

**MSPO2530-3:2013**

# CERTIFICATION SUMMARY REPORT

INITIAL CERTIFICATION

SURVEILLANCE YEAR 01

SURVEILLANCE YEAR 02

SURVEILLANCE YEAR 03

SURVEILLANCE YEAR 04

RECERTIFICATION

## USAHA JASAMAJU SDN BHD [660630-K]

Main Office Address:

LOT 337 – 340, TABUAN LARU COMMERCIAL CENTER, 93350, KUCHING, SARAWAK

Site Address:

LOT 890 & 892, SAMARAHAN LAND DISTRICT, 54700, SAMARAHAN, SARAWAK.

**Certification Body:**



### **KEBAL Resources Sdn Bhd**

Sublot 7, No. 387, Lot 17821, 2<sup>nd</sup> Floor, Star Point Angle  
Commercial Centre, Jalan Stutong, 93350, Kuching, Sarawak

Tel: 082 287 288

Mobile: 017 713 8188

Email: [kebalresource@gmail.com](mailto:kebalresource@gmail.com)

Website: [www.kebalresources.com.my](http://www.kebalresources.com.my)



## CERTIFICATION AUDIT SUMMARY REPORT

### CERTIFIED ENTITY: INFORMATION

Company Name:	<b>USAHA JASAMAJU SDN BHD [660630-K]</b>		
Main Office Address:	<b>LOT 337 – 340, TABUAN LARU COMMERCIAL CENTER, 93350, KUCHING, SARAWAK</b>		
Site Address:	<b>LOT 890 &amp; 892, SAMARAHAN LAND DISTRICT, 54700, SAMARAHAN, SARAWAK.</b>		
Registration No:	<b>[660630-K]</b>	Report Ref No:	<b>KRMC01/08/23</b>
MPOB License No:	<b>5556 7200 2000</b>	Expiry Date:	<b>31 12 2023</b>
Scope of Activity:	<input checked="" type="checkbox"/> <b>Menjual</b>	<input checked="" type="checkbox"/> <b>Mengalih</b>	<input type="checkbox"/> Mengilang
No of Estates:	1	No of Mill:	NA
Total Certified Area:	<b>443.21</b> Hectares	Mill Production Capacity:	NA
Total Planted Area:	<b>443.21</b> Hectares		
Type of Certification:	<input checked="" type="checkbox"/> <b>Individual</b>	<input type="checkbox"/> Group	
Audit Scope:	Provisions of Oil Palm Plantation including planting, harvesting and delivery of fresh fruit bunches (FFB) from <b>443.21</b> Hectares of certified area		
Audit Stage:	<input type="checkbox"/> Initial Certification	<input checked="" type="checkbox"/> <b>Surveillance 02</b>	<input type="checkbox"/> Recertification
Certificate No:	<b>KRMC010921 Issue 2</b>		
Date of Issue:	<b>06 09 2023</b>	Date of Expiry:	<b>05 09 2026</b>
Standards:	<input type="checkbox"/> MS2530-2:2013 Part 2: General principles for independent Smallholders		
	<input checked="" type="checkbox"/> <b>MS2530-3:2013 Part 3: General principles for oil palm plantations and organized smallholders</b>		

### MALAYSIAN SUSTAINABLE PALM OIL [MSPO CERTIFICATION]

#### AUDIT PROGRAMME

Name of Client:	<b>USAHA JASAMAJU SDN BHD [660630-K]</b>		
Client ID No:	<b>KRMC01</b>		
Site Address:	<b>LOT 890 &amp; 892, SAMARAHAN LAND DISTRICT, 54700, SAMARAHAN, SARAWAK.</b>		
Contact Person:	Pn Hajjah Kuintan Bt Sepawi	Position:	Managing Director
Telephone No:	+60 82 368187	Email:	kuintan.sepawi@gmail.com
Contact Person:	Mr Joachim Engan Sigau	Plantation Manager	
Telephone No:	+60 12 859 3133	joachim9439@gmail.com	
Date of Initial Certification:	<b>06 09 2021</b>		
Validity Period:	From: <b>06 09 2021</b>	To:	<b>05 09 2026</b>

**1. SURVEILLANCE 2****Not more than 12 months after Surveillance 1**

Certification Stage:	<b>Surveillance 2</b>		
Plan Audit Date:	August, 2023	Actual Audit Date	<b>03 &amp; 04 08 2023</b>
Proposed Area:	<b>LOT 890 &amp; 892, SAMARAHAN LAND DISTRICT, 54700, SAMARAHAN, SARAWAK.</b>		
Name of Estate:	<b>USAHA JASAMAJU SDN BHD</b>		

**2. SURVEILLANCE 3****Not more than 12 months after Surveillance 1**

Certification Stage:	<b>Surveillance 3</b>		
Plan Audit Date:	July, 2024	Actual Audit Date	00 00 0000
Proposed Area:	<b>LOT 890 &amp; 892, SAMARAHAN LAND DISTRICT, 54700, SAMARAHAN, SARAWAK.</b>		
Name of Estate:	<b>USAHA JASAMAJU SDN BHD</b>		

**3. SURVEILLANCE 4****Not more than 12 months after Surveillance 3**

Certification Stage:	Surveillance 4		
Plan Audit Date:	July, 2025	Actual Audit Date	00 00 0000
Proposed Area:	<b>LOT 890 &amp; 892, SAMARAHAN LAND DISTRICT, 54700, SAMARAHAN, SARAWAK.</b>		
Name of Estate:	<b>USAHA JASAMAJU SDN BHD</b>		

**4. RECERTIFICATION / REASSESSMENT****[Within] 4 Months before Certificate Expiry Date**

Certification Stage:	Recertification / Reassessment		
Plan Audit Date:	July, 2026	Actual Audit Date	00 00 0000
Proposed Area:	<b>LOT 890 &amp; 892, SAMARAHAN LAND DISTRICT, 54700, SAMARAHAN, SARAWAK.</b>		
Name of Estate:	<b>USAHA JASAMAJU SDN BHD</b>		

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**AUDIT INFORMATION**

<b>SURVEILLANCE AUDIT YEAR 02</b>		<b>No of Audit Mandays: 3 [Three]</b>
<b>Date of Audit:</b>	<b>03 &amp; 04 08 2023</b>	
<b>Audit Role:</b>	<b>Lead Auditor</b>	
<b>Name:</b>	<b>Maxwell S Landong</b>	
<b>Qualifications:</b>	<ul style="list-style-type: none"> <li>• Graduated with BSc (Hons) Resource Economics 1989) &amp; Master of Science in Human Resources Development (1998) (UPM)</li> <li>• Successfully completed the Lead Auditor Integrated Management System (IMS) ISO 9001, ISO 14001 &amp; ISO 45001 and passed the examination in conjunction with the course in 2020</li> <li>• Successfully completed the MSPO Lead Auditor Course and passed the examination in conjunction with the course in 2017</li> <li>• Attended the MPOB Training Course for Peer Reviewer on Oil Palm Management Certification in 2017</li> <li>• Successfully completed HRDF "Train the Trainer" training programme and passed all the assessment requirement in 2018</li> </ul>	
<b>MSPO Auditing Experience:</b>	<ul style="list-style-type: none"> <li>• Has clocked 92 man-days as Trainee Auditor, Auditor and Lead Auditor</li> <li>• Has performed as an Auditor auditing onsite (plantations and Mills)/remote audit at various stages (initial Certification – Stage 1 &amp; 2) and SVA 1, 2 &amp; 3</li> <li>• Technical Reviewer for seventeen (17) Audit Certification Reports – Plantations and Palm Oil Mills)</li> <li>• Initiate, plan and implement briefing and training program for SALCRA and its' Subsidiary companies' staff in preparation towards MSPO Certification – SALCRA Estates and Palm Oil Mills</li> </ul>	
<b>Audit Role:</b>	<b>Auditor</b>	
<b>Name:</b>	<b>Martin Kusong</b>	
<b>Qualifications:</b>	<ul style="list-style-type: none"> <li>• Bachelor of Science [Hons] Degree UPM, Masters of Business Administration UNIMAS</li> <li>• Successfully completed MSPO Lead Auditor Course 2017</li> <li>• Qualified Peer Reviewer – registered with MPOCC 2019</li> </ul>	



	<ul style="list-style-type: none"> <li>Successfully completed the Lead Auditor Integrated Management System (IMS) ISO 9001, ISO 14001 &amp; ISO 45001 and passed the examination in conjunction with the course in 2020</li> <li>Successfully completed HRDF "Train the Trainer" training programme and passed all the assessment requirement in 2018</li> </ul>
MSPO Auditing Experience:	<ul style="list-style-type: none"> <li>Has clocked 47 man-days as Trainee Auditor, Auditor</li> <li>Conversant [spoken / written] in BM &amp; English and local Sarawak dialects</li> <li>Qualified Agronomist</li> <li>more than 30 years of experience in oil palm industry as Estate Manager, Agronomist, Sustainability Manager [both in private sector &amp; Government [Public] Statutory Body [SALCRA] etc.</li> </ul>

**REPORT REVIEW:****CERTIFICATION DECISION PANEL**

Dated: 30 08 2023

Name: Wilfred S Landong

**CERTIFICATE ISSUANCE**

Dated: 06 09 2023

By: Executive Chairman

**SUMMARY REPORT**

<b>1.</b>	<b>INTRODUCTION</b>
	This report presents the results of the Certification Assessment carried out by Kebal Resources Sdn Bhd as per below:
	Company Name: <b>USAHA JASAMAJU SDN BHD</b>
	Estate Name: <b>USAHA JASAMAJU SDN BHD</b>
	Location: <b>LOT 890 &amp; 892, SAMARAHAN LAND DISTRICT, 54700, SAMARAHAN, SARAWAK.</b>
	Audit Dates: <b>03 &amp; 04 2023</b>
	Purpose: The purpose was to assess the operations of <b>USAHA JASAMAJU SDN BHD</b> estate against the requirements of the Malaysia Sustainable Palm Oil (MSPO) certification under the Standard MS2530-3:2013.

**ORGANIZATIONAL BRIEF**

This is **Surveillance Year 02** Certification Audit and the Scope is Individual Certification **USAHA JASAMAJU SDN BHD [UJSB]** under the standards MSPO-3:2013 General Principles for Oil Palm Plantation and Organized smallholders.

**USAHA JASAMAJU SDN BHD [UJSB]**, main office is located at **LOT 337 – 340, TABUAN LARU COMMERCIAL CENTER, 93350, KUCHING, SARAWAK** while the plantation site is located at **LOT 890 & 892, SAMARAHAN LAND DISTRICT, 54700, SAMARAHAN, SARAWAK**. [Geo-coordinates **N1.305445, E110.521190**]; approximately **45 KM** from Kuching City; accessible by land; about 1 hour driving journey from Kuching. The plantation is established in **2010** and currently the total Certified Area is **443.21** hectares while total Planted Area is **443.21** hectares; with **19** planting blocks and **62,493** palm stand count. The land topography is generally flat with soil type largely consisted of shallow peat and with some areas with mineral soil.

The main activities of **UJSB** are to produce, transport and sale of sustainable fresh fruit bunches [FFB]. At the site **UJSB** currently employ 21 people (comprising 5 staffs and 16 workers)].

The assessment method used in this audit follows the principle of three (3) Ps (paper, practice and people).

This certification assessment is a sampling process where management systems effectiveness and efficiency are confirmed via Audit Trail that the Auditor established to make an accurate conclusion. Information and data were systematically gathered and documented from interviews (with a cross section random sample of stakeholders), observations of process and activities, field audit and review of documentations and records. Assessments were done at the main & Plantation Office and field sites. During the Audit, interviews were conducted with stakeholders comprising staff, workers and surrounding local community to find out their understanding of MSPO principles, its' importance to sustainable growth and production of oil palm products.

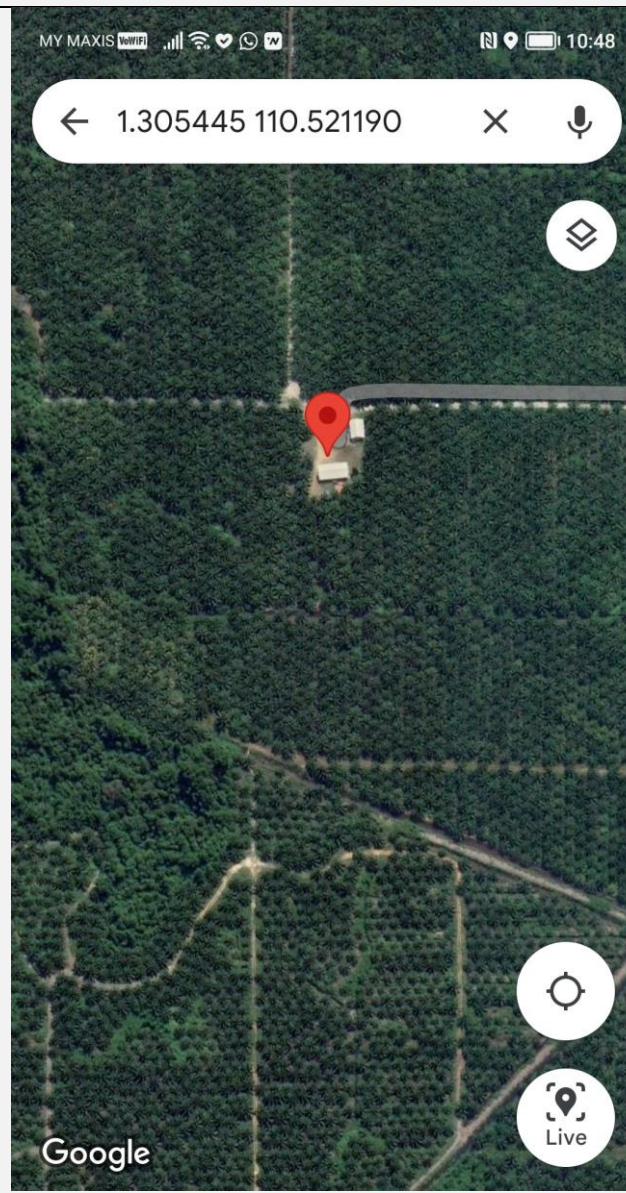
Other notable findings during the audit are the following:

- a) There is an interactive working relationship between the management, staff and workers;
- b) Workers are provided with habitable housing; the accommodation, water & power supply are provided free of charge.
- c) Staff and workers are remunerated above minimum Wage Order 2022.
- d) Other benefits include medical and annual bonus and paid home leave.
- e) Medical treatment [for normal ailment] is provided free by employer.
- f) Solar panel have been installed to provide renewable energy supply for workers quarters
- g) In 2023 extensive works & activities had been undertaken to rehab and enhance growth of palm trees to improve production [including flood mitigation]
- h) There is no evidence that the estate is processing non-sustainable FFB

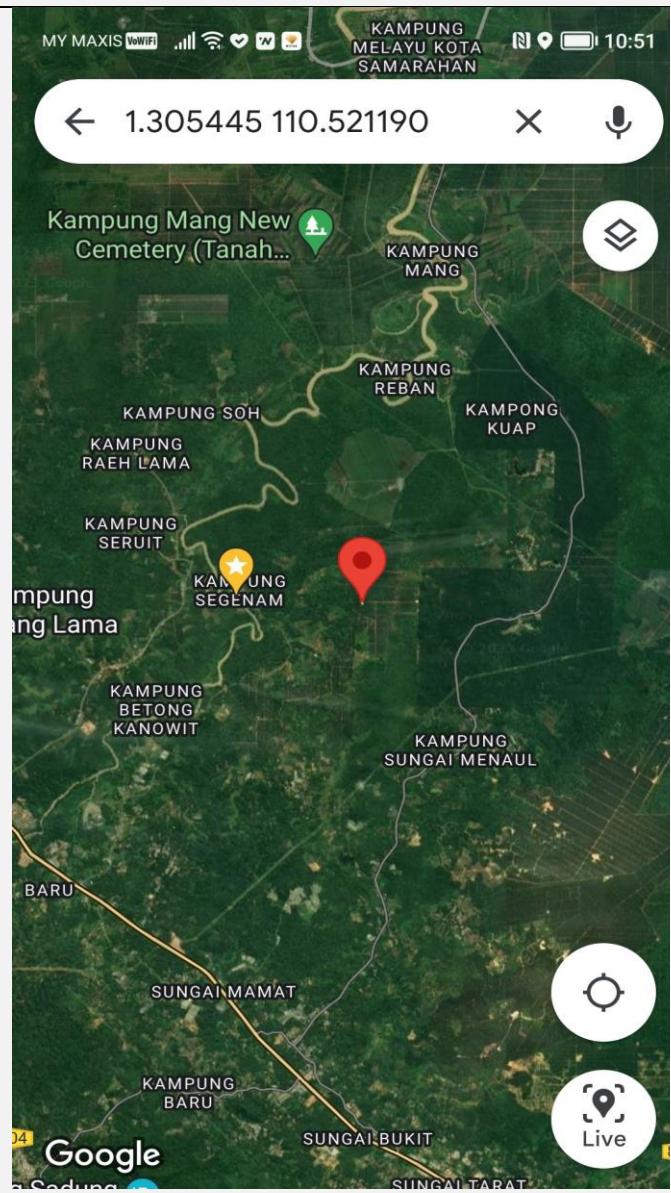
The Audit team has conducted a rigorous assessment of **UJSB** through Field Audit Checklist, Audit Report Checklist, documents review and Stakeholder’s Consultation. It is evidenced that **UJSB** has complied and conformed to MSPO2530-3:2013 Certification Standards, conditions and requirements.

1.1.	<b>LOCATION MAP OF THE PRODUCTION UNIT [USAHA JASAMAJU SDN BHD]</b> [Location, Plantation Areas, Division/Sub-Division]
	<b>Geo-coordinates N1.305445, E110.521190</b>

Google Location Map [Estate Office]



Google Location Map [Estate Location]







<b>1.2.</b>	<b>AUDIT OBJECTIVES</b>
	<p>a. To confirm that the management system conforms with all the requirements of the MSPO standard.</p> <p>b. To confirm that the organization has effectively implemented the planned MSPO management system.</p> <p>c. To confirm that the management system is capable of achieving the organization's policy objectives.</p>

<b>1.3.</b>	<b>AUDIT CRITERIA</b>
	The criteria of this audit were based on the MPOCC scheme requirements and Standards:
	<input type="checkbox"/> MS2530-2 <input checked="" type="checkbox"/> MS2530-3 <input type="checkbox"/> MS2530-4

<b>TABLE 1:</b>	<b>ESTATE INFORMATION</b>	
ESTATE	LOCATION ADDRESS	GEO-COORDINATES [GPS]
<b>USAHA JASAMAJU SDN BHD</b>	<b>LOT 890 &amp; 892, SAMARAHAN LAND DISTRICT, 54700, SAMARAHAN, SARAWAK.</b>	<b>N1.305445, E110.521190</b>

<b>TABLE 2:</b>	<b>SUPPLY BASE AREA STATEMENT [HA]</b>			
Estate	Certified Area [HA]	Planted Area [HA]	Conservation/HCV [HA]	Others [HA]
<b>USAHA JASAMAJU SDN BHD</b>	<b>443.21 Hectares</b>	<b>443.21 Hectares</b>	<b>Not Applicable [NA]</b>	<b>Nil</b>

<b>TABLE 3:</b>	<b>PRODUCTION VOLUME (MT)</b>		
Year	2022	2023	
Projection (MT)		5052.00	
Actual Volume (MT)	1800.00		
Yield per Ha [MT]	4.06	11.40	

<b>2.</b>	<b>SCOPE OF CERTIFICATION</b>
	The scope of this assessment is the following operations of <b>USAHA JASAMAJU SDN BHD</b> in <b>LOT 890 &amp; 892, SAMARAHAN LAND DISTRICT, 54700, SAMARAHAN, SARAWAK.</b>
	<b>SCOPE</b>
	Provisions of Oil Palm Plantation activities including [planting, harvesting, spraying, upkeep, maintenance and delivery of fresh fruit bunches (FFB)] from <b>443.21 Hectares</b> of certified area.



	<b>PROPOSED AMENDED SCOPE [if applicable]</b>
	No change.

<b>3.</b>	<b>EXISTING CERTIFICATION [if applicable]</b>			
	<p>This is <b>Transferred Certification</b>.</p> <p>Previous Certification Body is UNICERT Certification Sdn Bhd.</p> <p><b>USAHA JASAMAJU SDN BHD</b> had been MSPO Certified under MSPO2530:2013 Part 3 since <b>06 09 2021</b></p> <p>Transfer of Certification is conducted according to KRSB-QP M18 Procedure [Transfer of Accredited Certification of Management Systems]</p> <p>Kebal Resources Sdn Bhd was appointed as Certification Body to conduct <b>Surveillance Audit Year 02</b>.</p>			
	Current Certification <i>(Please tick the certification under the Standards below if any)</i>			
	<input type="checkbox"/> ISO 9001	<input type="checkbox"/> EMS 14001	<input type="checkbox"/> ISO 45001	<input type="checkbox"/> ISO 22001
	<input type="checkbox"/> HACCP	<input type="checkbox"/> RSPO	<input type="checkbox"/> ISCC	<input type="checkbox"/> OTHERS:

<b>4.</b>	<b>AUDIT METHOD AND PROGRAMME</b>	
	<p>The <b>Surveillance Audit Year 02</b> was conducted in 3 [three] audit mandays days and involving 1 [one] estate of <b>USAHA JASAMAJU SDN BHD</b>. The audit covers documentation review for internal policies, procedures, management system, site management, field inspections as well as identification of any significant issues for both environment or social issues and also the peer reviewer process as per ACB-OPMC-3; stakeholders' consultation was also conducted.</p> <p>The audit evidence obtained was based on a sample of the information observed and made available during the Audits; thereby introducing an element of uncertainty. The methodology for objective evidence collection included physical site inspections, observation of tasks and processes, interview with workers, families and stakeholders, documentation review and monitoring data.</p> <p>Data collected are compiled and reported vide Audit Report Checklist &amp; Field Audit Checklist.</p>	
	<b>SITE SAMPLING (for group certification, outsourcing)</b>	
	Not applicable as this is a single site	
	Sampling Methodology and Risk Determination	
	Not applicable	
	<input checked="" type="checkbox"/> <b>Single Site</b>	<b>USAHA JASAMAJU SDN BHD</b>



<b>5.</b>	<b>ASSESSMENT FINDINGS</b>
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<b>5.1.</b>	<b>Surveillance Audit 02</b>	<b>03 – 04 08 2023</b>
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The specific processes, activities and functions reviewed are detailed in the **Surveillance Audit Plan (Appendix A)**.

- a. Details of collected evidence and audit trail of this audit are presented in the separate MSPO checklist (**Appendix B – Surveillance Audit Report Checklist**). As outlined, objective evidence was obtained separately for each of the MSPO requirements (Indicators)
- b. The results for each indicator from each of the operational areas were evaluated to provide an assessment of conformity. A statement is provided for each of the indicators in order to support the findings of the assessment team.
- c. Audit Finding Reports is attached as in **Appendix C**

	<b>Audit Findings</b>
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	There were 2 findings during this Audit
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No	Principle	Type of Finding	Criterion	Indicator	Findings
1	2	OFI	Clause: 4.2.2 Criterion 2: Transparency	4.2.2.2	List of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders should be properly maintained.  <b>Workers and Staff list is not updated. The list is to include all list of current employees (Local and foreign)</b>  <b>This finding is closed out on 18 08 2023</b>
2	5	OFI	Criterion 5: Natural water resources	4.5.5.1 (d)	Sighted and verified during the on-site visit on 03 08 2023 along the Menaul stream, Ref: Geo-coordinates 1.305720 N, 110.526636 E located at Block 7 & Block 1. The completeness of the signage is adequate.  <b>However, the along the edges of the stream the vegetation has been disturbed by spraying.</b>  <b>This finding is closed out on 18 08 2023</b>



## SURVEILLANCE AUDIT YEAR 03: SUMMARY OF FINDINGS by Principles &amp; Requirements MS2530-3:2013

Principles	Requirements	Compliance	
		Yes	No
<b>1</b>	<b>Management commitment &amp; responsibilities</b>		
1.1	Malaysian Sustainable Palm Oil (MSPO) Policy	<input checked="" type="checkbox"/>	<input type="checkbox"/>
1.2	Internal audit	<input checked="" type="checkbox"/>	<input type="checkbox"/>
1.3	Management review	<input checked="" type="checkbox"/>	<input type="checkbox"/>
1.4	Continual Improvement	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>2</b>	<b>Transparency</b>		
2.1	Transparency of information and documents relevant to MSPO requirements	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2.2	Transparent method of communication and consultation 4.2.2.2 [OFI]	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2.3	Traceability	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>3</b>	<b>Compliance to legal requirements</b>		
3.1	Regulatory requirements	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3.2	Land use rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3.3	Customary land rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>4</b>	<b>Social responsibility, health, safety and employment condition</b>		
4.1	Social Impact Assessment (SIA) – 4.4.1.1(OFI)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4.2	Complaints and grievances	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4.3	Commitment to contribute to local sustainable development	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4.4	Employees safety and health – 4.4.4.2.g [OFI]	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4.5	Employment conditions	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4.6	Training and competency	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>5</b>	<b>Environment, natural resources, biodiversity and ecosystem services</b>		
5.1	Environmental management plan	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5.2	Efficiency of energy use and use of renewable energy	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5.3	Waste management and disposal	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5.4	Reduction of pollution and emission	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5.5	Natural water resources – 4.5.5.1 [d] [OFI]	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5.6	Status of rare, threatened, or endangered species and high biodiversity value area	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5.7	Zero burning practices	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>6</b>	<b>Best Practices</b>		
6.1	Site Management	<input checked="" type="checkbox"/>	<input type="checkbox"/>
6.2	Economic and financial viability plan	<input checked="" type="checkbox"/>	<input type="checkbox"/>



6.3	Transparent and fair price dealing	<input checked="" type="checkbox"/>	<input type="checkbox"/>
6.4	Contractor	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Based on the audit, it was apparent that:	
The internal audit program has been fully implemented and demonstrates effectiveness as a tool for maintaining and improving the management system	√
The management review process is adequate and effective.	√
The organization has met its objectives and targets and monitored progress towards their achievement.	√
The management system documentation confirms with the requirements of the MSPO audit standard.	√

<b>6.</b>	<b>PREVIOUS AUDIT FINDINGS [if applicable]</b>
	Previous Audit Findings for Surveillance Audit Year 01 had been closed out by previous Certification Body.

## 7. STAKEHOLDERS CONSULTATION REPORT

<b>1.0.</b>	<b>Consultation Technique:</b>
Consultation Technique:	<input type="checkbox"/> Meeting (to submit list of participants if available)
(Can select more than one)	<input checked="" type="checkbox"/> <b>Personal interview</b>
	<input type="checkbox"/> Written views and comments (mail, email etc. based on pre-determined questions)

<b>2.0.</b>	<b>Questionnaires</b>		
No	Criteria	Result	Remarks
1.	Is/Are this stakeholder registered in the organization's stakeholder list?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Respondents are workers & community of the estate
2.	Based on input received, is/are transparency of information between organization and stakeholder justified? (Clause 4.2.1 & 4.2.2)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Through the display of information at estate notice board, staff meeting, morning muster, grievance & complaint forms



3.	Any feedback, complaint or grievances raised by this/these stakeholder before? (If yes, please briefly explain the nature of the feedback/ complaint/ grievance in Remarks)	<input type="checkbox"/> Yes <input type="checkbox"/> No	a) Damage on the flooring of the workers' living quarters b) Shortage of clean water
4.	If (3) above is Yes, does the organization handle the feedback/ complaint/ grievance appropriately?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	Management had taken action to address the complaints urgently
5.	Any land issue being raised during audit against the organization? (If yes, does the issue been, or in progress of being resolved?)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
6.	Any social issue being raised during audit against the organization? (If yes, does the issue been, or in progress of being resolved?)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	No social issue or complaints between the local, foreign workers and the surrounding communities.
7.	Any environmental issue being raised during audit against the organization? (If yes, does the issue been, or in progress of being resolved?)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
8.	Is the issue stated above being brought to the audit?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A	

3.0.	Auditor Summary Statement	[Remarks, Comments & Opportunity for Improvements]
	<p>In summary, the following are the findings:</p> <ul style="list-style-type: none"> <li>a) The respondents appeared to be satisfied with their salaries, living condition &amp; working environment</li> <li>b) Other benefits obtained among others are medical benefits, free home passage and bonus.</li> <li>c) Given goods in kind especially during festive seasons as CSR to their workers and staff.</li> <li>d) Treated the company as a "family" indicative of their loyalty serving the organization</li> <li>e) Estates allow the local communities to use estate road to go to their farms</li> <li>f) Generally, they are satisfied with the manner the management dealt with the employees' welfare.</li> <li>g) Salary and other social benefits, the employer offers them in accordance to the minimum wage regulations and as per their contract of employment.</li> <li>h) As for their complaints, the management has committed to rectify their problems.</li> </ul>	




<b>8.</b>	<b>AUDIT SUMMARY AND RECOMMENDATION</b>
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The audit team concludes that the organization **fulfil** the requirements of the **MS 2530-3:2013** standard and demonstrated the ability of the system to systematically achieve agreed requirements for products or services within the scope and the organization's policy and objectives.

It is to be noted that site management of the Estate is well managed and generally well conformed and complied with requirements of the MSPO Standards.

The audit team recommends that, MSPO Certification be: **GRANTED**, to **USAHA JASAMAJU SDN BHD**

Maxwell S Landong	
Lead Auditor	

<b>9.</b>	<b>CERTIFICATION DECISION PANEL</b>
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The Audit Package Review was done and completed on 16 07 2023

Based on the review made above, CDP supports the continued certification of **USAHA JASAMAJU SDN BHD** under Malaysian Sustainable Palm Oil [MSPO] MS 2530-3:2013 be **GRANTED**.

<b>10.</b>	<b>MSPO CERTIFICATE ISSUANCE</b>
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MSPO Certificate No **KRMC010921** for **USAHA JASAMAJU SDN BHD** under Malaysian Sustainable Palm Oil [MSPO] MS 2530-3:2013, **Issue 2** will be issued on **06 09 2023** with validity period from **06 09 2021 to 05 09 2026**.

**-END OF REPORT-**