

# MSPO CERTIFICATION AUDIT

## PUBLIC SUMMARY REPORT

MSPO 2530-3:2013

AUDIT TYPE:

RECERTIFICATION – CYCLE 2

### MANAGEMENT UNIT

**RANGKAIAN KEMBANG SDN BHD**

**OFFICE: NO. 161, Tingkat 2, Jalan Abdullah, 84000 Muar Johor**

**SITE: Ladang Rangkaian Kembang Sdn Bhd, Kampung Raso 1, Lundu 945000  
Kuching Sarawak**

CLIENT ID: KRMC28

SSM REG NO:291190 - V

REPORT REF: NO: KRMC281224

INITIAL CERTIFICATION DATE: 25 12 2019

### CERTIFICATION BODY



ACB 064

**KEBAL RESOURCES SDN BHD**

SUBLOT 7, NO 387, LOT 17821, 2<sup>ND</sup> FLOOR, STAR POINT ANGLE  
COMMERCIAL CENTER, JALAN STUTONG, 93350, KUCHING,  
SARAWAK.

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1. CERTIFICATION ASSESSMENT INFORMATION

1.1. Type of Assessment:

- Initial Certification
- Annual Surveillance Audit Year 1
- Annual Surveillance Audit Year 2
- Annual Surveillance Audit Year 3
- Annual Surveillance Audit Year 4
- Recertification**

1.2. Scope of MSPO Certification

Part 3 Provision of Oil Palm Plantation management, operations and production including planting, harvesting, and delivery of Fresh Fruit Bunches [FFB] from 120.00 Hectares of Certified Area

1.3. ACB [Certification Body]

Previous ACB: UNICERT Certification Sdn Bhd

Current ACB: Kebal Resources Sdn Bhd (since 2023)

Notes: Segan Plantation Sdn Bhd had been MSPO Certified under [MSPO 2530-3:2013 Part 3 since 25 12 2019]

Transfer of Certification is conducted according to KRSB-QP M18 Procedure [Transfer of Accredited Certification of Management Systems]

Kebal Resources Sdn Bhd was appointed as Certification Body to conduct Recertification Audit on 10 – 11 12 2024

1.4. Other Current Certification (Nil)

- ISO 9001
- EMS14001
- ISO 45001
- ISO 22001
- HACCP
- RSPO
- ISCC
- OTHERS

1.5. MSPO Standards

- MS2530-3:2013

1.6.	Map Geographical Location
	A. Google Location Map, Geo Coordinates: (Appendix A Page 18)
	B. Aerial & Perimeter Map

2.	MANAGEMENT UNIT
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2.1.	Introduction
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This is Recertification Audit and the Scope is Individual Certification of RANGKAIAN KEMBANG BHD, LUNDU, KUCHING SARAWAK under the standards MSPO-3:2013 General Principles for Oil Palm Plantation and Organized smallholders.

Rangkaian Kembang Sdn Bhd main office is located at No 161, Tingkat 2, Jalan Abdullah, 84000 Muar, Johor. The Estate office and Plantation site is located at Geo-coordinates 1.474220 N 109.8845150 E; with site location @ Ladang Rangkaian Kembang Sdn Bhd, Kampong Raso1, Lundu, 94500, Kuching, Sarawak. approximately 18 kilometers from Lundu Town.

Established in January 2012, the Plantation consist a total certified area of 120 Hectares of lowland with peat type soil. Planted area is 100.00 Hectares & about 20 hectares is conserved as riparian zone.

RKSB employed a total headcount of 8 fulltime employees [2 staffs & 7 general workers(3 local and 4 foreign workers)];

RKSB Plantation lands [NCR] is rented vide legal Agreement between MADAM KAUS ANAK SEDIN [Landowner] & RANGKAIAN KEMBANG SDN BHD [Plantation Owner] dated 20<sup>th</sup> January 2012. Legal ownership verification of 124.45HA / 307.53 acres of KAWASAN TANAH HAK ADAT BUMIPUTRA [NCR] KAMPUNG RASO 1 Ref: Survey Plan WGS/TASS/2008/002 dated 28/03/2019.

Plantation workers are remunerated in accordance to regulatory minimum wages; and living conditions in the Estate meet minimum requirements of health & safety regulations

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 Plantation Office and field sites.

During the Audit, interviews were conducted with stakeholders comprising staff and workers 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 a good working relationship between the management, staff and workers;

	<p>b. Staff and Workers are provided with habitable housing &amp; living conditions with adequate facilities and amenities. The accommodation, water supply and electricity are provided free of charge.</p> <p>c. Staff and workers are remunerated above minimum Wage Order 2022.</p> <p>d. There is no evidence that the estate is processing non-sustainable FFB</p> <p>The Audit team has conducted a rigorous assessment of Ladang RKSB through Field Audit Checklist, Audit Report Checklist, documents review and Stakeholder's Consultation. It is evidenced that RKSB has complied and conformed to MSPO2530-3:2013 Certification Standards, conditions and requirements.</p>
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2.2.	Name: <b>RANGKAIAN KEMBANG SDN BHD</b>
2.3.	Site Address      Ladang Rangkaian Kembang Sdn Bhd, Kampung Raso 1, Lundu 945000 Kuching Sarawak

	Main Office Address      NO. 161, Tingkat 2, Jalan Abdullah, 84000 Muar Johor
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2.3.1.	<b>Headcount:</b>	<b>Office Staffs:</b>	<b>Field Staffs:</b>	<b>Total:</b>
	9	2	7	9

2.3.2.	<b>Date of Establishment:</b>	<b>Land Status:</b>	<b>Topography:</b>	<b>Soil Type</b>
	2012	NCR (Rented)	Lowland	Mineral
2.3.3.	<b>No of Planting Block:</b>	<b>Palm Stand Count:</b>	<b>Age Range of Palm Stand:</b>	<b>Planting Material:</b>
	6	SPH - 107	9 - 13	<ul style="list-style-type: none"> <li>• Felda Yangambi</li> <li>• Sime Darby Calix 600</li> <li>• GH500</li> </ul>

2.4.	<b>Management Contact Details</b>			
	<b>Name:</b>	<b>Position:</b>	<b>Tel No:</b>	<b>Email:</b>
1.	Sivarajah Arasu	Director	019-888 6161	sivarajah.arasu@gmail.com
2.	Joachim Engan Sigau	Manager	012- 859 3133	joachim9439@gmail.com

2.5.	<b>MPOB License, Scope of Activities</b>		
	MPOB License No:      5638 3000 3133	Expiry Date: 31 08 2025	
	<b>Scope of Activities</b>		
	<input checked="" type="checkbox"/> Menjual dan Mengalih FFB #		<input type="checkbox"/> Membeli FFB #



<input type="checkbox"/> Menjual dan Mengalih FFB, PK, CPO, SPO #	<input type="checkbox"/> Menyimpan PK, CPO, SPO #
<input type="checkbox"/> Membeli dan Mengalih FFB #	<input type="checkbox"/> Mengilang FFB #

<b>2.6.</b>	<b>Production Area</b>				<b>Part 2 &amp; Part 3</b>
	<b>Certified Area</b>	120.00	<b>Planted Area</b>	236.00 Hectares	
	<b>Mature Area</b>	<b>Immature Area</b>	<b>HCV / Conservation Area</b>	<b>Others</b>	
	100.00	-	NA	20.00 Hectares	

<b>2.7.</b>	<b>Production Volume</b>				<b>Part 2 &amp; Part 3</b>
	<b>Item</b>	<b>Actual</b>	<b>2023</b>	<b>Projection</b>	<b>2024</b>
	Planted Area	100.00	Hectares	100.00	Hectares
	FFB Production	910	MT	1680	MT
	Yield Per Hectare	9.1	MT	16.80	MT

<b>2.8.</b>	<b>MSPO Certificate</b>		<b>Certificate No: KRMC281224</b>
	Initial Certification Date:	25 12 2024	Expiry Date: 24 12 2029
	Recertification Date [Cycle 2]	25 12 2024	Expiry Date [Cycle 2]: 24 12 2029

**3. ASSESSMENT PROCESS**

<b>3.1.</b>	<b>Certification Body</b>		
3.1.1.	Audit Team Members		
	1.	<b>Maxwell S. Landong</b>	<b>Lead Auditor</b>
		Academic & Professional Qualifications	<ul style="list-style-type: none"> <li>BSc (Hons) Resource Economics (1989) &amp; Master of Science in Human Resources Development (1998) UPM</li> <li>Successfully completed MSPO MS2530:2022 Lead Auditor Course in 2024, LA Course ISO 17065:2012 in 2024, LA Course ISO 9001:2015 QMS 2024, IMS ISO 9001, ISO 14001 &amp; ISO 45001 Lead Auditor Course (Exemplar Global Certified) 2021. MPOB Training Course for Peer Reviewer on Oil Palm Management Certification (2017), MS2530:2013 LA course (2017), Best Practice in Social Impact Assessment (MASIA), 2022.</li> <li>Conversant [spoke / written] in BM, English and local Sarawak dialects</li> </ul>

			<ul style="list-style-type: none"> <li>• Technical Reviewer for more than 30 Audit Certification Reports – Plantations &amp; Palm Oil Mills</li> <li>• More than 30 years working experience in Oil Palm Plantation environment, particularly in HR &amp; Land Owner's Management</li> </ul>
	MSPO Auditing Experience		<ul style="list-style-type: none"> <li>• Has clocked more than 130 man-days as Trainee Auditor, Auditor, Lead Auditor and undergone various types of audit category from Initial Certification until Recertification</li> </ul>
2.	<b>Robert Ensali</b>	<b>Trainee Auditor</b>	
	Academic & Professional Qualifications		<ul style="list-style-type: none"> <li>• Diploma in Agricultural Science UPM (1989)</li> <li>• Successfully completed Internal Auditor Course on OHSMS in 2018, Lead Auditor ISO/IEC 17065:2012 in 2024, MSPO Lead Auditor Course MS2530:2022 2024, ISO 9001:2015 QMS Lead Auditor Course MS2530:2022 in 2024,</li> <li>• Conversant [spoken / written] in BM &amp; English and local Sarawak dialects</li> <li>• Qualified Planter more than 30 years of experience in oil palm industry as Plantation Manager, Area Manager &amp; Plantation Controller</li> </ul>
	MSPO Auditing Experience		<ul style="list-style-type: none"> <li>• Has clocked 12.0 man-days as Trainee Auditor</li> <li>• Has performed as a Trainee Auditor auditing onsite (plantation) on – Surveillance Audit 3, Recertification Cycle 2</li> </ul>

<b>3.2.</b>	<b>Audit Plan</b>	<b>Geo-Coordinates: 1.474220 N 109.8845150 E</b>		<b>No of Mandays: 03</b>
3.2.1.	Audit Site Location:			
	MSPO Standards:	<input type="checkbox"/> MS2530:2	<input checked="" type="checkbox"/> <b>MS2530:3</b>	<input type="checkbox"/> MS2530:4
	Type of Certification:	<input checked="" type="checkbox"/> <b>Individual Certification</b>	<input type="checkbox"/> Group Certification	
	No of Sites:	<input checked="" type="checkbox"/> <b>Single Site</b>	<input type="checkbox"/> Multi Sites	No of Sampled Sites: 00
	Sampling Method:	Not applicable – Single Site	Risk Factor / Matrix:	1.5 - Medium
	Date of Audit:	10 12 -11 12 2024		

<b>3.2.2.</b>	<b>Audit Objectives</b>
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1.	<b>Recertification Audit</b>	The objectives of this Recertification Audit include:
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		<p>a. The review of previous surveillance audit reports and the performance of the management system over the most recent certification cycle</p> <p>b. To assess the effectiveness of the management system in its entirety in the light of internal &amp; external changes and its continued relevance and applicability to the scope of certification</p> <p>c. To assess demonstrated commitment to maintain the effectiveness and improvement of the management system in order to enhance overall performance</p> <p>d. To assess the effectiveness of the management system with regard to achieving the certified clients' objectives and the intended results of the respective management systems.</p> <p><b>Recertification Audit activities may need to have a Stage 1 in situations where there have been significant changes to the management system, the organization, or the context in which the management system is operating [e.g., changes in legislation]. Note: Stage 1 Audit is not required in this Recertification.</b></p>
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3.2.3.	<b>Assessment Methodology</b>					
		<p>This certification assessment is a SAMPLING process where management systems effectiveness &amp; efficiency are confirmed via an audit trail that the Auditor established to make an accurate conclusion.</p> <table border="1"> <tr> <td data-bbox="229 1301 544 1543"> <p>Information gathering Data collection</p> </td> <td data-bbox="544 1301 1500 1543"> <ul style="list-style-type: none"> <li>○ Interviews – management &amp; staffs</li> <li>○ Observation of process &amp; activities, using checklists.</li> <li>○ Review of documentations &amp; records</li> <li>○ Site visits, camera evidence</li> <li>○ Field inspections</li> </ul> </td> </tr> <tr> <td data-bbox="229 1543 544 1919"> <p>Assessment Method</p> </td> <td data-bbox="544 1543 1500 1919"> <p><b>Paper</b></p> <ul style="list-style-type: none"> <li>○ Assessing past implementations from records, reports of the management system</li> </ul> <p><b>Practice</b></p> <ul style="list-style-type: none"> <li>○ Assessing current implementation from observing current practices</li> </ul> <p><b>People</b></p> <ul style="list-style-type: none"> <li>○ Assessing future maintenance from interviewing personnel on understanding &amp; assessing competencies</li> </ul> </td> </tr> </table>	<p>Information gathering Data collection</p>	<ul style="list-style-type: none"> <li>○ Interviews – management &amp; staffs</li> <li>○ Observation of process &amp; activities, using checklists.</li> <li>○ Review of documentations &amp; records</li> <li>○ Site visits, camera evidence</li> <li>○ Field inspections</li> </ul>	<p>Assessment Method</p>	<p><b>Paper</b></p> <ul style="list-style-type: none"> <li>○ Assessing past implementations from records, reports of the management system</li> </ul> <p><b>Practice</b></p> <ul style="list-style-type: none"> <li>○ Assessing current implementation from observing current practices</li> </ul> <p><b>People</b></p> <ul style="list-style-type: none"> <li>○ Assessing future maintenance from interviewing personnel on understanding &amp; assessing competencies</li> </ul>
<p>Information gathering Data collection</p>	<ul style="list-style-type: none"> <li>○ Interviews – management &amp; staffs</li> <li>○ Observation of process &amp; activities, using checklists.</li> <li>○ Review of documentations &amp; records</li> <li>○ Site visits, camera evidence</li> <li>○ Field inspections</li> </ul>					
<p>Assessment Method</p>	<p><b>Paper</b></p> <ul style="list-style-type: none"> <li>○ Assessing past implementations from records, reports of the management system</li> </ul> <p><b>Practice</b></p> <ul style="list-style-type: none"> <li>○ Assessing current implementation from observing current practices</li> </ul> <p><b>People</b></p> <ul style="list-style-type: none"> <li>○ Assessing future maintenance from interviewing personnel on understanding &amp; assessing competencies</li> </ul>					

3.3.	<b>Audit Programme</b>	
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3.3.1.	Five Years Audit Program - MSPO Certification
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	<b>Contact Information</b>			
Name of Client:	RANGKAIAN KEMBANG SDN BHD			Client ID: KRMC28
Address:	N0. 161, Tingkat 2, Jalan Abdullah, 84000 Muar Johor			
<b>Contact Person:</b>	<b>Position:</b>	<b>Tel No:</b>	<b>Email:</b>	
Sivarajah Arasu	Director	019-888 6161	sivarajah.arasu@gmail.com	
Joachim Engan Sigau	Manager	012- 859 3133	joachim9439@gmail.com	
Date of Initial Certification:	25 12 2019	Validity / Expiry Date:	24 12 2024	

1.	<b>Recertification</b>	<b>Cycle Two (02)</b>	<b>No of Man-days:</b>	<b>03</b>
	<b>Note:</b>	<b>Within 4 months prior to Certificate Expiry Date</b>		
	Plan Audit Date:	October 2024	Actual Audit Date:	10 – 11 12 2024
	Team Leader:	Maxwell S. Landong	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Peer Reviewer:	Haji Yusuf bin Nekmat		
	Certifier:	Martin Kusong		

2.	<b>Surveillance Audit 1</b>		<b>No of Mandays:</b>	<b>03</b>
	<b>Note:</b>	<b>Not more than 12 months after Recertification</b>		
	Plan Audit Date:	September 2025	Actual Audit Date:	00 00 0000 – 00 00 0000
	Team Leader:	TBA	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	TBA		

3.	<b>Surveillance Audit 2</b>		<b>No of Mandays:</b>	<b>03</b>
	<b>Note:</b>	<b>Not more than 12 months after Surveillance 1</b>		
	Plan Audit Date:	August 2026	Actual Audit Date:	00 00 0000 – 00 00 0000
	Team Leader:	TBA	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	TBA		

4.	<b>Surveillance Audit 3</b>		<b>No of Mandays:</b>	<b>03</b>
	<b>Note:</b>	<b>Not more than 12 months after Surveillance 2</b>		
	Plan Audit Date:	July 2027	Actual Audit Date:	00 00 0000 – 00 00 0000
	Team Leader:	TBA	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	TBA		

4.	<b>Surveillance Audit 4</b>		<b>No of Mandays:</b>	<b>03</b>
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<b>Note:</b>	<b>Not more than 12 months after Surveillance 3</b>		
Plan Audit Date:	June 2028	Actual Audit Date:	00 00 0000 – 00 00 0000
Team Leader:	TBA	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
Certifier:	TBA		

**4. SUMMARY OF AUDIT RESULTS**

Audit Findings Classification			
Term	Meaning	Description	
YES	Compliance	<ul style="list-style-type: none"> <li>Fulfilled requirement of audited standard</li> </ul>	
OFI	Opportunity for improvements	<ul style="list-style-type: none"> <li>Demonstrate conformity. There are, however, improvement opportunity identified that will benefit the organization</li> </ul>	
NO (minor NC)	Minor non conformity	<ul style="list-style-type: none"> <li>Non-compliance to standard requirements or company's SOP; or are issues that when combined, jeopardized the functioning of the system</li> </ul>	
NO (major NC)	Major non conformity	<ul style="list-style-type: none"> <li>Demonstrate absence or total breakdown of system to meet standard requirement, or a number of minor NC against a clause of standard requirements / at a particular area of last assessment that are not effectively addressed will be classified as major NC.</li> </ul>	

Previous Audit Findings (SURVEILLANCE AUDIT 04)

No Findings during Surveillance 04 Audit

**RECERTIFICATION AUDIT (Cycle 2)**

<b>Table:</b>	<b>Summary of Audit Findings</b>	<b>Audit Stage:</b>	<b>Recertification</b>
<b>No of Findings:</b>	<b>Five (5)</b>	<b>Category:</b>	<b>4 NC Minor &amp; 1 OFI</b>

No: 01 Findings Particulars:		
Principle: One [1]	Criterion 1: Internal Audit	Indicator: 4.1.2.3
Description of Process Requirements:	Report shall be made available to the management for their review.	



Description of Objective Evidence:	The Internal Audit Report was to be presented to Management Review Meeting tentatively to be held on 03 12 2024. However, the meeting has to be deferred as the Managing Director is not available during the proposed date.	
Type of Finding	<input type="checkbox"/> NC Minor	<input checked="" type="checkbox"/> OFI
Type of follow up	<input checked="" type="checkbox"/> Document Review [Offsite Audit]	<input type="checkbox"/> Onsite Audit
Corrective Action to be completed by:	10 03 2025	
Root Cause & Corrective Actions to be taken and to be completed by Rangkaian Kembang Sdn Bhd, Lundu Sarawak		
Root Cause Analysis:		
Corrective Actions to be taken:		

No: 02 Findings Particulars:		
Principle: One [1]	Criterion 3: Management Review Meeting	Indicator: 4.1.3.1
Description of Process Requirements:	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.	
Description of Objective Evidence:	Management Review Meeting for 2024 was planned to be conducted on 03 12 2024. An interview with the Estate Manager on 10 12 2024 stated that the meeting shall be held before 31 12 2024 as the Managing Director could not make it due urgent commitment.	
Type of Finding	<input checked="" type="checkbox"/> NC Minor	<input type="checkbox"/> OFI
Type of follow up	<input checked="" type="checkbox"/> Document Review [Offsite Audit]	<input type="checkbox"/> Onsite Audit
Corrective Action to be completed by:	10 03 2025	
Root Cause & Corrective Actions to be taken and to be completed by Rangkaian Kembang Sdn Bhd, Lundu Sarawak		
Root Cause Analysis:		
Corrective Actions to be taken:		

No: 03 Findings Particulars:		
Principle: Four [4]	Criterion 1: Social Impact Assessment	Indicator: 4.4.1.1
Description of Process Requirements:	Social impact should be identified and plans are implemented to mitigate the negative impacts and promote the positive ones.	
Description of Objective Evidence:	Based on interview with Estate Supervisor/ Manager the preparation for SIA for Recertification (Cycle 2) is in progress and the stage of collecting data.	



Type of Finding	<input checked="" type="checkbox"/> NC Minor	<input type="checkbox"/> OFI
Type of follow up	<input checked="" type="checkbox"/> Document Review [Offsite Audit]	<input type="checkbox"/> Onsite Audit
Corrective Action to be completed by:	10 03 2025	
Root Cause & Corrective Actions to be taken and to be completed by Rangkaian Kembang Sdn Bhd, Lundu Sarawak		
Root Cause Analysis:		
Corrective Actions to be taken:		

No: 04 Findings Particulars:		
Principle: Four [4]	Criterion 1: Employee Safety and Health	Indicator: 4.4.4.2 (g)
Description of Process Requirements:	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	
Description of Objective Evidence:	The estate OSH meeting should be conduct regularly to communicate item related to safety and health in the estate. However, there is no OSH meeting being conducted in 2024.	
Type of Finding	<input checked="" type="checkbox"/> NC Minor	<input type="checkbox"/> OFI
Type of follow up	<input checked="" type="checkbox"/> Document Review [Offsite Audit]	<input type="checkbox"/> Onsite Audit
Corrective Action to be completed by:	10 03 2025	
Root Cause & Corrective Actions to be taken and To be completed by Rangkaian Kembang Sdn Bhd, Lundu Sarawak		
Root Cause Analysis:		
Corrective Actions to be taken:		

No: 05 Findings Particulars:		
Principle: Four [4]	Criterion 1: Employees Safety and Health	Indicator: 4.4.4.2 (h)
Description of Process Requirements:	Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees.	
Description of Objective Evidence:	Accident and Emergency Procedure is sighted in Doc Ref. RKSMB/MSP0/4.4.2(h) dd 1/9/2019. However, it is observed that the fire fighting equipment i.e fire extinguisher has expired since September 2024.. Note: The renewal has been initiated during the time of audit	



Type of Finding	<input checked="" type="checkbox"/> NC Minor	<input type="checkbox"/> OFI
Type of follow up	<input checked="" type="checkbox"/> Document Review [Offsite Audit]	<input type="checkbox"/> Onsite Audit
Corrective Action to be completed by:	10 03 2025	
Root Cause & Corrective Actions to be taken and To be completed by Rangkaian Kembang Sdn Bhd, Lundu Sarawak		
Root Cause Analysis:		
Corrective Actions to be taken:		

4.1.	<b>Table: 1 Summary of Audit Findings</b>				
Part 3	<b>MS2530-3:2013 General Principles for Oil Palm Plantations and Organized Smallholders</b>				
Principles	Requirements	Yes	OFI	NC Minor	NC Major
		<i>Findings: Type letter X on the appropriate box</i>			
1.	<b>Management Commitment &amp; Responsibility</b>				
1.1.	Malaysian Sustainable Palm Oil [MSPO] Policy	X			
1.2.	Internal Audit <i>(Indicator 4.1.2.3)</i>		X		
1.3.	Management Review <i>(Indicator 4.1.3.1)</i>			X	
1.4.	Continual Improvement	X			
2.	<b>Transparency</b>				
2.1.	Transparency of information and documents relevant to MSPO requirements	X			
2.2.	Transparent method of communication and consultation	X			
2.3.	Traceability	X			
3.	<b>Compliance to Legal and Other Requirements</b>				
3.1.	Regulatory Requirement	X			
3.2.	Land use rights	X			
3.3.	Customary Land Rights	X			
4.	<b>Responsibility to Social, Health, Safety &amp; Employment Conditions</b>				
4.1.	Social Impact Assessment [SIA] <i>(Indicator 4.4.1.1)</i>		X		
4.2.	Complaints and grievances	X			
4.3.	Commitment to local sustainable development	X			
4.4.	Employees safety & health <i>(Indicator 4.4.4.2 (g) &amp; 4.4.4.2 (h))</i>		X		
4.5.	Employment conditions	X			
4.6.	Training and competency	X			
5.	<b>Environment, Natural Resources, Biodiversity and Ecosystem Services</b>				



5.1.	Efficiency of Energy Use and Use of Renewable Energy	X			
5.2.	Waste Management & Disposal	X			
5.3.	Reduction of pollution and emission	X			
5.4.	Natural water resources	X			
5.5.	Status of rare, threatened or endangered species and high biodiversity value area	X			
5.6.	Zero Burning Practices	X			
<b>6.</b>	<b>Best Practices</b>				
6.1	Site Management				
6.2	Economic and financial viability plan	X			
6.3	Transparent and fair price dealing	X			
6.4	Contractor	X			

Table: 2 Summary: No of Audit Findings by Principles					
Part 3 MS2530-3:2013: General Principles for Oil Palm Plantations and Organized Smallholders					
Principles	Requirements	Yes	OFI	NC Minor	NC Major
1.	Management Commitment & Responsibility	2	1	1	0
2.	Transparency	0	0	0	0
3.	Compliance to Legal and Other Requirements	0	0	0	0
4.	Responsibility to Social, Health, Safety & Employment Conditions	3	0	3	0
5.	Environment, Natural Resources, Biodiversity and Ecosystem Services	0	0	0	0
6.	Best Practices	0	0	0	0
Total No of Findings		<b>5</b>	<b>1</b>	<b>4</b>	<b>0</b>

**4.2. AUDIT FINDING REPORTS**

**4.2.1. NC: Non-Conformance: Major & Minor**

There was one (1) OFI and four (4) Minor NC during this Recertification Audit (Refer to report under 4. Above)

**4.3. SUMMARY: STAKEHOLDERS CONSULTATION REPORT**

<b>A.</b>	Category of <input checked="" type="checkbox"/> Employees/Workers <input checked="" type="checkbox"/> Communities <input type="checkbox"/> Other Stakeholders
	Respondents:
<b>B.</b>	Consultation Method: <input checked="" type="checkbox"/> Face to face Meeting <input type="checkbox"/> Phone Interview <input type="checkbox"/> Written Review [Mail]

<b>C.</b>	<b>Survey Summary:</b>
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**A. Staff, Local workers & Foreign workers**

<b>LIST OF RESPONDENTS</b>			
No	Name	Identity No [if available]	Relationship to Auditee
1	Grinda Anak Achon	710211-13-5797	Employee – Estate Supervisor
2	Anthony Anak Grinda	010105-13-0413	Employee – General Worker
3	Lee Sze Chieng	650524-13-6115	Employee - General Worker
4	Nozie Anak Birun	800525-13-5318	Employee – General Worker
5	Asnadi	KTP 5203113112880245	Employee – TKI/Harvester
6	Arjuna	KTP 5203201506950002	Employee – TKI/Harvester
7	Helman	E2915917	Employer – TKI/Harvester

**1. CONSULTATION METHOD**

Consultation Technique:  
(Can select more than one)

- Meeting (to submit list of participants if available)  
 Phone interview  
 Written views and comments (mail, email etc. based on pre-determined questions)

**2. QUESTIONAIRES**

No	Criteria	Result	Remarks
A.	Is/Are this stakeholder registered in the organization’s stakeholder list?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	All are registered employee of the organization
B.	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	Staff and workers are briefed on task performed, safety measures, usage of PPE etc
C.	Any feedback, complaint or grievances raised by this / these stakeholders before? (If yes, please briefly explain the nature of the feedback / complaint / grievance in Remarks)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	No. Based on the interview with the workers, they did not have any complain and happy with the working environment. This statement is verified with the records on complaints and grievances. No complaints form submitted and sighted for the year2024
D.	If (3) above is Yes, does the organization handle the feedback/ complaint/ grievance appropriately?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A	Not applicable
E.	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	No Land issue raised to date
F.	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 raised to date. No records sighted in the relevant file
G.	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	No issue raised to date
H.	How do you rate the knowledge & understanding of the stakeholders on MSPO?	<input type="checkbox"/> Poor <input checked="" type="checkbox"/> Average <input type="checkbox"/> Good	During the interview, all of them are aware of the implementation particularly issues related to safety and health and Plantation Best Practice.
I.	Are / Is there any suggestion[s] / request[s] from these stakeholders to the organization?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	No suggestion raied to date
J.	Is the issue stated above being brought to the Audit?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A	NA



3.	AUDITOR SUMMARY STATEMENT	[Remarks, Comments & Opportunity for Improvements]
	<p>a) The Estate supervisor is happy working with the organization and has no complain about the salary, benefits and treatment given by the company. The company provide accommodation free of charge</p> <p>b) The local and TKI/Foreign Workers are happy with the facilities provided – free housing, water and electricity. Other benefits provided included medical benefit and annual bonus.</p> <p>c) All the workers are satisfied with their wages and payment is done within scheduled time. Based on payroll summary presented, all the workers' salary are well above the Minimum Wage Order 2022</p> <p>d) The employee provided the workers with PPEs that are relevant to their work at the estate.</p> <p>e) To enhance their MSPO knowledge, it is recommended that, more training for the staff and workers, especially that is related to the Safety and Health &amp; work related etc</p>	

**NAME OF AUDITORS: Maxwell S. Landong & Robert Ensali**

**Date: 10 12 2024**

**MAXWELL S. LANDONG**

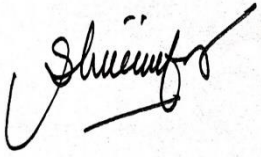
**ROBERT ENSALI**

**5. OFFICIAL ACKNOWLEDGEMENT OF ASSESSMENT FINDINGS**

5.1.	<b>Lead Auditor: Summary Statement &amp; Certification Recommendation</b>	
	Summary Statement:	<p>The audit team concludes that the organization had fulfilled and complied with the requirements of the <b>MS 2530-3:2013</b> 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.</p> <p>It is to be noted that site management of the <b>RANGKAIAN KEMBANG SDN BHD</b> Estate is well managed and generally conformed and complied with requirements of the MSPO Standards.</p>
	Certification Recommendation:	<p>The audit team recommends that, MSPO Recertification be <input type="checkbox"/> <b>MAINTAINED</b> and / or <input checked="" type="checkbox"/> <b>GRANTED</b> to <b>RANGKAIAN KEMBANG SDN BHD</b></p>
	Name:	<p><i>Maxwell Stephen Landong</i> <span style="float: right;"><i>Date: 16 12 2024</i></span></p>
	Signature	






<b>5.2.</b>	<b>Management Unit Representative</b>		<b>Acceptance of the Report</b>
	Job Title: <i>Quality Management Executive</i> Name: <i>Joachim Engan Sigau</i> Date: <i>17 12 2024</i>		
	<p><i>This is to acknowledge and confirm the audit visits / assessments described in this Report and the acceptance of the contents and findings in the said Audit Report.</i></p>		

<b>6.</b>	<b>CERTIFICATION DECISION</b>
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<b>6.1.</b>	Peer Reviewers	<i>Date of Review: 18 12 2024</i>	<i>Applicable for Initial Certification &amp; Recertification only</i>
	Decision		
	Peer Reviewer 1:		

<b>6.2.</b>	CDP: Certifier Decision	Name: <i>Martin Kusong</i>	Date: <i>20 12 2024</i>
	<p>I confirm that I have examined thoroughly all contents of the Report in its' entirety. To the best of my knowledge the information and conclusions included in this report have been prepared in compliance with and fulfilled the Standard's requirements; and done in good faith and that the Lead Auditor recommendations had been based upon these informations.</p> <p>I, hereby confirm the Recertification of Segan Plantation Sdn Bhd tunder the Standard <b>MSPO MS2530-3:2013 General Principles for Oil Palm Plantations and Organized Smallholders.</b></p>		

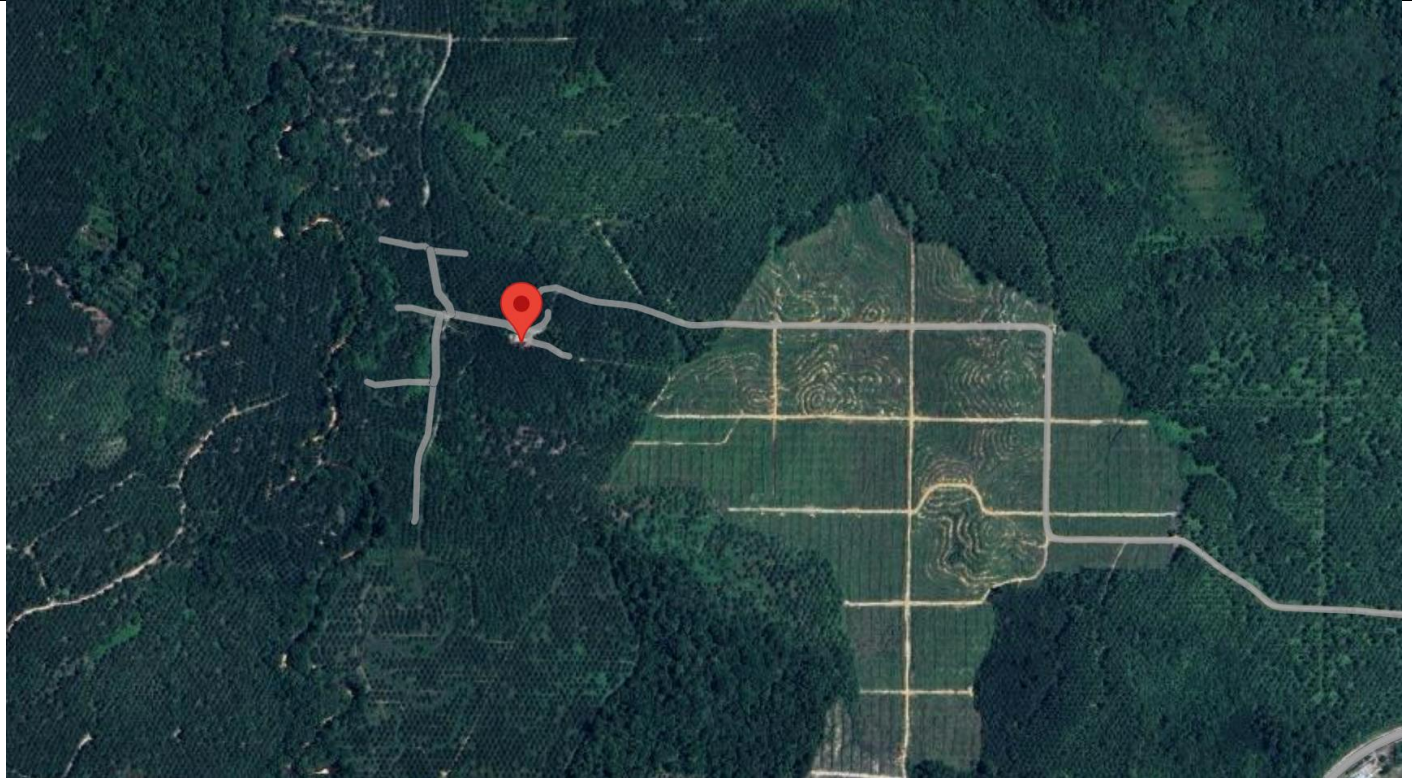
<b>6.3.</b>	Certification Approval by Executive Chairman, KRSB	Date: <i>23 12 2024</i>
	KRSB Management hereby approved of:	
	<input checked="" type="checkbox"/> Issuance of the certificate.	
	<input type="checkbox"/> Issuance of the certificate as soon as implementation of corrective action(s) has been demonstrated.	
	<input type="checkbox"/> Maintenance of the certificate.	
	<input type="checkbox"/> Maintenance of the certificate as soon as implementation of corrective action has been demonstrated.	

<b>7.</b>	<b>LIST OF APPENDIX / ATTACHMENTS</b>	
	A. Google Location Map	B. Perimeter and Block Boundary

8. LIST OF APPENDIX / ATTACHMENTS

A. Google Location Map

Geo – coordinates: N1.474033, E109.884583



B. Perimeter and Block Boundary Map



- END OF REPORT -