



Assessment Report	Date: 17 <sup>th</sup> SEP to 18 <sup>th</sup> SEP
	2020

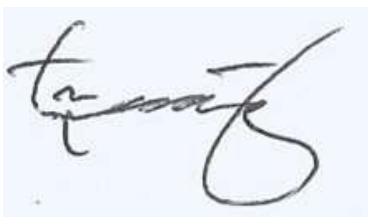
*[Disclaimer: The audit report has been generated to reflect the compliance of the company toward the MSPO standard and every criterion's have been in every effort taken to ensure the accuracy of the assessment and reporting produced. As the assessment is been carried out based on sampling, certain areas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

**MSPO 2530:2013  
Part 3**

NAME OF CERTIFIED ENTITY	ZHENXING ENTERPRISE SDN BHD
MSPO CERTIFICATE NO & VALIDITY	
MAIN ADDRESS	NO.53.A, JALAN KUNING 2, TAMAN PELANGI, 80400 JOHOR BAHRU, JOHOR/ MUKIM SEDENAK, SENAI-KULAI, 81030 JOHOR BAHRU, JOHOR.
REPORT NO	MS20MM474
TYPE OF CERTIFICATION	SINGLE
AUDIT STAGE	MAIN ASSESSMENT If surveillance NA

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 may 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		Name: Designation:
Name	MOHAMAD TERMIZI BIN AWANG KECHIL	Company stamp
Date	17-18/09/2020	
Email	admin@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 General Information

General	
Audit objectives	<input checked="" type="checkbox"/> To verify that the system initial implementation is in accordance to requirements of the standard adopted. <input type="checkbox"/> To verify that the system implementation is continuously in accordance to the requirements of the standards adopted. <input type="checkbox"/> To verify that the system implementation is continuously after and in third years of implementation is in accordance to the standards adopted. Other, (please specify)
Integrate Assessment	No
Issue of certificate	Yes

Scope of Certification	
Scope of certification in English	Provision of Planting and Harvesting of Fresh Fruit Bunch (FFB) by Oil Palm Plantation
Requirement not being applicable	P7 - Development of New Planting
Justification	The company doesn't have any new planting activities.
Other language than above	NA
Changes from Previous registration	No
Extension/changes of scope date	NA

Contact Details	
Management Representative	MS LIEW CHOON LEONG
Alternate contacts	NIL
Management Representative contact no.	016-770 7289
E-mail address	zhenxing81@yahoo.com
Fax Number	NIL
Fixed Line Number	07-333 8289
No of Group Members / SPOC	1

## Section B Previous Audit Result

The result of the last audit system have 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 type="checkbox"/>	No nonconformities have been raised during last assessment.
<input checked="" 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 C 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 **NIL** 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 D (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
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 E Auditor and Auditees Names

CCI Assessors	Attendance during opening and closing meeting	
Team leader	Name	Designation
MOHAMAD TERMIZI BIN AWANG KECHIL	MS LIEW CHOON LEONG MR LIEW CHOON PING	COMPANY REPRESENTATIVE ESTATE SUPERVISOR
Team member		
NA		
Trainee auditor		
NA		
Observer		
NA		

## Section F Audit Process Matrix

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

Planned month & year	09/2020	09/2021	09/2022	09/2023	09/2024
Internal Audits	☒	☒	☒	☒	☒
Stakeholder consultation / survey	☒	☒	☒	☒	☒
Use of logo	☒	☒	☒	☒	☒
Follow-up from previous audit finding	☒	☒	☒	☒	☒
<b>4.1 Management Commitment &amp; Responsibility</b>					
4.1.1 MSPO Policy	☒	☒	☒	☒	☒
4.1.2 Internal audit	☒	☒	☒	☒	☒
4.1.3 Management Review	☒	☒	☒	☒	☒
4.1.4 Continual Improvement	☒	☒	☒	☒	☒
<b>4.2 Transparency</b>					
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	☒	☒	☒	☒	☒
<b>4.3 Compliance to legal requirements</b>					
4.3.1 Regulatory requirements	☒	☒	☒	☒	☒
4.3.2 Land use rights	☒	☒	☒	☒	☒
4.3.3 Customary rights	☒	☒	☒	☒	☒
<b>4.4 Social responsibility, health, safety and employment condition</b>					
4.4.1 Social impact assessment (SIA)	☒	☒	☒	☒	☒
4.4.2 Complaints and grievances	☒	☒	☒	☒	☒
4.4.3 Commitment to contribute to local sustainable	☒	☒	☒	☒	☒

development					
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"/>
<b>4.5 Environment, natural resources, biodiversity and ecosystem services</b>					
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"/>
<b>4.6 Best Practices</b>					
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"/>
<b>4.7 Development of new planting</b>					
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 (SEIA)	<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
<b>Group Member Audit Matrix (Single Certification)</b>	09/2020	09/2021	09/2022	09/2023	09/2024
ZHENXING ENTERPRISE SDN BHD	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Group Member Audit Matrix (Group Certification)</b>					
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Assessment man days for the next assessment: 2 md. Recertification: 2025

**Note:**

(i) Recertification should be carry 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 1, 01 August 2017.

(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
TR	17-18/09/2020	9.00 AM
<p>Opening Meeting</p> <ul style="list-style-type: none"> <li>a) introduction of the participants, including an outline of their roles;</li> <li>b) confirmation of the scope of certification;</li> <li>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;</li> <li>d) confirmation of formal communication channels between the audit team and the client;</li> <li>e) confirmation that the resources and facilities needed by the audit team are available;</li> <li>f) confirmation of matters relating to confidentiality;</li> <li>g) confirmation of relevant work safety, emergency and security procedures for the audit team;</li> <li>h) confirmation of the availability, roles and identities of any guides and observers;</li> <li>i) the method of reporting, including any grading of audit findings;</li> <li>j) information about the conditions under which the audit may be premature terminated;</li> <li>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;</li> <li>l) confirmation of the status of findings of the previous review or audit, if applicable;</li> <li>m) methods and procedures to be used to conduct the audit based on sampling;</li> <li>n) confirmation of the language to be used during the audit;</li> <li>o) confirmation that, during the audit, the client will be kept informed of audit progress and any concerns;</li> <li>p) opportunity for the client to ask questions.</li> </ul> <p>Closing Meeting</p> <ul style="list-style-type: none"> <li>a) informing the client that the audit evidence collected was based on a sample of the information; thereby introducing an element of uncertainty</li> <li>b) the method and timeframe of reporting, including any grading of audit findings;</li> <li>c) the certification body's process for handling nonconformities including any consequences relating to the status of the client's certification;</li> <li>d) the timeframe for the client to present a plan for correction and corrective action for any nonconformities identified during the audit;</li> <li>e) the certification body's post audit activities;</li> <li>f) information about the complaint handling and appeal processes.</li> <li>g) Any diverging opinion that are not resolved.</li> <li>h) opportunity for the client to ask questions.</li> </ul>		
<b>Executive Summary</b>		
<p>Organisation Information</p> <p>Zhenxing Enterprise Sdn Bhd operates palm oil estate. The company was based in Jalan Kuning, Taman Pelangi, Johor Bahru, Johor, Malaysia. This estate has 85.26 hectares located Mukim Sedenak &amp; Mukim Senai-Kulai, Johor, Malaysia.</p> <p>Assessment Process</p>		

Zhenxing Enterprise Sdn Bhd has commissioned CARE Certification International (M) Sdn Bhd to conduct MAV (Main Assessment Visit) for 1 palm oil estate according to the requirements of MS 2530-3:2013 General Principles for Oil Palm Plantations and Organized Smallholders commencing 17-18/09/2020 covers the following activities but not limited to below:

- Onsite visit, observations and inspections of estate facilities and field activities
- Interview operation personnel and field workers for understanding for the work assigned
- Reviewed revised and updated documentation established and implemented
- Operating records
- Training records
- Reports established
- Work plans established
- Stakeholders consultation meeting
- Review and closed out of non-conformance raised during FAV (First Assessment Visit) audit
- Assessment reporting

Based on the findings of this assessment, it was found that company had complied with all the requirements of the MSPO (Part 3). This assessment had resulted in the issuance of 10 Non Conformities (NCR) and 1 Observations.

Non-conformance shall be addressed and responded within 90 days from date of audit and OBS will be reviewed and verified during the next audit. Verified FAV Assessment Report # MS20MM 474 dated 19/08/2020 by Auditor Nurdini Mohammad Jobly. No sign use of accreditation logo at the point of review.

CARE Certification International (M) Sdn Bhd has employed a risk-based approach in the audit, focusing on the identification of significant risks and reliability of the assessment and reporting. In addition, the following reference was used as part of the assessment; the compliance of the requirements out of the guidelines applied was checked. Malaysian Sustainable Palm Oil Part 3: General Principles for Plantation and Organised Smallholders audit guidance.

The scope of this assessment was limited to the estate management system and practices against the MSPO requirements. This assessment has been conducted by Mohamad Termizi bin Awang Kechil as a Lead Auditor.

#### Audit Team

A certification team consisting of one team leader was appointed. CARE Certification International (M) Sdn Bhd holds copies of educational qualifications, certificates and audit logs for each of the audit team members. This assessment has been conducted by 1 approved assessor which hold sufficient qualification and experiences to conduct MSPO Assessment. The onsite team members contributed to the review of documents, the assessment of the project activity and to the preparation of this report under the leadership of the team leader.

#### Competency Criteria of Audit Team



Criteria	Requirement	Lead Auditor	Auditor
Education	Post-secondary education, college or university diploma/degree in one of the following i. Agriculture; ii. Science & Technology (e.g. Environmental Sciences, Life Sciences, Geological Sciences, Natural Sciences,); iii. Engineering, Process Technology; iv. Energy Management, Quality Management; v. Social Sciences and/or Anthropology; vi. Business Management; or vii. Other relevant related fields	Post-secondary education, college or university diploma/degree - Mohamad Termizi bin Awang Kechil graduated in Diploma in Plantation Industry Management from UiTM and Master in Safety, Health and Environment from UMPahang.	NIL
Work Experience	Lead: At least five (5) years of work experience in the oil palm sector or related fields such as social, health, safety and environment  Auditor: <b>Post Secondary education:</b> At least ten (10) years of work experience in the oil palm sector or related fields such as social, health, safety and environment  <b>Tertiary education:</b> At least three (3) years of work experience in the oil palm sector or related fields such as social, health, safety and environment	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. - His past working experiences included 15 years in oil palm plantation company from Asiatic Plantation Berhad, Tradewinds Plantation Berhad and Regal Establishment Sdn Bhd.	NIL
Training	i) Attended the MS 2530 series of standards training or other auditor competency trainings endorsed by MPOCC or MPOB (pre 2016).  ii) shall have undergone 40 hours of accredited <b>OR</b> 40 hours of lead auditor course either in Quality Management Systems (QMS) or Environmental Management Systems (EMS)	i) Attended the MS 2530 series of standards training or other auditor competency trainings endorsed by MPOCC or MPOB (pre 2016). - Had attend MSPO 2530:2015 Lead Auditor course conducted by SIRIM - Had attend ISO 9001:2015 Integrated ISO 14001:2015 Lead Auditor course conducted by PSV.	NIL

	or Occupational, Health and Safety Management Systems (OSH)		
Auditing Experience	<p>Lead: 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>	<p>Conducted a minimum four (4) on-site audits for a total of at least 20 mandays 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> <p>- Mohamad Termizi bin Awang Kechil successfully completed more than 20 man-days assessment as Auditor under CARE MSPO Manager within the last 2 years.</p>	NIL
General	A good knowledge in handling and evaluating sources of information and data. Able to communicate in Bahasa Malaysia or any other local language	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 speak and understand Bahasa Malaysia and English.	

Stakeholder Consultation			
List of Stakeholders Interviewed	1. Syaifudin Mail 2. Muhammad Muksin 3. Sou Poi Kee	Position	Estate Worker Estate Worker Contractor
Inputs	Feedback from the stakeholder, ZESB was have a good relationship with all the stakeholders and no issue was raised by the stakeholders.		
Management Response	The management acknowledges the response from the stakeholders and wish the good relationships will continues.		
Audit Team Conclusion	The audit team concluded that the management holds good relationships with the or stakeholders and the input from the consultation confirms this.		

**Note:**

Consultation session with palm oil stakeholders as required by Malaysian Sustainable Palm Oil (MSPO) Certification to gather feedback on the certified entity is **excluded** during Surveillance Assessment Visit (SAV) unless there is complaint/ dispute/ grievance which require further investigation.

Details of Certified Entity (Single Certification)
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**1. ESTATE INFORMATION:**

NAME OF ESTATE	LOCATION	GPS COORDINATE	MPOB LICENSE NO	VALIDITY
ZHENXING ENTERPRISE SDN BHD	a) MUKIM SENAI-KULAI, JOHOR, b) MUKIM SEDENAK, KULAI, JOHOR.	a)1.659068 , 103.688532 b) 1.793131, 103.478855	502348602000	31/08/2021
Other Sustainability Certification				

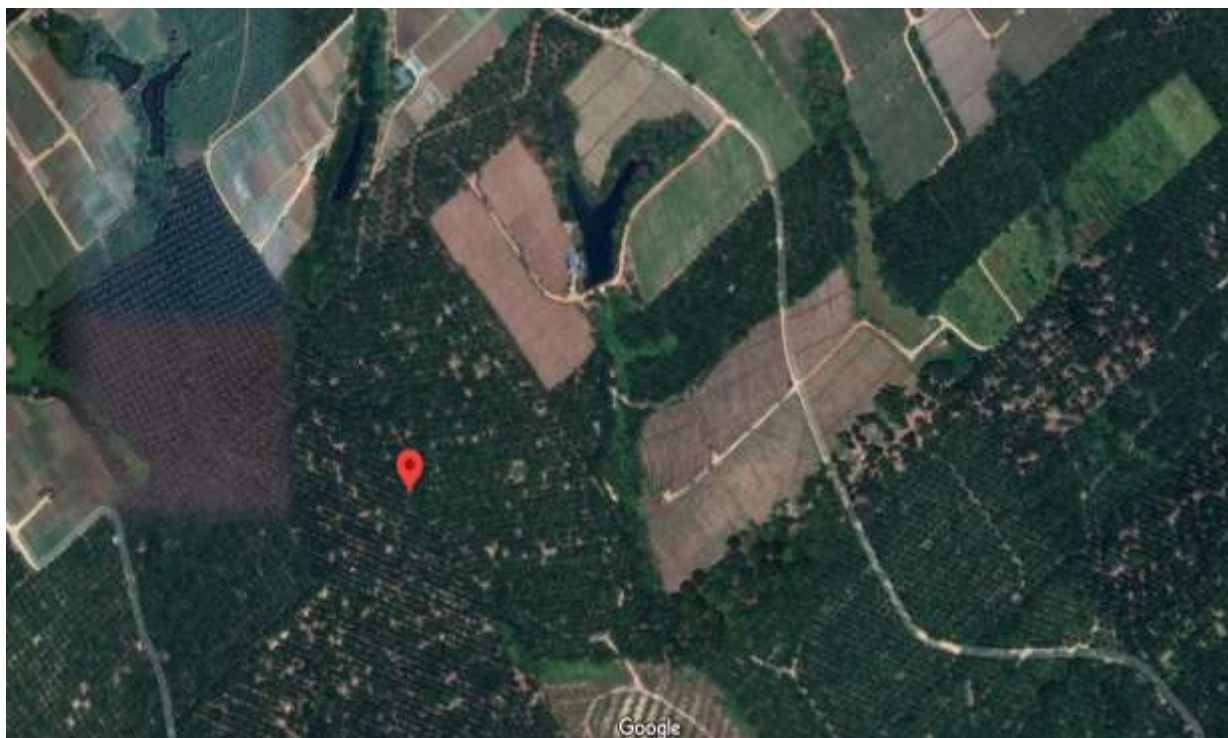
**Note:**

Maps showing geographical location, with close-up pf the certified estates are attached as in Appendix 1 of this report.

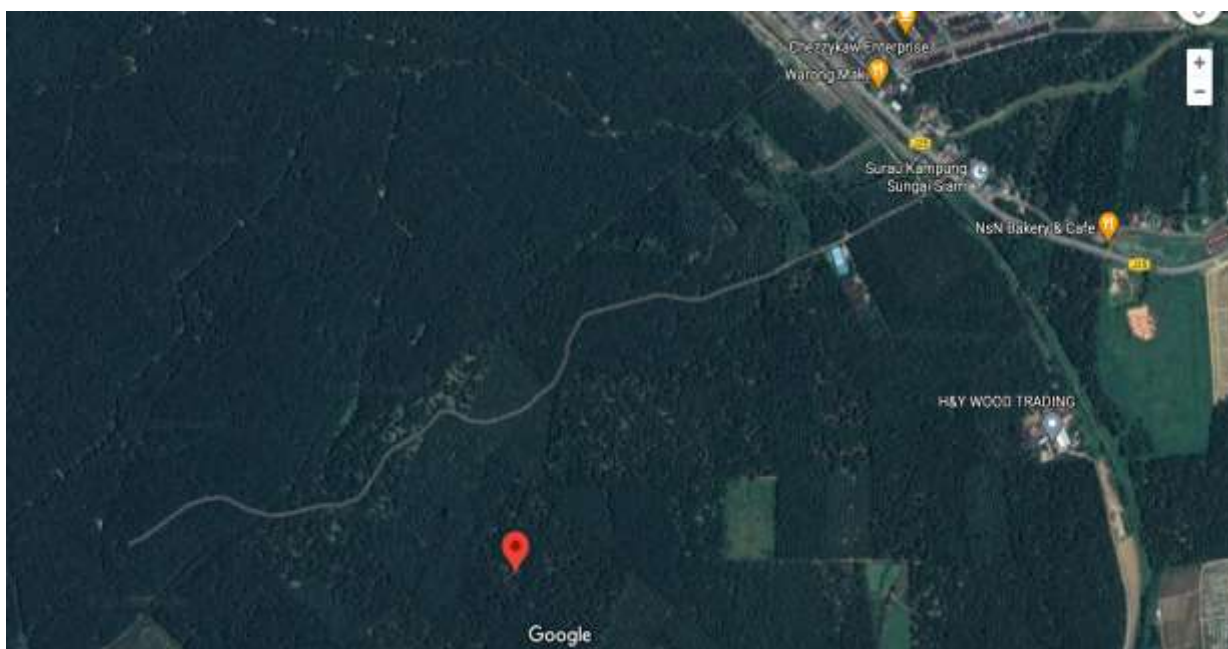
**2. AREA STATEMENT AND FFB FORECAST:**

NAME OF ESTATE	CERTIFIED AREA (HA)	PLANTED AREA (HA)	FFB TON/ YEAR 2019	YIELD TON/ YEAR
ZHENXING ENTERPRISE SDN BHD	85.26	85.26	1,440.62	16.90
<b>TOTAL</b>	<b>85.26</b>	<b>85.26</b>	<b>1,440.62</b>	<b>16.90</b>

## Appendix 1: Location and Field Map



a) Mukim Senai-Kulai (1.659068,103.688532)



b) Mukim Sedenak (1.793131,103.478855)

## Audit Checklist

Verification of previous visit			
Certificate Number	-	Expiry Date	-
Stage of Previous Audit	Stage 1 (Documentation Review)	Date of Audit	19/08/2020
No of Findings	- Non Conformance/s	- Observation/s	
Status/ Remark	-		
Verification of MSPO Logo			
For this period of review nil usage of MSPO Mark.			
P1: Management Commitment & Responsibility			
Criterion 1	Malaysian Sustainable Palm Oil (MSPO) Policy		
Indicator	Requirement	Findings	
4.1.1.1	A policy for the implementation of MSPO shall be established	Conformity	
The company established MSPO Policy signed by Managing Director dated 06/07/2020. MSPO Policy which consists committed to provide adequate resource and commitment towards the sustainability of the palm oil business by complying with the requirements of MSPO standards. Verified the policy had been displayed at office notice board.			
4.1.1.2	The policy shall also emphasize commitment to continual improvement.	Conformity	
Sighted the policy established had shown emphasize towards commitment for continual improvement for principle 1 until principle 7. The Policy contain: 1. Management Commitment and Responsibility 2. Transparency and Traceability 3. Comply with all applicable statutory and regulatory requirement. 4. Social Responsibility, safe and healthy workplace for our employees. 5. Environment, natural resources, biodiversity system and eco system services 6. Best practices			
Criterion 2	Internal Audit		
Indicator	Requirement	Findings	
4.1.2.1	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement.	Conformity	
Sighted the internal audit plan dated 08/07/2020, internal audit schedule dated 22/07/202 and internal audit conducted in 22/07/2020. Sighted and verified the Internal Audit Procedure, dated 06/07/2020 with reference document no. PR-1 Rev 0. Verified in internal audit procedure that internal audit will be conducted at least once in 12 months.			
4.1.2.2	The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order to implement the necessary corrective action	Conformity	
Sighted the Internal Audit Procedure dated 06/07/2020. Sighted from the internal audit report dated on 22/07/2020 shown there is no NC has been raised up by management so far.			

4.1.2.3	Report shall be made available to the management for their review.	Conformity
Verified Internal Audit Report dated 22/07/2020, Internal Audit Plan dated 08/07/2020, Internal Audit Schedule dated 22/07/2020 and Internal Audit Procedure dated 06/07/2020. Management Review Meeting (MRM) conducted in 05/08/2020.		
Criterion 3	Management Review	
Indicator	Requirement	Findings
4.1.3.1	The management shall periodically review the continuous suitability, adequacy and effectiveness of the requirements for effective implementation of MSPO and decide on any changes, improvement and modification.	Conformity
Sighted the minutes of MRM dated on 05/08/2020 and the agenda discussed were the element of MSPO requirement from principle 1 until principle 7. The meeting attended by Managing Director, Estate Manager and Management Representative. Also sighted discussion on finding raised from Internal Audit Report and status of corrective action. Apart from the audit results discussed, the issue addressed are: i) MSPO Policy and business plan ii) Resources requirement iii) Stakeholders feedback and complaints iv) Overall performance in MSPO v) Effectiveness of continual improvement plan vi) Recommendations for improvement		
Criterion 4	Continual improvement	
Indicator	Requirement	Findings
4.1.4.1	The action plan for continual improvement shall be based on consideration of the main social and environmental impact and opportunities of the company.	Conformity
Sighted and verified the management had listed the document for continual improvement plan for MSPO implementation. Below are the document been recorded and filed : 1. Using biological control method 2. Using the automatition technology to cut the palm oil fruits.		
4.1.4.2	The company shall establish a system to improve practices in line with new information and techniques or new industry standards and technology, where applicable, that are available and feasible for adoption.	Conformity
Verified with the management and interview with employees during site visit, no new techniques been established by the company.		
4.1.4.3	An action plan to provide the necessary resources including training, to implement the new techniques or new industry standard or technology (where applicable) shall be established.	Conformity
The estate don't have plan to buy or bring in new machinery or transport for operation for this year 2020.		
<b>P2: Transparency</b>		
Criterion 1	Transparency of information and documents relevant to MSPO requirements	
Indicator	Requirement	Findings
4.2.1.1	The management shall communicate the information requested by the relevant stakeholders in the appropriate languages and forms, except those limited by commercial confidentiality or disclosure that could result in negative environmental or social outcomes.	Conformity

Generally, communicate the information with stakeholders through letter, phone and verbal to all stakeholders on August 2020. Memo contains briefing on MSPO Policy, briefing complaints and grievances procedure and MSPO requirements complaint from stakeholder and grievance procedure. Sighted "Peti Cadangan" in front of office and complaint form available at "Peti Cadangan".		
4.2.1.2	Management documents shall be publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.	Conformity
Refer to Communication Procedure dated 06/07/2020 doc no PR-4 rev 0. Sighted the communication, for internal normally the interaction between employee and employer through memo, notice or verbal. For external communication one of channel way through letter, phone and whatsapp. Verified there are few document display at main entrance such policies and company info at office. Sighted "Peti Cadangan" in front of office and complaint form were available.		
Criterion 2	Transparent method of communication and consultation	
Indicator	Requirement	Findings
4.2.2.1	Procedures shall be established for consultation and communication with the relevant stakeholders	Conformity
This procedure has been communicated to all stakeholders by verbal. Records of complaints and grievances were implemented by Complaints Form for stakeholder/supplier and Internal. Sighted there no complain for 2020 far.		
4.2.2.2	A management official shall nominated officials at the operating unit responsible for issues related to indicator 1 (4.2.2.1)	Conformity
Sighted Ms Liew Poh Lee responsible for issue related MSPO in MSPO committee charts. Also seen Job Description for communication and consultation officer in the MSPO Committee charts. Sighted there is appointment letter signed by Managing Director dated 07/07/2020.		
4.2.2.3	List of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders should be properly maintained.	Conformity
Sighted there is a verbal information to all stakeholder. Verified the list of stakeholder with total 14 stakeholders including external and internal stakeholders. There is no complaint from stakeholders at this time of review.		
Criterion 3	Traceability	
Indicator	Requirement	Findings
4.2.3.1	The management shall establish, implement and maintain a standard operating procedure to comply with the requirements for traceability of the relevant product(s).	Conformity
This company established Traceability Procedure with doc no. PR-5 dated 06/07/2020. A clear procedure and proper guideline to trace the FFB production from harvesting until deliver to the mill comply with certification under Malaysia Sustainable Palm Oil. Identified by management the Flow and the records such i) Harvesting logbook, ii) Weighing logbook, iii) weighbridge ticket, iv) Contract agreement and etc.		
4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system	Conformity
Sighted evidence signature of the record as regular inspection have done regularly.		

4.2.3.3	The management should identify and assign suitable employees to implement and maintain the traceability system	Conformity
Sighted Mr Liew Choon Leong responsible for traceability/document controller in MSPO committee charts. Also seen Job Description for traceability/document controller in the MSPO Committee charts. Sighted there is appointment letter signed by Managing Director dated 07/07/2020.		
4.2.3.4	Records of sales, delivery or transportation of FFB shall be maintained.	Conformity
Samples for FFB Tickets		
a) Date 03/08/2020, FFB Ticket No. 229071, nett weight : 6.430 mt Verified ticket from Shoon Hong Rubber Co Sdn Bhd		
b) Date 29/08/2020 ,FFB Ticket No. 290488 , nett weight : 8.130 mt Verified ticket from Ken Ann Rubber Sdn Bhd.		
<b>P3: Compliance to legal requirements</b>		
Criterion 1	Regulatory requirements	
Indicator	Requirement	Findings
4.3.1.1.	All operations are in compliance with the applicable local, state, national and ratified international laws and regulations	Conformity
Verified all license and permit required for the operation as below: a) MPOB License- Lesen: 502348602000 - valid until 31/08/2021 b) SSM ACT 777 - Zhenxing Enterprise Sdn Bhd (10481/80) Register Dated 13/08/1980. c) Verified sample of workers permit as below : i. name : Muhammad Muhsin Visa Permit no : PF0025349 valid until 31/03/2021 Employed as : Plantation workers Passport no : B9249962 valid until 11/03/2023 ii. name : Syarif Mahmud Visa Permit no :PF0132220 valid until 31/03/2021 employed as : Plantation workers passport no : B9249961 valid until 11/03/2023 Verified no living quarters inside the estate.		
4.3.1.2	The management shall list all laws applicable to their operations in a legal requirements register	Observation
List of legal requirement register available during assessment. Seen the List of Laws and registered for: - 1. Safety & Health - Akta Keselamatan Dan Kesihatahn Pekerjaan, 1994 - Akta Kilang Dan Jentera 1967 (Akta 139) 2. Employee Employment Act 1955 - Minimum Wages Order 2018 - Workers Minimum Standard of Housing and Amenities Act 1990 - Employee Provident Fund Act 1991 3. Environment - Akta Kualiti Alam Sekitar 1974 (Akta 127) -Akta Perkhidmatan Bomba 1988 (Akta 341) 4. Pesticides - Pesticides Act 1974 5. Others - Akta Kerajaan Tempatan 1976, (Akta 171) - Undang-Undang Kecil Bangunan Seragam 1984 - Malaysian Laws On Poisons And Sale Of Drugs		



OBS No evidence the list of legal for Act 366 Poisons Act 1952 (Revised 1989) has listed by the management.		
4.3.1.3	The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force.	Conformity
Verified the legal requirement register updated in 06/07/2020 and will reviewed of there have any new amendments by PIC of compliance to regulatory requirements.		
4.3.1.4	The management should assign a person responsible to monitor compliance and to track and update the changes in regulatory requirements.	Conformity
Sighted Mr. Liew Poh Lee responsible for monitor compliance in MSPO committee charts. Also seen Job Description as legal compliance officer in the MSPO Committee charts. Sighted also there is an official appointment letter signed by management and received by person incharge. sighted Document : Mr. Liew Chon Hee - Appointment as Legal Officer, Environment, Safety and Health Officer Dated 07/07/2020 - Mr Liew Choon Ping appointed as Operational Control/Waste Management Officer Dated 07/07/2020 Signed by: Managing Director.		
Criterion 2	Land used right	
Indicator	Requirement	Findings
4.3.2.1	The management shall ensure that their oil palm cultivation activities do not diminish the land use rights of other users	Conformity
Verified total 17 land title under Zhenxing Enterprise Sdn Bhd. Sample land grant as per below : i. No hakmilik : 237282 No Lot : 2814 Ha: 10.8126 ha Area: Mukim Sedenak Category land of use : NIL Term of use : Nil. ii. No hakmilik : 18676 No Lot : 3582 Ha: 21.4104 ha Area: Mukim Senai-Kulai Category of land use : Nil Term of use : Nil		
4.3.2.2	The management shall provide documents showing legal ownership or lease, history of land tenure and the actual use of the land.	Conformity
Sighted and verified the land grant as per 4.3.2.1		
4.3.2.3	Legal perimeter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable.	Conformity
During site visit, sighted the boundry estate with the ladang sayuran and others small holder plam oil..		
4.3.2.4	Where there are, or have been, disputes, documented proof of legal acquisition of land title and fair compensation that have been or are being made to previous owners and occupants; shall be made available and that these should have been accepted with free prior informed consent (FPIC).	Conformity

There is no land dispute issue as the whole estate block is owned by Zhenxing Enterprise Sdn Bhd. As of to-date there was no complaint on land matter. No record on FPIC process because there is no community surround of plantation area.		
Criterion 3	Customary rights	
Indicator	Requirement	Findings
4.3.3.1	Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced.	Conformity
Estate operation is not under customary right land.		
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights shall be made available	Conformity
Estate operation is not under customary right land.		
4.3.3.3	Negotiation and FPIC shall be recorded and copies of negotiated agreements should be made available.	Conformity
Estate operation is not under customary right land.		
<b>P4: Social Responsibility, Health, Safety and Employment Condition</b>		
Criterion 1	Social impact Assessment (SIA)	
Indicator	Requirement	Findings
4.4.1.1	Social impacts should be identified and plans are implemented to mitigate the negative impacts and promote the positive ones	Nonconformity
NC No evidence the Social Impact Assessment (SIA) was conducted by the management.		
Criterion 2	Complaints and grievances	
Indicator	Requirement	Findings
4.4.2.1	A system for dealing with complaints and grievances shall be established and documented	Conformity
Established Complaint procedure dated on 06/07/2020 and cover to both internal and external complaint. Sighted Complaint process flow inside the complaint procedure. Process flow of complaint : i. Complaint receive from stakeholder by management ii. Review the complaint for necessary action iii. verification made by stakeholder and management and agreed if the issues had been resolve.		
4.4.2.2	The system shall be able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties.	Conformity
Verified as at todate there is no issues been recorded as the management just recently started implement MSPO certification requirement. Justification been made during interview stakeholder and stated by them as at todate no issues of complaint to the company.		
4.4.2.3	A complaint form should be made available at the premises, where employees and affected stakeholders can make a complaint.	Conformity
Sighted complaint form was located at the management office.		

4.4.2.4	Employees and the surrounding communities should be made aware that complaints or suggestions can be made any time	Conformity
The employees had been made aware with the complaint procedure was done during the Morning Routine Briefing since January 2020 and the Estate Supervisor, Mr Liew Ph Lee had visit every nearest local stakeholder to brief and notify them on MSPO Policy, Complaint Procedure on August 2020.		
4.4.2.5	Complaints and resolutions for the last 24 months shall be documented and made available to affected stakeholders upon request.	Conformity
As at todote no complaint receive by the relevant stakeholder.		
Criterion 3	Commitment to contribute to local sustainable development	
Indicator	Requirement	Findings
4.4.3.1	Growers should contribute to local development in consultation with the local communities.	Conformity
Verified CSR ( Corporate & Social Responsibility ) were done by estate management as been recorded inside CSR logsheet : - Contribution for religion festival - provided refresher such as juice and food during Hari Raya Festival and Chinese New Year Festival for workers.		
Criterion 4	Employees safety and health	
Indicator	Requirement	Findings
4.4.4.1	An occupational safety and health policy and plan shall be documented, effectively communicated and implemented	Conformity
Sighted the OSH policy were established on 06/07/2020. Seen the policy been communicated thru, - Routine meeting/briefing - displayed in notice board.		
4.4.4.2	The occupational safety and health plan shall cover the following:	
a) A safety and health policy, which is communicated and implemented		Conformity
Sighted the policy have been brief in - Penerangan Keselamatan Dan Kesihatan Pekerjaan during OSH Meeting to workers Date 08/07/2020 - Displayed in notice board verified during site visit the awareness on safety policy is well versed to the employee and as interview with the employee they are aware on the safety policy.		
b) The risks of all operations shall be assessed and documented		Conformity
Sighted the HIRARC for the following activities: a. Harvesting - Inspection on tractor - hazard : tractor breakdown - Inspection of PPE equipped - hazard : broken PPE - Using harvesting equipment - hazard : Improper usage of equipment - collecting the FFB into the tractor - hazard : FFB falls at hit employee, dropped FFB at the road. b. Pre-mixing of chemicals at the designated area - Exposure to chemicals - hazard : Chemical spillage, inhaled chemical vapour, explosive, flammable c. weeding - Exposure to chemicals - hazard : chemical spillage/leaking, inhaled chemical vapour, explosive/flammable. d. Fertilizing - Fertilizing - hazard : Contact with chemical, ingestion of chemical, dangerous animal		

<p>c) An awareness and training programme which includes the following requirements for employees exposed to pesticides:</p> <ul style="list-style-type: none"> <li>i) all employees involved shall be adequately trained on safe working practices; and</li> <li>ii) all precautions attached to products shall be properly observed and applied.</li> </ul>	<b>Nonconformity</b>
<p>Verified the following activities and worker:</p> <ul style="list-style-type: none"> <li>a. Training for was not done by management</li> <li>b. Verified SDS were available during audit.</li> </ul> <p>During site visit, found that there is no spraying activity done. The PPE was given by the management as mentioned by Mr Liew. Verified with the mandor that the staff will conduct daily PPE inspection before the worker goes for the work.</p> <p>NC No evidence the training for safe working practices (SOP) was done by the management.</p>	
<p>d) The management shall provide the appropriate personal protective equipment (PPE) at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC).</p>	<b>Conformity</b>
<p>Verified during site visit, harvesters are provided with PPE such as Mask Respirator N95, safety shoes, and safety gloves and seen PPE record dated 07/08/2020.</p>	
<p>e) The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 and Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000.</p>	<b>Nonconformity</b>
<p>Sighted the management was established the "Prosedur Pengurusan Bahan Kimia" dated 06/07/2020 and include all the activity for chemical handling such as storage, purchasing, mixing, disposal of the empty pesticide container etc.</p> <p>NC No evidence the CHRA was conducted by the management thus far.</p>	
<p>f) The management shall appoint responsible person(s) for workers' safety and health. The appointed person(s) of trust must have knowledge and access to latest national regulations and collective agreements.</p>	<b>Conformity</b>
<p>Sighted at the organization Chart Mr Liew Chon Hee were appointed as a Safety and Health officer nominated by the management refer to appointment letter dated on 07/07/2020.</p>	
<p>g) The management shall conduct regular two-way communication with their employees where issues affecting their business such as employee's health, safety and welfare are discussed openly. Records from such meetings are kept and the concerns of the employees and any remedial actions taken are recorded.</p>	<b>Conformity</b>
<p>Safety and Health Briefing were conducted by the Management (consist of management and employees.). The agenda included "Pematuhan Kerja Selamat, Laporan Kemalangan, Latihan Keselamatan, Penggunaan PPE etc. Seen record dated 08/07/2020.</p>	
<p>h) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees.</p>	<b>Conformity</b>
<p>Verified the estate had established Emergency and Accident Procedure with doc no : PR-11 rev 0 dated 06/07/2020. Sighted SOP Pelan Tindakan Kecemasan would cover the incident case as per below ;</p> <ul style="list-style-type: none"> <li>i. Accident</li> <li>ii. Spillage</li> <li>iii. Fire</li> </ul>	

i) Employees trained in First Aid should be present at all field operations. A First Aid Kit equipped with approved contents should be available at each worksite		Nonconformity
Site visit sighted First Aid Kit available at office and noted inspection was done by monthly basis. NC No evidence on the First Aid training was conducted by BOMBA for the employees has done by management.		
j) Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.		Nonconformity
Verified the management established the 'Prosedur Pengurusan Kemalangan di Ladang ' dated 06/07/2020 and sighted the establishment of the record for accident. Noted no accident was happen as to date. NC No evidence the management was submitted the MyKKP (JKKP 8) to DOSH for year 2019 report.		
Criterion 5	Employment conditions	
Indicator	Requirement	Findings
4.4.5.1	The management shall establish policy on good social practices regarding human rights in respect of industrial harmony. The policy shall be signed by the top management and effectively communicated to the employees	Conformity
Sighted management establish the "Social Policy" dated 01/03/2019 and approved the Director. The policies emphasizes as per below : i. Respecting the rights of employees and not prohibiting them to establish or join any union trade ii. Provides equal opportunity in hiring regardless of gender, race, religion and culture iii. Ensure all related consultation raise issue and problem be documented and undergone through a transparent system. iv. Do not recognize forced labor and child labor v. Management do not tolerate any offensive, injustice, violence and sexual harassment. Communication of the policy sighted done by display at the notice board, briefing during meeting and explain the policy to the stakeholder during the stakeholder meeting.		
4.4.5.2	The management shall not engage in or support discriminatory practices and shall provide equal opportunity and treatment regardless of race, colour, sex, religion, political opinion, nationality, social origin or any other distinguishing characteristics.	Conformity
Sighted management establish the "Social Policy" dated 06/07/2020 and approved the Director. Sighted inside the policy had mentioned no discrimination and provide equal opportunity regardless of race, colour, sex, nationality etc. The company seek to maintain a workplace free from discrimination. As per clause 4.4.5.1		
4.4.5.3	Management shall ensure that employees' pay and conditions meet legal or industry minimum standards and as per agreed Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage.	Conformity
Verified the employees payslip for Aug 2020 as below: a) Syaifudin Mail Passport No: B9249961 Gross pay: RM 3,598.20 b) Muhammad Muhsin Passport No: B9249962 Gross pay: RM 3,598.15 Found all the payment was sufficient as per legal requirement.		
4.4.5.4	Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee	Conformity

Verified there is 2 contract work done by contractor for harvesting and FFB transport from estate to the FFB dealer and verified the management has monitor their contractor's workers wages according the Minimum Wages Act 2018.		
4.4.5.5	The management shall establish records that provide an accurate account of all employees (including seasonal workers and subcontracted workers on the premises). The records should contain full names, gender, date of birth, date of entry, a job description, wage and the period of employment.	Conformity
Verified the records of employee were updated in the file name Rekod Pekerja which updated and contain of full names, gender, date of birth, date of entry, a job description etc.		
4.4.5.6	All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract is available for each and every employee indicated in the employment records	Conformity
The employees are having the valid employment contracts signed by each worker. Sampled below worker: -Employee name : Muhammad Muksin (B9249962) Occupation :- harvester, pruner, sprayer, manurer , general workers Daily rate & Piece rate : Total wages for August 2020 - RM 3,598.15 Date Dmployed : 01/04/2014 Others detail such as benefit, notice of termination, leave entitlement etc had been verified and the contract had been sign by both party employer and employee.		
4.4.5.7	The management shall establish a time recording system that makes working hours and overtime transparent for both employees and employer.	Conformity
Management established an attendance daily record book monitored by staff as attendance monitoring.		
4.4.5.8	The working hours and breaks of each individual employee as indicated in the time records shall comply with legal regulations and collective agreements. Overtime shall be mutually agreed and shall always be compensated at the rate applicable and shall meet the applicable legal requirement	Conformity
Refer to the "Kontrak Pekerjaan" the working hours and breaks of each individual are as per agreement and the working time are as below: Estate Monday - Saturday - 8.00 am - 5.00 pm Break: 12.30 pm - 1.30 pm		
4.4.5.9	Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements	Conformity
Verified the payslip and pay slip and sighted the calculation of the wages are as per regulations which is more than RM1,100 per month.		
4.4.5.10	Other forms of social benefits should be offered by the employer to employees, their families or the community such as incentives for good work performance, bonus payment, professional development, medical care and health provisions	Conformity
Refer to agreement sighted other social benefit was provided such as medical, bonus etc.		
4.4.5.11	In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities in compliance with the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446) or any other applicable legislation.	Conformity

Verified during audit no living quarter inside the estate.		
4.4.5.12	The management shall establish a policy and provide guidelines to prevent all forms of sexual harassment and violence at the workplace	Conformity
Sighted management establish the "Sexual Harassment Policy" dated 06/07/2020 and approved the Managing Director.		
4.4.5.13	The management shall respect the right of all employees to form or join trade union and allow workers own representative(s) to facilitate collective bargaining in accordance with applicable laws and regulations. Employees shall be given the freedom to join a trade union relevant to the industry or to organize themselves for collective bargaining. Employees shall have the right to organize and negotiate their work conditions. Employees exercising this right should not be discriminated against or suffer repercussions.	Conformity
Noted management respect the right of the employee to form or join trade union and the commitment are as per Polisi Sosial-Hak Kemanusiaan where the management respect the rights of employees and not prohibiting them to establish or join any trade union. Noted as to date, no any employee are join the trade union.		
4.4.5.14	Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation. Work by children and young persons is acceptable on family farms, under adult supervision, and when not interfering with their education. They shall not be exposed to hazardous working conditions.	Conformity
Verified the Employee List and sighted no employee age below 18 working inside the estate.		
Criterion 6	Training and competency	
Indicator	Requirement	Findings
4.4.6.1	All employees, contractors and relevant smallholders are appropriately trained. A training programme (appropriate to the scale of the organization) that includes regular assessment of training needs and documentation, including records of training shall be kept.	Nonconformity
NC No evidence the training programme for 2020 was not establish by the management.		
4.4.6.2	Training needs of individual employees shall be identified prior to the planning and implementation of the training programmes in order to provide the specific skill and competency required to all employees based on their job description.	Nonconformity
NC No evidence the Training Needs Analysis for year 2020 and listed the training required needs for workers of harvester, sprayer and general workers not yet establish by the management.		
4.4.6.3	A continuous training programme should be planned and implemented to ensure that all employees are well trained in their job function and responsibility, in accordance to the documented training procedure.	Nonconformity
NC No evidence the continous training programme has done yet by the management.		
<b>P5 Environment, Natural Resources, Biodiversity and Ecosystem Services</b>		

Criterion 1	Environmental management plan	
Indicator	Requirement	Findings
4.5.1.1	An environmental policy and management plan in compliance with the relevant country and state environmental laws shall be developed, effectively communicated and implemented.	Conformity
<p>The company established Environmental Policy signed by Managing Director, dated 06/07/2020. Written statement committed to provide adequate resource and commitment towards efforts to protect, preserve and conserve environmental resources through sustainable development and ensure that all levels of workforce and stakeholders are being communicated and understood the commitment. The policy emphasized:</p> <ol style="list-style-type: none"> <li>1. Comply with all legal provisions subject to the company and all its activities.</li> <li>2. Protect biodiversity and threatened species</li> <li>3. Increasing awareness of environment to relevant stakeholders</li> <li>4. Improve efficiency in energy use and waste.</li> <li>5. Adopting the "zero burning" principles and Good Agricultural Practices.</li> </ol>		
4.5.1.2	The environmental management plan shall cover the following: a) An environmental policy and objectives. b) The aspects and impacts analysis of all operations	Nonconformity
<p>a) Refer 4.5.1.1</p> <p>b) NC No evidence the management has done the aspects and impacts for environment.</p>		
4.5.1.3	An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, effectively implemented and monitored.	Conformity
<p>During site visit, the mitigation of the negative impacts effectively implemented.</p>		
4.5.1.4	A programme to promote the positive impacts should be included in the continual improvement plan	Conformity
<p>Sighted the management has developed a environmental objectives, target and management plan dated 06/07/2020 such as; Spillage of chemical drill</p>		
4.5.1.5	An awareness and training programme shall be established and implemented to ensure that all employees understand the policy and objectives of the environmental management and improvement plans and are working towards achieving the objectives.	Conformity
<p>Sighted the awareness on environmental issues had been brief on 02/07/2020.</p>		
4.5.1.6	Management shall organize regular meetings with employees where their concerns about environmental quality are discussed	Conformity
<p>Sighted the management done regular meeting for environmental issues dated 02/07/2020.</p>		
Criterion 2	Efficiency of energy use and use of renewable energy	
Indicator	Requirement	Findings
4.5.2.1	Consumption of non-renewable energy shall be optimized and closely monitored by establishing baseline values and trends shall be observed within an appropriate timeframe. There should be a plan to assess the usage of non-renewable energy including fossil fuel, electricity and energy efficiency in the operations over the base period.	Conformity



Verified there are record of diesel usage monitored by monthly basis. Sighted record of diesel as 120.02 litre - Jan 2020, 119.03 litre - Feb 2020, 126.20 liter - Mar 2020, 130.00 litre - Apr 2020, 104.00 litre - May 2020, 100.10 litre - Jun 2020, 103.94 litre - Jul 2020 and 110.00 litre - Aug 2020.		
4.5.2.2	The oil palm premises shall estimate the direct usage of nonrenewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations. This shall include fuel use by contractors, including all transport and machinery operations.	Conformity
Verified with the auditee and diesel record the estimation was based on average usage of diesel previous month. Verified diesel usage was under estimate.		
4.5.2.3	The use of renewable energy should be applied where possible	Conformity
Noted as to date, management yet to apply any renewable energy use for the operation.		
Criterion 3	Waste management and disposal	
Indicator	Requirement	Findings
4.5.3.1	All waste products and sources of pollution shall be identified and documented.	Conformity
Verified the "waste product and source of pollution has been identified and record in waste management plan (scheduled waste, Domestic waste and Waste from estate) and listed waste as below: a) Used empty container b) Used tyres		
4.5.3.2	A waste management plan to avoid or reduce pollution shall be developed and implemented. The waste management plan should include measures for: a) Identifying and monitoring sources of waste and pollution. b) Improving the efficiency of resource utilization and recycling of potential wastes as nutrients or converting them into value-added by-products.	Conformity
Verified also with "Pengenalpastian Sumber & Jenis Bahan Buangan" and sighted the action taken for waste generated from estate, as below: a) Used tyres - sell to supplier back. b) Empty container - to reuse for premix chemical.		
4.5.3.3	The management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environment Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal.	Nonconformity
Established Schedule Waste Procedure, Chemical Handling Procedure and Handling Empty Containers Procedure dated 06/07/2020.  NC No evidence for inventory record for Schedule Waste Management has establish by the estate management.		
4.5.3.4	Empty pesticide containers shall be punctured and disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health. The disposal instructions on manufacturer's labels should be adhered to. Reference should be made to the national programme on recycling of used HDPE pesticide containers.	Conformity
Verified the "Pengenalpastian Sumber & Jenis Bahan Buangan" and sighted the action taken for waste empty container to disposed empty container if triple rinsing done.		

4.5.3.5	Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourses.	Conformity
No domestic waste due to no living quarters at the estate.		
Criterion 4	Reduction of pollution and emission	
Indicator	Requirement	Findings
4.5.4.1	An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, scheduled wastes, solid wastes and effluent	Conformity
<p>Refer to document "Mengenalpasti Aktiviti Pencemaran Alam dan pelan Tindakan Untuk Mengurangkan Pencemaran Tahun 2020" , the sample as per below:</p> <p>1. Aktiviti: Mengangkut BTS dari ladang ke ramp dealer  Impak/Kesan: Pencemaran udara asap lori, pencemaran penggunaan diesel, pencemaran minyak pelincir kenderaan  Tindakan: Pemeriksaan di Puspakom, Kenderaan diselenggara dibengkel yang bertauliah.</p> <p>2. Aktiviti: Meracun rumpai di ladang  Impak/Kesan: Pencemaran racun, pencemaran bekas tong kimia beracun, pelupusan bekas PPE rosak, pelupusan bekas alatan rosak.  Tindakan: Larangan meracun dikawasan buffer zone, pemeriksaan kalibrasi kadar penggunaan racun, bilasan 3 kali sebelum dilupus atau diguna semula tong.</p> <p>3. Aktiviti: Membaja kimia di ladang  Impak/Kesan: Pencemaran bekas bag baja  Tindakan: Dikumpulkan semula dan digunakan sebagai bekas isi biji lerai</p> <p>4. Aktiviti: Pembuangan sisa sampah di tapak pelupusan sampah  Impak/Kesan: Pencemaran bau dan udara  Tindakan: Hanya sisa sampah jenis organik sahaja dilupuskan.</p>		
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented	Conformity
<p>1) Refer to 4.5.4.1</p> <p>2) Verified also with "Pengenalpastian Sumber &amp; Jenis Bahan Buangan" and sighted the action taken for waste generated from estate, as below:</p> <p>a) Used tyres - sell to supplier back.</p> <p>b) Empty container - to reuse for premix chemical.</p>		
Criterion 5	Natural water resources	
Indicator	Requirement	Findings
4.5.5.1	The management shall establish a water management plan to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include:	
a) Assessment of water usage and sources of supply.		Conformity
Sighted management establish the "Pelan Pengurusan Air" as below:		
i) Rain- To maintain the silt pit in the field		
ii) Desilt drain for reduce flood during moonson period.		
b) Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the estate's current activities		Conformity
Verified the water sampling done for analysis from Lab. MYCO2 Sdn Bhd as below:		
a) Lab. Ref. No: JL2007-A77081- stream water		

c) Ways to optimize water and nutrient usage to reduce wastage (e.g. having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.).		Conformity
Sighted management establish the "Pelan Pengurusan Air" as below: i) Rain- To maintain the silt pit in the field ii) Desitl drain for reduce flood during moonson period.		
d) Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones at or before planting or replanting, along all natural waterways within the estate.		Conformity
No riparian buffer zone established due to there is no natural river or stream inside the estate area.		
e) Where natural vegetation in riparian areas has been removed, a plan with a timetable for restoration shall be established and implemented.		Conformity
During site visit sighted no natural vegetation in riparian area been removed.		
f) Where bore well is being use for water supply, the level of the ground water table should be measured at least annually.		Conformity
No bore well been used for water supply.		
4.5.5.2	No construction of bunds, weirs and dams across main rivers or waterways passing through an estate.	Conformity
Verified during site visit, no bunds, weirs and dams constructed passing through estate waterways.		
4.5.5.3	Water harvesting practices should be implemented (e.g. water from road-side drains can be directed and stored in conservation terraces and various natural receptacles).	Conformity
Site visit sighted the establishment of the silt pit in the field to maintain the water sources for the palm tree.		
Criterion 6	Status of rare, threatened, or endangered species and high biodiversity value area	
Indicator	Requirement	Findings
4.5.6.1	Information shall be collated that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors). This information should cover:	
a) Identification of high biodiversity value habitats, such as rare and threatened ecosystems, that could be significantly affected by the grower(s) activities.		Conformity
Refer to Biodiversity Report dated 06/07/2020 prepared by Consultant NOVO and sighted the identification of the species such as monkey, snakes, owl, squirrel and birds as below:  1) Babi Hutan - Status IUCN: LC 2) Monyet - Status IUCN; LC 3) Biawak - Status IUCN: LC 4) Ular Senduk - Status IUCN: LC 5) Ayam Hutan - Status IUCN: LC 6) Burung Wak-wak - Status IUCN:LC		
b) Conservation status (e.g. The International Union on Conservation of Nature and Natural Resources (IUCN) status on legal protection, population status and habitat requirements of rare, threatened, or endangered species), that could be significantly affected by the grower(s) activities.		Conformity

The IUCN Red-list was referred to determine the status of the biodiversity identified, as refer to Biodiversity Assessment, the status of biodiversity are Least Concern (LC).		
4.5.6.2	If rare, threatened or endangered species, or high biodiversity value, are present, appropriate measures for management planning and operations should include:	
a)	Ensuring that any legal requirements relating to the protection of the species are met	Conformity
Sighted in legal requirement register list of legal relating to protection of species such as Protection of Wildlife Act 1972 (Act 76).		
b)	Discouraging any illegal or inappropriate hunting, fishing or collecting activities and developing responsible measures to resolve human-wildlife conflicts	Conformity
Refer to Biodiversity Management Plan, the company has plan for i) Proposed action - Display the signage of 'buffer zone' to next the river/stream/riparian zone. ii) Proposed action - Put on the signage of prohibition activities, such as no hunting, no illegal activities, no fishing, no encroachment and etc. iii) Proposed action - Provide training/briefing to create awareness to all general workers and harvesters that they shall obey the signage. Sighted signboard "No Hunting" at main entrance gate during site visit  Long Term Action - Regular training shall be provided to create awareness among the workers.		
4.5.6.3	A management plan to comply with Indicator 1 shall be established and effectively implemented, if required.	Conformity
Refer to 4.5.6.2 (b)		
Indicator 7	Zero burning practices	
Indicator	Requirement	Findings
4.5.7.1	Use of fire for waste disposal and for preparing land for oil palm cultivation or replanting shall be avoided except in specific situations, as identified in regional best practice.	Conformity
Refer to Environment Policy dated 06/07/2020, emphasized that company to adopting the principle of 'zero burning' and good agriculture practices. Verified during site visit, there is no evidence of open burning and observe there is signage install at the entrance.		
4.5.7.2	A special approval from the relevant authorities shall be sought in areas where the previous crop is highly diseased and where there is a significant risk of disease spread or continuation into the next crop.	Conformity
No applicable, no special approval requested and no required by estate management.		
4.5.7.3	Where controlled burning is allowed, it shall be carried out as prescribed by the Environmental Quality (Declared Activities) (Open Burning) Order 2003 or other applicable laws.	Conformity
No applicable, no special approval requested and no required by estate management.		
4.5.7.4	Previous crops should be felled or mowed down, chipped and shredded, windrowed or pulverized or ploughed and mulched.	Conformity
Refer to auditee, previous crop be felled and mowed down.		
<b>P6: Best Practices</b>		
Criterion 1	Site management	
Indicator	Requirement	Findings

4.6.1.1	Standard operating procedures shall be appropriately documented and consistently implemented and monitored.	Conformity
<p>SOP (Operational manual) that has been established are:</p> <ol style="list-style-type: none"> <li>1. Menuai dan Mengakut BTS ke Pentas Buah</li> <li>2. Menebas dan Mencantas Anak Kayu</li> <li>3. Membaja</li> <li>4. Pengurusan Rumpai</li> <li>5. Mengangkut BTS ke Pusat Pengumpulan Buah (Ramp)</li> <li>6. FFB Loading</li> </ol>		
4.6.1.2	Where oil palm is grown within permitted levels on sloping land, appropriate soil conservation measures shall be implemented to prevent both soil erosion as well as siltation of drains and waterways. Measures shall be put in place to prevent contamination of surface and groundwater through runoff of either soil, nutrients or chemicals.	Conformity
<p>Verified the estate area is hilly area and soil conservation measures has been implemented the soil erosion at drains and waterways.</p>		
4.6.1.3	A visual identification or reference system shall be established for each field.	Conformity
<p>All fields are marked and identified. There are both stencilled at the palm trees and also displayed in signage at the boundary/corners of every field. This is observed during the field visit.</p>		
Criterion 2	Economic and financial viability plan	
Indicator	Requirement	Findings
4.6.2.1	A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning.	Conformity
<p>Estate had established Operational Expenditure Budget, Capital Expenditure Budget Crop Production for each of Financial Year. Sighted Budget for Financial Year 2020 which was approved by General Manager. Verified the estates had established 5 years budgeted plan from 2019 until 2024.</p>		
4.6.2.2	Where applicable, an annual replanting programme shall be established. Long term replanting programme should be established and review annually, where applicable every 3-5 years	Conformity
<p>The oldest palm planted in year 2000 with the ages of palms is 20 year old.</p>		
4.6.2.3	The business or management plan may contain: <ol style="list-style-type: none"> <li>a) Attention to quality of planting materials and FFB.</li> <li>b) Crop projection: site yield potential, age profile, FFB yield trends.</li> <li>c) Cost of production: cost per tonne of FFB.</li> <li>d) Price forecast.</li> <li>e) Financial indicators: cost benefit, discounted cash flow, return on investment.</li> </ol>	Conformity
<p>The Company had established Annual Budget. Sighted Budget for Financial year 2020:</p> <p>Operational Expenditure Budget</p> <ol style="list-style-type: none"> <li>1.Total estimation crop - 1,400 mt</li> <li>2. Total Operation cost - RM 620,000 @ RM 442.86/mt</li> <li>3. FFB Price/mt: RM 400.00/mt</li> <li>4. OER % : 20.00%</li> </ol> <p>FFB Pricing for Aug 2020 from two dealers</p> <ol style="list-style-type: none"> <li>i) Shoon Hong Rubber Co Sdn Bhd</li> </ol> <p>Total tons: 97.030 mt</p>		

<p>FFB Price: RM 514.23/mt  FFB Price for Transportation: RM40.00/mt</p> <p>ii) Keng Ann Rubber Sdn Bhd  Total tons: 45.900 mt  FFB Price: RM 514.23/mt  FFB Price for Transportation: RM38.00/mt</p>		
4.6.2.4	The management plan shall be effectively implemented and the achievement of the goals and objectives shall be regularly monitored, periodically reviewed and documented.	Conformity
<p>Management already plan effectively to implement and achieve the target. The managing director is person who will regularly monitored and ensure the implementation of each estate.  - Estate recorded the performance is 1,440.62 mt as at year 2019 vs 1,581.79 mt as at year 2018.  Observe the last year performance slightly drop from the previous year due changes in climate . Less rain received in year 2019.</p>		
Criterion 3	Transparent and fair price dealing	
Indicator	Requirement	Findings
4.6.3.1	Pricing mechanisms for the products and other services shall be documented and effectively implemented.	Conformity
<p>Observe the pricing mechanism for the contract work were clearly stated inside the contract agreement. Review all the contract agreement shown mutual agreement been made by both party as signature from both party had been record as evidence. All the contract agreement for contract works such as transport to ramp etc were kept inside file contract agreement. Below are the sample contract agreement as evidence :</p> <p>Contractor name : Shoon Hong Rubber Co Sdn Bhd  Contract work : Transport FFB from estate to the FFB dealer.  Rate of Transport : RM 40.00/mt  Contract agreement been made dated on 01/01/2020. Contract period 1 year from 01/01/2020 until 31/12/2020.</p>		
4.6.3.2	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner	Conformity
<p>Verified the payment receive by the contractor every first week of the following month as per contract agreement.</p>		
Criterion 4	Contractor	
Indicator 1	Requirement	Findings
4.6.4.1	Where contractors are engaged, they shall understand the MSPO requirements and shall provide the required documentation and information	Conformity
<p>During site visit and interview with the harvesting contract workers shown that they are well aware on MSPO requirement as it is already been brief by the estate management . Verified all estate job done by estate contract workers.</p>		
4.6.4.2	The management shall provide evidence of agreed contracts with the contractor.	Conformity
<p>Verified the payment receive by the contractor FFB transport only every first week of the following month as per contract agreement.</p>		
4.6.4.3	The management shall accept MSPO approved auditors to verify assessments through a physical inspection if required	Conformity
<p>The company has been audited by Auditors from Care Certification International (CCI) on 17-18/09/2020 for MSPO Audit process. As per the Agreement the company allowed CCI Auditors to verify by conducting a physical inspection to site and documents for auditing purposes.</p>		

4.6.4.4	The management shall be responsible for the observance of the control points applicable to the tasks performed by the contractor, by checking and signing the assessment of the contractor for each task and season contracted	Conformity
Verified all the work perform by the contractor such as Transport FFB to the dealer were fully monitored by estate incharge. Record of weight-bridge ticket from FFB Dealers sending by the contractor were kept by the estate management as evidence to made the payment for harvesting activities. All activities were completed by the contractors in one day depending on the schedule that ad been planned by the estate management . This shown fullest responsible in monitoring the work were supervised by the estate manager.		
<b>P7: Development of new plantings</b>		
Criterion 1	High biodiversity value	
Indicator	Requirement	Findings
4.7.1.1	Oil palm shall not be planted on land with high biodiversity value unless it is carried out in compliance with the National and/or State Biodiversity Legislation.	Select
Not Applicable		
4.7.1.2	No conversion of Environmentally Sensitive Areas (ESAs) to oil palm as required under Peninsular Malaysia's National Physical Plan (NPP) and the Sabah Forest Management Unit under the Sabah Forest Management License Agreement. For Sabah and Sarawak, new planting or replanting of an area 500ha or more requires an EIA. For areas below 500ha but above 100ha, a Proposal for Mitigation Measures (PMM) is required	Select
Not Applicable		
Criterion 2	Peat Soil	
Indicator	Requirement	Findings
4.7.2.1	New planting and replanting may be developed and implemented on peat land as per MPOB guidelines on peat land development or industry best practice.	Select
Not Applicable		
Criterion 3	Social and Environmental Impact Assessment (SEIA)	
Indicator	Requirement	Findings
4.7.3.1	A comprehensive and participatory social and environmental impact assessment shall be conducted prior to establishing new plantings or operations.	Select
Not Applicable		
4.7.3.2	SEIA shall include previous land use or history and involve independent consultation as per national and state regulations, via participatory methodology which includes external stakeholders.	Select
Not Applicable		
4.7.3.3	The results of the SEIA shall be incorporated into an appropriate management plan and operational procedures developed, implemented, monitored and reviewed.	Select
Not Applicable		

4.7.3.4	Where the development includes smallholder schemes of above 500ha in total or small estates, the impacts and implications of how each scheme or small estate is to be managed should be documented and a plan to manage the impacts developed, implemented, monitored and reviewed.	Select
Not Applicable		
Criterion 4	Soil and topographic information	
Indicator	Requirements	Findings
4.7.4.1	Information on soil types shall be adequate to establish the long-term suitability of the land for oil palm cultivation	Select
Not Applicable		
4.7.4.2	Topographic information shall be adequate to guide the planning of planting programmes, drainage and irrigation systems, roads and other infrastructure	Select
Not Applicable		
Criterion 5	Planting on steep terrain, marginal and fragile soils	
Indicator	Requirements	Findings
4.7.5.1	Extensive planting on steep terrain, marginal and fragile soils shall be avoided unless permitted by local, state and national laws.	Select
Not Applicable		
4.7.5.2	Where planting on fragile and marginal soils is proposed, plans shall be developed and implemented to protect them and to minimize adverse impacts (e.g. hydrological) or significantly increased risks (e.g. fire risk) in areas outside the plantation.	Select
Not Applicable		
4.7.5.3	Marginal and fragile soils, including excessive gradients and peat soils, shall be identified prior to conversion	Select
Not Applicable		
Criterion 6		
Indicator	Requirements	Findings
4.7.6.1	No new plantings are established on recognised customary land without the owners' free, prior and informed consent, dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions	Select
Not Applicable		
4.7.6.2	Where new plantings on recognised customary lands are acceptable, management plans and operations should maintain sacred sites.	Select
Not Applicable		
4.7.6.3	Where recognized customary or legally owned lands have been taken-over, the documentary proof of the transfer of rights and of payment or provision of agreed compensation shall be made available	Select
Not Applicable		
4.7.6.4	The owner of recognised customary land shall be compensated for any agreed land acquisitions and relinquishment of rights, subject to their free prior informed consent and negotiated agreement.	Select
Not Applicable		



4.7.6.5	Identification and assessment of legal and recognised customary rights shall be documented.	Select
Not Applicable		
4.7.6.6	A system for identifying people entitled to compensation and for calculating and distributing fair compensation shall be established and implemented.	Select
Not Applicable		
4.7.6.7	The process and outcome of any compensation claims shall be documented and made publicly available.	Select
Not Applicable		
4.7.6.8	Communities that have lost access and rights to land for plantation expansion should be given opportunities to benefit from the plantation development.	Select
Not Applicable		

Audit Findings
<p>4.4.1.1 NC 1 No evidence the Social Impact Assessment (SIA) was conducted by the management.</p> <p>4.4.2.2 (c) NC 2 No evidence the training for safe working practiced (SOP) was done by the management.</p> <p>4.4.2.2 (e) NC 3 No evidence the CHRA was conducted by the management thur far.</p> <p>4.4.2.2 (i) NC 4 No evidence on the First Aid training was conducted by BOMBA for the employees has done by management.</p> <p>4.4.2.2 (j) NC 5 No evidence the management was submitted the MyKKP (JKKP 8) to DOSH for year 2019 report.</p> <p>4.4.6.1 NC 6 No evidence the training programme for 2019/2020 was not establish by the management.</p> <p>4.4.6.2 NC 7 No evidence the Training Needs Analysis for year 2019/2020 and listed the training required needs for workers of harvester, sprayer and general workers not yet establish by the management.</p> <p>4.4.6.3 NC 8</p>

No evidence the continuous training programme has done yet by the management.

4.5.1.2

NC 9

No evidence the management has done the aspects and impacts for environment.

4.5.3.3

NC 10

No evidence for inventory record for Schedule Waste Management has establish by the estate management.

During the assessment **10** nonconformities were identified.

**All Non-conformance will be further detailed in CAR Form # CCI-QP-07-3B**

**Note:**

*The assessment has be 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.*