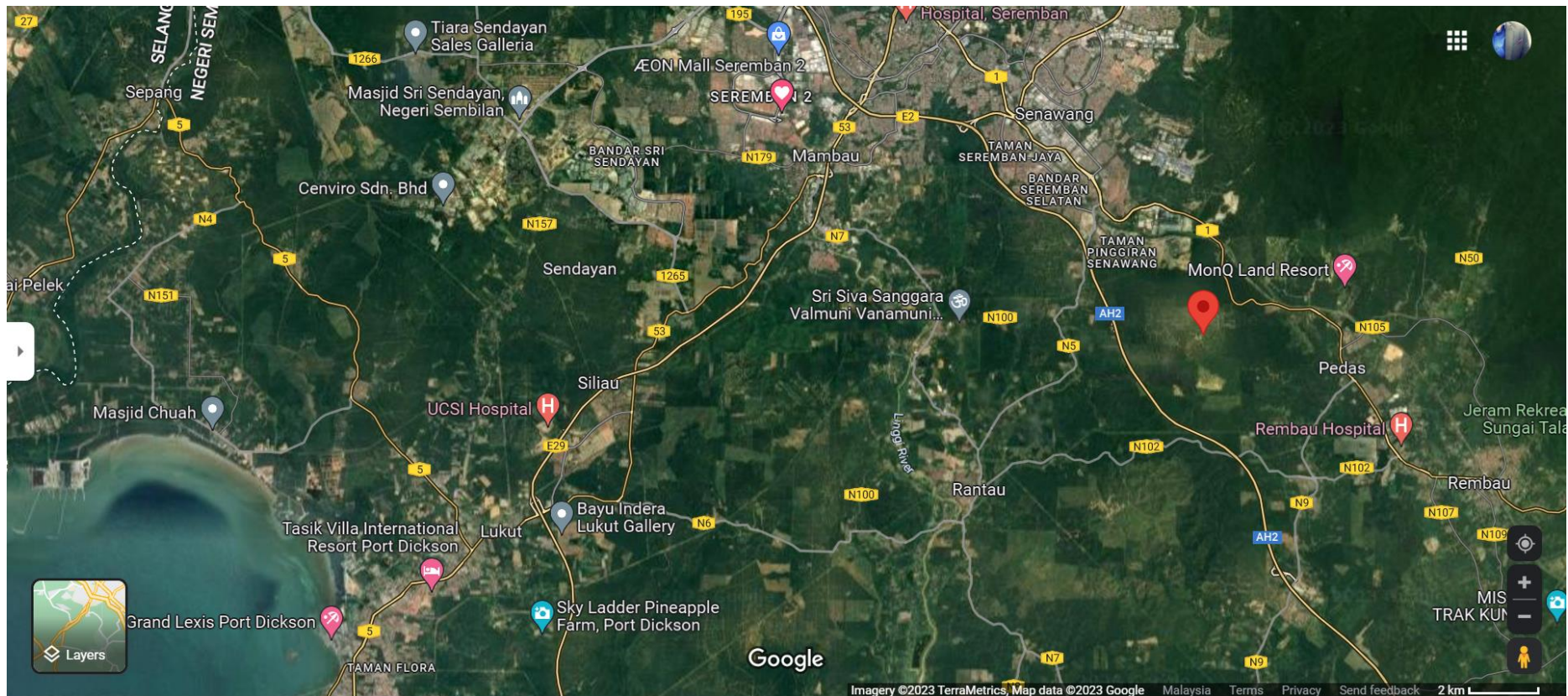
No 16-G, 16-1, Jalan Flora 1/1, Blossom Square Bandar Rimayu, 42500 Telok Panglima Garang, Selangor.
Tel: +603 8073 2788 Fax: +603 8073 2688

Appendix 5: Location and Field Map Ladang Chembong



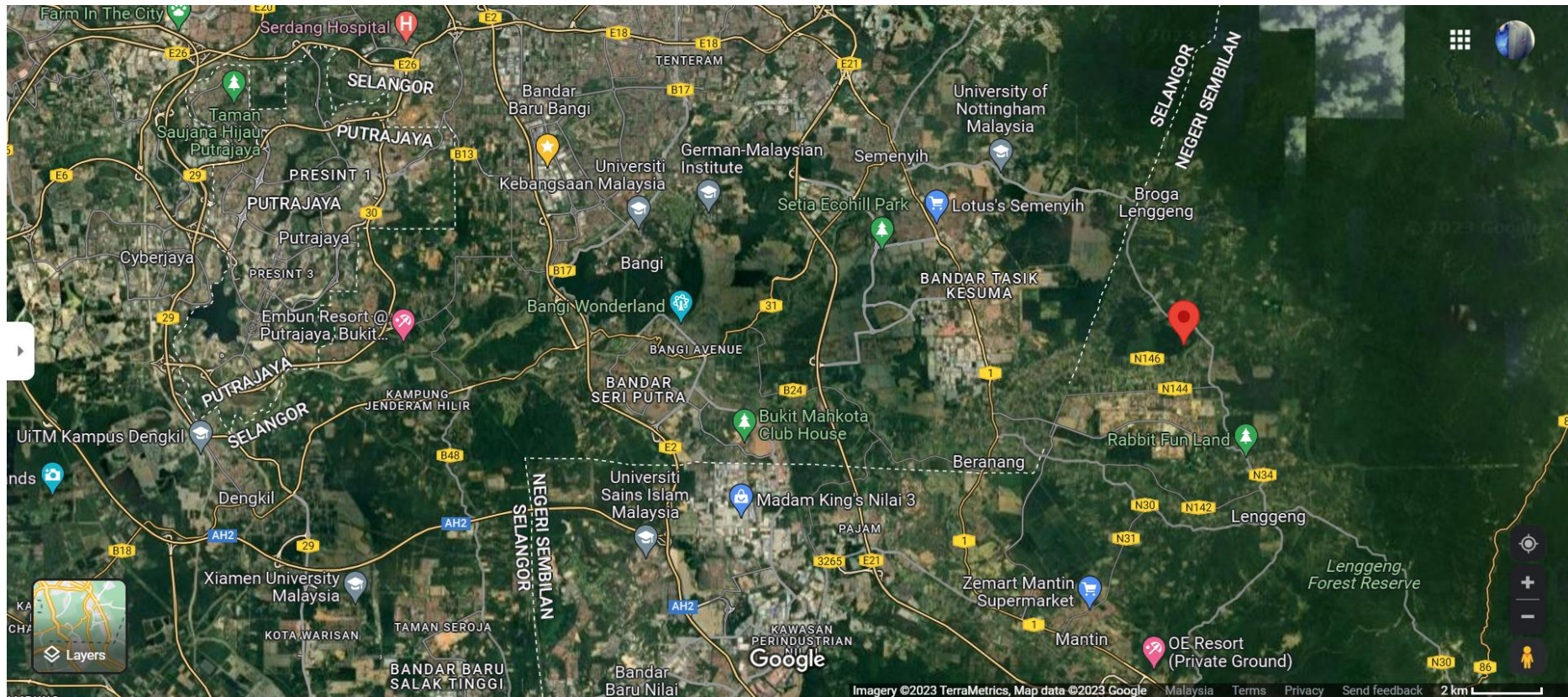
No 16-G, 16-1, Jalan Flora 1/1, Blossom Square Bandar Rimayu, 42500 Telok Panglima Garang, Selangor.
Tel: +603 8073 2788 Fax: +603 8073 2688

Appendix 6: Location and Field Map Ladang Batu Sablas



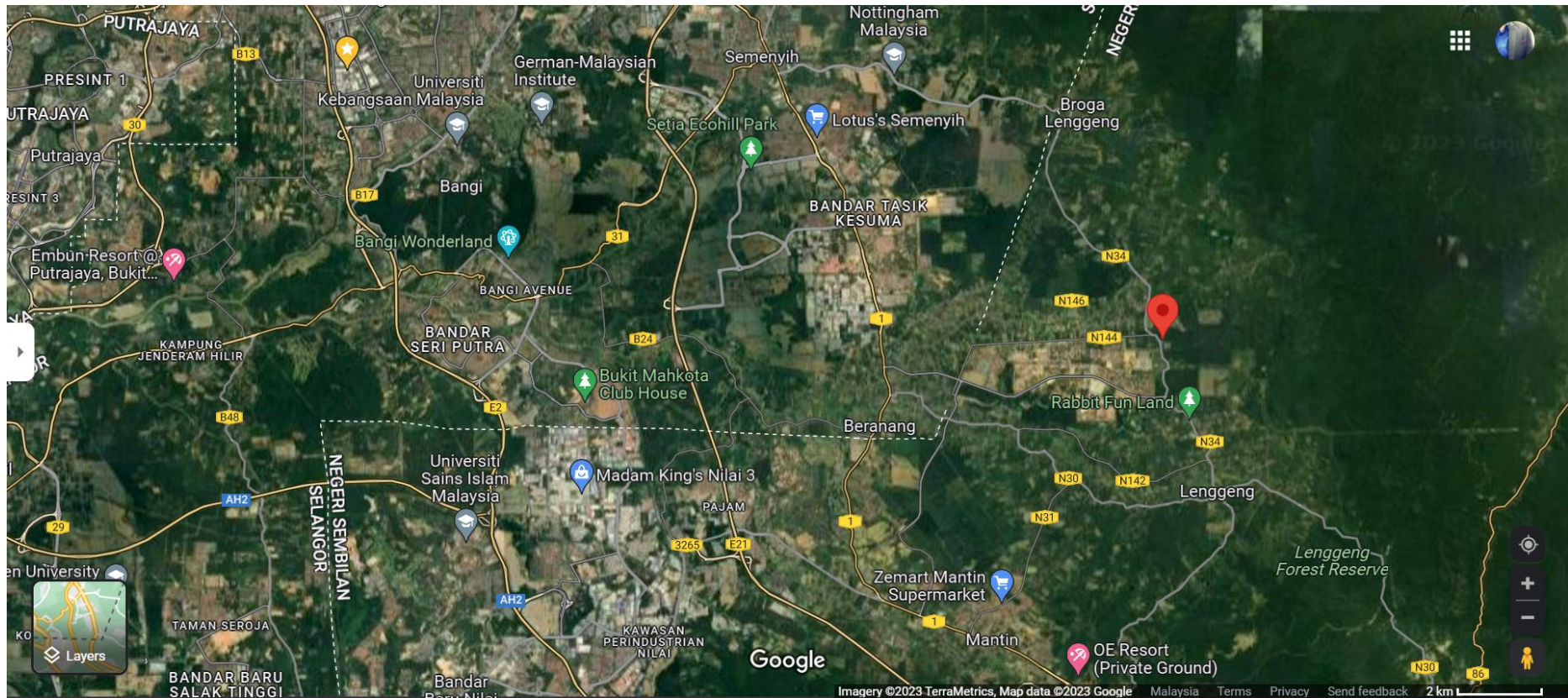
No 16-G, 16-1, Jalan Flora 1/1, Blossom Square Bandar Rimayu, 42500 Telok Panglima Garang, Selangor.
Tel: +603 8073 2788 Fax: +603 8073 2688

Appendix 7: Location and Field Map Ladang Grancia



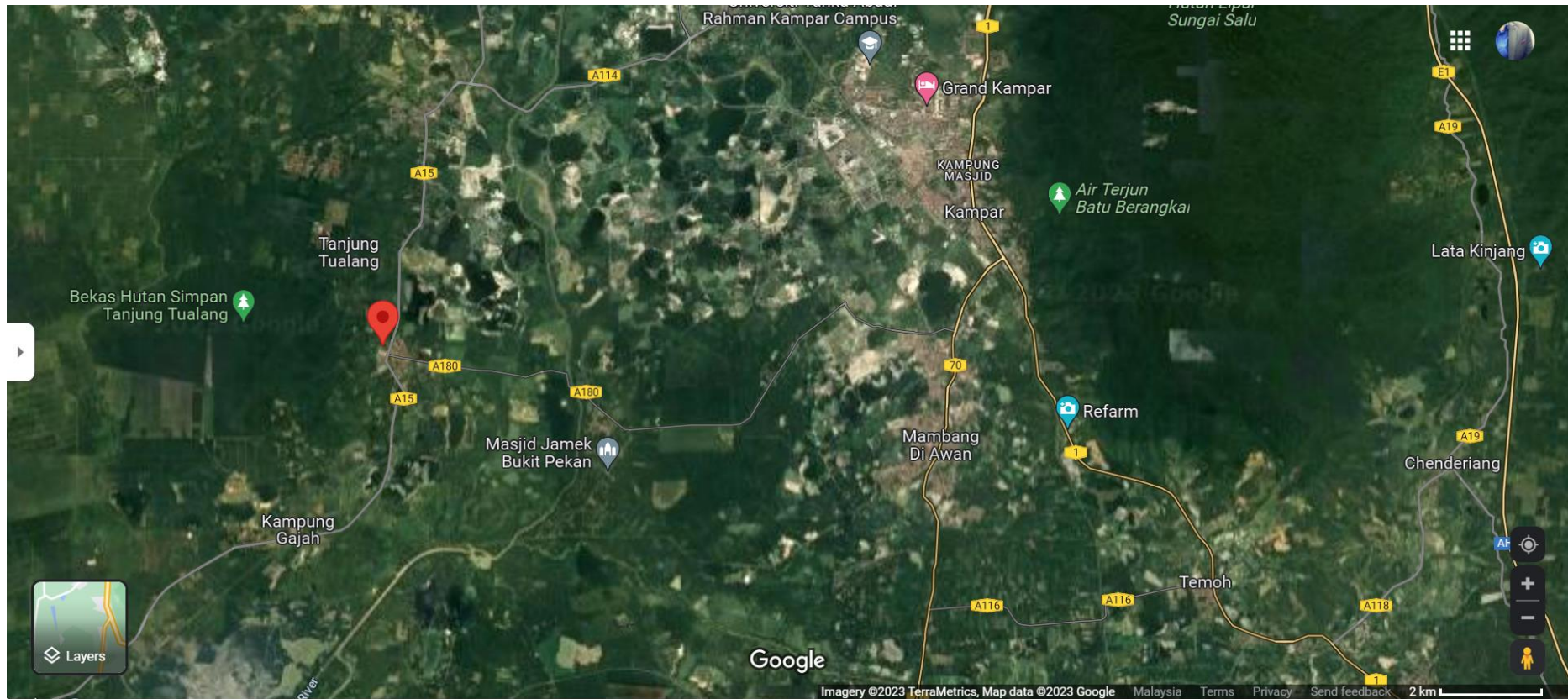
No 16-G, 16-1, Jalan Flora 1/1, Blossom Square Bandar Rimayu, 42500 Telok Panglima Garang, Selangor.
Tel: +603 8073 2788 Fax: +603 8073 2688

Appendix 8: Location and Field Map Ladang Sg. Beranang



No 16-G, 16-1, Jalan Flora 1/1, Blossom Square Bandar Rimayu, 42500 Telok Panglima Garang, Selangor.
Tel: +603 8073 2788 Fax: +603 8073 2688

Appendix 9: Location and Field Map Ladang Tg. Tualang



No 16-G, 16-1, Jalan Flora 1/1, Blossom Square Bandar Rimayu, 42500 Telok Panglima Garang, Selangor.
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